

A word cloud featuring various terms related to diversity and inclusion. The words are arranged in a dense, overlapping manner. The most prominent words, shown in larger fonts, include 'celebrate', 'diverse', 'support', 'brave', 'creative', 'sharing', 'networking', 'inclusive', 'community', 'education', 'difference', 'champion', 'impact', 'disability', 'justice', 'sexual orientation', 'inspiring', 'meaningful', and 'education'. The words are colored in a variety of shades including red, blue, green, yellow, and grey, creating a vibrant and dynamic visual effect.

The CODRE Annual Report

2017-2018

LETTER FROM THE CHAIR

**J.P. Mohsen, Associate Dean of Administration and Faculty Affairs,
Speed School of Engineering**

Dear Colleagues:

What a year it has been! We have a new University President. Dr. Neeli Bendapudi began her tenure as president in May. Dr. Greg Postel who served as Interim President before Dr. Bendapudi's arrival was extremely supportive of CODRE and its initiatives. We truly appreciate his leadership during his year of presidency.

This past year has not been without its challenges. Among some of the important CODRE initiatives, a task force focused on developing an HR training module. The goal was to eventually have a cross section of faculty and staff trained as "Search Advocates" to serve the university community. Members of this group will be trained on topics such as implicit bias and equity related issues that often arise during recruiting and search process for staff and faculty. The task force reviewed an existing HR module and suggested modifications and extensive editing to improve it and make it adaptable to the U of L community. More details about this effort will be forthcoming.

The CODRE standing committee activities highlights during the past year are summarized inside this report. The campus environment team is following up its campus survey initiative by conducting a series of focus group meetings that are scheduled for fall 2018. Diversity programming has actively continued to support diversity related events around campus, even though, we had to reduce the support amount compared to previous years due to budgetary considerations. The faculty concerns committee conducted a focus group in hopes of identifying some of the reasons why Black/African American faculty have been leaving this university. The staff concerns committee has focused on specific units within the university that have raised concerns in terms of equity within the ranks. They are exploring workable solutions to provide opportunities of retraining and advancement for employees who can benefit from such initiatives. Student engagement committee continues to connect with student organizations to provide support for and expand their diversity initiatives. The communication and marketing committee lead the efforts to update the bylaws for approval by the commission and also updated and extensively improved the CODRE website. Undergraduate research committee continues to promote undergraduate research and solicit appropriate research projects to fund. It is hoped that by continuing this practice, we can create a culture of research within the undergraduate student population.

One of CODRE activities that I would like to note which is not listed elsewhere in this report, was the Transformation Tea for Women of Color. This event series was founded in 1997. The Tea affords women of color an opportunity on an annual basis to empower one another by sharing concerns, problems and positive suggestions. CODRE has been a sponsor of this event and this year, the Tea was held on April 26, in Ekstrom Library's Chao Auditorium. A panel discussion on "Faculty Women of Color in the Academy" was moderated by Dr. Mordean Taylor-Archer. The panelist were Elizabeth Jones, JD an assistant professor of Pan-African Studies; Shawnise Miller, PhD an Assistant Professor in the Kent School of Social Work; Daniella Prince, a doctoral Diversity Fellow in the Biology Department; Shanice Hudson, an NIH Diversity Fellow and Interdisciplinary PhD candidate. The guest speaker, Phyllis L. Clark, M.Ed., founder of EMERGE Institute for Women spoke about the "Imposter Syndrome" in a presentation titled "Objects in Mirror are Closer Than They Appear."

CODRE looks forward to the coming year and the opportunities that it brings. CODRE is poised to move forward in supporting President Bendapudi's vision and diversity initiatives and we invite you all to take part in our efforts.

With highest regards,

J.P. Mohsen Ph.D
CODRE Chair,



JP Mohsen presenting President Neeli Bendapudi with a book at the June 2018 general meeting

CAMPUS ENVIRONMENT TEAM

Submitted by Mordean Taylor-Archer, PhD, Chair

Purpose – The purpose of the Campus Environment Team (CET) is to monitor the campus climate, track the recruitment, retention and overall success of underrepresented students, faculty and staff and make recommendations as needed to the administration to address issues. It also has a dual function of reporting through the Vice Provost for Diversity and International Affairs (VPDIA) to Council on Postsecondary Education (CPE)/Committee on Equal Opportunities on the progress being made in reaching the goals of the University's Diversity Plan.

