President’s Diversity Council  
June 29, 2017  
Meeting Summary


Guest: D. Lynch

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

President’s Remarks
N. Pinto thanked members for their commitment to the PDC and welcomed new members. He recognized the commitment that extends beyond regular responsibilities. Diversity is strategically important for the institution, and we will be a stronger institution because of diversity. His leadership group is strategically thinking about the direction for the university, and his goal is to have a campus-wide discussion on strategic direction in the fall. One part of the strategic direction is the Inclusion Plan. A decision was made not to move forward with the plan as a separate document apart from the strategic plan. It was put on hold upon his arrival to campus so it could be integrated into the strategic plan. He has reviewed the Inclusion Plan and all aspects are important, but noted a few key points that stand out.

- There is no isolation of resources. There is value of higher education in our society, and we need to identify alternative ways to fund our initiatives. There will be an added focus on fund raising for diversity. There are donors who believe diversity is important. This will be a responsible targeted area at every level. He will recommend to the administration that this program be implemented.
- Accountability is important and can improved for goals on D&I. Metrics will be added in evaluations for VPs, Deans, and Department Heads, and he hopes they will push it down to their direct reports.
- He has been meeting with members in the community, and understands there is a need to have more efforts to provide leadership at all levels that is diverse.
- The plan calls for a mechanism to re-visit how searches are conducted and evaluation of candidates. There is a need for more faculty to be representative of our society.
- As an educational institution, how do we ensure the world goes after our students? We teach students the values that are vital to our society. No matter the discipline we are teaching, D&I should be embedded in the curriculum.

G. Baker asked about the timing for the Master Plan. N. Pinto stated it will be executed on January 1, 2018. His goal is to obtain approval from the Board of Trustees at the November Board meeting. Recognizing the work that had been done prior to his appointment, he did not want to the university community to go through another planning process. He used the current work to make adjustments to create the new strategic direction.
P. Beetem asked if there would be an opportunity for the community to comment on the new plan. N. Pinto replied he values input from the community, and his team is in the process of building the framework to engage the UC community in the fall.

Approval of Minutes
B. Marshall asked members to review minutes from the January 18, 2017 meeting. S. Moomaw approved the motion to approve; L. Newman seconded and all were in favor.

Ambassador Initiative Presentation
A. Kornowa reviewed the presentation in the meeting book under tab two. This initiative is a result of one of the Irate 8 demands. The Admissions Office has provided leadership and partners with Student Financial Aid in collaboration with CPS. The goal is to increase the pipeline of CPS students through the college prep process beginning in the 8th grade. D. Ealy has been hired to oversee the program along with E. Henry in the Financial Aid Office. Two junior level students have been identified for most schools (a few only have one student and SCPA did not have any). Students will receive a two-year paid appointment and will begin training in July. If they enroll in UC, they will be given a $2000 scholarship. D. Lynch has led the application process and reported 50 students applied. All were interviewed and 22 were selected. Their average GPA is 3.2; there are 20 African Americans, 1 Latino, and 1 White student; 13 females and 9 males. It is their goal to see an increase in the number of students who apply to the program and they will identify outreach efforts to implement in the next round that will occur in the spring of 2018.

S. Moomaw applauded this initiative and hopes that if it proves to be successful, it will be expanded to other populations and one to consider is the poverty community.

C. Beard asked if a metric would be added for inclusion for the students. Is the Cincinnati Pride Grant explained to the students? D. Lynch replied yes.

B. Marshall asked that a group photo be taken and a story written to be posted in The Cincinnati Herald. M. Reilly is following the progress and will cover the PR.

N. Pinto asked if we have metrics of the CPS students and if we are going to put metrics on the impact of the program. A. Kornowa replied they are developing metrics for this initiative. S. Luzuriaga offered to assist. A. Kornowa reported the Admissions Office does have general data on CPS students at UC.

