

# The CODRE Annual Report

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2012 – 2013







*Incoming medical students on the Belle of Louisville.*

## LETTER FROM THE CHAIR

I am pleased to submit the University of Louisville's Commission on Diversity and Racial Equality (CODRE) report for the fiscal year ending June 30, 2013.

As a presidential commission, CODRE's membership consists of faculty, staff, and students who remain steadfast in their commitment to monitor and actively advise the president on issues, policies, and practices that affect diverse populations at U of L. Members serve on one of the following standing committees: Campus Environment Team, Diversity Programming, Faculty Concerns, Staff Concerns, or Student Engagement. Additionally, affiliated committee representation from the Commission on the Status of Women (COSW), Black Faculty and Staff Association (BFSA), Lesbian Gay Bi-sexual Transgender (LGBT) Center, Cultural Center, Disability Resource Center, Faculty Senate, and Staff Senate, supplement CODRE's efforts in embracing the university's core values and sustaining an environment of inclusiveness for faculty, staff, and students.

This report underscores the progress of the commission's endeavors to assist the university's continued work toward increasing opportunities for its diverse

populations. Included with the standing committee reports, I would like to highlight the following advancements:

### > **Recruitment Representation**

Following a recommendation to the president and provost, CODRE was approved to have representation on all future executive position search committees for vice presidents and deans to further promote diversity in university applicant pools. As a result of this implemented change, Commissioners Dr. Charles Sharp and Dr. Dewey Clayton are currently serving on search committees for dean positions in the College of Arts & Sciences and College of Education and Human Development, respectively. Also of note is the hiring of the first African-American female dean of the College of Business, Dr. Carolyn Callahan.

### > **Bylaw Revisions**

The commission's bylaws were revised to increase commissioner appointments from a two-year to a three-year term and convert the ad hoc Communications and Marketing Committee to a standing committee.

### > **Branding and Marketing Improvements**

The newly-formed Communications and Marketing standing committee,

chaired by Shelia Marable, was charged with improving the commission's visibility through enhanced branding. With assistance from various campus offices, CODRE has established a secondary logo and redesigned its webpage. Plans are currently underway to create a social media presence.

### > **Continuation of African-American Student Programming**

The Provost Office, over a five-year period, had previously provided \$10,000 to annually fund African-American Student programming. Expiring in June 2012, the commission submitted a request to continue funding. The continuation was then approved and supported by the president.

### > **Collaboration Efforts Strengthened**

The commission has increased its collaborative efforts through partnering with the Office of the Executive Vice President of Research and Innovation and the School of Interdisciplinary and Graduate Studies to expand the Commission's undergraduate and graduate research grant program funds. The Faculty Concerns committee put forth a proposal and was able to increase funding for recipients by requesting

matching award amounts from each recipient's academic unit. Included in the disbursements were grants for an undergraduate minority student's research in the area of Science, Technology, Engineering, or Math and a graduate student's research that would target underrepresented or vulnerable populations.

"Joint Chair" meetings were also implemented to cultivate relationships among CODRE, COSW, Faculty Senate, and Staff Senate. Through participation on the Great Places to Work Steering Committee, chairs from each organization recognized a need to meet and discuss pertinent issues related to the university's shared governance model.

It has been a privilege to serve as Chair and I am pleased with the progress made thus far. I am convinced that CODRE will remain uniquely positioned to assist the university make great strides toward equity and fairness for all.

Sincerely,  
James L. Brown, Chair

## **CODRE CAMPUS ENVIRONMENT TEAM**

### Campus Environment Team Statement

The purpose of the Campus Environment

Team (CET) is to identify and address issues related to diversity issues on the campus. Diversity in the workforce helps to improve the campus climate and fosters an inclusive environment.

#### **Goals:**

1. Initiate and complete a diversity study with data through 2012.
2. Assess university's diversity plan as reported to the Kentucky Council on Postsecondary Education (CPE).
3. Implement and support campus climate initiatives

#### **Committee Members:**

Mordean Taylor-Archer, Chair  
Michael Anthony  
Tony Belak  
Brian Buford  
Brenda Hart  
Faye Jones  
Connie Kidd  
Sharon Larue  
David Owen  
David Simpson  
Terry Singer  
Susi Walsh

#### **Campus Diversity Study**

The CET completed a Diversity Study with data through 2012. The Office of Academic Planning and Accountability (Institutional Research) played a major role in providing the data and formatting the report. However, in order to make the

report more relevant for the commission, the committee requested that the data be further segmented by race and gender within the categories. Upon receipt of revised data, the CET will review the report and make recommendations for consideration by the commission's Executive Committee prior to sharing findings with the general body.

