

Diversity Council
March 4, 2015
Minutes

Present: E. Abercrombie, K. Bankston, C. Beer, T. Canepa, B. Davenport, G. Glazer, C. Gray, T. Guerin, T. Herrmann, M. Hughes, B. Kinkle, B. Marshall, A. Naab, L. Newman, S. Sherman, K. Simonson, C. Smith, and N. Vincent

Guest: V. Hardcastle

Welcome

B. Marshall opened the meeting noting that President Ono was called away for an important phone call. She welcomed new student body president, Andrew Naab, to the Council and thanked C. Beer for her service.

Approval of Minutes

A motion was made for approval of the December 10, 2014 minutes. All in attendance were in favor.

LEAF Presentation

V. Hardcastle presented on the advancement of women in the STEM disciplines through the LEAF program which is a NSF sponsored program. UC received a grant two and half years ago for \$3.7M. President Ono is the PI, she is the director and there is a team of faculty and staff. There is a challenge in defining what counts as STEM on campus. Many people who are engaged in clinical work (affects the colleges of Pharmacy, Nursing and Medicine) are not counted in the fund raising world. NIH does not provide funding. V. Hardcastle stated they try to partner with as many faculty as they can to keep a broad focus. The grant focuses on women and underrepresented faculty in STEM. They have collected data on the STEM discipline from the last 25 years. A few highlights include: women increased in engineering from 20% to 35% (this is a recent change), no change in the College of Medicine in terms of women in the science areas, and no change with respect to diversity in underrepresented faculty members and women. They did a study on retention of turnover; feedback was varied among the colleges. They are more likely to leave due to the quality of students, promotion and tenure concerns, salary, location, and better offers. Women have reported they are more likely to burn out. As a result, they have implemented a few initiatives to improve some of these concerns. Her office is in the process of preparing their first report and will share a copy upon completion.

T. Canepa asked that when a definition becomes clear to let him know so his office can share in their recruiting efforts. V. Hardcastle replied when working with others internally, they define it broadly so as to partner with a bigger umbrella, including the medical disciplines, but when it is external, they have to comply with those standards.

V. Hardcastle stated when the grant runs out, it is their hope to keep the office with funding provided by UC.

Admissions Update

T. Canepa reviewed the admissions report that provided an overview of offers and confirms for fall 2015 broken down by race and ethnicity. He noted there is significant increase in applications (+4%) and offers (+6.6%) for main campus. He cautioned that this data cannot be used to determine students' admissible from the applicant pool; this data is too broad. The applicant pool profile is similar to last year. His office is now in yield activities. Housing confirms are mirroring their confirmed numbers. They are exploring a waiver process for students who are Pell eligible to waive their confirmation fee. This could potentially apply to the orientation fee also. They are considering a national outreach award discount for out of state students in the amount of \$6000 specifically for our target areas. Recipients will need a 3.2 GPA and 26 ACT; details are still being worked out. They are implementing the metro rate (for in state tuition) for nine counties by Indianapolis for all programs except the College of Nursing. (Since the Dean of Nursing position at IU is vacant, an agreement will be negotiated when it is filled.)

Cincinnatus Scholarship letters will be released in the next few weeks. Concern was shared about the decentralized process for awarding scholarships. B. Marshall offered to initiate a conversation with appropriate individuals to discuss. T. Canepa stated it needs to start with C. Miller and the SEM group. It would be helpful to those making awards in the colleges to know the full package being offered to students to enable them to make appropriate offers.

B. Marshall noted the graduate student enrollment report in the packet.

OEOA Director Search

S. Sherman reported she is chairing the search and the committee has discussed strategies to ensure a robust applicant pool. Once the recruitment plan is approved, the position will be posted. This will be shared with the Council; she asked them share within their networks and welcomes ideas and suggestions.

D&I Inventory

B. Marshall stated that several years ago data was collected on diversity initiatives in the colleges and units. She is working with UCIT to develop an online system to collect this data. She referenced the inventory collection form in the packets and asked everyone to review the fields and provide feedback by March 6. After this initial collection, all units will be sent their information from the past submission and asked to update on an annual basis. This data will be shared with the Diversity Council committees who will identify best practices, the need for clarification, identify gaps and compile a tool kit as a university-wide resource.

A sign-up sheet for the committees was sent around the table for members to join. Committee chairs can add members as appropriate.

A Naab asked if training is provided for Aramark employees or employees in the dining facilities. He reported they are very rude to the students. T. Guerin asked him to send information about this matter and he will investigate.

D&I Community Engagement and Outreach Update

B. Marshall called attention to the update in the packet. M. Hughes reported activity is going extremely well with funds being raised towards diversity initiatives. He has a D&I Council comprised of 31 individuals; most are from major corporations and they are helping to identify potential prospects. Two new scholarships are being created; one for the Disability Services Office and one for the LGBTQ Center.

Diversity Supplier Update

C. Smith noted the information in the packet that gives an update on events they have either coordinated or attended. They are working on the Supplier Diversity Network event.

CDO Update

B. Marshall shared information about the Presidential Seed Grants noting the submission deadline is 3/23/15.

B. Marshall announced UC alum, Dr. Juan Gilbert, will visit UC on 3/9 and shared two presentation times for the community to attend.

Hot Topics

A Naab shared a concern that there were no students of color in the student elections. He and his vice president, Andrew Griggs, take this matter seriously and plan to address it in the coming year. As they make their cabinet appointments, they will reach out to involved student members to make it diverse.

E. Abercrombie called attention to the Black Face/Spirit Paint incident that occurred after the UC/XU basketball game. Athletics supported the theme “Black Out Night” encouraging students to wear black. Some students painted their faces/body in black and red paint as part of Bearcat pride. This raised a flag among university constituents relative to culture sensitivity issues. Conversation is ongoing about how to allow fans to show their spirit without offending members of the community.

Approved: June 3, 2015