

# The **CODRE** Annual Report

2013 – 2014



**UL** COMMISSION ON DIVERSITY  
& RACIAL EQUALITY



*“Seeking diversity automatically leads us to excellence, just as focusing on excellence inevitably leads us to diversity.”*

— William C. Steere

## LETTER FROM THE CHAIR

---

The Commission on Diversity and Racial Equality (CODRE) is committed to its mission as an advisory group to the President of the University on issues of diversity and to improve the learning and working environments at UofL by guiding institutional change towards a more diverse and inclusive campus. We are striving to be seen as a forum for exchanging ideas that can translate into improved policies and practices to support diversity in education, research and service.

This year, the commission has focused on achieving its goals by emphasizing collaboration and continuing to build partnerships to leverage the power and influence of our University groups. We have attempted to engage our faculty and staff, enhance student connections, and work to make our operating processes and procedures more efficient. We have developed a score card of our activities to challenge ourselves to document our progress.

The ongoing work continues to be carried out via our six committees whose work during the year will be described in the pages that follow. We, as a committee, continued to focus on creating an inclusive, equitable and welcoming environment for

all of our stakeholders. Over time our goal is that these good works will specifically result in a better educational and work place environment for our students, staff and faculty allowing each to realize their potential and expectations of a more “diverse and inclusive” University of Louisville community.

Some highlights during the past year included:

> **Commemorating 50 Years: March on Washington for Jobs and Freedom**

---

On August 28, 2013, students, faculty and staff participated in UofL’s commemoration of the 50th anniversary of the March on Washington for Jobs and Freedom. The event included reflections, a symbolic march and music. Raoul Cunningham, who participated in the original march, provided the keynote address. His speech was followed by a recitation of King’s “I Have a Dream” speech performed by O’Dell Henderson. In conjunction with the day’s events, the LGBT Center showed “Brother Outsider: the Life of Bayard Rustin,” a documentary about the civil rights activist. The event received an award for the Best Cultural Program of 2013 from the University of Louisville Association of Black Students.

> **Diversity Study**

---

The Diversity Study has been a long process and has been completed in collaboration with the Office of Research and Planning. It provides a snapshot of our university’s faculty and staff over a ten year period. The study will allow us to track our progress as we continue in the 21st Century. Additionally, the results from the study, will allow us to make evidence-based recommendations and determine the impact of strategies that the university plans to put in place.

> **Presidential Exemplary Multicultural Teaching Award**

---

CODRE was pleased to present the *Presidential Exemplary Multicultural Teaching Award* to Dr. Shelley Thomas, Assistant Professor in the College of Education and Human Development (CEHD). Dr. Thomas has teaching and research expertise in areas of social justice and culturally responsive teaching.

As you continue through the report, you will see the many activities (education, research and service) of each of the committees. We are a work in progress.

Respectfully submitted,  
V. Faye Jones, M.D., PhD., M.S.P.H.





*March on Washington Celebration*

## CODRE CAMPUS ENVIRONMENT TEAM

This Campus Environment Team Report includes the goals, milestones and significant impact for advancing diversity on campus for the 2013-2014 academic year.

### Diversity Study

One important goal of the Campus Environment Team was to complete a Diversity Study. Institutional Research (IR) provided the data and the Campus Environment formed groups that focused on faculty, staff and administrators. Each group submitted recommendations and once they are finalized, they will be submitted to the CODRE to be forwarded to the President and Provost.

- > The Diversity Study is a major milestone because it provides the foundation for data to be monitored and in which recommendations are made to the President and Provost based upon the data.

### Impact of Voluntary Separation Incentive Program

UofL implemented a Voluntary Separation Incentive Program (VSIP) a year ago and one of the goals for the Provost and CODRE was to determine the impact retirements would have on maintaining a diverse workforce. The assessment was provided by Institutional Research (IR) and reported by the Vice

President of Human Resources. While there has been an overall reduction in the workforce, the number of women and underrepresented faculty and administrators have increased slightly. The only area where there was a decline for women and employees of color was in the Professional Administrative category.

### Equality of Searches

More search committees are using Consensus® as a tool to identify the gender and racial make-up in the applicant pool. This will let the committee know if they need to make additional efforts, if diversity is lacking and if there is national availability of underrepresented people in the employment category.

In addition, the President and Provost have agreed for members of CODRE to serve as voting members on search committees for all dean and vice president searches.

### Supplier Diversity

In January of 2014, the Interim Vice President for Business Affairs presented to CODRE on the goals and progress made by the university in using minority-owned suppliers. During the presentation he provided the numbers and percentage of diversity suppliers used by the University of Louisville. He also spoke on the challenges of maintaining a large number of minority-owned suppliers due to the limited number of campus projects.