#### **Campus Diversity Plan submitted to CPE**

Through the office of the Vice Provost for Diversity and International Affairs, the Assessment of UofL's Diversity Plan was completed and submitted to CPE. This assessment was also shared with the commission.

#### **Campus Climate Initiatives**

Several initiatives have been implemented to improve the campus climate through Great Places to Work (GPTW).

- > Town Hall Meetings with the Leadership which includes the President, Provost, Executive Vice President for Health Affairs and Executive Vice President for Research and Innovation. The meetings were held on the Belknap and Health Sciences campuses and served as an opportunity for faculty and staff to share their concerns and receive responses from the Leadership Team regarding actions taken.

- > Other initiatives included ice cream socials, movies, staff recognitions, health and wellness and initiatives to improve the work/family life balance.

## Campus Climate – Workforce Recruitment and Development

Diversity in the workforce enhances the overall campus climate. One major coup is the hiring of the first African American and first African American woman to serve as dean in the College of Business. This was accomplished with aggressive recruitment from the Provost and Vice Provost for Diversity and International Affairs. The Provost also responded positively to the commission's request to have commissioners serve on search committees for open dean positions. Two CODRE members have been appointed to dean search committees in the Colleges of Arts and Sciences and Education and Human Development.

Respectfully submitted,  
Mordean Taylor-Archer, Chair  
Campus Environment Team

## CODRE DIVERSITY PROGRAMMING COMMITTEE

### Diversity Programming Committee Statement

The purpose of the Diversity Programming Committee is to identify and/or support programming for staff, faculty, and students that promotes diversity initiatives and social justice as multi-faceted endeavors that enhances and strengthens the campus climate as it relates to issues of diversity through educational experiences, both on and off campus. Our goal is to support funding to student, faculty and staff events that have a direct benefit to the campus and the commission's efforts to create an inclusive environment.

#### Goals:

1. To provide leadership over the application process for funding program initiatives to the UofL

campus community, and

2. To provide leadership over the selection process of faculty nominated for the annual Presidential Exemplary Multicultural Teaching Award.

#### Committee Members:

Fannie M. Cox, Chair  
Dewey Clayton  
V. Faye Jones  
Mary M. McMullen  
J. P. Mohsen  
Charles L. Sharp

#### Ex-Officio Members:

Phyllis Lee Clark (*Cultural Center representative*)  
Erika R. Stith (*Staff Senate representative*)  
Sharolyn Pepper (*for Dr. Joy Carew, Associate Director of International Center*)

### Diversity Programming Requests

The Committee reviewed thirty (30) requests this year. Of the thirty-one requests received, only three were denied, and one group withdrew their submission. An itemized applicant list is provided on page 5.

To streamline the application process, the below policies were either enacted and/or updated such as:

1. The "Application for Funding" should be received no later than 30 days prior to the event for which funding is sought.
2. No funding request will be approved after April 30th of said academic year.
3. Intra-university transmittals (IUTs) must be requested within 15 calendar days of notice of funding approval. Early submissions of funding requests are encouraged.
4. Funding requests are limited to \$850.00 per request, no change in policy.
5. The committee chair votes on the passage of an application for funding. As with any voting procedure, a

quorum is necessary. On a tie vote, the decision of the chair will stand as the judgment of the assembly.

6. Per the commission's Executive Board, all approved applicants must include CODRE's logo on event publicity materials. Publicity materials are forwarded to the communications and marketing committee chair for logo usage approval. Failure to comply with this requirement will result in the forfeiture of funding.
7. All approved applicants must submit a program evaluation within five (5) business days following the event. Failure to comply with requirement will result in loss of eligibility for funding for one year.
8. The Commission does not fund operating costs (e.g. costs related to conducting business) or programs that occur after the fact.
9. Multi-year projects are ineligible for funding.

### Presidential Exemplary Multicultural Teaching Award

A subcommittee, consisting of commissioners Cox, McMullen, Mohsen, and Sharp, voted on the Presidential Exemplary Multicultural Teaching Award. The award honors multicultural teaching, through the utilization of teaching styles, culturally pluralistic and socially constructed ideals, course content and processes incorporating multicultural and global perspectives, and scholarship.

