



The **CODRE** Annual Report

2016-2017



COMMISSION ON DIVERSITY
& RACIAL EQUALITY



LETTER FROM THE CHAIR

J.P. Mohsen, PhD

I was named Acting Chair of CODRE in late May by President Postel. I am grateful for this opportunity for it provides me with the chance to work closely with all CODRE Commissioners to advance the issues related to diversity and racial equality and racial harmony throughout the university community. Considering the current state of affairs at the university, it is paramount that we, as CODRE Commissioners, provide the President with honest assessment of the campus environment. This annual report highlights the activities and achievements of various standing committees of CODRE. I must mention that the activities outlined in this newsletter were accomplished under the supervision of Vickie Bridgeman who served as CODRE Chair during fiscal year 2016-17. I would like to take this opportunity to thank Vickie for her tremendous leadership as Chair of CODRE during the past two years.

As we look forward to the future, we must carefully examine where we are at the moment and build upon the knowledge that currently defines us. During the past year, each of the CODRE committees has contributed to our effort, in some way, and a summary of the highlights are as follows;

Faculty Concerns committee

The report indicates the number of full-time faculty increased during the reporting period. The largest growth occurred in the category of Female faculty, 25% of which were Black Females. Very modest increases occurred in the categories of Black Male and Latino faculty members. The data, however, does not reflect the numbers of faculty of color that have left the university. In the current university environment, and given the investment made in recruiting under-represented faculty, efforts should be made to retain talented faculty already employed at the University. The statistical details are included within the committee report.

Staff Concerns Committee

The committee concentrated on two specific initiatives addressing work experience and work climate in two departments within the university. A noteworthy accomplishment was initiating discussions with the Louisville Urban League leadership regarding a partnership with the University in order to begin a Skilled Trade Apprentice program at the university. It is anticipated that the Physical Plant employees can greatly benefit from such an initiative.

Diversity Programming Committee

This committee continues its leadership in providing financial assistance to various groups around campus that plan and host events that addresses and encourages multicultural education, instructional diversity, and social justice. With the financial short fall that the university is facing in the coming year, the level of financial assistance may not remain the same, but we will continue to provide guidance and support to extent possible to all those who may ask for it.

Student Engagement Activity

This committee was successful in working with students who needed to have a venue and a forum to openly discuss issues related to the hate comments spray painted on campus following the US residential election, as well as the SACS accreditation probation related issues.

During spring 2017, we updated CODRE's charge in order to remain relevant and be responsive to the current needs of the university community. President Postel approved the new charge of the Commission in May. During fall 2017, we plan to update our Bylaws in an effort to increase our effectiveness in carrying out the newly established charge of the Commission.

Respectfully submitted, JP



J.P. Mohsen Ph.D

Acting Chair, Commission on Diversity & Racial Equality (CODRE)

Interim Associate Dean of Administration and Faculty Affairs
Speed School of Engineering



Dr. Greg Postel, was the CODRE guest speaker in May

STAFF CONCERNS COMMITTEE ACTIVITY REPORT

Respectfully submitted by Karan Chavis

The CODRE Staff Concerns Committee continued the work begun in 2015 to assess the work experience and climate for Physical Plant employees and reviewing staff employment data. A review of the 2015 Affirmative Action plan suggests that development of career pathways for positions in the Physical Plant might create opportunities for those employees in lower positions to advance to skilled trades positions. Such advancement would create greater diversity in job categories that do not reflect diverse representation. To this end, the Staff Concerns Committee and CODRE leadership has worked to promote the development of apprenticeship programs for lower level Physical Plant employees to receive training in skilled trades. In November 2016, Mr. Jim Sears met with the Commission and discussed his vision for the Physical Plant. During the question and answer segment of his presentation, Mr. Sears addressed questions about the prospect for an apprenticeship. Subsequently he broached the subject with the Vice Provost for Diversity and International Affairs, Dr. Mordean Taylor-Archer. In April 2017, the leadership of the Staff Concerns Subcommittee spoke with the President and CEO of the Louisville Urban League Sadiqa Reynolds regarding the Skilled Trade Apprenticeship program at the Louisville Urban League and the prospect for partnership between the Physical Plant and the Urban League. CODRE Staff Concerns Committee leadership and members of the CODRE executive leadership along with Mr. Sears will continue to work with the Urban League to explore the prospect for partnership in making apprenticeship opportunities available to UofL Physical Plant employees.

