Diversity Council  
September 5, 2012  
Minutes  


Guest:  C. Miller

Introductions
L. Bilionis opened the meeting asking all to introduce themselves given new members joining this first session.

Enrollment Report
C. Miller provided a preliminary enrollment report noting that the census date is Monday, Sept. 10 and a final report is expected on Sept. 11 that will include a breakdown by college (attached). Metrics used are the same being utilized for the President’s Report Card and the focus is on the entering baccalaureate class. The multi-racial category does not have benchmark data yet, but from this category 45% report African American as one of their races. Four percent of the class is international which is almost double last year’s number; largest group is from China but there are nice gains from other countries. This is a gender balanced class. Retention is expected to be at 86%; African American is up from 81% last year to almost 82% this year and Hispanics will be at 86%; up from 84% last year.

K. Simonson asked about the yield of African Americans. C. Miller replied there were 610 offers for the baccalaureate class and 240 were enrolled producing a 38% yield. She noted there was a slight drop in total enrollment for African American students stemming largely from distance learners in CECH & Nursing.

M. Livingston asked if C. Miller could project on the dynamic change coming with the increase in Hispanic students and number of whites dropping. She anticipates African Americans staying flat and is uncertain of the trend for multi-racial. The national comparative data is not good.

She reported on the new recruiter in Chicago. The challenge going forward will be preparedness for the entering classes. Transfer students have significantly increased in diversity numbers with many coming from Cincinnati State and Sinclair.

M. Livingston asked if there was a performance level being targeted in our recruiting efforts. C. Miller noted the scholar students are very diverse.
K. Simonson asked if there was comparable staffing for African American recruitment as there is for international recruitment. C. Miller reported there is not because the international field was identified as a positive budget enhancement.

Scholarships for African American students have been identified as an area that is a top priority. M. Livingston confirmed this was one of the top two priorities identified by the deans; the other being faculty.

L. Bilionis suggested a presentation at a future meeting on the faculty composition would be helpful. T. Murphy indicated data should be ready for the next Council meeting. She was asked to include data over the past five years for both faculty and staff. It was also asked that data include advancement through promotions.

Subcommittees
L. Bilionis provided a summary of the Council for new members. It has been in existence since 2007 and serves as the formal advisory body to the President and CDO. The Council has the opportunity to speak and share information, especially as the university community turns to the Council for input, thoughts and expertise. Subcommittees are part of the Council and drive the work. He has notified the President of his intention to step down as chair of the Council and the need to identify someone else for this role. M. Livingston praised L. Bilionis for the wonderful relationship and seamless work they have done in his tenure as chair. M. Livingston stated his intentions to step down as VP for Student Affairs & CDO either at the first of the year or in the summer of 2013. He has begun conversations with the President about this transition for both Student Affairs and his CDO role.

M. Livingston reported the three subcommittees comprised under the Council’s umbrella are Steering, Communications and Metrics. The document containing the charge and members are part of the handout provided to each member. He reported the system of accountability is now in place which initiated with the VPs in their annual evaluation process with the President this past cycle. A budget has now been established for the diversity initiative as part of the UC2019 funds and each year there will be an opportunity to request additional funds in the budget planning process. The Metrics Subcommittee chaired by D. Merchant focused on reviewing submissions from units. This year their work will focus around three primary areas: 1) Diversity Report Card – The President’s Report Card will be much more compact with targeted information. The data used for the diversity portion of the report card will be extracted for a stand alone diversity report card and expanded to include the broader definition of diversity. 2) Climate Survey – This survey will be conducted for the larger UC community to gauge the impact of the Diversity Plan and the culture. NSSE and SSI regularly surveys student satisfaction, but there has not been an established mechanism to survey faculty and staff. 3) Metrics – They will hone in on the metrics for each of the diversity goals in the plan. Last year focused on the five presidential priorities to jump start the plan.

B. Arkeilpane reported that the Athletic Department recently surveyed their staff and offered to share the instrument used and the resulting data. D. Merchant praised their
work and that of the climate in Athletics. M. Livingston also acknowledged the work they are doing with LGBTQ student-athletes.

Year One Report
D. Merchant stated this report is an attempt to give a snapshot of the impact of the first year of the Diversity Plan. The President had five priorities in this first year. The deans are very excited about what is going on in their units and the figures reflect “skin in the game”. R. Hays noted this figure of $71M+ is for all nine goals in the Academic Master Plan; approximately 10% of this figure is diversity focused (see new report attached). M. Livingston noted this just didn’t start last year; units have been focusing on diversity for years. L. Bilionis stated the goal setting is very critical and it is now part of the annual planning process. The Council should use its work to anchor diversity in the culture. It’s transformed over the last several years.

D. Merchant stated the dollars are not the best way to talk about the progress of the diversity initiative; it minimizes the impact. The survey will show how the culture is changing.

K. Simonson is concerned about the resources dedicated to international student recruitment and would like to see the same commitment to African American student recruitment. He asked that a conversation be scheduled for a future meeting to address this matter that would include detailed data.

Diversity Bulletin & Diversity Web Site
B. Marshall reported on the work of the Communications Subcommittee which she chairs. She reviewed the enhancements made to the diversity web site. The diversity bulletin (called Spectrum) is a new document that will be issued three times a year; the first issue will be hard copy and online with subsequent issues available online only. The first issue will be released at the 9/27 Ethnic Reception.

Anyone interested in serving on either the Metrics or Communications Subcommittees should contact the chairs directly.
Metrics: Debra Merchant
Communications: Bleu Marshall

Best Practices & Key Learnings
L. Bilionis referenced these documents in the handout packets. They are the result of the evaluation process with the VPs.

System of Accountability
M. Livingston stated the President gave a powerful statement about his desire for the diversity initiative to be open and transparent. VPs are now held accountable. He asked all to read the Best Practices and Key Learnings document in the handout packet and have a command of the information as you interact with others.
L. Bilionis concluded the meeting and invited any feedback be directed to him or M. Livingston.

Announcements
M. Livingston asked all to read the article at the link below about the new Bearcat Bond which was introduced at Convocation.

The Ethnic Reception is September 27, 4 PM in the Mick & Mack Café.

BRIDGES for a Just Community Walk is scheduled for Saturday, October 27; 9 AM registration and 10 AM walk begins.

Minutes approved by L. Bilionis and M. Livingston

2012-13 Meeting Schedule (8:30-10 AM)
October 3
November 7
December 5
January 9
February 6
March 6
April 3
May 1
June 5

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