

Diversity Council
September 7, 2011
Minutes

Present: J. Anthony, L. Billionis, K. Faaborg, C. Goode, T. Guerin, A. Hagerty, G. Hand, W. Harris, T. Jones, H. Kegler, R. Lee, M. Livingston, B. McClung, D. Meem, D. Merchant, L. Newman, B. Rinto, K. Robbins, K. Simonson, G. Wharton, R. Zierolf

Opening

L. Billionis welcomed all to the new year and gave special recognition to those who worked on the University Diversity Plan. He identified new members to the Council and welcomed them.

Enrollment Report

C. Miller provided an enrollment report with the following information on numbers two weeks out from the start of classes. There is a 6% increase of African American students on the Uptown Campus, 17% increase at the regional campuses and 12% overall increase. There are notable gains in other diverse populations – Asian, multi-racial, international, etc. The Uptown freshman class is 80% white and 20% other; the regionals are more diverse as well. There are 114 multi-racial students for 2011 compared to 95 in 2010. Of those identifying themselves as multi-racial, 50% report one race being African American. Retention numbers are looking favorable; at this time, there is a 2% increase from last year for African American students which takes that figure to 85% (the same as white students).

M. Livingston reported on a meeting held a few weeks ago in response to a student having incorrect information about African American student enrollment. There has been a steady increase over the years on the Uptown Campus for students in baccalaureate programs (2011: 250; 2010: 218; 2009: 200; 2008: 196). Many people called attention to the diversity numbers at OSU; however, they report 5.9% of their total enrollment on main campus is African American, significantly less than that at UC.

B. Rinto requested information on retention figures broken down by race and gender.
C. Miller replied this information will be gathered and shared after the census date.

D. Meem asked how African American has fared with the growth of each incoming class aligning with the percentage. C. Miller reported it has also grown and held steady at 5.5-6%.

K. Simonson expressed concern about African American enrollment in selective colleges. There is success in admitting these students but they are lost because UC is not competitive in financial packages for these students. He asked if consideration can be given for individual college admissions plans. M. Livingston noted this will be addressed in the Diversity Plan, the Academic Master Plan, and the Enrollment Plan (yet to be created).

L. Bilionis stated this is an example where misconceptions can be corrected by using the Diversity Plan as this item is addressed in Goal I. D. Merchant reported there are plans in progress to develop metrics for the Diversity Plan and the President's Report Card. She continued that UC's main pool is Ohio; however, it is understood that some colleges do recruit on a national level. It was noted that of the 250 African American freshmen enrolled on the Uptown Campus, about half of that pool was given additional consideration in reviewing admission criteria.

2011-12 Plans for Diversity Council

In response to the University Diversity Plan and previous conversations, L. Bilionis reported there is a need to restructure the working subcommittees of the Diversity Council to better align with the new challenges and themes of the Plan.

He proposed a new subcommittee structure as follows:

1. Steering Committee will ensure the plan is implemented; membership has been expanded to include new members: D. Merchant, R. Lee and A. Hagerty.
2. Metrics/Assessment Committee will address the issue of assembling and examining data and reviewing the diversity templates from the various units.
3. Communications/Program Committee to schedule activities that emulate and speak about diversity. Identify activities/programs to inject into the culture of UC that would elevate our core values in a positive way.

These working groups will bring action items to the Council resulting from their work/efforts. Given this structure, L. Bilionis asked if it might be better to meet every other month with the subcommittees doing their work outside the Council. The steering committee will need to facilitate the agenda for the other two subcommittees so the work is seamless. The chairs of the other two subcommittees should serve on the Steering Committee. An email will be sent to Council to determine members' interest in serving on these two subcommittees so at the next meeting this will be decided and work can begin.

Following are suggestions offered for these subcommittees to address:

- To be powerful conveners of programs to elevate this initiative.
- This is an opportunity to envision.
- People want to see things happen.
- There is a great deal of fear around diversity and a strategy needs to be developed for a feedback mechanism to allow anyone who has an idea/question/feedback/etc. to share anonymously, if need be.
- Climate needs to improve so people feel and think about diversity.
- We do not do a good job of telling our story; we need to be innovative about communicating; more proactive.
- What is the institutional structure? It needs to be part of the culture of the university.
- There is only the CDO; he needs more support.
- We need to answer the question, "What is diversity?" It's inclusive and evolving all the time. This should be posted to the diversity web site.

- The faculty need to be engaged in diversity, but until it's ingrained with the Deans and Department Heads it does not reach down to that level; the Provost needs to issue a directive about his expectations.

NOTE: In answer to the comment about a diversity definition, below is definition created by the original UC|21 Diversity Task Force. This will be posted to the diversity web site.

"The University of Cincinnati recognizes a very broad and inclusive concept of diversity that should include commonly recognized considerations such as race, ethnicity, gender, age, disability status, socioeconomic status, sexual identity, sexual orientation, religion, and regional or national origin. Going forward, we want to emphasize that UC's concept of diversity should retain the capacity to evolve with our understanding."

G. Hand shared that the original communication plan consisted of three pillars: 1) web site to allow people to find information; 2) accountability – make people respond (diversity inventory), 3) every Diversity Council member should be communicating what the Council is doing by serving as a conduit.

It was agreed to continue with monthly meetings of the Diversity Council with time for subcommittees to meet proximate to those meeting times (schedule noted below).

Diversity Plan Rollout

M. Livingston shared a copy of the draft rollout plan and briefly reviewed some of the key elements. He shared recent conversations about identifying metrics for the President's Report Card and plans for a presentation to the Board of Trustees on 9/20.

M. Livingston shared copies of diversity highlights from the past year noting there was much accomplished while the Diversity Plan was under construction. This listing can be shared with others so they are aware of the work. One example is the launch of a mentoring program for African American students (STEER); a video was shown of Presidents Williams and McDonald (P&G).

Minutes approved by L. Billionis and M. Livingston.

Distributed: 9/14/11

2011-12 Meeting Schedule -- All meetings begin at 8:30 AM in 320 University Pavilion.

October 5

November 9

December 7

January 4

February 1

March 7

April 4

May 2

June 6