

President's Diversity Council
March 9, 2016
Meeting Summary

Present: E. Abercrombie, D. Ashford, K. Bankston, P. Beetem, T. Canepa, G. Glazer, T. Grunow, T. Guerin, J. Heisey, T. Herrmann, E. Hudson, K. Kovach, S. Luzuriaga, M. McKinley, A. Naab, L. Newman, M. Reilly, S. Sherman, K. Simonson, C. Smith, D. Waymer, J. Whalen

Welcome

B. Marshall opened the meeting and welcomed all.

S. Ono thanked members for their hard work with respect to D&I efforts. Tremendous progress has been made.

Minutes

B. Marshall asked members to review the December 9, 2015 minutes for corrections and approval. P. Beetem made a motion to approve the minutes; L. Newman seconded and all were in favor.

Faculty Recruitment Presentation

S. Luzuriaga showed a presentation on an innovative approach relative to diverse faculty recruitment that she created using the Tableau server. This tool will eventually be available to the UC community and it allows search committees to do more direct recruitment rather than waiting for the candidates to apply to the position. Her office built the tool for internal use only and is currently only specific to faculty recruitment but can be replicated for any group. Using a map of the US, reports of PhD graduates can be pulled from higher education institutions. It shows the supply of PhD candidates in the US and can be used for any discipline. She has received requests to use this tool for faculty search training. S. Ono said search committees can take this information and contact the candidates directly. He asked if there is faculty recruitment material to take to potential candidates. S. Sherman said she can produce this with Talent Acquisition and Scott Page in the Provost Office. S. Ono asked them to work with the Deans and develop a proposal to request funds for recruiting material and travel funds. He will ask the Executive Committee for funding consideration. K. Bankston shared the CON developed an eBook that contains promotional material they send to their candidates electronically.

Admissions Update

T. Canepa reviewed the Fall '16 application report and the list of yield events in the packet. The application pool shows an increase in nearly all categories and the diversity numbers have increased as well. The quality in the pool is up reflected by the ACT average. There is an increase of 600+ offers for Cincinnatus Scholarships. In the Cincinnatus pool, the offered students had an ACT of 30 or higher. There are 85 National Merit Scholars; last year's pool yielded 51. Housing applications are up 10%. He noted there have been many challenges with implementation of Catalyst making it difficult to get reports.

G. Glazer reported on her efforts to increase the number of African American students in the AHC and is calling every CON applicant that has been accepted but not confirmed. However,

she cannot compete with full-ride scholarships that have been offered to these students from other institutions. S. Ono noted there may be flexibility with one-time funds and this is a big priority for the Capital Campaign. He asked T. Canepa for the names, addresses and phone numbers of the National Merit Scholars. T. Canepa supplied this information directly to President Ono. K. Bankston asked to see the other data T. Canepa referenced in his report as this would help to understand the gaps and needs. T. Canepa provided this information in the college reports. S. Ono thanked T. Canepa and his team for all their work.

T. Canepa reported on the Student Diversity Recruitment Committee he chaired that was charged by S. Ono. This committee learned about recruitment activities and looked ahead 10-12 years to develop additional strategies for diverse student recruitment. Their proposal was submitted to the President for funding.

Staff Update

S. Luzuriaga reported the URM representation is increasing slightly. There is more diversity in staff than faculty.

Faculty Update

The faculty report is consistent with the last report in December and the part-time faculty statistics were included. S. Luzuriaga reported if there is a major drop in a particular area, it is due to the reporting methodology. The current reports are more accurate.

S. Ono asked for comparison reports with peer institutions and to have it broken down by colleges. S. Luzuriaga reported she just rolled out this information and would supply a copy.

G. Glazer asked to see a report on the leadership positions, different faculty ranks and staff.

There was a request to see data on turnover.

HR needs to capture information on the reason for departures, but many people do not supply this information. An anonymous exit interview system needs to be implemented.

S. Ono and T. Grunow reported that UC will be implementing a requirement in the search process asking applicants to provide a D&I statement as part of their application. The Deans will be asked for their approval next week and it will go into effect July 1. UC will be the first in the nation to implement this procedure.

E. Hudson noted in his role with The Kroger Company, they are going through very similar experiences. They continuously survey their employees and have an 80% response rate.

B. Marshall reported one of the areas from the climate assessment that was identified as a need is employee development and mentoring for advancement. She highlighted the work of S. Sherman and M. McKinley in developing a mentoring program for employees. It is in the infancy stage as they are identifying mentors. Running parallel to this new program is a tool in the Onboarding process - the Buddy (mentor) Program to help new employees navigate their entry into UC. They hope to launch both programs in the same time frame.

