

President's Diversity Council
October 25, 2016
Meeting Summary

Present: E. Abercrombie, G. Baker, K. Bankston, C. Beard, P. Beetem, T. Canepa, G. Glazer, T. Grunow, J. Heisey, D. Marinos, B. Marshall, M. McKinley, S. Moomaw, L. Newman, M. Olovson, M. Phelps, M. Reilly, S. Sherman, K. Simonson, L. Thomas, N. Vincent

Guests: Tony Carter, Robin Engel, Meris Herold

Welcome

B. Marshall opened the meeting asking all to make introductions.

Minutes

B. Marshall asked if there were any revisions to the minutes. None were noted. G. Glazer motioned to approve the minutes; L. Newman seconded; and all were in favor.

Public Safety Update

R. Engel, VP for Safety & Reform, introduced the new Chief of Police, T. Carter, and Assistant Police Chief, M. Herold. They both joined UC on June 20 creating a team with G. Baker, Director of Police & Community Relations, and J. Whalen, Director of Public Safety. R. Engel distributed information summarizing activities over the past 15 months of their reform efforts. (All documents are on their Safety & Reform web site.) The transformation of the department has been extraordinary during this short time period. The team has been meeting with various groups internally and externally to share information about the voluntary reform effort. The department has taken ownership of the harm caused and has become a strong community partner. They continue to patrol the same area that houses 5200 undergraduates on campus, 1000 undergraduates that live on the campus perimeter, and over 13,000 undergraduates and graduates that live in a half mile perimeter of campus. Patrols in this area are ensuring the security and safety of residents, but are not making traffic stops. There is a 15 year low in crime around campus and she reviewed the comparison of crime reduction from January – July 2015 to January – July 2016. The Board of Trustees approved a resolution of the six core principles of policing and approved an external monitor with the firm Exiger being selected. They will begin work immediately. G. Baker called attention to the series of workshops in the meeting packet that is intended to educate and inform the community on safety and reform efforts. With the upcoming trial, there will be no different practices for ensuring the safety of all on campus, but officers will be prepared to act if necessary. R. Engel stressed the importance of the safety and well-being of our officers given the stress and crisis they have encountered. They are to be supported as they are part of the solution going forward.

K. Bankston asked what caused the decrease in crime. R. Engel replied the officers are not conducting traffic stops off campus and only engaging in serious offenses.

G. Glazer asked if the citations and arrests data is broken down by race. R. Engel said they cannot get accurate baseline measurements due to the different audience on and off campus.

B. Davenport shared the talking points all to use with media or in any conversation.

- It is a safer campus with crime down 52%.
- We have been engaged in the community.
- We have reformed our police (top down).
- Investments have been made in D&I efforts.

New monies of \$1.6M have been invested in D&I efforts with \$1M going to new scholarships for minority students and \$600,000 for programming and staffing.

Equal Opportunity & Access

M. Olovson was welcomed to the Council as the new Executive Director since he joined UC in April. He gave an overview of his office including its mission. He is working on some disparities including completion of the Affirmative Action Plan for the past several years and other processes to be in compliance with the law. He is refining some practices in the hiring process. He has met with most Diversity Council members individually since he joined UC and learned the history and has an awareness of policies and processes. He looks forward to the Council's support for his office's objectives.

Student Update

T. Canepa passed out his report on Fall 2017 applications. His office is working with colleges to set targets. The 2016 freshmen class increased to 5011 compared to 4451 in 2015. L. Thomas referenced the data in the meeting packet noting the increase in minority numbers over the past five years. Half of those reporting in the multi-racial category are reporting black as one of their races. G. Glazer asked if a different label can be identified for the term "alien". An alternate label can be used internally while this term is used for federal reporting requirements.

L. Thomas referenced the retention race/ethnicity chart on page 5 with the African American rate changing 91.2% for the Fall 2014 cohort going to 87.1 in Fall 2015. B. Marshall noted the goal is not to see any decrease. There is a need to develop proactive measures and the ambassador program in the high schools should yield a positive result. T. Canepa reported they will work hard to sustain the numbers given the projected trend of a decrease in high school graduates across Ohio. B. Davenport stated there is a strategy for out-of-state recruitment. The new monies for minority scholarships will be split with half dedicated to the Turner Scholarships (14 new scholarships) and the other half to another strategy.

K. Bankston asked why the Pell eligibility is going down and if the reason is from the financial need of the students or a change in legislation. T. Canepa reported there is a change in methodology set by the feds.

Faculty & Staff Update

B. Marshall noted the report stated the strategic hiring initiatives has been successful as well as the dual career assistance program. M. Olovson is working on the Affirmative Action Plan which will include the utilization report and identify where goals are needed relative to women, disability, and veterans. K. Bankston asked that the level be included.

Supplier Diversity Update

B. Marshall called attention to C. Smith's report for minority spend. It was noted there is no information about veteran or disabled vendors. B. Marshall replied this information is not captured in state reporting.

UCF D&I Report

The Council will endow \$100,000 for program support and support the Gala and identify prospects for support and sponsorship.

CDO Report

B. Marshall reported the revised Diversity Plan is currently being shared with senior leaders in the vetting stage.

B. Marshall reported on her new office structure with the updated name of Equity & Inclusion including three areas: Title IX, Equal Opportunity & Access, and Diversity & Inclusion.

She called attention to the listing of workshops in the meeting packet being hosted by Public Safety, Academic & Student Affairs, and Equity & Inclusion. On Nov. 9, Dr. Derald Wing Sue will be a guest presenter holding special sessions for senior leaders, student leaders, and an open campus presentation. Work continues to incorporate D&I in the classes and modules as well preparing faculty.

B. Marshall gave a shout out to the College of Nursing as a recipient of the HEED Award and for G. Glazer being named one of the top 35 deans in the country.

B. Marshall gave a shout out to B. Davenport in making the smooth transition to Interim President and keeping the former president's commitment to D&I efforts.

Approved: 1/18/17