I. University of Louisville's Diversity Plan – UofL developed a university-wide diversity plan based on *Kentucky Policy for Diversity, Equity and Inclusion* that was adopted by the CPE on September 23, 2016. The three components of the plan are **Opportunity, Success and Impact**. The plan gives details of the strategies, actions and tactics that are designed to enhance student enrollment and success. The Opportunity and Success sections include metrics and goals for student enrollment, retention and graduation. The impact section includes metrics and goals for increasing the number of diverse faculty and staff. Equal attention is given to the strategies and best practices used to support faculty through the tenure and promotion process as well as professional development and promotional opportunities for staff. It also delineates the structures that are in place to enhance cultural competency for students, faculty and staff and the tools that are used to monitor and improve the campus climate. Deans and vice presidents submitted diversity plans with goals that aligned with and supported the university-wide diversity plan.

II. Campus Climate Survey – The CET spent time reviewing and analyzing the results. However, the survey was administered by Institutional Research and Effectiveness (IRE) within the Office of Academic Planning and Accountability of the Campus Climate Survey and the following summary prepared by Institutional Research administrators describes the process.

A. *The Campus Climate and Diversity Survey for Faculty and Staff is a campus wide assessment of diversity, inclusion, and workplace climate at the University of Louisville. With input from campus constituents, including the Chairs of the Campus Diversity Committees and the CET, the survey was re-envisioned to better meet the needs of our community members and to ensure that the university is fulfilling its mission with respect to climate, diversity and inclusion. The survey questions are about faculty and staff perceptions of the various contributors to the campus climate at UofL. The survey is divided into two modules, with one module administered each year. This new cycle allows for the collection of baseline information, creation and implementation of action plans, and reassessment of the themes/modules again after sufficient time for implementation, to measure improvement based on the actions taken. Quantitative data resulting from this survey we reported in the aggregate to the Office of the VPDIA within 30 days of the survey's close. The quantitative report is being shared with the campus community, and an action plan derived from the survey results will be developed by the Office of the Vice Provost for Diversity & International Affairs within 90 days of the survey's close. (Partin, Goldstein (1/18).*

B. Survey Results – A total of 1,903 faculty, staff, and administrators (a 27.5% response rate) participated in the 2017 Campus Climate and Diversity Survey which is representative of the University's population. The aggregate quantitative data have been shared with the campus community and can be accessed through SharePoint.

In addition to the quantitative data, respondents were given the opportunity to respond to the open end questions and 856 individuals responded. The following are excerpts from the Executive Summary of the qualitative analysis prepared by IRE:

The top themes and concerns that were expressed in the open-ended comments on the 2017 Campus Climate and Diversity Survey.

Leadership (23.6%): The general theme of "Leadership" had multiple sub-themes, the top three of which are presented below:

- *Administration: Many comments in this theme addressed the prior executive leadership team, their abuse of power, corruption, bad decision-making and their misbehavior. There was a strong sentiment of "they made the mistakes, but we're left paying for them." Another area of concern was with the "administration" being "top heavy" and overly compensated (especially compared to faculty and staff). There was a sentiment of lack of trust, which was also echoed in a frustration with the closed presidential search.*
- *Budget/Financial Concerns: There are concerns about a lack of fiscal oversight, a feeling of mismanagement of funds, the number of budget cuts, and a strong desire to "fix the budget."*
- *Transparency: There was a strong sentiment about the lack of transparency within the administration at UofL. This was coupled with a feeling of lack of true shared governance.*

Climate/Environment/Morale (15.3%): There were many comments centered on low morale, feeling discouraged with the current climate at UofL, contributing to low morale. There was a strong sentiment about feeling undervalued and unimportant. From staff, there were comments about feeling they are treated as "less than" faculty, feeling like "second class citizens" and faculty "treating staff like help,"

Staffing Issues (9.5%): Comments in this theme included frustrations about the insufficient number of staff and faculty, leading to feelings of being overworked, unreasonable expectations being imposed on employees, and creating poor work/life balance. A number of comments related to the lack of recognition for employees, a "poor reward system" and lack of professional development. Additionally, it was noted that "we're losing good people."