In addition to its work on the Skilled Trade Apprenticeship, the Staff Concerns Committee also engaged on issues related to work climate in the Financial Aid Department. At issue is the climate following settlement of allegations of racial discrimination in the Financial Aid Department several years ago. The executive leadership of CODRE finds that it may be beneficial to engage support for the department to manage lingering perceptions of a divided, if not hostile,

work environment and inequity in employment opportunities. CODRE leadership met with Mr. Jim Begany, Vice Provost for Strategic Enrollment and Student Success, to discuss concerns related to the climate of the department. Mr. Begany continues to work with Human Resources to address the climate and to assure fairness in the departmental promotion and hiring processes.

The Staff Concerns Committee will continue to review data related to staff and will work to more closely engaged COSW and the Staff Senate in future efforts.

Staff Concerns Committee members:

Karan Chavis, Chair	Jeanne Guerrero
Brian Davis	Maria Martinez Mayshack
Valerie Casey	Mary McMullen
Erika DeSha	Margaret Peavy



DIVERSITY PROGRAMING COMMITTEE ACTIVITY REPORT

Respectfully submitted by Fannie M. Cox, Chair

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 faculty nominated for the annual Presidential Exemplary Multicultural Teaching and 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

Fund 20 programs

Action: CODRE received a total of 21 Applications for Funding and 14 were funded. *(See table on following three pages)*

4. Streamline nominee submission process.
 - a All candidates for the Presidential Exemplary Multicultural Teaching Award were required to submit documentation in PDF format by email
 - b All candidates for the Presidential Exemplary Multicultural Engagement Staff Award were required to submit documentation in PDF format by email.
5. 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. 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 teaching staff for the awards.

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.

Winners for the FY2016-17 awards will be announced Summer 2017.

Winner of the FY2015-16 Presidential Exemplary Multicultural Teaching Award was awarded to Dr. Derrick R. Brooms and the award for the Presidential Exemplary Multicultural Engagement Staff Award was Dr. Latonia Craig

Diversity Programming Committee Members:

Fannie M. Cox, Chair

V. Faye Jones

J. P. Mohsen

Mary McMullen

Selene Phillips, Transformation Tea Planning Representative

Tierney Bates (Cultural Center) Ex-Officio

Sharolyn Pepper (International Center) Ex-Officio



2017 Transformation Tea Guest speaker Dr. David Owen presented an interactive discussion on the theme 'Working with Difficult People'.