### Committee Members:

- Mordean Taylor-Archer – Chair
- Tierney Bates – Cultural Center
- Tony Belak – Ombudsperson
- Brian Buford – LGBT Center
- Bob Goldstein – IR
- Faye Jones – CODRE Chair; HSC
- Connie Kidd – Staff Grievance Officer
- Eric Nunn – Public Health
- David Owen – A&S
- Charles Sharp – COB
- Terry Singer – Kent School (Dean)
- Enid Trucios-Haynes – Faculty Grievance Officer
- Brenda Hart – Student Grievance Officer
- Sharon LaRue – PEACC Director

## DIVERSITY PROGRAMMING COMMITTEE

The purpose of the Diversity Programming Committee is to identify and support programming for staff, faculty, and students that promotes diversity initiatives and social justice both on and off campus.

### Responsibilities are:

1. To oversee the funding application process
2. To oversee the selection of the Presidential Exemplary Multicultural Teaching Award

## Diversity Programming Sponsorships

The Committee reviewed twenty-eight applications for funding requests this year. Eighteen applicants received funding. A detailed listing of sponsored programs follows on page 4.

In an effort to streamline the application process, the application was revised and several policies were either enacted and/or updated, such as:

1. Intra-university transfers (IUTs) must be initiated by the event/program planner awarded the sponsorship for reimbursement, along with the original receipts.
2. Per the university's graphic and branding guidelines, the CODRE Executive Board requires that publicity of all approved applications for funding include the CODRE logo or the full name of the Commission plus the acronym (CODRE). After the application is approved, publicity materials should be forwarded to CODRE's Chair of Communication & Marketing, Shelia Marable, for the logo consideration and final approval of all publicity material(s). Failure to comply with this requirement will result in the forfeiture of funding.
3. An evaluation form was developed for all events/programs receiving funding. This form is required.
4. All approved sponsorships must submit the required evaluation form within thirty (30) business days after the event. Failure to comply with the requirements will result in loss of funding eligibility for one year.

CODRE does not provide funding for the following:

- a) Operating costs (e.g. costs related to conducting business)
- b) Events/programs that have already occurred
- c) Out-of-State travel
- d) Programs that members of the UofL

community cannot attend. Everyone at UofL has the option to attend a CODRE sponsored event.

The application for funding is for one-time funding. Projects taking place/developing over multiple years are ineligible for funding.

### Presidential Exemplary Multicultural Teaching Award

A subcommittee of the Diversity Programming Committee voted for the Presidential Exemplary Multicultural Teaching Award. The subcommittee included Dr. Charles Sharp, Dr. J. P. Mohsen, Mary M. McMullen, and Fannie M. Cox.

The intent of the award is to honor multicultural teaching through global perspectives and scholarship. The 2013 Presidential Exemplary Multicultural Teaching Award was awarded to Dr. Shelley Thomas, a professor the College of Education and Human Development (CEHD).

### Future Diversity Programming Goals

1. Automate the application collection process.
2. Establish an email service account, which applicants would use to submit their applications. Once the account is established, members can view applications for voting. Currently, the process is very time consuming and requires the Chair to scan and upload documents that are not received via email. With the utilization of the service account, documents will be available for immediate reviewing and voting.
3. Working with J. P. Mohsen, Chair of Undergraduate and Research Grant Program to hire a student to create a Relational Diversity Database. This database is crucial to automating the application collection process.
4. Draft a Presidential Staff Multicultural Award for final approval by President Ramsey.

### Committee Members:

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

### Ex-Officio Members:

Tierney Bates (Cultural Center)  
Sharolyn Pepper (International Center)  
Erika R. Stith (Staff Senate)

## CODRE FACULTY CONCERNS COMMITTEE

The Faculty Concerns Committee accomplishments included:

1. Expanding the graduate and undergraduate research grants program.
2. Reviewing and discussing the book "Searching for Excellence and Diversity, A Guide for Search Committees."
3. Identifying a resource for Graduate and Undergraduate Research Grant.

### Graduate and Undergraduate Research Grant Program

The CODRE Graduate and Undergraduate Research Grant Program was expanded in an effort to reach a larger and more diverse group of students. After a call for proposals, the committee reviewed all submissions and selected the grant recipients. Of the seven (7) graduate research proposals, four (4) were selected. Of the two (2) undergraduate proposals, one (1) was selected.

A request was made to the host department of each recipient to match the funding received from CODRE for each of the graduate research projects. These efforts were successful and all of the graduate research grant recipients received matching funds from their departments.

A table containing a list funded grants and recipients is on page 6.