The nominee earning the subcommittee's vote for the 2013 award is Dr. Shelley Thomas in the College of Education and Human Development. The winner will be announced at the President's annual Celebration of Faculty Excellence event in September 2013.

Respectfully submitted,  
Fannie M. Cox, Chair  
Diversity Programming Committee

## DIVERSITY PROGRAMMING FUNDED PROJECTS IN FY 2012-2013

| Request Number | Organization   | Program   | Program Date(s)                      |
|----------------|--|---|--------------------------------------|
| 1              | Latin American And Latino Studies (LALS)   | 11th Annual LALS Heritage Lecture                     | October 23-24, 2012                  |
| 2              | LGBT Center  | LGBT Pride Week                                       | October 1-5, 2012                    |
| 3              | Department of Humanities - Ph.D. Program   | Lecture Series in Global Humanities                   | September 21, 2012                   |
| 4              | PEACC  | Take Back the Night                                   | September 25, 2012                   |
| 5              | School of Music  | 17th Annual African American Music Heritage Institute | October 11-12, 2013                  |
| 6              | Business Affairs   | Pathway's Leadership Conference                       | May 17, 2013                         |
| 7              | HSC Planning Committee   | HSC Cultural Competency                               | September 27, 2012                   |
| 9              | Empowering Ladies Together   | Women's Empowerment Dinner                            | October 23, 2012                     |
| 10             | International Center   | International (Student) Welcome Reception             | November 14, 2012                    |
| 11             | Indian Student Association   | Jalsa 2012  | November 10, 2012                    |
| 12             | Women's Center   | Dr. Celeste Nichols Professional Development Award    | November 14, 2012                    |
| 13             | Alpha Kappa Alpha Sorority, Incorporated   | For the Love of Harriet                               | October 30, 2012                     |
| 14             | African American Theatre Program   | Broadway Director Kenny Leon - Workshop               | November 5, 2012                     |
| 15             | Cultural Center  | Martin Luther King, Jr. Day of Service                | January 21, 2013                     |
| 16             | C.O.N.E.C.T. Peer Mentoring Program  | African American Recognition Reception                | March 26, 2013                       |
| 17             | Department of English and Ekstrom Library  | African American Read-In                              | February 4, 2013                     |
| 18             | Arts & Sciences Advising and Student Services                                      | ACES KY: Black & Latino Student                       | February 8, 2013                     |
| 19             | African Student Union  | African Night   | April 13, 2013                       |
| 20             | Association of Black Students  | Continuing the Legacy                                 | February 27, 2013                    |
| 21             | American International Relations Club  | International Banquet                                 | March 2, 2013                        |
| 22             | Women's Center   | Transformation Tea                                    | April 10, 2013                       |
| 23             | LGBT Center  | PINK  | March 22, 2013                       |
| 24             | Cultural Center  | Multicultural Graduation Celebration                  | May 9, 2013                          |
| 25             | National Society of Black Engineers and Society of Professional Hispanic Engineers | J. B. Speed School - Diversity Banquet                | April 3, 2013                        |
| 26             | National Society of Black Engineers  | Ms. Black UofL (Pagent)                               | April 2, 2013                        |
| 27             | Indian Student Association   | COLOURS   | April 4, 2013                        |
| 28             | Women's Center   | KY Women's Book Festival                              | May 18, 2013                         |
| 29             | AVIATORS   | TCN: Junior Excellence Banquest                       | March 30, 2013                       |
|                |  |   | TOTAL AMOUNT DISPERESED: \$16,000.00 |



## Civil Rights Movement Overview Fourth Street Sit-In Demonstration Sites

In Spring 1960, sit-in demonstrations spread throughout the South, as young African Americans demanded an end to second-class treatment in restaurants, department stores, and movie theaters. In Louisville, the sit-in campaign for an ordinance against discrimination in such accommodations centered on the shopping and dining corridor along Fourth Street in the heart of downtown. Earlier demonstrations set the precedent for the campaign, including NAACP Youth Council sit-ins at Walgreens in 1956, demonstrations at the Brown Theater in 1959, and CORE protests at Kaufman-Straus in 1960. Then, in February 1961, African American high school students sat-in at the lunch counter at Stewart's department store, triggering a mass protest movement that lasted through the Spring. The students and their adult supporters met nightly at nearby Quinn Chapel and the Church of Our Merciful Savior to strategize and take a pledge to remain nonviolent before marching to their downtown targets, including the popular Blue Boar Cafeteria and Fourth Street theaters. Despite the mass arrests of sit-in participants, the movement grew and adopted new tactics. By March, civil rights leaders launched the "Nothing New for Easter" campaign, a boycott to pressure department stores to change their policies. In the summer the movement focused on the upcoming city elections for a new mayor and aldermen. In November, 1961, the black community went to the polls and successfully "cleaned house", voting to remove all the aldermen who had opposed a civil rights ordinance. The new board did not act immediately, but in May 1963, after renewed demonstrations and pressure from civil rights leaders, the city adopted the first public accommodations ordinance in the South.