DIVERSITY PROGRAMS FUNDED FY 2016-17

Program Name Date / Location	Organization Program Description	Co-Sponsorship Amount
11th Annual Patricia Allen Culturally Effective Care Symposium November 2, 2016 9am – 3:30pm Kentucky Center for African American Heritage	HSC Office of Diversity and Inclusion Since 2006, the University of Louisville Health Sciences Center Office of Diversity and Inclusion has invited students, faculty, and staff to attend a 1-day symposium centered on diversity, cultural competency, and equity in healthcare. This year, the workshop will include approximately 700 student learners from the University of Louisville Schools of Dentistry, Medicine, Nursing, Public Health and Information Sciences and Social Work, and Sullivan University College of Pharmacy. The workshop will provide students with the skills to recognize and assess health and health care disparities in specific populations. Students will work in inter-professional teams to coordinate care and identify solutions to promote health equity.	\$400.00
PRIDE Week & Come Together Kentucky (CTK)	LGBT Center A regional conference for LGBTQ college students. Given many participants attend colleges that lack LGBT Centers, or even LGBT programming, we decided to include the conference as part of Pride Week 2016. This will allow students from across the state to benefit experiencing Pride Week, while experiencing a campus culture that is affirming of all of their identities.	\$400.00
21st Annual African American Music Heritage Institute February 13-14, 2017 8 PM Comstock Concert Hall, School of Music,	School of Music The program celebrates the efforts of African American composers and the influence of music of the African Diaspora in the realm of classical music. Many are not aware that there was, and is, a large contingent of African American composers who have transfused classical music forms with the sounds and influences found in music from the African Diaspora. The guest performer is composer, conductor, and educator Quincy Hilliard. Currently, Hilliard holds the position of Composer in Residence and is the Heymann Endowed Professor of Music at the University of Louisiana, Lafayette.	\$400.00
Eastman Broad Band Ensemble featuring Carlos Sanchez-Gutierrez November 12, 2016 7pm & 8pm Comstock Hall, School of Music	School of Music Carlos Sánchez-Gutiérrez (born 1964 in Mexico City, Mexico) is a Latin-American composer and teacher, and will be the featured guest composer of the annual New Music Festival presented by the School of Music. Sanchez-Gutierrez grew up in Guadalajara and later studied at the University of Guadalajara, the Peabody Conservatory of Music, Yale University, Princeton University, and the Tanglewood Music Center. Sanchez-Gutierrez is currently Professor of Composition at the Eastman School of Music in Rochester, New York.	\$400.00
Jalsa 2016 December 3, 2016 6:00PM SAC MPR	Indian Student Assoc. Jalsa is an event celebrating the festival of Diwali. Diwali is commonly known as the Festival of Lights, and celebrates the upcoming New Year for the Indian students. While it is one of the most important festivals of the year in India, it is also one of the biggest cross-cultural festivals in the world and at the University of Louisville. The festival is known as Diwali, but the event is called Jalsa. The reason for the name change is because Jalsa means “celebration” which we epitomize as celebration of diversity and cross-cultural understanding. Jalsa, year after year, has given the University of Louisville a taste of the Indian culture	\$400.00
Black History Month Commemorative & Performing Arts Night February, 1st, 2016; 6 p.m. Strickler Auditorium Annual Program	Cultural Center Blair Imani is a community activist, public speaker, model, and Huffington Post contributor, engaged with a variety of issues affecting Black, Muslim, and femme communities. Imani is the Executive Director of Equality for HER, a nonprofit organization that raises awareness for issues affecting the global femme community. Blair is a Press Officer at Planned Parenthood Federation of America. She has previously worked with the Women’s Information Network, Equality Louisiana, Louisiana Progress, StuffSheLikes.com, Beautiful in Every Shade, and Baton Rouge Organizing.	\$450.00

DIVERSITY PROGRAMS FUNDED FY 2016-17

Program Name Date / Location	Organization Program Description	Co-Sponsorship Amount
8th annual MLK Day of Service January 16, 2017 U of L SAC MPR	Student Involvement Office MLK Day of Service aligns with 4 of the vision and guiding principles of the new KY Public Postsecondary Education Policy for Diversity, Equity, and Inclusion: 1. The program recognizes the importance of MLK Jr's legacy to people of color and American racial relations. 2. The program shows support for community engagement, civic responsibility, and service that advance diverse and under-served populations/groups. 3. The nurturing, training, and production of students with the ability to interact effectively with people of different cultures (i.e., cultural competence) 4. The creation of an inclusive environment on our campuses.	\$400.00
25th Anniversary of the Kentucky Women's Book Festival	U of L Women's Center The festival is intended as an outreach to the community in support of the university's and Mayor Fischer's' emphasis on reading. The Kentucky Women's Book Festival endeavors to foster a deeper interest in Kentucky women writers and encourage beginning writers to continue their work and strive to grow with each new venture. Humanities content will inform all aspects of the festival. Kentucky writers will include those born in Kentucky but now living elsewhere, if they wish to be identified as Kentuckians, as well as those who, although not born here have made Kentucky home.	\$500.00
Miss Black University of Louisville Scholarship Pageant March 24, 2017 7:00 PM Strickler 101 Auditorium	National Society of Black Engineers The Miss Black UofL pageant brings a unique opportunity to the pageant platform. There are multiple pageant opportunities on campus. However, our pageant stands out from the rest because it will not be hosted by a uniform group but an assortment of students ranging in gender, interest, and background. This translates into not just a pageant but a showcase for diversity from the contestants to the criteria they will be judged on, this event will display an atmosphere unconventional to the norm. African American women will have the ability to showcase their talents, education, and poise to the diverse student body. The National Society of Black Engineers would also like to show that their as a Speed School organization that we can still provide events diverse enough for the campus community to watch and participate in.	\$500.00
March Lecture "A Seat at the Table: Self-Positioning in Current Social Movements" March 22, 2017 6:30 pm Strickler Rm 101	Minority Association of Graduate Students (M.A.G.S.) What is the diversity component of this event? Diversity in thought is what makes us all unique. While some thoughts and opinions may be unfavorable, this diversity creates opportunities for us to educate each other to learn and grow beyond our original thoughts and opinions. This event brings another view to the conversation on the social and racial climate not just on campus but across the nation. We have invited Jamilah Lemieux, Vice President of News and Men's Programming at Interactive One, former Senior Editor at EBONY Magazine, and contributor on MSNBC, Huffington Post, and NPR, to engage the University community in dialogue that helps us understand and contextualize current social and political climates through an anti-racist lenses and to encourage us to think about the myriad ways that we can get involved in social change.	\$500.00



