

Faculty Senate/All University Committee Report (2014-2015)

Committee:	Human Relations	Prepared By:	Datina Juran	Date: December 5, 2014
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Committee Members at the Meeting:	Ratee Apana, Carrie Atzinger, Donna Shambly-Ebron, Ionas Rus, Jennifer Ellis, Datina Juran (chair), Wanda McCarthy
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Topics Discussed: provide a brief description of each	<p>Agenda Attached</p> <p>1. Introductions: Welcomed Bleuzette Marshall, Chief Diversity Officer</p> <p>2. From the last meeting: -Committee will provide Datina with questions for Bleu -Datina will compile questions to send to Bleu prior to meeting -Committee will work to gain clarity on best places to direct efforts</p> <p>3. Questions for Bleuzette Marshall :: Human Relations Committee Meeting, December 5, 3:30pm, 743 Steger</p> <p>Organization/General Questions</p> <p>:: Is there a org chart that identifies all the diversity committees/groups on campus <i>Bleu provided the D&I Relational Map that is in progress/evolving, provided clarity for Committee</i></p> <p>:: Can/how can the HR Committee assist in ensuring a supportive environment for women and minority faculty/students in conjunction with other efforts on campus? <i>Does the Committee create a hub for D&I Information on campus? Could be focus of next meeting?</i></p> <p><i>HR Committee participation on the Diversity Council is suggested</i></p> <p>Climate Survey</p> <p>:: How does UC compare to other universities in terms of diversity and items measured in the Climate Survey? <i>Climate survey serves as a baseline for future understanding</i></p> <p>Best Practices</p> <p>:: What activities and initiatives that might exist in one college would you like to extend across the entire university? <i>Discussion around D&I Resource Liaisons. Are they connected? Sounds like some units have Councils and are active with events (for example: Athletics has OneTeam Concept, UCBA has 2 Councils, UCIT, Nursing has initiatives, Pharmacy has deep history, Student Affairs is newest) Can the HR Committee develop a tool that makes it EASY for these councils to connect or is that not necessary?</i></p> <p>:: A good way to increase the hiring of minority staff members might be to prioritize former students of minority backgrounds. Can anything be done in this area? <i>Ionas-suggestions included how to recruit? Field service appointments to ease people in? Tapping into Grad students? Temple U has best practices for hiring Grad students. Tap into UC Foundation for info/grads?</i></p> <p>Vision</p> <p>:: What is Bleu's vision for what our group does? Does she feel like our mission is appropriate? (The current charge of the Human Relations Committee is: <i>The charge of the committee is to monitor existing practices</i></p>
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	<p><i>and policies and recommend new policies and practices to ensure a supportive environment for women and minority faculty and students.) Climate of how students scored faculty? Toolkit for faculty to increase D&I? Ionas – UCBA Psych Dept (T&L to Minorities)</i></p> <p>:: If there was one thing you wished could occur at the University, what would it be? <i>Didn't have time to address this question!</i></p> <p><i>-Could there be a centralized site? Location for D&I Info? Is it BB? Houses research?</i></p> <p><i>-Diversity Data Portal (must have clearance to access)</i></p> <p><i>-Building Awareness across campuses</i></p> <p><i>-Ratee – How can we teach strength in diversity? Student to student? How to train faculty?</i></p> <p>4. _Unit Head Training – Committee questions around what is covered in Unit-Head Training? When does it happen? Need to look into this further to understand why it was a note on the HR Committee topic board.</p> <p>Tracy responded: <i>The unit head training has already been initiated by the Provost's office. However, we may still have the opportunity to influence the content of the training if we act quickly. If the committee has any suggestions for what support department chairs need to manage a diverse faculty please let me know and I will share these recommendations.</i></p> <p>Ionas provided some follow up: <i>While there is no unit head training per se in dealing with diversity, the chairs at UCBA in general have gone to various workshops dealing with preventing sexual harassment, LGBTQ (Safe Zone Training), etc. My suggestion is that the decision should be left to the chairs of each college. If most of the chairs from a college would want to mandate it, so be it. If not, it could be voluntary. The problem from the point of view of the regional campuses is not the lack of diversity training, but the lack of resources, including time. Another factor is the unwillingness of people to serve as chairs. It would seem that lots of mandates are not an enticement. Also, while I do not know whether chairs are a part of the governance structure at other colleges, they are certainly not at UC Blue Ash.</i></p> <p><i>- are there eLearning Modules?</i></p> <p>5. Agenda Setting and Meeting Scheduling:</p> <p>Agenda: Items for next meeting?</p> <p><i>-Revisit Charge of the Committee</i></p> <p><i>-History of the Committee</i></p> <p><i>-Look into current University policies :who are the beneficiaries? :awareness vs responsibility :challenges :building awareness</i></p> <p>Next Meeting: Determine Spring schedules and best times to meet</p>
<p>Action Items: List item and attach supporting document if action requires such background</p>	<p>-Committee will revisit the charge</p> <p>-Spring meeting times will be determined</p> <p>-Committee will discuss learnings from Bleu meeting and determine next steps</p>

Describe action needed on items above (discussion and input, vote, etc):	By Whom:
N/A	<input type="checkbox"/> By Faculty Senate <input type="checkbox"/> By Cabinet <input type="checkbox"/> Others (List-)
Next Meeting: November 14, 3:30-5:00pm	

When complete, save your report with the committee name and report date as the file name. Please send the file to Tracy Herrmann (tracy.herrmann@uc.edu). Thank you!