Compensation (9.5%): There were many concerns about the lack of raises, the number of years without raises, and the lack of "decent raises" all while the cost of living has continued to increase. The feeling that the administration is overly compensated compared to the rest of the university employees was also expressed in this theme. Pay inequities between women and men (with men being compensated at a higher rate) were also expressed. (Bixby, Partin, and Goldstein 2.13.18)

III. Campus Climate Action Plan – The CET developed an Action Plan with goals and recommendations to respond to the issues that were identified in the Campus Climate Survey. The Action Plan was completed in the spring of 2018 and sent to the campus community on May 10, 2018 after approval by the Interim President and Interim Provost. It was agreed that employees, through focus groups, would be given an opportunity to discuss and provide feedback on the Action Plan. To date, a call for volunteers to serve as facilitators of the focus groups has been sent out and training has been scheduled for the focus group facilitators. The expected timeline is to have the focus groups provide input by the end of August so that the Action Plan can be forwarded to President and Provost for implementation during the fall semester of 2018.

IV. A Related Issue – One issue that came to the attention of CODRE was the high attrition rate of African American (AA) employees. During 2017-18, almost 20 AA left UofL. The reasons for leaving that were verbally shared with the Vice Provost for Diversity varied from lack of promotional opportunities, workplace environment, and unfair treatment. What became apparent is the need for system and structural changes based on developing inclusive workplace climates, fairness and equity of opportunities. One of the goals of the CET for 2018-19 will be to recommend effective strategies for the retention of underrepresented faculty and staff.

2017-18 Members of the Campus Environment Team

Mordean Taylor-Archer, PhD, Chair
Will Armstrong, Staff Senate
Brian Buford, LGBT Center
Karan Chavis, CODRE Staff Concerns
Robert (Bob) Goldstein, Institutional Research
Aaron Graham, DOS
Jeanne Guerrero, COSW and Alternate, Heather Fox, COSW
Joy Hart, Student Grievance Officer
Verronie Faye Jones, HSC Diversity and Inclusion
David Owen, Faculty Senate
Cedric Powell, Faculty Grievance Officer
Sandy Russell, Staff Grievance Officer
Robert Staat, Ombuds
Enid Trucios-Haynes, Faculty Senate
Marian Vasser, Diversity Education

COMMUNICATIONS & MARKETING COMMITTEE

Chair, Maria Tinnell — Graphic Designer, Office of Communications and Marketing

In 2017-18 the Communications committee did a major update of the CODRE website. A website is always a work in progress, changes are needed to keep information up to date and relevant. The following updates are ones which this committee is most proud of:

- The home page was updated with our new chair and letter
- Welcome statement was made more welcoming.
- The charge was updated by the EC committee in April
- An ad hoc committee was created to review and update the CODRE bylaws. Recommendations were presented to the general body and approved the following changes which were added to the website and handbook:
 - Student Ex-officio positions were added to serve one year terms. In addition to the SGA, Black Student Unions (BSU), Latin American Student Organization (LASO) were added.
 - Additionally the Hispanic Latino Faculty & Staff Association was added as Ex-officio
 - Several new collaborative areas were identified and invited to join the commissions at the general body meetings. School of Public Health & Information Sciences, Title IX / ADA Compliance and Pan African Studies.

- Creation of CODRE one-page self-promotion piece that was distributed at the UofL Women's Network and Women's Center 2018 Spring Meet & Greet

- Creation of 2017-18 Commissioners Handbook
- Creation of 2016-17 Annual Report
- Several Sponsored events were featured on our website
 - Miss Black UofL
 - NSBE Bazaar
 - Pink
 - Men of DiSTinction
 - Transformation Tea

2017-18 Members of the Communications & Marketing Committee

Maria Tinnell, Chair
Cathy Elliott



DIVERSITY PROGRAMMING COMMITTEE

Chair, J.P. Mohsen — Interim Associate Dean of Administration and Faculty Affairs, Speed School of Engineering

The Diversity Programming Committee is responsible for identifying and supporting programming for students, staff and faculty in an inclusive multicultural learning environment. This committee's initiative supports multicultural education, instructional diversity development, social justice, and programmatic efforts that enhance and strengthen students' educational experiences. And its goal is also to promote diversity as a multi-faceted endeavor, and as such, the Diversity Committee may collaborate with other commissions/university committees to accomplish their tasks (e.g. student concerns committee, community organizations etc.).

Charge:

1. To provide leadership over the application process for funding program initiatives to the U of L campus community;
2. To provide leadership over the selection process of:
 - a) faculty nominated for the annual Presidential Exemplary Multicultural Teaching Award, and
 - b) the Presidential Exemplary Multicultural Engagement Staff Awards, and
3. To Support and /or develop diversity programming that will improve campus climate and augment student learning.