DIVERSITY PROGRAMS FUNDED FY 2016-17

Program Name Date / Location	Organization Program Description	Co-Sponsorship Amount
African American Recognition Reception March 28, 2017 6:00 pm Student Activities Center- MPR	C.O.N.E.C.T. Peer Mentoring Program The African American Recognition Reception recognizes the accomplishments of African American students that have obtained a 3.0 or higher in the previous semesters.	\$500.00
Celebration of Excellence in Graduate Diversity April 28th, 2017, 3:00-5:00 pm Ekstrom Library, Chao Auditorium	School of Interdisciplinary and Graduate Studies The Celebration of Excellence in Graduate Diversity celebrates 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. This 3rd annual event encourages a network of campus and family support. Additionally, the event inspires prospective underrepresented graduate students to attain an advanced degree. The Minority Association of Graduate Students will also help with the operation of this event by providing member volunteers	\$600.00
Pathways Women's Leadership Conference May 19, 2017 8 a.m. – 12 p.m. UofL Shelby Campus	Finance and Administration a. Program Goals: To provide women skills to advance their careers and lead their lives with confidence. b. Describe the diversity component of this event: To provide U of L women, at all levels, a leadership development opportunity to advance their careers and lead their lives with confidence. c. What are the expected outcomes? Share decision making processes; envision one's own path, and one goal/application from the experience to improve self.	\$500.00
"WORLD of Hope" December 1, 2016	Delta Sigma Theta Sorority Inc. World AIDS Day is very important because it emphasizes the goal to achieve the global target of halting and reversing the spread of HIV & AIDS. Our person goal for "World of Hope" is to inform and educate all students of dangers and risk of not being aware of the disease. We want to encourage all of our guest to be tested that night for the disease and the testing goal is 60 students as of now! This event will be an outlet for students to feel comfortable to ask and share their questions and concerns of our topic. We believe this event will be completely diverse and attract a wide range of students of different backgrounds. Through promotional efforts, our respective organizations will attract three different audience. We consider this to be a strategy that works at our advantage. Hopefully with this, we can expect a wide range of University of Louisville students to come out and be informed! Our expected outcomes include anywhere from 200-250 students & members from throughout the Louisville community! Our programs ideal target would be collegiate males and females who are interested in making a difference on a global scale while beating the statistics!	\$400.00
		\$6,350.00



FACULTY CONCERNS COMMITTEE ACTIVITY REPORT

Respectfully submitted by John Chenault

2016-2017 Goals:

1. Review institutional data to monitor UofL's performance in meeting its diversity goals and objectives for faculty hiring and retention
2. Identify issues that could unfavorably affect faculty members regarding equity and fairness in compensation practices, recruitment, promotion and tenure, retention and professional development

Accomplishments:

The FCC solicited, received, and reviewed a set of institutional data reports from the Office of Institutional Research and Planning to fulfill its primary objectives for the program year. The reports comprise the primary data sets used to investigate and evaluate the University's performance pertaining to achieving its diversity goals and objectives. The following highlights from the data provide a snapshot of University faculty demographics covering the period of 2015-2016.