L. Newman suggested the ambassadors come together on a regular basis and have a “buddy” for the reps that are single ambassadors at their schools. D. Lynch replied they have developed a buddy system for the entire program matching students up with those at other schools. These students will be brought to campus on a regular basis throughout the year for various events/programs. N. Vincent suggested the ambassador be presented at a future Board of Trustees meeting.

Student Data
A Kornowa reported on the data under tab three. As of June 26, 5783 first-time students are confirmed. The average GPA and ACT are consistent with past years. The racial and ethnic breakdown indicates an overall increase for the fall. They anticipate the final number to be around 5400-5500. Housing is full and capacity is being maximized. There is a wait list with priority being given to first year students and those outside of the 50 mile radius. There is an increase in transfer numbers compared to 2015 data.

B. Marshall asked if anything can be done to see less of a melt in numbers. A. Kornowa reported OSU had a new strategy this year to lower their numbers, but they are below that target so they are now offering admission to all on their wait list. She is not certain how this may affect UC. E. Abercrumbie asked if the diverse numbers are for Main Campus or include regional campuses. A. Kornowa replied the report is only for Main Campus and she did not have the data for regionals. She did not have the breakdown by college, but can provide this data.

Staff Update
B. Marshall stated there was no change in data for faculty and staff since the census will be done in the fall. S. Sherman provided an update on the UC Mentor Me program scheduled to launch July 1. This will be an informal program to target staff since data suggest faculty have established support systems. The HR web site will have an Interest Form for individuals wanting to participate. Based on their interests, they will be matched up with an appropriate mentor. HR will contact prospects to determine their interest in serving as mentors. There are many staff councils across the university and HR will engage them in this project. They are partnering with the PR area to market the program.

S. Luzuriaga asked if maintenance staff will be included. S. Sherman stated the program is for all staff, but they do need to have their manager’s permission. Backgrounds will be checked to ensure there are no disciplinary concerns.

Supplier Diversity Update
C. Smith reported on updates from her area as outlined in the booklet, highlighting meetings with African American Chamber, Vantiv, and Herman Miller. Xavier University and the University of Tennessee have contacted her about UC’s supplier diversity program as they create one for their respective schools. The College of Business collaborated with Turner Construction and held a forum for the community to learn about their construction project and potential opportunities to be part of this project. The Ohio/Kentucky/Indiana Summit will be held in October and UC will again be a sponsor. They will give scholarships to UC students who are pursuing careers in the construction industry.

N. Pinto asked how our own performance is measured. C. Smith replied she did not have metrics with her. She meets with suppliers to build relationships and to determine 1) did they follow up, 2) were they successful, and 3) were they awarded the bid. We do have metrics to track but it depends on the current project/activity (i.e., ongoing construction, new furniture purchases, etc.).

S. Moomaw stated it appears the same contractors are used consistently without opportunities for other contractors. She asked if messaging goes out to the community about these projects for other businesses to bid. C. Smith replied that messaging does indeed go out to multiple
contractors so all have the opportunity to participate in the bidding process. Also to keep in mind, even though you see signage for certain contractors, there are other businesses that subcontract with the main contractor.

**VP Update**
B. Marshall referenced her report in the booklet and briefly reviewed and highlighted upcoming events: 1) hosting film screening of Hidden Figures with the YWCA on July 20 in the TUC Cinema (includes a panel discussion), 2) hosting DiversityFIRST Certification Training by the National Diversity Council the week of August 7, 3) partnering with GE, P&G and Fifth Third for the APA Multi-Company Picnic on August 27, 4) hosting the Hispanic Scholarship Fund Gala on campus October 15. She noted there are continuing consultations conducted by her office and ongoing searches. The Title IX Coordinator position has been relaunched with a new title for the position and office – Executive Director, Gender Equity & Inclusion. This change reflects the position is responsible for more than just Title IX and is relevant with the current market. She noted the update on the Irate 8 demands. Also in the booklet is the most recent draft of the IE Plan; feedback is due July 12.

*Approved: January 11, 2018*