Faculty Senate/All University Committee Report (2014-2015)

Committee:	Human Relations	**Prepared By:**	Datina Juran	**Date:** March 24, 2015

Committee Members at the Meeting:	Ratee Apana, Carrie Atzinger, Donna Shambly-Ebron, Ionas Rus, Jennifer Ellis, Datina Juran (chair), Wanda McCarthy

Topics Discussed: provide a brief description of each

Minutes: J. Ellis

Old Business:

1. I. Rus followed up on previous request to assess departmental diversity needs. States UCBA faculty have discussed need to support both 1stGen students, and faculty who are 1st Gen students as faculty. Committee discussed possible suggestion for faculty student mentor programs for first generation relations.

New Business:

1. **Progress regarding Award Structure**
   I. Rus discussed idea with J. McNay to determine what other Universities do to acknowledge years of service. Per. J. McNay, not seen in many public Universities, but is popular in the private sector. J. McNay supports certificates but not monetary or costly gifts. J. Ellis distributed picture of the UCBA service certificates. D. Juran suggests exploring UCBA process as a best practice. J. Ellis will contact Deans Office and HR to determine the current process for identifying and acknowledging service years.

2. **Diverse Recruiting request from Herrmann/Cuppoletti (see text at end of agenda)**
   Committee discussed request and the need to clarify what role the committee should play in the discussion. Committee supports the need to have increased transparency in the diversity plan and diversity players at the University. Committee supports assisting in this ongoing project to improve diversity and requests more information regarding what charge this committee has at this time. D. Juran will request more information from T. Hermann regarding how we can assist in this matter. R. Apana reminds committee about diversity grants and opportunities on campus to research or develop programs to explore diversity.

3. **Future plans**
   a. R. Apana discussed how we can support Bleuzette Marshall based on our last meeting discussion. D. Juran states she will reach out to see if we can provide more support.
   b. I. Rus discusses relationship between economic data and graduation rates.
   c. J. Ellis suggests including students in committees, particularly in committees

	related to diversity to get a 'real world' perspective. Committee discussed inviting students to join committee and/or doing round tables on diversity. The goal to determine student feedback on what they see are the real issues of diversity at the University. Discussed options for surveys or quick student feedback opportunities (Shuttle, Main Street etc.) to obtain student opinions. J. Ellis will review grant opportunities and then R. Apana will review literature on the subject matter and report back for next meeting. **4. Agenda Setting and Meeting Location/Schedule** Agenda: Follow up on Grant opportunities and response on J. Cuppoletti email. Upcoming Meetings: ~~April TBD~~
Action Items: List item and attach supporting document if action requires such background	**1.** J. Ellis will contact Deans Office and HR to determine the current process for identifying and acknowledging service years. **2.** D. Juran will request more information from T. Hermann regarding how we can assist in this matter. **3.** J. Ellis will review grant opportunities and then R. Apana will review literature on the subject matter and report back for next meeting.

Describe action needed on items above (discussion and input, vote, etc):	**By Whom**:
N/A	____ By Faculty Senate ___ By Cabinet ____ Others (List-)
Next Meeting: May	

When complete, save your report with the committee name and report date as the file name. Please send the file to Tracy Hermann (tracy.herrmann@uc.edu). Thank you!