- From 2015-2016, total UofL **Full-Time faculty** increased from 1795 to 1842 (+47). The increase includes 27 females and 20 males.
- **Full-Time Black faculty** increased from 105 to 112 (+7). Full-Time Black Female faculty increased from 55 to 60 (+5), and the number of Full-Time Black Male faculty increased from 50 to 52 (+2).
- **Full Time Hispanic/Latino faculty** increased from 48 to 51 (+3). Full-Time Hispanic Male faculty increased from 29 to 31 (+2), and Full-Time Hispanic Female faculty increased from 19 to 20 (+1).
- **"Other Employees of Color"** is an aggregate category that encompasses all persons identified or self-identified as "non-white." Total "Other" Employees increased from 19 to 20 (+1) Full-Time Male "Persons of Color" remained unchanged at 20 and Full-Time Female "Persons of Color" increased from 19 to 20 (+1).
- **Full-Time White faculty** increased from 1318 to 1332 (+14). Full-Time White Female faculty increased from 557 to 566 (+9). Full-time White Male faculty increased 761 to 766 (+5).
- **International Non-Resident faculty** increased from 76 to 79 (+3). Full-Time International Male faculty increased from 50 to 51 (+1). Full-time International Females increased from 26 to 28 (+2).
- **Unknown/Not Provided** is an aggregate category that encompasses all faculty who have chosen not to provide a racial or ethnic designation. Unknown increased from

8 to 9 (+1), with the (+1) accounting for an increase of male faculty from 7 to 8, while the female faculty number remained unchanged at 1.

- **Full-Time Asian faculty** increased from 221 to 239 (+18) Asian Male faculty increased from 157 to 166 (+9), and Asian Female faculty from 64 to 73 (+9).

Data from 2015-2016 show modest increases in **Tenured Faculty** across all groups with a few exceptions. The number of tenured Black Male faculty increased from 19 to 23; Black Females from 18 to 20; Hispanic Males from 17 to 18; Hispanic Females from 3 to 5; Other Males of Color decreased from 4 to 3; Other Females of Color remained unchanged at 5; White Males decreased from 401 to 396; White Females increased from 178 to 179; International Non-Resident increased from 0 to 1 for both Males and Females; Unknown remained unchanged at 2 Males and 0 Females; Asian Males increased from 74 to 77; and Asian Females remained unchanged at 26. When viewed in context with the data provided below on tenure track faculty, it is clear the University still faces significant challenges in terms of improving the hiring, retention, and promotion of members of underrepresented groups to fill tenure or tenure-track positions.

Data from 2015-2016 show modest changes in the total of **Full-Time Tenure Track faculty**. While the overall numbers show an increase from 283 to 302 (+19), with 9 males and 10 females accounting for the increase, the results were mixed when broken down demographically. Black Males decreased from 15 to 14; Black Females declined from 16 to 13; Hispanic Males declined from 4 to 3; and Hispanic Females from 8 to 7. All other groups showed minor gains with the exception of Unknown, which remained unchanged from the previous year. The numbers in this category should fluctuate as qualified faculty members become tenured. However, at this time we do not have data to measure and verify the impact of tenure awards in 2016 on the various demographic groups. Given the fact the numbers of Blacks and Hispanics have been historically low in this category, any decrease not related to receiving tenure (for example, fewer underrepresented persons entering tenure track positions from year-to-year) has a significant impact in terms of meeting long-term diversity goals.

Data pertaining to **Non-Tenure Eligible Faculty** also show a mixed picture. There are 42 Non-Tenure Eligible Black faculty, which comprises 37% of Black faculty; 18 Non-Tenure Hispanic faculty, which comprises 35% of Hispanic faculty; 109 Non-Tenure Eligible Asian faculty, which comprises 45% of Asian faculty; and 562 Non-Tenure Eligible White faculty, which comprises 42% of White faculty. Data in this category dating back to the 2009 program year show minor but steady increases in the numbers of Non-Tenure Eligible faculty over the past five (5) years. However, this trend is difficult to

evaluate given the typically large numbers of term faculty on the Health Sciences Campus. Still, it appears the University may have the opportunity to improve the numbers of Tenure Track faculty without additional hiring persons by converting selected Non-Eligible positions to Tenure Track.

