

The **CODRE** Annual Report

2014 – 2015



“To change systems we have to think systematically.”

— Howard Ross
Founder & Chief Learning Officer of Cook Ross, Inc.

LETTER FROM THE CHAIR

As the Commission for Diversity and Racial Equality (CODRE) closes another year I want to reflect on our mission “to serve as the President’s Chief Policy Advisory on issues of diversity” and “to take an active role in the development and implementation of diversity activities that promote a campus culture of inclusion and engagement.” Howard Ross, Founder & Chief Learning Officer of Cook Ross, Inc., states, “To change systems we have to think systematically”. This is very timely for us during this period when the concept of a university and how it looks in the future is evolving. We, as members of CODRE, are motivated to make change that recognizes and celebrates the value of each of its community members. We strive to provide educational opportunities that result in growth of the consciousness of individuals in order to achieve a university that is inclusive and engaging for everyone.

We are defining our challenges and hope to augment our strengths as we look to the future but we need to understand where we are at this moment to realize and seek out opportunities to be innovative in a conscious, systematic manner for the future. During the past year CODRE has contributed to this effort. Each of the committees has been focused on the aforementioned mission and has contributed to the charge. Some of our highlights include the following:

> Diversity Study

Knowing where we are is the first step. The Campus Environment Team completed the Diversity Study which shows the trend lines of our university workforce over a ten-year period. Although we have growth in total numbers for faculty and staff, representation from persons of color continued to be stagnant. Recommendations were given to the President for his review and ultimately, received his acceptance. Details of those recommendations can be viewed under the Campus Environment Committee (CPE) report.

> Climate Study

A climate survey was done in the spring of 2015 in collaboration with the Greater Places to Work committee (GPTW), the Commission on the Status of Women (COSW) and the Office of Institutional Planning and Research (OIPR). The results were compared to the previous study and themes were categorized. CPE is currently developing recommendations for the President.

> Embracing Disability Conference

Embracing Disability conference was a week-long series of presentations and panel discussions across Belknap and the Health Sciences Center campuses to raise awareness of issues of disability. One of the outcomes of the series was the formation of a taskforce to redefine the role of the Americans with Disabilities Act (ADA) university coordinator.

> Presidential Exemplary Multicultural Teaching Award

CODRE was pleased to present the *Presidential Exemplary Multicultural Teaching Award* to Jamie R. Abrams, Assistant Professor of Law. She has expertise in the area of gender differences in tort law, gendered citizenship, and legal education pedagogy.

> Presidential Exemplary Multicultural Staff Award

With support from the President, the *Presidential Exemplary Multicultural Staff Award* was created this year. The purpose of the award was to recognize a staff member who demonstrated through their organization, leadership, and mentoring, the ability to promote the value of diversity and inclusion within the university setting. The first winner of this award was Katie Leslie, PhD. She serves as the Director of Programming in the HSC Office of Diversity and Inclusion.

These are only a few of the highlights during the past year and we want to thank President Ramsey for his tireless support of our endeavors. As you continue through the report, you will see the many activities (education, research and service) of each of the committees. We are making valuable progress, but our work is not done.

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

CODRE CAMPUS ENVIRONMENT TEAM

The Campus Environment Team is one of the standing committees of CODRE. Its purpose is to identify and address issues related to diversity on campus.

Goal 1: The 2014-2015 goal of completing the Diversity Study was achieved

Working collaboratively with Institutional Research, the Campus Environment Team completed the diversity study, summarized the data, and developed recommendations that were compiled and sent to the President and Provost by Dr. Faye Jones, Chair of CODRE. These recommendations are:

YEAR 1

- > Reaffirm the importance of diversity through the annual performance reviews of deans and vice presidents based on their achievement of the goals and metrics of their unit diversity plans, including requiring each unit to report the diversity of their administrative offices.
- > Ask the President and Provost to issue a directive to all search committees, at the dean's level and above, to include a CODRE representative as a voting member.
- > Develop an infrastructure for thorough search committee diversity training for all levels of searches (administrators, faculty, and staff). These trainings will include clear procedural guidelines for search committees identifying what they must do, what they cannot do, and the best practices for ensuring diverse candidate pools and selection processes.