Committee goals:

1. To fund inclusive multicultural programs
Action: CODRE received a total of 21 Applications for Funding and 10 were funded.
2. Update nominee submission process
 - a) All candidates for the Presidential Exemplary Multicultural Teaching Award were required to submit documentation in PDF format by email with attachments.
 - b) All candidates for the Presidential Exemplary Multicultural Engagement Staff Award were required to submit documentation in PDF format by email with attachments.
3. Begin succession planning to succeed the Chair of the Diversity Programming Committee and to allow time for coaching.

AWARDS

Two awards are sponsored by the Diversity Programming Committee, the Presidential Exemplary Multicultural Teaching Award and the Presidential Exemplary Multicultural Engagement Staff Award.

All faculty are eligible to be nominated for the Presidential Exemplary Multicultural Teaching Award. And all staff are eligible for the Presidential Exemplary Multicultural Engagement Staff Award, which was initiated in 2014.

The Diversity Programming Awards Committee and the Vice Provost for Diversity & International Affairs encourages students, faculty, academic departments, administrators, alumni, and trustees, to nominate members of the University for the awards.

For the Presidential Exemplary Multicultural Teaching, nominees must have demonstrated excellence in their teaching and scholarship through the utilization of teaching styles, culturally pluralistic and socially constructed ideals and course content and processes incorporating multicultural global perspectives, and scholarship.

The Presidential Exemplary Multicultural Engagement Staff Award was initiated. It encourages student, faculty, and staff, to nominate a staff member. The award involves effective guidance and mentoring, and critical thinking to support active and reflective learning for our students to achieve success by demonstrating relevant events and opportunities to enhance human diversity.

The winners for 2017-2018 were:

- Delaina Amos, J.B. Speed School of Engineering won the Presidential Exemplary Multicultural Teaching Award, and




- Shannon Fitzgerald, Office of Dental Clinical Affairs won the Presidential Exemplary Multicultural Engagement Staff Award.





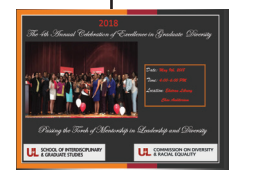


Diversity Programming Committee Members:

Fannie M. Cox
Latonia Craig
V. Faye Jones
J. P. Moshen, Chair
Mary McMullen
Selene Phillips
Sharolyn Pepper (International Center) Ex-Officio

DIVERSITY PROGRAMMING CO-SPONSORSHIPS

	Program / Date	Organization	Summary	Amount	Attendance
1	Documentary screening of the film Gen Silent. October 30 - November 3, 2017 November 6 -November 10, 2017 Time: 12:00-1:00 p.m. HSC campus B202 or 102	HSC Pride/RSO	Documentary screening of the film Gen Silent. This documentary is about health disparities in the LGBT population, focusing on the aging LGBT population and how many are feeling forced to go back into the closet as they age due to fear of how they will be perceived by different healthcare providers. This documentary screening was open to the entire HSC campus	\$400.00	37
2	Global Humanities Lecture Series October 5, 2017 4 pm, Chao Auditorium 	Humanities - Global Humanities Lecture Series	The major goal of this event was to open a discussion on the power of language and of words in particular, as tools of oppression and tools of healing. This is a workshop on scholarship, activism and the arts and was followed by a poetry performance by Alysia Nicole Harris. To understand the power of words, the workshop and the performance challenged students and faculty to think about the power of language used to describe people and the difference between good and bad activism.	\$400.00	110
3	Women's Center Empowerment Luncheon November 9, 2017	U of L Women's Center	The Dr. M. Celeste Nichols Professional Development Award presented to graduate students at Women's Center Empowerment Luncheon. Student names: Whitney Stewart, Alyssa Middleton and Ashanka Kumari.	\$400.00	160
4	12th Annual Patricia Allen Culturally Effective Care Symposium November 8, 2017 8:30am – 3:30pm Kentucky Center for African American Heritage 	HSC Office of Diversity and Inclusion	The Culturally Effective Care Symposium centers on increasing student awareness of diversity and cultural competency in healthcare and exposing students to systemic barriers to health. Interprofessional collaboration increased awareness and knowledge regarding the role of each health profession, and to better prepare students for their futures as clinical and public health service providers. Student participants are future leaders within their respective disciplines who have power to influence policy as they grow in their careers. This workshop is part of a larger effort to expose students to the health policy-related issues of the diverse populations they will encounter as practitioners as well as the variety of health care practitioners they will work with in their careers. The keynote presentation will focus on racism as a determinant of health. Students rotated in interprofessional teams through breakout sessions on the topics of immigrant/refugee health and LGBT Health, in addition to sessions focusing on interprofessional best practices in diverse populations, with case studies considering intersectionality. All content throughout the day was focused on serving diverse populations.	\$400.00	607
5	2018 Kentucky Women's Book Festival March 3, 2018 	U of L Women's Center	1. Publishing efforts of young authors with diverse backgrounds; 2. Race issues--Estella Conwill Majozo, former U of L English professor, author of books dealing with themes of race; 3. Veterans issues/ mental health issues--veteran Dr. Carolyn Furdek, author of Locked-In: A Soldier's & Civilian's Struggle with Invisible Wounds" who is trying to change the system from the inside to help America better handle treatment of mental health; 4. Older women speaking on complex social & political issues and how society views women.	\$400.00	262