D. Waymer reported on a workshop hosted by the Provost Office facilitated by Phillip Taylor that trained faculty mentors. To cascade this experience through UC, each person was to go back to their colleges and train others.

Supplier Diversity, Community Engagement Update

C. Smith reviewed the highlights provided in the meeting packet. S. Ono asked for the denominator of the total supplier spend and what part is for supplier diversity. T. Guerin will provide this information at the next meeting (see below). He stated they are up in the numbers of minority vendors but this can change quickly depending on the projects. There is no way to predict the trends.

Ohio MBE & EDGE

FY 2015 (July 1, 2014 - June 30, 2015)

	<u>Total Awards</u>	<u>Edge Awards</u>	<u>Edge %</u>	<u>Total Awards</u>	<u>MBE Awards</u>	<u>MBE %</u>
Construction	\$51,622,860	\$10,160,215	20%	* Not Applicable		
Goods & Services	\$114,614,526	\$10,568,947	9%	\$107,321,953	\$10,183,760	9%

*Set Aside / MBE Program is available only in goods and services purchases.

Ohio MBE & EDGE Year to Date

FY 2016 (July 1, 2015 - March 31, 2016)

	<u>Total Awards</u>	<u>Edge Awards</u>	<u>Edge %</u>	<u>Total Awards</u>	<u>MBE Awards</u>	<u>MBE %</u>
Construction	\$11,966,057	\$1,464,636	12%	* Not Applicable		
Goods & Services	\$103,849,701	\$13,608,958	13%	\$94,459,520	\$13,988,928	15%

*Set Aside / MBE Program is available only in goods and services purchases.

K. Bankston asked for a breakdown by category. She serves on the African American CEO Roundtable and members are not unhappy with our work. They see UC working hard and feel they have the ability to participate as vendors. She encouraged UC to use the Cincinnati Herald as a vehicle for communication to be more visible in the community.

J. Heisey reported on alumni relations. They held the Onyx & Ruby Gala which was very successful. They recently completed the Alumni Attitudinal Study and are sharing results. She will share a report at the next meeting. The Distinguished Alumni Celebration on April 14 will recognize K. Bankston with the Mosaic Award.

E. Hudson is co-chair of the UCF D&I Council. He reported they are rebuilding the group by contacting former members and others who have expressed interest. Interviews are taking place to determine what motivates them to work on behalf of UC. A trend in these interviews is the Turner Scholarship and the lack of programming funds. It is a challenge to attract minority students without scholarships. His goal is to have the Council active by May.

J. Whalen reported as Interim Police Chief. They continue to look at safety of all the campus communities. The external review of the UCPD is ongoing.

CDO Report

B. Marshall recognized T. Herrmann as the outgoing Faculty Senate Chair and her work on incorporating D&I in the curriculum. T. Herrmann reported there have been two input sessions and received rich feedback. This data will be used by the working groups during the remainder of the semester and over the summer.

The NSSE Survey will be launched this spring to freshmen and senior students about their diverse experiences. This information will be used as a baseline in this initial survey. Since the survey is only focused on undergrad students, the questions can be deployed to graduate students as well.

The IE Workshop series continues with one later in the afternoon presented by Sarah Mayorga-Gallo.

A new appointment has been made in DAAP as part of the UC Scholars Academy with Hughes High School. Nandita Sheth is the Assistant Director in DAAP.

D&I Listening Sessions continue through the month of March to gather input for the next iteration of the D&I Plan.

The D&I Conference is March 30 and the registration blitz will open up soon. B. Marshall thanked L. Newman for her leadership.

Innovate for Change is a new initiative led by Board Chair Richardson in his work with The Irate 8 to generate ideas.

IE Day at Clermont is scheduled for 4/6. This will be consistent with the programs held at the Clifton Campus and UCBA earlier this year. The program will be an opportunity to talk to students about pathways for students to transition to the Clifton Campus.

She asked all to be considerate in using language when referring to the Clifton Campus instead of using the term Main or Uptown Campus to help build a stronger sense of inclusion.

President Ono was invited to host the 2017 Latino Summit by Governor Kasich in March 2017.

Many ERG's were implemented over the last year such as Hispanic/Latino faculty, UC Black Women on the Move, UC Black Faculty, and SoCAPS. S. Ono asked if there are any groups not represented; one identified is the LGBTQ. All are encouraged to work with these ERG's.

The Office of Institutional Research will be launching a climate assessment survey on sexual discrimination, harassment and violence. All were encouraged to participate as well encourage others to participate.

Closing

B. Marshall recognized A. Naab as the outgoing student body president and thanked him for all he has done to serve students during his term. A. Naab said it has been a humbling experience and thanked all for allowing him to serve on the Council.

Minutes approved: 6/1/2016