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*... century is the problem of the color line"*  
(... 5 2013)

Sit-in Demonstration



## CODRE FACULTY CONCERNS COMMITTEE

### Faculty Concerns Committee Statement

The purpose of the Faculty Concerns Committee is to identify and/or support faculty matters related to diversity issues. Additionally, the committee undergirds the efforts of the commission to support undergraduate and graduate research grant programs.

#### Goals:

1. To pilot project using “CONSENSUS” for two on-going academic searches and recommend ways to improve diversity in applicant pools.
2. To expand graduate and undergraduate research grant

programs to reach a more diverse cross-section of students.

#### Committee Members:

J.P. Mohsen, Chair  
 Suraj Alexander  
 Valerie Casey  
 Dewey Clayton

### Faculty Concerns – Pilot Project Update

CONSENSUS was successfully used in two academic searches. One search was for a faculty member and the other search was for a Department Chair both in the J.B. Speed School of Engineering. The CONSENSUS system allowed each search committee chair to frequently access the percentage of minority applicants in the pool and provided the opportunity

for the search committee members to be actively engaged in efforts to ensure a diverse group of qualified applicants were given consideration throughout each search. Members of both search committees reported an extremely positive experience using CONSENSUS.

### Graduate and Undergraduate Research Grant Program

The committee also focused on expanding the CODRE graduate and undergraduate research grant program. In doing so, the committee developed a strategic approach to promote the research program within the university community which included announcements at Faculty Senate meetings, postings on the Faculty Senate webpage, and direct contact with key

## RESEARCH GRANT RECIPIENTS FOR FY 2012-2013

| Student Name                       | Classification  | Proposal Title   | Faculty Sponsor | Academic Unit  | Total Amount Funded | CODRE    | UNIT     |
|------------------------------------|-----------------|--|-----------------|--|---------------------|----------|----------|
| Connor, Austin                     | Undergraduate   | Bond Characteristics of Glass-Fiber-Reinforced Polymer Reinforcing System Embedded in Concrete Exposed to High Temperature   | Kim, Young Hoon | Speed School of Engineering                                      | \$1,000.00          |          |          |
| Dale, Ashley                       | Graduate School | Greening Louisville's East Market District: A comparative assessment of sustainability   | Walker, Maggie  | College of Arts & Sciences/ Geography and Geosciences Department | 1,000.00            | \$600.00 | \$400.00 |
| Gullapalli, Venkata                | Graduate School | Water Disinfection in Under-Developed Countries by Using Solar Radiation and Local Materials   | French, Mark    | Speed School of Engineering                                      | 1,000.00            | 600.00   | 400.00   |
| Ling, Jiyong                       | Graduate School | Psychosocial and Environmental Determinants of Physical Activity in Elementary School Children: Implications for Potential Interventions to Reduce Childhood Obesity | Speck, Barbara  | School of Nursing  | 1,000.00            | 600.00   | 400.00   |
| Liu, Fengjuan                      | Graduate School | Studying Cement Particle Dispersion During Setting with Chemical Mapping   | Sun, Zhihui     | Speed School of Engineering                                      | 1,000.00            | 600.00   | 400.00   |
| Razeeq, Dominique                  | Undergraduate   | Secretory Lipase Gene Expression in <i>Microbytrum Violaceum</i>   | Perlin, Michael | College of Arts & Sciences                                       | 936.00              |          |          |
| Zheng, Yongqiang                   | Graduate School | The Shideuer's Physical, mental and social world: A pilot study on elderly who lost their only child in China  | Sar, Bibhuti    | Kent School of Social Work                                       | 1,000.00            | 600.00   | 400.00   |
| TOTAL AMOUNT DISPERSED: \$6,936.00 |                 |  |                 |  |                     |          |          |





*UofL faculty, staff and students enjoying the Ice Cream Social.*

department chairs and faculty in research groups and centers. The committee solicited proposals, conducted reviews of submitted proposals, and selected grant recipients from the applicant pool.