6	African American Music Heritage Institute February 5, 2018 Various Times Comstock Concert Hall, Belknap Campus	School of Music	African American Music Heritage Institute. During the institute the guest artists interacted with the UofL student body, music school students, public and parochial students from the Kentuckiana region, and the general public. This inclusive approach provided a forum to experience the music in the true African mode of group participation and provided information for students, which enabled them to become more knowledgeable about the diversity of African American music. As a result, UofL students became more aware of African American Music, more knowledgeable about its diversity and will thus be able to appreciate the genre better. Music students, in particular, had the opportunity to observe and study the techniques that will enable these artists to perform music that is inclusive of all genres of music, but especially classical music that includes the influences of the African Diaspora.	\$400.00	200	
7	Minority Pre-Health Symposium: Changing the Face of Healthcare February 10, 2018 8:30am - 3:00pm at the Kosair Charities Clinical and Translational Research Bldg. Health Sciences Campus, 505 S. Hancock St.	Student National Dental Association	The purpose of this event was to provide minority college and high school students in Louisville and surrounding areas the opportunity to explore professional Health Sciences careers in the following disciplines: Nursing, Medicine, Public Health and Dentistry. Students were provided information and resources to assist them in their aspirations of achieving a career in the healthcare field. The goal of the program was to promote recruitment efforts of minority students from diverse ethnic, socioeconomic and cultural backgrounds at the University of Louisville Health Sciences Center. This event was a collaborative effort between the following recognized student organizations: Student National Dental Association (SNDA); Student National Medical Association (SNMA); Black Student Nurses Association (BSNA); and the Multicultural Association of Pre-Health Students (MAPS).	\$400.00	85	
8	Miss Black U of L, Scholarship Pageant March 30, 2018 6:30 p.m. in Strickler Hall on the Belknap Campus	National Society of Black Engineers	This event was to showcase ethnic and social diversity. Ethnic diversity was exhibited by the presence of black women being spotlighted. There was a Hidden Figures of STEM for a portion of the pageant. The inclusion of historical black women in STEM shows ethnic diversity within the STEM field. Social diversity was showcased with a variety of contestants from different social backgrounds, all competing to be the best. The event shows that no matter where one come from, a person can always elevate their status and be seen as the best	\$400.00	232	
9	Men of DiStinction April 20, 2018 7:13pm. Strickler Hall on the Belknap Campus	Delta Sigma Theta Sorority Inc.	This event, having none like it, was specifically geared towards men on campus (of all ethnicities, cultures, and biological backgrounds. The goal was to aide in the inclusion of the male population on campus.	\$400.00	97	
10	Celebration of Excellence in Graduate Diversity May 9, 2018 4-6pm in Chao Auditorium in Ekstrom Library on the Belknap Campus.	School of Interdisciplinary and Graduate Studies	The Celebration of Excellence in Graduate Diversity celebrated our underrepresented (African American, Hispanic/Latino, Native American, Pacific Islander) graduate students who have completed their Master's degree, reached doctoral candidacy and highlighting underrepresented graduate students who have completed their doctorate degree.	\$400.00	163	
				\$4,000	1,953	

FACULTY CONCERNS COMMITTEE

Chair, Aleeta Powe – College of Arts & Sciences

In the academic year 2017-2018, the faculty concerns committee noted the departure of a large number of black female faculty. In Fall 2017, a University-wide Climate Survey was administered to faculty, staff and students. The results of this Survey were released to the public. The Chair of the Faculty concerns committee organized a Focus Group to analyze the results of the Climate

survey. The recommendations from the Focus Group were submitted to the CODRE membership. Further analyses are planned for the future.