Data that should be collected include

- List of proposed search committee members, including their faculty rank and department if applicable; describe how search committee members were chosen
- Document the charge for the committee with explicit reference to the value of a diverse applicant pool
- List of institutions and publications

in which the advertisement will appear

- Copy of outreach plans to increase pool size and diversity of applicants
 - List of any identified known candidates and demographics of the pool
 - List of invited interviewees and demographic make-up
 - List of persons offered the position with demographic information
 - Name of person accepted for position with demographic information
- > Develop a mandatory exit interview process based on best practices that allows the university to collect data on why people leave employment here. The University will use an external firm such as Human Development Corporation of EAP to conduct the mandatory exit interviews. The external firm will construct a system for coding responses, communicate with units regularly and provide an annual report to the President, Provost, HR, CODRE, COSW, and the Faculty and Staff Senates.
 - > Collaborate with Human Resources to require Diversity Training, including unconscious bias, for all members of the University **in a supervisory role**.
 - > Collaborate with the Office of Research and Planning to gather and disseminate annual statistics that depict the number and percentage of persons of color by unit (i.e. Annual Cohort Report) to include administrators, faculty, and both professional/administrative and classified staff. Each unit will provide an assessment of the results, develop a plan to address concerns then implement strategies to enhance a diverse representation of the workforce.
 - > Report faculty and staff hires and separation data to CODRE annually in the form of "dashboard reports" provided by Human Resources.

YEAR 2

- > Restore incentive funding to assist in the recruiting, hiring and retention of faculty of color.
- > Collaborate with Human Resource to require Diversity Training, including

unconscious bias, for **all members** of the University.

- > Require everyone who supervises staff to develop a specific plan that supports professional development opportunities especially staff of color and other underrepresented groups. The performance appraisal form developed by Human Resources should include a section for this report, and should be used to make sure every staff member has participated in developing a plan.
- > Develop and implement a systematic mentoring system for faculty and staff of color. This system will have monetary support and opportunities in a professional learning community model, and will focus on strategies to ensure promotion and tenure.
- > Create a leadership/fellowship program to support the development of diverse administrators at the dean, vice president, and provost levels.
- > Create a standardized process (monitored by the president's office) for choosing committee membership for university awards to ensure balance of race.
- > Monitor and assess the campus climate in the workplace. This has routinely been done through surveys. By year two the incorporation of focus groups representing the many constituent groups should be an integral component of climate assessment.

YEAR 3

- > Recognize the contributions of part-time faculty and staff. When viable part-time faculty or staff, who has demonstrated excellence in their positions, become candidates for full-time positions, their service to the units and University shall be recognized and accepted as credit toward qualifications for the full-time position. **This will also apply for term faculty who apply for tenure-track positions.**
- > Review salaries every two years as a means of ensuring diversity equity. Any units in which unjustifiable inequities exist shall have all hiring and promotional procedures monitored until the discrepancies are resolved.

- > Assess the Return on Investment for diversity each year as part of the president's scorecard. Develop a liaison program to assist with dual hires across the university.

CODRE believes this three year plan compliments and enhances the University's 21st Century Initiative. We look forward to working closely with your office as we implement these key components to foster a diverse workforce and an inclusive community.

Goal 2: Review results of surveys that included the Chronicle Survey (Modern Think) and the Campus Climate Survey and make recommendations

Institutional Research shared the results of the surveys by thematic areas of concern with the Campus Environment Team. Groups were formed around each area and recommendations have been made and are being compiled for review by CODRE before submitting them to the President and Interim Provost. The plan is share the survey results and recommendations with the campus community.

The 2014 -2015 members of CET are:

Mordean Taylor-Archer - Vice Provost for Diversity and International Affairs, Chair

Tierney Bates - Director of the Cultural Center

Tony Belak - University Ombudsperson

Karan Chavis - Chief of Staff, School of Medicine, Chair of SOM Diversity Committee

Sally Evans - Director of PEACC Program

Robert Goldstein - Vice Provost for Institutional Research, Planning and Assessment

Jeanne Guerrero - Program Director in Admissions; Vice Chair of COSW

Joy Hart - Professor, Communications, A&S; Director of Honors; Student Grievance Officer

Gaetane Jean-Marie - Department Chair and Professor, ELFH, CEHD

Faye Jones - Professor of Pediatrics and Assistant Vice President for Health

Affairs/Diversity Initiatives, Chair of CODRE

Eric Nunn - Assistant for Administration, School of Public Health and Information Sciences

David Owen - Professor and Chair of Philosophy, A&S; Director of Diversity Literacy Program

Sandra Russell – Assistant Director of Insurance and Risk Management; Staff Grievance Officer

Charles Sharp – Assistant Professor of Marketing, College of Business

Terry Singer – Dean of the Kent School of Social Work

Enid Trucios-Haynes – Professor, Brandeis School of Law; Interim Director of Muhammad Ali Institute for Peace and Justice; Faculty Grievance Officer

DIVERSITY PROGRAMMING COMMITTEE

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

The Charge

1. To provide leadership over the application process for funding program initiatives to the UofL campus community, and
2. To provide leadership over the selection process of faculty nominated for the annual Presidential Exemplary Multicultural Teaching Award.

Committee Goals

Our goals for the academic year 2014-2015 were to:

1. **Simplify the Application for Funding form:** The goal was met by shortening the length of the form and providing

a page of directions to clarify how to prepare the form for submission.