The committee also initiated a new approach for increasing funding for grant programs. The committee approached the host [academic] department/unit of each of grant recipient and requested matching funds for each of the graduate research projects. These efforts were successful and all of the graduate research proposals that were accepted received matching funds from their departments which permitted CODRE to augment efforts in funding a greater number of qualified and deserving student researchers.

The Committee reviewed nine research proposals. Of the proposals submitted, seven were for graduate research and two were for undergraduate research. Both undergraduate proposals were funded and five of the graduate proposals were funded. Below is an itemized list with the student name and classification, proposal title, faculty sponsor, academic area, and funded amount.

Respectfully submitted,  
J.P. Mohsen, Chair  
Faculty Concerns Committee

## **CODRE STAFF CONCERNS COMMITTEE**

### **Staff Concerns Committee Statement**

The purpose of the Staff Concerns Committee is to identify and support staff matters related to diversity issues as well as promote an environment for diversity to flourish.

#### **Goals:**

1. Assist units desiring to advertise staff positions to acquire a diversified applicant pool by developing and maintain a list of resources that includes professional associations, organization and personal contacts
2. Voice concerns on behalf of staff regarding equity and fairness in compensation practices, recruiting, internal promotions, retention, and professional development.
3. Review the results of the Staff Survey when made available and address any items of interest related to a diverse staff population.

#### **Committee Members:**

Nannette Bertram Dix, Chair  
Nancy Barr  
Cathy Patus  
Paula Soder

### **Staff Concerns - Activities**

Throughout the year, the Staff Concerns Committee worked to provide several platforms for university staff. Activities included are a meet and greet session and monthly focus groups. Along with campus activities, the committee developed a confidential form that is disseminated via electronic format to staff that need to voice a concern.

Respectfully submitted,  
Nannette B. Dix, Chair  
Staff Concerns Committee

## **CODRE STUDENT ENGAGEMENT COMMITTEE**

### **Student Engagement Committee Statement**

The purpose of the Student Engagement Committee is to identify and support student matters related to diversity issues through connecting with student groups.

#### **Goals:**

1. Make connections with student groups.
2. Enhance procedural processes for students

#### **Committee Members:**

Phyllis Clark, Chair  
Katie Adamchik  
Vickie Bridgeman

Yolanda Demaree  
 Leondra Gully  
 George Howe

### Connections with Registered Student Organizations (RSOs)

RSO delegates met with members of the Student Engagement Committee (SEC) to share and exchange information regarding interest, issues, and events included the following groups:

- > Women 4 Women student chapter
- > American International Relations Club
- > C.O.N.E.C.T. (Caring of New students Experiencing College Transition)
- > Commuter Student Association
- > Cardinals for the Appreciation of Musical Theatre
- > Association of Black Students
- > T2: Trans Students Unite!

### New Communication Platform: ORGSYNC

The adoption of new technologies and communication platforms enables organizations to become not only informed faster but to also maintain and sustain information in a more organized fashion. As a result, the SEC elected to subscribe to the campus-wide ORGSYNC platform in an effort to better connect with other student organizations. The SEC portal became active in Spring 2013. Recruitment of student organizations will commence Fall 2013.

### New Procedures for African American Programming Fund (AAPF)

The African American Programming Fund has been established as a funding source for underrepresented student groups. Through the collaboration of the Cultural Center and CODRE leadership,

a new processing system was established and utilized for the spring semester 2013.

The below chart outlines events held, number of event participants, funds awarded.

Respectfully submitted,  
 Phyllis Clark, Chair  
 Student Engagement Committee

|   |
|---|
| <b>Events Held:</b>                           |
| Fall 2012 – 10 events                         |
| Spring 2013 – 21 events                       |
| Total Funded by AAPF- 31                      |
| <b>Participation:</b>                         |
| All Events Combined – 2,403                   |
| Average number of participants per event - 77 |
| <b>Awards:</b>                                |
| Number of Organizations awarded funding - 13  |
| <b>Total Spent: \$19,700</b>                  |



*PRIDE WEEK: John Pajcha, Jyler Donovan, Natalie, Grace Howard, and Lindsay Ferguson, student leaders from commonGround and T2, with Mayor Greg Fischer.*



# UL COMMISSION ON DIVERSITY & RACIAL EQUALITY



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