The committee is excited to welcome the new University President and hope that under her leadership the climate at the University will be more amenable to the retention of Black Faculty.

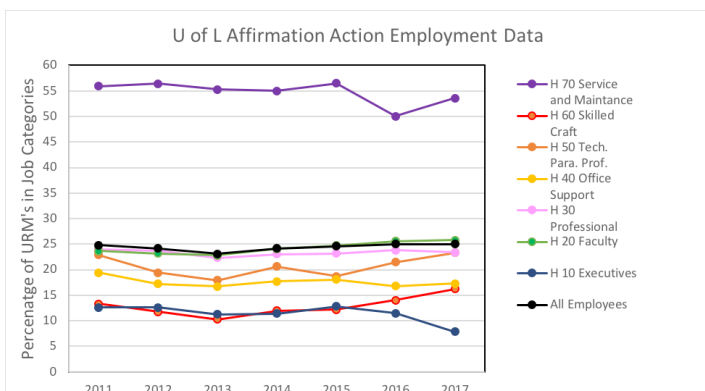
STAFF CONCERNS COMMITTEE

Chair, Karan Chavis — School of Medicine, Dean's Office

The Staff Concerns Committee of the Commission on Racial Diversity and Equality (CODRE) is charged to gather and disseminate concerns and information from U of L staff regarding diversity and climate issues. The members of the Staff Concerns Committee believe that a workplace free from bias, discrimination and inequality provides the University of Louisville the greatest opportunity for success, therefore it is the goal of the committee to engage in communicating and elevating staff concerns to levels within the university administration where such concerns can be addressed. The Committee determined that its efforts would be directed at improving conditions for those who have historically had the least influence, voice or resources to improve their work situation. This focus has guided the Committee's work through 2016-2017 and continued to be the Committee's primary focus in Academic year 2017-2018.

In academic year 2015-2016 the Staff Concerns Committee conducted a review of the University Affirmative Action Plan. An analysis of the Affirmative Action Plan data has lead the Committee to conclude that its work focus should be on the concentration of Underrepresented Minority (URM) employees working in 'Service and Maintenance' positions. While underrepresented minorities ARE employed in the higher paying 'Skilled Crafts' positions immediately above the 'Service and Maintenance' job category, the numbers are small and are on par with minority representation in the 'Executive' job category. Arguably, it should be easier to recruit diversity into Skilled Craft positions from the local market than into Executive positions which recruit from a national pool. A career development path between 'Service and Maintenance' and 'Skilled Crafts' jobs would ease the concentration in the former and support greater representation in a job category that at UofL is one which least reflects diversity.

Data from UofL Affirmative Action Plans ranging from 2011 to 2017 show a consistent trend.



It should be noted that in addition to the realities reflected in the Affirmative Action data, the Staff Concerns Committee also occasionally receives anecdotal and informally presented information from Physical Plant and other university employees detailing concerns related to the Physical Plant work environment such as inequality, poor treatment, inconsistent application of University policies, and lack of support for participation in campus-wide initiatives such as the Campus Climate Survey.

The 2016-2017 Staff Concerns Committee Annual Report reflected the committee's efforts to raise awareness among senior leaders within the University administration of the need for career paths for all employees, but in particular the need for career development and pathways for Service and Maintenance employees given the concentration of URM's employed in this job category.

A recent analysis of employment data conducted by the Commission on the Status of Women (COSW) informs us that roughly one out of every three African-American males employed by U of L, works in low-wage custodial jobs (32.4%) compared to one in 59 white males. One in six African- American females employed by U of L works in low wage custodial jobs (16.2%) compared to one in 166 white females. The absence of structured professional development and career advancement opportunities in jobs designated as 'Service and Maintenance' has a very real impact on the overall career trajectory of the population of African-Americans and Hispanics employed by the University of Louisville.

In April 2017, working in partnership with Dr. Mordean Taylor-Archer, Vice Provost for Diversity and International Affairs, the leadership of the Staff Concerns Committee met with the Louisville Urban League to discuss the formation of apprenticeship training opportunities for U of L 'Service and Maintenance' employees. Very real prospects exist to create career development programs for University employees using the Urban League platform. Career development programming already exists as part of Urban League programming, thus efficiencies can be gained through a structured partnership between the Urban League and the University.

