

Diversity Council  
January 4, 2012  
Minutes

Present: K. Beck, F. Bowen, S. Butler, M. Cureton, R. Cushing, K. Faaborg, C. Goode, A. Hagerty, G. Hand, W. Harris, T. Jones, H. Kegler, T. Kershaw, R. Lee, M. Linger, M. Livingston, B. Marshall, M. McCrate, D. Meem, D. Merchant, L. Newman, B. Rinto, K. Robbins, K. Simonson, G. Wharton, M. York (for J. Bryan), R. Zierolf

CDO & Chair Report

M. Livingston welcomed all to the meeting expressing L. Bilionis' regrets for missing due to his travel schedule.

M. Livingston recognized G. Wharton who announced his plans to retire January 31 after 17+ years of service. He conveyed best wishes on behalf of L. Bilionis, noting that G. Wharton is the face of diversity and has been a pioneer setting high standards for all to follow. G. Wharton expressed his pleasure with the creation of the Diversity Plan but has concerns about its implementation noting there is a need for great attention to improving hires of African Americans, people of color and women. He encouraged Council members to value diversity, develop relationships with fellow Council members by stepping out beyond their comfort level and recommended a social event be held for this purpose. G. Wharton thanked S. Butler for her support of him and his office. M. Livingston noted he will discuss plans for an event celebrating his service.

M. Livingston reported on a meeting he and L. Bilionis attended with the African American faculty and staff. A point of concern in the conversation addressed executive hires and promotions. S. Butler attended the meeting and shared three specific concerns that were raised:

1. The focus will become watered down by addressing a broader range of diversity;
2. Unable to determine if there were specific goals around staff
3. Are we walking the talk?

The Plan does not belong to the university, but to a group of human beings. They must speak up and advocate for what they feel is important.

M. Livingston reported he and K. Faaborg have met once and are scheduled to meet again to discuss how the President will establish a system of accountability with his officers. G. Williams has made it clear to his direct reports that he expects their full commitment. M. Livingston shared that he met with Provost Ono the day before and this was a discussion item.

G. Wharton conveyed there is a lack of promotional opportunities, particularly at the executive level. There are issues in the hiring process as it relates to diversity. Therefore, G. Williams has given G. Wharton's office the authority to monitor searches and make sure that all pools are diverse. This is a change in the behavior. K. Faaborg shared that G. Williams' commitment has been expressed to his officers by asking them

to supply names of persons in their units who could be considered for promotional opportunities. This is a means to diversify the senior leadership. K. Faaborg reported G. Williams was displeased when S. Downing left the university and questioned why she was not retained. M. Livingston stated this is broader than just one individual; there are other talented people that have left the university; Professor Mark Gooden is another example. The sentiment shared by these individuals has been that they feel alienated and not welcome at the university. W. Harris stated the pathway to the top has not always been made clear. C. Goode said the process needs to be transparent. For staff, it needs to be outlined how to get to a higher level position if they have that interest rather than waiting to be identified by others. S. Butler reported the majority of African Americans employed at the university are in HR and SAS. D. Meem shared an informal survey she conducted among peer institutions and the pattern reflected that the only person of color in the high level executive positions was generally the diversity officer.

#### Enrollment Plan

K. Simonson asked about an institutional enrollment plan that the colleges could feed into rather than leave the autonomy to the colleges. M. Livingston reported he discussed the status of the Enrollment Plan with Provost Ono and they agreed to place this item on the next meeting for the SEM Policy Management Committee. SEM will in turn make recommendations to the President. At this time, there is no answer as to where the decision making lies to establish admission policy. Currently, admissions standards have been raised and it's forced some students into other pathways to get to Main Campus. There are current conversations about a holistic admissions process. B. Zierolf suggested each member look within their respective colleges to learn how this process works and report back to the Council or a rep from Diversity Council could go to the Graduate Council and speak to that body about their college admissions practice. It was agreed to invite someone from SEM to the next Diversity Council meeting to address this issue.

M. Livingston asked if it would be beneficial to invite others to Council meetings to address identified issues and/or share best practices. All agreed.

#### Faculty Senate Meeting

M. Livingston reported that he and L. Bilionis met with the Faculty Senate, and the source of definitions in the Diversity Plan was questioned. He has since responded back that the definitions were identified from a variety of sources. Additionally, a faculty member questioned a goal that referenced changing the curriculum to reflect diversity. He and L. Bilionis have invited that faculty member to meet with them for a conversation.

#### Diversity Templates

B. Marshall distributed a document that shows the process the templates will follow going forward. The information that has been submitted contains both current practices underway and aspirational goals. Both the Metrics and Communications Subcommittees are analyzing the templates and structuring them into a more user

friendly format. They will then be submitted to the CDO and Diversity Council. The Council will make recommendations to the CDO on what he should submit to the President. The President will then identify items to provide feedback to his direct reports. It was noted the template was intended to be used only in this first year. However, its use may be continued for another year if it is determined the format is beneficial. The governance groups (Faculty Senate, Student Government and GSGA) have reps that serve on the subcommittees and will be used as advocates as the process moves forward. A strategy is being developed to communicate with the university community about the status of the templates. B. Marshall asked for approval of the flow chart; all were in favor.

#### Diversity Incentive Grants

M. Livingston reported the call for proposals has been issued and welcomed B. Zierolf as a new member of the review team (replacing N. Pinto). Proposals are due February 1. Previous year's grants have been evaluated, but that information has not been shared. This will be reviewed.

#### Announcements

F. Bowen asked that an item be placed on the agenda for a future meeting; the additional workload that is placed on individuals doing diversity work. M. Livingston stated that per the President's direction, diversity work is to be put in the context of one's regular responsibilities and not seen as extra.

G. Wharton called attention to the "Preventing Harassment in the Workplace and on Campus" training now available online (see attached). He encouraged all to share with others that this training program needs to be completed by all employees.

Minutes approved by M. Livingston.

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

February 1

March 7

April 4

May 2

June 6

#### Upcoming Events:

- ML King Program: 1/11, 12:00 Noon, TUC Cinema
- Angela Harris to speak on "The Occupy Wall Street Blues: Why Americans Have Trouble Talking about Inequality": 1/11, 12:15-1:15 PM, College of Law, Room 114
- Vagina Monologues: 2/10 and 2/11 (a student production under the direction of the Women's Center)
- ElectHer: 2/11 (a workshop designed for women students on how to successfully conduct a campaign to run for Student Government Office)
- American Spiritual Ensemble: 2/13, 7:30 PM, St. Peter's in Chains Cathedral
- Midwest Regional Vietnamese Conference: 3/16-18

- ADVANCE Excursion: 3/19-23
- The Women's City Club/speaker, Kerry Kennedy: 3/30, 7:00 PM
- Diversity Conference: 4/18
- Worldfest – 4/20-27
- Elie Weisel, 5/6, 7:00 PM, Cintas Center

Distributed: 1/10/12