

President's Diversity Council
January 18, 2017
Meeting Summary

Present: E. Abercrombie, G. Baker, K. Bankston, T. Canepa, T. Guerin, K. Kovach, D. Marinos, B. Marshall, S. Moomaw, L. Newman, M. Olovson, M. Phelps, M. Reilly, S. Sherman, K. Simonson, E. Stempel, L. Thomas, N. Vincent

Welcome

B. Marshall welcomed members to the meeting stating she is working with the President's Office to schedule a special session with the new president, N. Pinto, and the Diversity Council.

Minutes

B. Marshall asked members to review the minutes from the October 25, 2016 meeting. N. Vincent motioned to approve; S. Moomaw seconded; and all were in favor.

Equal Opportunity & Access

M. Olovson, Executive Director of EOA, gave an overview of his office and the educational opportunities he provides. Through his workshops (Equal Opportunity at UC: Anti-Harassment/Non-Discrimination Seminar Level I and Inclusion Advocacy in Support of Equitable Hiring Processes), he has delivered training to approximately 1500 people as well as providing consultation with search committees. The Inclusion in Advocacy workshop is basically the next level in the search process training to support accountable hiring processes. K. Simonson asked if training is mandatory for new employees. M. Olovson replied it is not. K. Bankston asked if there is any requirement in the accreditation criteria for training. M. Olovson replied it is not. B. Marshall stated a recommendation is forthcoming for training and learning opportunities for employees. G. Baker asked if there are restrictions for departments requiring their employees to go through the training. B. Marshall replied there are none, but some supervisors make it part of their employees' performance evaluation. Supervisors can encourage their employees to attend as part of their professional development. A copy of his presentation was provided to all members.

Student Data

T. Canepa reviewed the chart in the packet updating the fall application total numbers as follows: confirmed - 784; offered - 10,739; and all statuses - 19,987. He noted the university cannot afford to grow more than last year's enrollment of 5011 due to capacity. There are 18-20 programs closed already.

For the diversity recruitment effort for the CPS high school liaison program, they are moving forward in meeting with CPS leadership. They will select two high school juniors from each CPS school this spring and train them over the summer. In the fall, these ambassadors will be in their high school as a bridge between their students and the college recruitment process.

E. Abercrombie noted there is a change in the Turner Scholarship Program. A fourth criterion has been added and applicants must meet two of the four. Due to the additional funds, there will be 10 more scholars each year. Another change now allows out of state students to apply.

There will be yield activities that alumni and Council members can engage in.

Faculty and Staff Data

L. Thomas reviewed the data in the booklet noting the percentage of URM is slowly increasing.

B. Marshall called attention to the percentage reduction of “race/ethnicity unknown” category.

L. Thomas stated they now need to study the demographics of the Cincinnati population to compare to UC’s workforce. K. Bankston asked if the percentage increase is significant or is it just a revolving door. L. Thomas directed interested parties to the web site to filter the data by college for more detail. The staff increase of 400 is due to the number of reclassified positions at UC Physicians.

Supplier Diversity

C. Smith reviewed the information in the booklet. The businesses seem to appreciate the improvements being made, but it is a continual journey. Many business owners welcome the opportunity to be more engaged with UC in other capacities. G. Baker reported that at a recent City Council meeting, members called attention to the lack of information for enrollment and faculty/staff data. There is the perception that UC is not doing a good job and there is a lack of knowledge/information. Actions identified as potential steps for improvement: 1) identify a network of people in the business community to tell our assets, 2) discuss at the next Council meeting, 3) utilize the UC grads on City Council, and 4) be consistent.

Community Update

B. Marshall reported the information in the packet is an update from R. Engel since her visit at the October meeting.

VP Report

B. Marshall reviewed her update of activities since the October meeting. She reported the Strategic Plan for Inclusive Excellence is in draft format for N. Pinto’s review. She has been providing consultations for many offices and working with the Students for Survivors.

E. Abercrombie asked for an update on the Irate8 demands at a future meeting.

Approved: 6/29/17