Mr. Jim Sears, Associate Vice President for Facilities Management, and former Interim Chief Operating Officer, Lee Smith were brought into subsequent discussions with the Urban League. While Mr. Smith expressed interest in and support for exploration of a partnership with the Urban League, his interim status would require continuation of this effort by the incoming Chief Operating Officer. Pursuit of structured career development and pathway programs has continued with the interest and support of the recently appointed Vice President of Operations and Chief Operating Officer, Dr. Joseph Han. Though new in his role, Dr. Han has participated in dialogue with CODRE leadership regarding 'Service and Maintenance' career development opportunities, as well as employee treatment and workplace climate in the Physical Plant.

The Committee's goals for 2018-2019 continue to center on affecting change in the availability of career advancement opportunities for low-level positions in the Physical Plant, and to encourage greater diversity in other staff job categories. Our work effort is particularly focused on EEO job category, "H60 Skilled Crafts," which consistently reflects low diversity when compared to all other staff EEO categories. The 'Skilled Crafts' job category is proximated above the Service and Maintenance job category which represents enriched prospects for the creation of career pathways for those working in "Service and Maintenance" jobs.

During the 2017-2018 Academic year, the Staff Concerns Committee also participated in the review and analysis of the Campus Climate Survey conducted through the Office of Institutional Research. An ongoing concern of the Committee is the apparent lack of opportunity for participation by Physical Plant employees in the University-wide activities such as the climate assessment. We will continue to explore the challenges that thwart inclusion of line level Physical Plant employees in key University initiatives.

The concentration of African-American employees in 'Service and Maintenance' positions is not a recent development and the

Committee recognizes that remedies and corrections will require long-term strategies and consistent effort, as well as cooperation and support from Physical Plant and senior level University leadership.

The Committee will continue its focus on career pathways and equitable treatment for 'Service and Maintenance' employees and we also seek representation and inclusion of Physical Plant lower wage-earning employees on University-wide initiatives and committees/commissions such as CODRE. Lastly the Committee highly recommends an assessment of the climate within the Physical Plant. A positive work environment at our lowest bid employment levels reinforces an exceptional work experience for all CARDS.

Respectfully submitted by members of the Staff Concerns Committee:

Valerie Casey
Karan Chavis, Chair
Mary McMullen
Meg Peavy

STUDENT ENGAGEMENT COMMITTEE

Chair, Dwayne Compton — Office of Community Engagement & Diversity, School of Medicine

The purpose of the Student Engagement Committee (SEC) is to identify and support student issues related to diversity.

Goals:

1. Identify and support student matters related to diversity by connecting to student organizations.
2. Identify ways for students to be engaged in a participatory manner with CODRE SEC.
3. Connect with Recognized Student Organizations (RSO's)

2017-2018 Accomplishments

1. **Identify and support student matters related to diversity by connecting to student organizations.**
During the fall and spring semester, members of the SEC were attentive to the needs of students and worked alongside the Cultural Center staff and the Vice Provost for Diversity and International Affairs to provide the necessary space for them to have dialogue to express their concerns regarding issues related to diversity and inclusion. This year, the primary issue the SEC assist with was the students concern of a potential name change as well as location change of the Cultural Center. The students valued having their own standalone facility and advocated to keep the name versus changing to the Identity Center.
2. **Identify ways for students to be engaged in a participatory manner with CODRE SEC.**
Throughout the year, the SEC extended an invitation to various student groups and/or representatives from offices that support students to attend monthly SEC meetings to share information about their organizations and how CODRE can best advocate on their behalf and assist in their on-going programs and initiatives.

3. Connected with Recognized Student Organizations

During the fall 2017 semester members of the SEC attended the Recognized Student Organization fair and the Leadership Summit held on the Belknap campus. In addition, during the 2017-2018 academic year the SEC representatives attended various student organization events to increase the awareness of CODRE as well as support programs co-sponsored by CODRE. These events included:

- Society of Porter General Body Meetings
- Pride Week Cookout (Belknap and HSC campuses)
- AAMI Suits & Sneakers Fundraiser Gala
- HSC Pre-medical and Pre-dental Minority Student Symposium (HSC)
- Women of Color Transformation Tea (Women Center)
- 2018 MLK Week Activities
- 2018 Celebration of Excellence in Graduate Diversity (SIGS)
- 2018 Graduation Celebration (Cultural Center)

Respectfully submitted by members of the Student Engagement Committee:

Dwayne Compton, Ed.D, Chair
Latonia Craig, Ed.D
Erica Gray, Ed.D
Leondra Gully
George Howe
Nakia Strickland

UNDERGRADUATE RESEARCH COMMITTEE REPORT

Chair, J.P. Mohsen — Associate Dean of Administration and Faculty Affairs, Speed School of Engineering

CODRE has been soliciting research proposals for funding at both Graduate and Undergraduate levels for about the last six years. In 2017, SIGS decided to directly manage all graduate research proposals and projects. CODRE has continued the promotion of undergraduate research. The three undergraduate students whose projects were funded this year, are introduced below along with a summary description of each research project.