## DIVERSITY PROGRAMMING FUNDED PROJECTS IN FY 2013-2014

Request No.	Organization	Program	Program Date(s)
	CODRE	March on Washington	August 1, 2013
1	LBGT	Pride Week 2013	Sept. 30-Oct. 4, 2013
2	Ky AHEC	HSC Cultural Competency Workshop	September 19, 2013
3	International Center	International Student & Scholars Reception	November 13, 2013
4	UofL PEACC Program	Take Back the Night	September 24, 2013
6	School of Music	African American Music Heritage Institute	February 3-4, 2014
7	Indian Student Association	Jalsa 2013 Indian Student Association	November 9, 2013
8	UofL Cultural Center	MLK Day	January 20, 2014
10	UofL Women's Center	2013 Women's Center Empowerment Luncheon	November 14, 2013
11	National Society of Black Engineers (NSBE)	National Society of Black Engineers Diversity Banquet	April 15, 2014
14	UofL Women's Center	Transformation Tea	April 16, 2014
15	Assn. of Black Students	First Annual Association of Black Students (ABS) Black Image Awards	February 18, 2014
19	African Student Union	African Night: Celebrating Ancient Dynasties	April 5, 2014
21	School of Dentistry	1st Annual Patient Centered Care Symposium	April 11, 2014
23	UofL Women's Center	2014 KY Women's Book Festival	May 17, 2014
24	Business Affairs	Pathways Women's Leadership Conference	May 16, 2014
25	HSC Ofc of Diversity & Inclusion	Poverty Simulation Pilot Program	June 17, 2014
26	Cultural Center	Multicultural Graduation Celebration	May 8, 2014
28	Women's Center/Women 4 Women RSO	KY College Women's Leadership Conf	June 5-7, 2014
<b>Total amount dispersed for Diversity Programming</b>			<b>\$14,550.00</b>







## RESEARCH GRANT RECIPIENTS FOR FY 2013 – 2014

Student Name	Classification	Proposal Title	Faculty Sponsor	Academic Unit	Total Amount Funded
Darlene Davis	Graduate	Accommodation for Obsessive Compulsive Disorders	Dr. Monnica Williams	Psychological and Brain Sciences	\$ 1,000; includes \$ 500 match from Psychological and Brain Sciences Program
Katie Leslie	Graduate	Assessing the Influence of a Community-Based Children's Physical Activity Intervention on Parent's Health Decision-Making in Rural Kentucky	Dr. Richard Wilson	Health Promotion and Behavioral Sciences	\$ 1,000; includes \$ 500 match from Health Promotion and Behavioral Sciences Department
Jason Rice	Graduate	Motivations, Cultural Expectations, and Negotiation-Efficacy as Factors Influencing Sport Participation in an Underrepresented Population	Dr. Chris Greenwell	Health and Sport Sciences	\$ 1,000; includes \$ 500 match from Health and Sport Sciences department
Bernadette Guzman	Graduate	Exploring Life Satisfaction and Homelessness: Results from the Homeless Population in Louisville	Dr. Muriel Harris	Health Promotion and Behavioral Sciences	\$ 950; includes \$ 450 match from Health Promotion and Behavioral Sciences department
Austin Connor	Graduate	Application of Acoustic Emission Sensors to Characterize the Fracture of Concrete System Reinforced with Composite materials	Dr. Young Hoon Kim	Civil and Environmental Engineering Department	\$ 1000

TOTAL AMOUNT DISPERSED: \$5,950.00

### Searching for Excellence and Diversity

After meeting to discuss "Searching for Excellence and Diversity, A Guide for Search Committees" the committee identified best practices related to selecting quality candidates and promoting diversity applicable to various academic fields. These best practices will be published in a report to be released during the 2014-2015 academic year.

#### Committee Members:

J.P. Mohsen, Chair  
 Michael Rowland  
 Dewey Clayton  
 Suraj Alexander  
 Ann Larson

### CODRE STAFF CONCERNS COMMITTEE

#### 2013-2014 Goals:

1. To identify issues that could unfavorably affect staff employees in regards to equity and fairness in compensation practices, recruitments, internal promotions, retention and professional development.
2. To review the results of climate

surveys with the goal of identifying items of interest or concern that may adversely affect staff members.

To support Goal #1, the committee has been directing its effort in the development of reports that will assist in evaluating the outcomes of recruitments and promotional activities, and determine whether these outcomes are in alignment with the University's Equal Employment Opportunity (EEO). The annual EEO plan provides an estimate of the availability of women and minorities by occupation category and job group within each category – calculated as the percentage of women and minorities deemed to be available in the labor market in comparable jobs.

In 2013, Human Resources (HR) implemented a new process to evaluate demographic profiles of applicant pools and diversity thresholds. With this process, HR compares the workforce percentage in the EEO plan against the formed pool of applicants of competitive recruitments, and uses the data to determine whether current recruitment processes are reaching all segments of the population. As a minimum threshold, if women and

minorities are hired at rates which are at least 80% of the market availability for similar jobs, the Federal government will construe recruitment processes are non-discriminatory. Therefore, evaluating applicant pool demographic data is a step in that direction.