Data Summary

What do the numbers mean? A number of caveats must be considered in analyzing and evaluating the recent data. As in past years, the University is operating in a very tough financial environment. Money is always a factor in terms of recruitment, hiring, and promotion. Despite the budgetary challenges, 47 new faculty were hired at the University in 2016-17. Moreover, some faculty salaries were adjusted to correct the problems of salary compression and to bring faculty pay more in line with compensation offered at our benchmark institutions. In this period of hiring frosts and freezes the University managed to move forward with a number of important hires. UofL also remains under a cloud due to a series of scandals that have yet to be resolved as of this date. It is unknown at this time if negative press has impacted the University's ability to recruit and hire new faculty or to retain existing faculty. Some of these questions may be answerable in the coming year as the University moves forward under new leadership.

Unfinished Business

In 2015 the FCC review of institutional demographic data identified the near absence of Native Americans on the faculty (UofL currently has one 1 Native American faculty member). We reported this issue to the CODRE General Body and solicited ideas as to how to address it going forward. The recommendations we received bear repeating here. They included strengthening the faculty search process by making the recruitment of Native American faculty a priority, offering courses in Native American Studies to attract more Amerindian students to the University, and seeking opportunities to collaborate with institutions with established Native American Studies programs to identify human and other resources. We planned to investigate and pursue this matter further in the current 2016-2017 program year, but did not get it on our agenda due to other pressing concerns. Although we tabled this issue yet again, it remains our intention to revisit it at a future date.

Faculty Concerns Committee members:

John Chenault, Chair
Suraj Alexander
Lisa Hooper

Faye Jones
Selene Phillips
Mordean Taylor-Archer

UNDERGRADUATE GRADUATE RESEARCH COMMITTEE ACTIVITY REPORT

Respectfully submitted by J.P. Mohsen Chair

The Undergraduate graduate Research committee received the following funding requests for the 2016 research cycle:

1. Isiah Woodson	Chemical Engineering	\$ 1000
2. Carolyn Pittard	Counseling and Human Development	\$ 188.34
3. Alicia Cintron	Health and Sport Sciences	\$ 535
4. Jelisa Clark	Sociology	\$ 1000
5. Satya Upadhyayula	Oral Immunology and Infectious Diseases	\$ 1000
6. Linday Thompson	Epidemiology and Population Health	\$ 1000
7. Tytianna Smith	College of Education and Human Development	\$ 1000
8. Ruyan DLapp	Psychological and Brain Sciences	\$ 940

The committee reviewed the submitted proposals and the successful selected research proposals and the funding for each is listed below.

Student Name	Proposal Title	Faculty Sponsor	Academic Unit	Approved Funding
Jelisa Clark	Investigating Alternative Forms of Education: Race, Class, and Gender at an Urban Boarding School	Derrick Brooms	Sociology	\$ 770.00
Ryan DeLapp	Multicultural Online Courses and Student's Attitudes	(MOCSA) Study Monica Williams	Psychological and Brain Sciences	\$ 770.00
Lindsay Thompson	Riverside Gardens: A Community Tormented by Industrial Toxins, A Comprehensive Community Health Assessment	Kristina Zierhold	Epidemiology & Popular Health	\$ 770.00
Alicia Cintron	Por Que jugar? A study in sport socialization among Hispanic/Latina female student-athletes	Meg Hancock	Health & Sport Sciences	\$ 550.00
Carolyn Pittard	Discrimination as a Stressor for Adolescents in the Model of hopelessness	Patrick Possel	Counseling & Human Dev.	\$ 180.00

CAMPUS ENVIRONMENT TEAM ACTIVITY REPORT

Respectfully submitted by Mordean Taylor-Archer

The Campus Environment Team worked on three projects during 2016-17. These included the Diversity Study, the University Diversity Plan, and the Campus Climate Survey.

