# Culture and Diversity Committee Meeting 2/5/2016

## Present

William Shorter, Toni Martsoukos, Karyn Schulz, Melissa Manthorne, Karla Shepherd, Sunni Solomon, Jan Williams, Catherine Andersen

## Previous Meeting Minutes

Reviewed and accepted.

### GSC Update

The Work Life Committee survey was not distributed last year. HR wanted input on the wording of some of the questions. Some questions from this could be added into our climate survey.

We need to research cultural competency training. Research has to be started and done thoroughly before we start. So important to get it right. Would potentially be able to start this coming fall.

HR will attend meeting to discuss diversity practices in hiring, other ideas, questions.

Want to talk about creating a role like a search specialist or HR hiring committee specialist.

Really concerned about faculty hiring practices. Where are we advertising? Where are we searching? Where do we interview? At conferences? Would like to work with HR to collect this information. This conversation was already taking place but is also appearing in the student concerns.

Strategic plan verbiage needs to be refined. That has to be part of our action plan. Diversity needs to be listed as a value – not something to “tolerate.”

Web page creation already under way.

President Schmoke and Kathryn reported to faculty that they are very happy with the work that we are doing right now. He specifically mentioned the web site and the climate survey.

Provost’s Office has just put in to place a faculty only job satisfaction survey.

This was discussed also at the Faculty Senate meeting.

Coach survey. Is it adaptable for all 3 populations? (Student, Faculty, Staff)

## Strategic Plan Revision

Needed to remove that word “tolerate,” and replaced with “cultivate.” Diversity needs to be a value. “Celebrate” is another great word, but maybe not as good as “Respect.”

Committee at GSC is supportive of escalating diversity to a priority rather than burying it in there.

If we have institutional values, they should be explained. These bullet points don’t really explain what these values are.

Change UB Community value to Diversity of UB Community? Change it to Diversity?

Values of UB Community at the top & then Diversity as 6th value?

The committee liked the word “embrace” as an alternative to “celebrate”.

Achievement Gap and Opportunity Gap. Can we take a look at weaving this in?

Title III Grant?

Could Achievement Gap numbers be a part of KPIs on Administration Dashboards?

When you are not a selective institution and yet you compete with selective institutions you might want to change the category that you’re in.

Could we use scholarship programs with Title III grant money to help close the opportunity gap?

Another campus used a “graduated learning plan” and were seeing some good progress in achievement gap. Also had a mentoring program in place. Really investing in the 100 level classes and developmental courses. There were resources on campus dedicated to this. Did a lot of training to look for cues that might indicate opportunity gap issues with students. Tried to intervene with students early as they start to experience trouble. Worked with technology/development to create a program to help support this.

Strategic retention plan is necessary.

## Updates

### Climate Survey

Surveys have been administered, including Noel Levitz. We could get a contractor to analyze data we already have. Let’s take a look at how much this would cost.

Concern about surveys that were already done – diversity was not the focus. However, specific questions that addressed diversity. We could use the results of the surveys to begin the campus wide discussions. It gives us a starting place for the conversation.

### Website

We need some pictures.

Was not last minute, but was very quick. We own these pages and control the content.

When we talk about diversity there is more than racial diversity. LGBT, ability, religious. Learning Commons gives classes to blind students where nothing is labelled in braille.

Take a look at the page and come back next week with suggestions.

Could we do a video?

### HR

HR will attend our meeting next week on the 12th. Mary Maher is AVP. Karla gave her a list of things we’d like to discuss.

We have questions about recruiting, hiring process, training hiring managers. We should come prepared with questions we’d like to ask.

Also would like to talk about multi-cultural competence training.

## Next Meeting

Friday, February 12, 10-11:30am, SC 301