

Diversity Council  
October 2, 2013  
Minutes

Present: E. Ascher, L. Billionis, J. Blizzard, C. Cooper, B. Elliott, K. Faulkner, G. Glazer, T. Guerin, W. Harris, R. Hays, M. Hughes, J. Hyde, C. Lewis, B. Marshall, R. Martin, R. Mehta, D. Merchant, B. Ondjaa, M. Schreiner, C. Short-Thompson, K. Simonson, L. Smith, N. Urbina, C. Witherspoon, R. Zierolf

Guest: C. Miller

Welcome

B. Marshall welcomed all to the meeting and asked council members to make introductions and to state their favorite television show.

Diversity Student Enrollment Presentation

C. Miller was a guest to present on diversity student enrollment. Some highlights included:

- The completion plan is driving the agenda.
- A challenge is the access agenda.
- Attention is needed to better prepare PK-12 students for college readiness (50% need remedial classes).
- The Admissions Office hired a new staff member dedicated to diversity recruitment.
- Need to develop transition strategies such as pipeline and bridge initiatives and the completion plan.
- 12% increase over the past four years of the African American graduation rate.

What do we need to do to get to the next level?

- Undesignated scholarships based upon enrollment goal
- Need based aid

C. Short-Thompson noted a concern at UCBA. Students do not understand the rules of financial aid and invariably lose their aid which could have been prevented. There is a need for a university-wide communication campaign, and she asked C. Miller to partner on this effort. C. Miller agreed and reported they are hiring additional financial aid staff. It was noted that advisors and faculty need to be educated as well since they also advise students about matters that affect their aid.

G. Glazer inquired about working with the feeder high schools and developing strategies so the colleges can begin reaching out to them. C. Miller reported her office buys names and has the ability to tailor it based on criteria from the colleges and test scores. G. Glazer asked to receive the names so she can begin recruiting efforts.

C. Miller reported the applicant pool is very close to reflecting the eligible proportionate number of high school graduates as noted in Goal I of the Diversity Plan.

Each dean is to identify one person from their college who is responsible for their admission recruitment effort. The retention side is not as focused but there are several different groups working on it.

C. Miller reported a sizable amount of the African American students are from CPS and this is an area to focus efforts on improving performance.

Attached is an electronic copy of her presentation.

#### CDO Report

B. Marshall reported the committee co-chairs have received their respective reports containing information from the VPs and Deans. They are to begin working with their committees to prepare data for the Council's review and recommendations for the President. Blackboard will be utilized to post these documents as well the metric reports for council members. When the site is ready, all will be notified.

Vendor proposals for the climate assessment survey are due 10/4.

The campus-wide Safe Zone Training is scheduled for 10/3, but L. Smith is willing to hold a special session for council members. The special 101 training will be November 21, 12-2 PM in 620 University Pavilion.

The Diversity Conference is scheduled for April 2, 2014. The call for proposals will be issued later in the week (attached). B. Marshall encouraged all council members to serve as either a presenter or moderator.

At the last meeting, there was discussion about the BRIDGES Walk. After consultation with the Steering Committee, it was decided not to assume responsibility since it benefits another entity. B. Marshall did ask council members to give thought for a fund raising activity that would generate additional resources for various diverse initiatives; not just scholarships but could also benefit faculty and staff initiatives. Be prepared to share ideas at the next meeting.

B. Marshall met with Kathy Wright, Hughes High School Principal, who is interested in UC adopting their high school. B. Marshall discussed this possibility with C. Miller and T. Canepa and are considering expanding to other schools. She asked all to give thought to what this kind of program can look like. D. Merchant called attention to the Center for Community Engagement who works with various schools and already have adoption programs in place. They also tutor Hughes High School students.

G. Glazer stated this reflects the great work being done across the university, but there is no unified strategy. She recommended a survey of the landscape be conducted, identify gaps and make recommendations. W. Harris thought this would be the work of the committees and included in their recommendations. B. Marshall confirmed this understanding.

R. Mehta called attention to a similar proposal he submitted as part of the Five Year Enrollment Plan stating he has not received a response. He will forward a copy to B. Marshall for follow up.

K. Simonson requested a future discussion item to address all the pre-college programs at UC and the need to develop a strategy to get yield from these programs. Many of these students attend the programs and then enroll at other institutions.

K. Simonson asked for a presentation at a future meeting to explain the budget situation and how funding is determined.

B. Ondjaa asked if this is the place to talk about the A&S situation with R. Jackson. B. Marshall opened the conversation noting the cartoon that was posted on campus about R. Jackson and C. Mack Tonge. She shared there was a student forum last week and asked Council members for suggestions on next steps. M. Hughes reported this has spread widely and many alumni are aware. W. Harris inquired about an investigation. K. Faulkner also shared her concern about the climate and sentiments and how this has to be addressed at the most senior levels of the institution.

C. Short-Thompson stated this should be used as a teachable moment about inclusion especially as some do not see this as a racial issue. It's not just about African Americans; it's about everyone. There is a need for understanding and it should start at the top.

B. Marshall shared her plans for next steps. She will hold a forum to address race and civility and how it may present itself differently in the 21<sup>st</sup> century. This time can be used to address other "isms". This would be followed by diversity and inclusion training starting with the executive leaders. There will also be an online training session. She is working with the President's and Provost's calendars to schedule the forum and asked all to be flexible.

K. Simonson felt a statement from the CDO would be appropriate. B. Marshall stated she would take this into consideration, but stated the President's statement is the university's unified response.

*Minutes approved by C. Short-Thompson and B. Marshall.  
October 17, 2013*

2013-14 Meeting Schedule -- Time: 8:30; Location: 320 UP (NOTE EXCEPTION\*)

November 6\* (Annie Laws)

December 4

January 8

February 5

March 5

April 9

May 7

June 4