Over the years, we have invited various students to come and make brief presentations of their accomplishments that were funded by CODRE. Those present at those meetings observed that the level of accomplishment and the complexity of most of the projects was impressive. However, one of the incredible success stories belongs to Austin Connor, a PhD candidate in Civil Engineering whose undergraduate research project CODRE funded in 2014. He continued his research and is now completing his PhD dissertation. ACI Structural Journal used the images of the findings of his research on their most recent journal cover. These results have their roots in the initial research project that CODRE partially funded.



Onajia Josiah Stubblefield

Developing Smart Eco-Driving System at Signalized Intersections

Signalized intersections can be the transportation segments that generate excessive delays, especially increasing the overall intersection delay and cause more fuel consumptions and vehicle emissions due to longer idling and acceleration. The goal of Onajia's research was to conduct a proof-of-concept that will develop an emission estimation method based on the vehicles' trajectories and speeds at the intersection using the radar sensor data. The research supports the ultimate development of Smart Eco-Driving at Intersection System (SEDIS), which is expected to substantially improve fuel economy, reduce traffic congestions and emissions at signalized intersections.



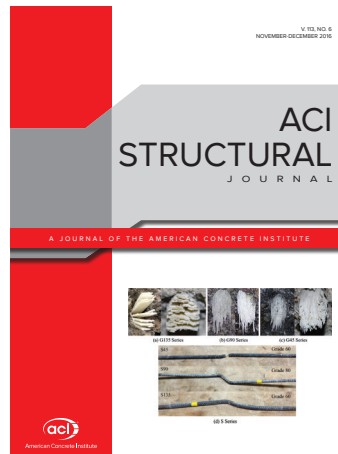
Raychel Bahnick :

The research proposed to enhance the thermal conductivity of the soil and concrete using higher thermal conductive materials. The application of this research could enhance the efficiency of the system in geothermal heat exchanger boreholes. Raychel conducted and summarized a literature review. She conducted experimental testing to prepare samples and to measure the thermal conductivity of the new concert mix.



Alex Beebe:

The proposed research sought to predict the soil moisture content reduction close to heat sources like geothermal heat exchanger piles in the ground and use it to manipulate the water content of the soil. Alex worked with a Ph.D. student to design and build a soil tank and embed the water content sensors and heat source in the soil box.



Mr. Austin Connor received CODRE grants that assisted the early development of his research program from June 2013 to May 2014 and June 2014 to May 2015. From this research, he and his mentor, Young Hoon Kim published one journal paper entitled, "Shear-Transfer Mechanisms for Glass Fiber-Reinforced Polymer Reinforcing Bars," in the American Concrete Institute (ACI) Structural Journal in December 2016. The findings from the research were used as the front page of the issue. The ACI is a leading professional organization for developing the design specification of the concrete buildings and structures. His research attempted to address challenges in the design of structures using non-corrosive composite materials. His research findings contribute to establishing the rational design and testing methodologies of sustainable material.



CODRE Guest Speakers 2017-18

The commissioners have had the pleasure of hearing from some remarkable speakers. CODRE would like to thank the following individuals for coming to share their experiences and information with us:

August 2017:

Dr. Mordean Taylor-Archer -

Diversity Study 3 Focus Areas Opportunity, Success, Impact.

September 2017:

Dr. Dale Billingsley

October 2017:

Mindy Eaves

UofL Ombuds

November 2017:

Simmons College of Kentucky

April 2018:

Elizabeth Ann Hagan-Grigsby

CEO, Park Duvalle community Health Center

May 2018:

Food co-op Project in Louisville and the Botswana Service Learning Experience

Alyssa Cisneros and Avalon VerWiebe

June 2018:

UofL President **Dr Neeli Bendapudi** and chief of staff **Michael Wade Smith**
open discussion on CODRE priorities.



