
Guest: J. West

Welcome & Introductions
B. Marshall opened the meeting and invited members to make introductions.

President’s Remarks
N. Pinto continued the discussion from the last meeting regarding the strategic direction process and provided an update. The chart in the meeting packet gives an overview and the web site (uc.edu/strategicdirection) offers more detail. He credited his leadership team for pulling this all together. It is about the strategic direction; he did not want to recreate a plan as he appreciated the work that had been done to bring the institution to where it is now. The strategic direction is intended to bring everything into context and create pathways to accomplish and set direction for the university. He anticipates the Board of Trustees’ approval at the February meeting, and then the next step will be to create a resource plan to execute the plan. The vision is to set the paradigm to make a difference. He would like UC to set the model to make an impact on society and take the lead to set it nationally. There are three platforms and pathways: 1) the core is academic excellence, 2) urban impact, and 3) innovation. The three components are: 1) we are a people business, 2) we are here to educate, and 3) connect with our students after graduation to ensure success over their lifetime. We are proud of our location in an urban area, and we need to impact our urban society. We have an obligation to our local schools which has evolved into the initiative of CPS Strong. It’s embarrassing that in 2017 only 130 CPS students graduated from UC. He has challenged corporations to join UC to support this initiative. Although our intentions are good, it is clear we are not making progress. We need to do better to make sure every minority student feels included. Inclusivity will affect our academic excellence. Everyone needs to take ownership to change the culture using our resources to the maximum of our ability.

N. Vincent asked what can be done to make sure every student is involved in all aspects of the campus life and in turn can go out in society as a great citizen.

E. Abercrumbie asked N. Pinto how he responds to the CPS graduation rate. N. Pinto said he is embarrassed and the problem is multi-dimensional. Stronger partnerships are needed in K12 and most of these children are isolated. The plan is to localize first and focus on just a few schools to create these partnerships. Accountability has to permeate all the way down to make sure deans are accountable to recruit diverse numbers.
P. Beetem shared that the Clermont students who spend two years at their campus and transition to the Uptown Campus have a higher graduation rate. Their model could be used for diverse students.

Uninvited Speaker
N. Pinto reported the UIS is suing UC, and he has until the end of January to make a decision on his plans to speak at UC. The contract has not been signed. N. Pinto has put together an Administrative Group led by B. Marshall. A web site (uc.edu/freespeech) has been created where messages and events/programs will be posted.

Approval of Minutes
B. Marshall asked all to review the minutes from the June 29, 2017 meeting. P. Beetem made the motion to approve; it was seconded and all were in favor.

Student Data
S. Luzuriaga reviewed the materials in the packet that contained data from the fall enrollment noting there is a favorable shift in URM. Retention has decreased from 88% to 86.1% in the fall semester. Her staff will be tracking the retention rate from fall 2017 to spring 2018. She noted that Enrollment Management is working on a new system that involves calling students who did not register and documenting the reason.

K. Simonson asked for graduation reports. S. Luzuriaga reported they are available on their web site and can be drilled down by college.

S. Luzuriaga noted that more transitioning students are coming from regional campuses and other institutions. N. Pinto asked if the percentage of total enrollment at Clermont is constant. She replied affirmatively.

A. Kornowa reported on fall 2018 applications stating there is an overall increase of 13.4%. B. Marshall asked if the system sends reminders to those students who have incomplete applications. A. Kornowa replied there is not, but the staff sends emails and text messages to the students and messages with their high school counselors, copying their parents. It may be helpful if college contacts call the students to remind them to complete their applications.

J. Gibson asked if data can be provided showing the number of students who are accepted in their first choice program. A. Kornowa replied this can be done, but it would be another month before the data is available.

B. Marshall asked if alumni could be connected by matching them with applicants from their high school to contact the students. J. Gibson replied alumni are involved with UCART, phone campaigns, and the Bearcat to Bearcat program.

Faculty/Staff Data
S. Luzuriaga reviewed the data in the packet reporting there is no change in URM from last year. M. Olovson reviewed the utilization report that compares the workforce with the labor force.
Supplier Diversity Update
T. Guerin reviewed data. He will work with M.B. Reilly to develop a communication plan to tell their story in the community.

Community Update
G. Baker reported on the monitorship which they voluntarily entered following the DuBose shooting. Their goal is to increase trust in UCPD from the community. In November they held the 3rd Annual Community Breakfast inviting the external community members to hear their story.

S. Sherman reported on the Mentor Me program. There are 23 mentoring pairs that meet on a monthly basis. Each pair will decide what success looks like for their particular needs. They have a web site located on the HR page with more information and Interest Forms.

J. Gibson reported the Alumni Association is developing two new affinity alumni groups: LGBTQ and Latino to join the African American Alumni Association. He is in the final stages of creating the Alumni Diversity Plan. On April 12, the Distinguished Alumni Celebration will be honoring four alums; two of the four are African Americans. The Onyx & Ruby Gala is scheduled on February 24. He reported a CCM alum, Amy Wright, is receiving CNN’s Hero Award.

VP Report
B. Marshall reported on activities from her office during the fall semester and referred to the web site to see the full listing of spring programming. UC was selected as the 2017 HEED Award Diversity Champion. The E&I Conference will be held on April 4 and will be the 10th annual coinciding with the 50th anniversary of King’s death. The conference theme will be Beloved Community.

Three articles are in the packet for reading.

*Approved: June 7, 2018*