Diversity Study – The diversity study received data from the Office of Institutional Research and Planning for faculty and staff. It was decided to use 2016 data and include data on students. The Vice Provost for Institutional Research, Assessment and Analytics, along with the Executive Director of Institutional Research and Planning, provided an overview of the data and graphs available in the data visualization platform. Access to the analytic platform was provided to the CODRE EC. The chairs of the Faculty Concerns Committee, Staff Concerns Committee and Student Engagement Committee have received the data and are in the process of writing it up. It is anticipated that the diversity study will be completed during the fall semester.

The University Diversity Plan – A draft of the University Diversity Plan has been completed and the Vice Provost for Diversity and International Affairs presented the plan to a CPE Review Team that provided feedback on the plan. The revised plan is being vetted within the university and the plan will be presented to CPE on July 20, 2017.

The Campus Climate Survey – In previous years, the Office of Institutional Effectiveness (IE) administers a campus climate survey every two to three years. One concern was that the results were not released timely which was a previous administrative decision. In the spring of 2017, the Vice Provost and IE staff created a new model for campus climate surveys that will entail shorter surveys on topics and call for release of the results and an action plan to address problem areas within 90 days.

The Vice Provost for Diversity and International Affairs, Mordean Taylor-Archer, chairs the Campus Environment Team.

Campus Environment Committee members:

Mordean Taylor-Archer, Chair
Will Armstrong, Staff Senate
Brian Buford, LGBT Center
Karan Chavis, CODRE Staff Concerns
Sally Evans, PEACC
Bob Goldstein, Institutional Research and Institutional Effectiveness (IR/IE)
Aaron Graham, DPS
Jeanne Guerrero, COSW
Joy Hart, Student Grievance Officer
Faye Jones, HSC Administration
David McIntosh, School of Medicine
David Owen, Faculty Senate
Cedric Powell, Law School
Sandy Russell, Staff Grievance Officer
Charles Sharp, CODRE Faculty Concerns
Bob Staat, Ombuds
Enid Trucios-Haynes, Faculty Senate
Marian Vasser, Diversity Education



MLK Scholars



Diversity Champion Award Prof. Khaldoun Almously

STUDENT ENGAGEMENT COMMITTEE ACTIVITY REPORT

Respectfully submitted by Dr. Dwayne Compton, Chair

Student Engagement Committee Purpose

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 Student Engagement Committee.
3. Connect with Recognized Student Organizations (RSO's)

2016-2017 Accomplishments

1. Identify and support student matters related to diversity by connecting to student organizations.

During the fall and spring semester, members of the Student Engagement Committee were attentive to the needs of students and provided the necessary space for them to have dialogue to express their concerns regarding the hate speech spray painted on campus buildings and statues after the presidential election, as well as, the university's SACS accreditation probation status and its potential impact on their college education/degree.

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 (RSO's)

During the fall 2016 semester members of the SEC attended the Recognized Student Organization (RSO) fair and the Leadership Summit held on the Belknap campus. In addition, during the 2016-2017 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
- > Fall Festival Multicultural Expo (Cultural Center and Minority Association of Graduate Students)
- > Pride Week Cookout (Belknap and HSC campuses)
- > Black Image Awards (Association of Black Students)
- > Diversity Dialogue Series (Cultural Center)
- > SNMA and SNDA Pre-medical and Pre-dental Symposium (HSC)
- > Women of Color Transformation Tea (Women Center)
- > Diversity Dialogue "Islamophobia in America" (Cultural Center)
- > 2017 Celebration of Excellence in Graduate Diversity (SIGS)
- > 2017 Graduation Celebration (Cultural Center)

Student Engagement Committee Members:

Dwayne Compton, Ed.D, Chair
Latonia Craig, Ed.D
Erica Gray
Leondra Gully
Nakia Strickland
Ashley Hopkins, Ed.D
George Howe
Amanda Nitzken (student representative)



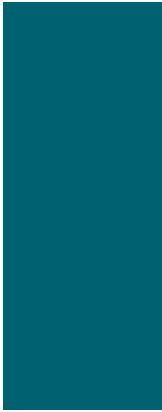
Students at the Art & Cultural Fair in March.



Miss Black UoFL Pageant 2017



COMMISSION ON DIVERSITY
& RACIAL EQUALITY



The University of Louisville is an equal opportunity institution

7/2017

