

Diversity Council  
January 8, 2014  
Minutes

Present: E. Ascher, J. Blizzard, B. Elliott, K. Faulkner, C. Goode, T. Guerin, W. Harris, M. Hughes, J. Mack, B. Marshall, R. Martin, L. Newman, M. Rastogi, M. Schreiner, K. Simonson, L. Smith, C. Witherspoon, R. Zierolf

Welcome

B. Marshall opened the meeting and asked all to introduce themselves and state what they are looking forward to in 2014.

Faculty Data Report

R. Martin distributed statistics for full-time faculty only and stated faculty choose to identify or not to identify their ethnicity. Therefore, the data is not an accurate reflection of diverse faculty. She reported faculty development and recruitment of minorities and women improved over the last 18 months. UC is behind peer institutions in overall minority recruiting (faculty, staff and students). With help from D. Bowman, faculty searches are improving. They attend all faculty search committee meetings to talk about compliance. UC is a recipient of the LEAP (Leveraging Educational Assistance Partnerships) Advance Grant for \$2.7 M. These need-based grants and community service work-study provide assistance to eligible postsecondary students. She recognized the work of the deans stating they are very dedicated. The Provost has committed \$400,000 to salary and professional development for women and minorities.

New initiatives include: 1) Strategic Hiring Program which provides 30-50% of a faculty member's salary or start up costs (up to three years) for minority hires. She noted UC's salary structure is not competitive and recommends it be assessed. 2) Dual Career Assistance Program that will assist spouses to locate employment either internal or external to UC. 3) Minority Faculty Lunches will change to Junior Faculty Lunches. The shift in focus is due to a large number of junior faculty being disenchanted and contemplating leaving UC. Also, there is an impending loss of faculty in the middle area in the near future and this needs to be addressed now. She reported work on developing a faculty recruiting guide with HR. 4) Department Heads Workshop shares information on how to recruit effectively and develop strategies for the hiring process as well addresses retention issues. Challenges include: poor faculty retention, low presence in recruitment efforts for research and graduate community, and loss of aging faculty. For the latter item, a talent analysis is needed to determine the talent base for the long term.

M. Hughes suggested that before recruitment efforts are amplified, that the university needs to pause and address the lack of an inclusive environment first. It is not beneficial to continue bringing in diverse talent and then lose them due to dissatisfaction with the environment which all are aware exists. Otherwise, it is a waste of resources to continue to recruit and then lose diverse talent. R. Martin reported she used data from the Diversity Plan survey to begin assessing this issue. Recruitment is a strategic

action and the university needs to think about recruitment in a different way, i.e., put it in a talent acquisition frame. J. Mack shared his positive experience in how he was recruited to UC and subsequently, the demands placed on him. L. Newman reported the budget for faculty to attend conferences and present their research is no longer available; this is a deterrent to faculty.

W. Harris stated UC needs to be intentional in messaging to UC and the region about who we are and where we want to go. He shared the messaging practice from Vanderbilt noting its' effectiveness. The Diversity Plan outlined how to address African Americans but all voices need to be taken into account. The first year of the Plan was to focus solely on African Americans, but ensuing years was to broaden to all constituencies. The original Diversity Task Force Report was referenced stating it answers many questions and Council members were encouraged to read it. E. Ascher noted the Affirmative Action Report is focused only on African Americans and women but that is changing to include a broader range. This does not mean the emphasis is taken off of African Americans but inclusion is for all constituencies. Due to the university's location, we have to put it into context. There has to be a different emphasis because of our community.

R. Martin reported she is working with B. Zierolf on pipeline initiatives for graduate and professional students, and there has to be conscious conversations about growing our own in the recruitment process. J. Mack mentioned that consideration needs to be given to what is best for the student. If it is better for them to go elsewhere then perhaps an exchange program with other universities can be created.

It was noted that if people have talent, they are asked to take on more responsibility and the demand can become overbearing. Given this, how does one build a sense of agency to support this demand in the recruitment and retention structure? Faculty are very hesitant to take on the additional demand because it does not fall within the RPT criteria. Departments and faculty perform to the priorities in their culture and if D&I is not embedded (in the RPT process), they are not willing to accept this responsibility. A strategy needs to be developed to change the culture to embrace the values. M. Rastogi shared her experience at a former institution and she was known less for her faculty role but more as a diversity person and she is hesitant to get into a similar situation at UC.

B. Marshall thanked all for the enlightening conversation, and acknowledged R. Martin for her presentation and work with faculty.

#### CDO Report

B. Marshall reported that Dr. Freeman Hrabowski will be giving a lecture on Monday, January 13, 12 Noon in the MainStreet Cinema as part of the McMicken Lecture Series. There will be a pre-lecture reception at 10:30 in 620 University Pavilion and the Diversity Council is invited.

On 12/16, the Cabinet and Deans held a retreat to infuse D&I throughout the university. The session was facilitated by J. Reid and V. Brown from Global Novations and they addressed responsibility and accountability for moving diversity forward. B. Marshall thanked E. Ascher for capturing the operational principles which will be shared with the Diversity Council at a later date. J. Blizzard noted it was a great opportunity to understand the status of diversity and it was helpful to personally connect with this group.

President Ono asked VPs, Deans and the faculty and student governance groups to submit their top three diversity goals last month. This was the focus of the December Cabinet meeting and will be part of the President's and Provost's evaluation process.

The four medical colleges are collaborating on a speaker series which kicks off next month and will feature a guest speaker each week.

B. Marshall will be meeting next week with a PR firm to address efforts to improve communications.

The Urban League and Fifth Third will hold an event on 2/7 that will include presentation of the Joan Herschede (former board trustee) Scholarship to a UC student.

William Mallory passed away and B. Marshall spoke at the public memorial. A scholarship has been established in his honor.

The invitation to accept proposals for the Incentive Grants will be announced later in the month with a deadline of 3/3. A new timing cycle to better align with the academic year will be implemented. Submittals can be done online this year.

She reminded all to be cognizant of students' religious observances and advised that there is a conflict with a religious holiday during exam week. She will work with the Provost and B. Ambach to address this with faculty, staff and students. Council members should share this reminder with colleagues in their respective units.

The Diversity Conference is April 2 and B. Marshall is confident that all Council members will be in attendance. She announced the keynote speaker has been confirmed; it is Luke Visconti, CEO of Diversity Inc. Information is forthcoming about registration.

The National Urban League will be holding their conference in Cincinnati this year and part of this event includes a youth summit. B. Marshall submitted a bid to host the summit on campus and UC was one of two selected for a site visit in December which went very well. A decision is expected soon.

### Announcements

W. Harris recognized K. Faulkner on her official appointment as General Counsel.

T. Guerin reported on 1/15 UC and Turner Construction are holding an information session for diverse suppliers about opportunities with the Nippert Stadium renovation project.

L. Newman reminded all the deadline for submitting proposals for the Diversity Conference is Friday, 1/10 but it will be extended to 1/14. She asked all to encourage their peers and students to submit proposals.

B. Elliott invited all to the ML King Tribute event on 1/15, noon in the MainStreet Cinema.

*Minutes approved by B. Marshall*

2013-14 Meeting Schedule – 8:30 AM, 320 University Pavilion

February 5

March 5

April 9

May 7

June 4