The goal of this initiative is to ensure that recruitment processes are adequate and reach all segments of the labor market. In support of this initiative and to evaluate its impact, the staff concerns committee has been reviewing hiring transactions provided by HR to determine whether the outcomes of such competitive recruitments also reflect the market availability thresholds set forth in the EEO plan. Hiring outcomes are reported by job category and hired candidate demographics.

In addition to recruitment outcomes, Staff Concerns is also reviewing information regarding promotional salary increases at UofL. Salary increases are reviewed on a quarterly basis and are categorized by job group and compared to the demographics of current staff employees within comparable job groups. The ultimate goal of this report is to evaluate whether



promotional increases are awarded with fairness and equity across all employee groups, regardless of gender, race or ethnicity.

The committee also routinely reviews the results of climate surveys with the goal of identifying items of interest or concern that may adversely affect staff members. The latest climate survey was distributed in the spring of 2014.

**Committee Members:**

- Paula Soder, Chair
- Mary McMullen
- Christy Ann Metzger
- Cathy Patus

**CODRE STUDENT ENGAGEMENT COMMITTEE**

**Student Engagement Committee Statement**

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

**Goals:**

1. Make connections and increase awareness of CODRE with student groups.

2. Enhance procedural processes for students applying for financial support.
3. Partner with campus departments who can play a role in the success of under-represented student groups.
4. Increase social networking opportunities for under-represented student groups to collaborate.

**Committee Members:**

- Dwayne Compton, Chair
- Phyllis Clark
- Vickie Bridgeman
- George Howe
- Yolanda Demaree
- Khotso Libe

**Connect with Registered Student Organizations (RSOs)**

Members of the SEC attended the Recognized Student Organization (RSO) Leadership Summit where 400 student leaders were in attendance. A representative from the SEC participated in a panel discussion entitled "Other University Funding Sources" and shared information about the diversity programming fund and other informational items that would

be of interest to RSO student leaders. The student organizations that were in attendance included:

- > Active Minds
- > Black Law Student Association
- > Cardinals for the Appreciation of Musical Theatre
- > Empowering Ladies Together
- > ESSENCE
- > Mortar Board
- > PEACC/Men of PEACC
- > Pan-African Graduate Student Association
- > Parents Attending Law School
- > Student – Parent Association
- > Tau Beta Sigma
- > Zeta Phi Beta

**Partner with Campus Departments to Assist with Student Success**

As an effort to assist with student retention, the SEC is continuously looking to collaborate with campus departments and administrators who can aid in student success. The members of the SEC are putting together a small handout on behalf of CODRE that will highlight offices and resources on campus that students can utilize to better navigate



*International Women's Day*





campus. The production of this handout is currently in progress and will be available to students during the 2014-2015 academic year.

### Increase Social Networking Opportunities for RSO Collaboration

The SEC developed four focus areas to stay connected with student leaders and the RSOs they represent. These focus areas are:

- > **“Being Heard”** – RSO listening sessions
- > **“Being Connected”** – campus department and administrator meet and greet
- > **“Being Together”** – networking social
- > **“Being There”** – supporting RSO events

The SEC hosted a listening session in the spring semester for RSOs to “Be Heard.” In addition, members of CODRE and the SEC attended various RSO events throughout the year to support “Be There” for students. These focus areas are ongoing initiatives and will continue into the 2014-2015 academic year.

### Enhance Procedural Processes for African American Program Fund (AAPF)

The AAPF is a funding source for underrepresented student groups. The Cultural Center and CODRE leadership are continuously seeking ways to streamline the process for African American RSOs to request funding.

The chart (right) outlines events held, number of event participants, and awarded funds.

<b>Events Held:</b>
Fall 2013 – 1 event
Spring 2014 – 15 events
Total Funded by AAPF – 16
<b>Participation:</b>
All Events Combined – 1,509
Average number of participants per event – 100
<b>Events Funded:</b>
Porter Thanksgiving Event
Martin Luther King Jr Holiday Celebration
Martin Luther King Jr Holiday – Day of Service
Association of Black Students (ABS) – Black Image Awards
Empowering Ladies Together/African American Male Initiative – Battle of the Sexes Lock-in
Zumba with Porter
Study with Porter (March)
Study with Porter (April)
Inside Out Event
African Week
Iota Phi Theta/Omega Psi Phi Open Mic Night
Sexual Assault Awareness Event
Black Male Forum
Women’s Appreciation Dinner
Association of Black Students BBQ
Multicultural Graduation Celebration
<b>Total Spent: \$19,499.96</b>





**U<sup>of</sup>L** COMMISSION ON DIVERSITY  
& RACIAL EQUALITY

