

Diversity Council
June 1, 2016
Meeting Summary

Present: G. Baker, C. Beard, P. Beetem, T. Canepa, G. Glazer, T. Herrmann, E. Hudson, D. Juran, K. Kovach, S. Luzuriaga, B. Marshall, L. Newman, M. Phelps, M. Reilly, K. Simonson, N. Vincent

Welcome

S. Ono opened the meeting and thanked all for their work. The year started with challenges but because of everyone's work, significant progress was and will continue to be made building bridges around the community. He has received valid suggestions on building an inclusive community to grow diversity of faculty and students. These recommendations will continue to drive our progress.

S. Ono thanked B. Marshall for her work behind the scene serving as the point person. She was recently presented with the Spirit of America Award by the Cincinnati Association. Additionally, her office expanded with two new offices – Title IX and Equal Opportunity & Access. Her number one priority at the time is writing the new D&I Plan which will be more ambitious and aspirational. A copy of the executive summary will be shared later in the meeting and a plan draft will be delivered to S. Ono next week.

S. Ono acknowledged G. Glazer for her work with disparity in health care and holistic admissions.

Introductions

All council members introduced themselves with two new members, Mitchell Phelps and Chris Beard.

Approval of Minutes

B. Marshall asked all to review the March minutes asking for motion to approve. E. Hudson motioned to approve; L. Newman seconded the motion; and all were in favor.

B. Marshall called attention to C. Smith's report in the minutes that answered questions from the last meeting regarding MBE and Edge spend.

Faculty Dashboard

S. Luzuriaga referenced the report located under tab 2 of the meeting booklet that provided a snapshot of the presentation. She created the dashboard that compares UC faculty against Carnegie institution faculty using 2013-14 data (most current available). A few highlights included: UC has a larger African American faculty population, a larger race/ethnicity unknown population, and a larger alien population. UC ranks 22nd out of 115 in the US for the proportion Black/African American faculty and 17th for tenured/tenure track faculty. This tool can be accessed at <https://dataanalytics.uc.edu>

S. Ono identified the following items for additional information.

- What does it look for tenured faculty this year and the next five years? (include break down by faculty rank)
- What does it look like by college?

- What does it look like longitudinal?
- Is there salary disparity by ethnicity and gender?

G. Glazer asked who works with search committees to use the best language for job advertisements. B. Marshall replied the new OEA director, Matt Olovson, will be assuming this responsibility, but it is not currently being done. G. Glazer referenced an article that highlighted this practice and will forward a copy to B. Marshall.

S. Ono referenced a new affinity group that has been formed this year – the UC Black Faculty Association led by James Mack. A proposal was submitted to enhance the recruitment and retention of Black faculty. S. Ono reported he will be funding the entire amount of their request. Additionally, J. Mack was just appointed as the Associate Dean of the Graduate School.

D&I in the Curriculum

In response to one of the demands of the Irate 8, T. Herrmann led a task force to infuse diversity & inclusion into the curriculum. From feedback at the discussion groups, four working groups were formed: 1) Gen Ed framework, 2) inclusive classroom, 3) faculty development, and 4) courses and modules. She shared the proposed timeline:

Summer – research what’s been done at UC and other institutions

Fall – draft detailed plan

Late Fall – vet plan

Spring – make revisions and update draft

S. Ono asked that a budget be included in the draft so it can be incorporated into the budget planning cycle next spring.

S. Ono asked for the selection of the freshman Common Read and suggested all the readings be put on the web site. *A Deadly Wandering* is the 2016-17 selection and a full listing can be found at

http://www.uc.edu/fye/center/communications_publications/FYEupdatehome/fye-lc-update-2014-2015/nextCR.html

S. Ono shared the UC Press was just launched and its core focus will be social justice and D&I.

Admissions Update

T. Canepa distributed an update on the 2016-17 freshman class calling attention to two challenges – 1) current events, and 2) implementation of the new student information system. Despite these challenges, he anticipates another significant increase (500 more students) for the freshman class even with the melt. Housing applications are up 700 students and 650 additional beds will be leased in the surrounding area to accommodate the demand. The overall diversity for the Uptown Campus is up 25% for students of color. African American is down 12% which is attributed to the events of last summer. There is substantial increase in Hispanic and multi-racial numbers. African American applications increased but confirms are down due to low numbers of qualified applicants. UC has the largest freshman increase among the Ohio institutions. G. Glazer stated the issue remains there are not enough full-ride scholarships to offer students.

T. Canepa shared that he submitted a report to S. Ono and B. Marshall as chair of the task force making recommendations to increase recruitments efforts. Their first recommendation is to establish a high school liaison program (\$134,000) and the second priority is a combination of

increasing the number of Turner Scholarships (\$4.3M) and expanding the Graduate School Fellows program.

K. Simonson expressed the need for a comprehensive central recruitment plan with individual college plans that feed into it. S. Ono asked K. Simonson to work with B. Marshall on a plan. B. Marshall stated we need to leverage our Foundation partners to go beyond current funding. G. Glazer asked for the success rate of the regional recruiters. T. Canepa said they do have some information, but need to drill down to get this data.

S. Ono stated there is a significant funding request for social media marketing. He asked how much is really needed and wants to look at real data before making decisions. What is the impact of social media vs. a real admissions officer making high school visits? S. Ono asked G. Glazer to poll the deans to find out the number of students they did not yield. Answers to these requests are to be provided at the next meeting.

Supplier Diversity Update

B. Marshall reported C. Smith was unable to attend the meeting, but supplied the update under tab 4.

CDO Report

B. Marshall reported she chaired the Student Diversity Programs Team which submitted recommendations to S. Ono. She held 14 IE Workshops over the course of the past year. The D&I Incentive Grant recipients are provided in the booklet. The office will be renamed effective July 1 to the Office of Institutional Equity. Matt Olovson is the executive director of Equal Opportunity & Access and will be new member of the Council and deliver a presentation at the next meeting on Affirmative Action.

B. Marshall distributed a draft of the D&I Plan Executive Summary and briefly walked through the document. The strategies are being built in. She welcomes ideas and suggestions; please submit by June 10. A new feature in the plan will be templates for all colleges and units to use to ensure their environments are inclusive and welcoming.

Announcements

G. Glazer shared that K. Bankston missed the meeting due to a new project at Hughes High School. She is part of a team that is conducting workshops for their math and science teachers.

L. Newman reported the name of C-Ring Award will change to UC Women's Advocacy Award.

Adjournment

B. Marshall thanked Council members for their support and work over the past year.

Approved: 10/25/2016