2. **Automation of the Application for Funding form & the submission process:** The majority of Applications were received through campus mail, or by someone walking it to the Chair, or the Commission's Office. Only a few Applications were received by email, but that number was growing. Now that this goal has been completed, the form can be accessed electronically through the CODRE website. Anyone here at the UofL can apply and submit the prepared form electronically.
3. **Establish a service email account:** This goal was met by establishing an Email Service Account for the Committee to receive correspondence via email, such as the Application for Funding documents and its attachments.
4. **Implement the Presidential Staff Multicultural Award by calling for nominations campus-wide.**

Presidential Exemplary Multicultural Teaching Award

This award honors multicultural teaching, through the utilization of teaching styles, culturally pluralistic and socially constructed ideals, course content and processes incorporating multicultural and global perspectives, and scholarship. The nominee earning the subcommittee's vote for the 2014 award is from the College of Education and Human Development. Jamie R. Abrams, Assistant Professor of Law, Louis D. Brandeis School of Law was the winner of the award. Professor Abrams received the award at the 2014 President's annual Celebration of Faculty Excellence event on September 16, 2014.

A subcommittee consisting of Commissioners Cox, Jones, McMullen, Mohsen, and Phillips voted on the Presidential Exemplary Multicultural Teaching Award.

Review of nominations for the winner of the 2015 Presidential Exemplary Multicultural Teaching Award is in

DIVERSITY PROGRAMMING FUNDED PROJECTS IN FY 2014-2015

Request No.	Organization	Program	Program Date(s)	Amount Funded
1	PEACC	Take Back the Night	9/30/2014	\$500.00
2	Hispanic Latino Faculty Staff Association	Richard Blanco, Inaugural Poet, Gives Free Reading At University	9/22/2014	\$1,000.00
3	Philosophy (Kolers) and Classical & Modern Languages (Medina)	Visiting Speaker and Diálogos: Reading Group on Latin American Philosophy	11/19/2014	\$700.00
4	Cultural Center	Cultural Center MLK Week	1/12-19/2015	\$850.00
5	Empowering Ladies Together	5th Annual Women Empowerment Dinner	10/14/2014	\$800.00
6	Latin American and Hispanic Student Organization (LAHSO) President	LAHSO Hispanic Heritage Month: Salsa Night	10/16/2014	\$700.00
7	HSC Cultural Competency Workshop	Health Sciences Cultural Competency Committee	11/4/2014	\$1,000.00
8	School of Music	African American Music Heritage Institute	2/2-3/2015	\$850.00
9	International Center	Int'l Student & Scholar Reception	11/19/2014	\$850.00
10	Empowering Ladies Together	2nd Annual Battle of the Sexes: Lock-IN	1/16/2015	\$500.00
11	UofL Women's Center	2015 Kentucky Women's Book Festival	3/7/2015	\$700.00
12	Cultural Center	A Conversation on Diversity w/Dr. Derek Greenfield	2/17-19/2015	\$700.00
13	Fine Arts	Freedom Seekers Past & Present	2/2015	\$850.00
14	Student National Medical Association	Minority Pre-Medical & Pre-Dental Symposium	2/7/2015	\$500.00
15	The University of Louisville Cultural Center and the Department of Health and Sport Science	Diversity Issues in Sports	2/6/2015	\$500.00
16	Empowering Ladies Together and Alpha Phi Alpha	5th Annual Women's Retreat	2/25/2015	\$500.00
17	English Dept & Ekstrom Library	26th African American Read-In	2/16/2015	\$400.00
18	Muhammad Ali Institute	Celebrating Our Past With Our Future Leaders	3/26-27/2015	\$850.00
19	Native American Student Organization (NASO)	Educational Resource of Native American and LGBT Culture - Two-spirits and Native American Culture	2/19/2015	\$250.00
20	Women's Center	Transformation Tea for Women of Color & Their Allies (2015)	4/1/2015	\$850.00
21	Business Affairs, COSW, Delphi & Women's Center, and CODRE co-host	3rd Annual Pathways Women's Leadership Conference	5/15/2015	\$850.00
Total amount dispersed for Diversity Programming				\$14,700.00

process at the printing of this document. The winner will be announced at the President's 2015 Celebration of Faculty Excellence in September 2015.

Diversity Programming Requests and Application Policies

The Committee received 31 requests for funding, but only 21 programmatic endeavors were co-sponsored. While simplifying the application form, the application process was also updated

and several policies were revised and/or enacted, such as:

1. Application for funds should be received by the Committee no later than 45 days prior to the event for which sponsorship is sought.
2. Funding amount was increased from \$850.00 to \$1000.00. To receive the new Maximum of \$1,000, the request must demonstrate active collaboration of two or more groups.

One of the groups has to be part of the University of Louisville. A Recognized Student Organization (RSO) must be in good standing to be eligible for funding.

3. Intra-university transmittals (IUTs) must be initiated by the event/program planner awarded the sponsorship for reimbursement, along with the original receipts.
4. Intra-university transmittals (IUTs)

must be requested within 15 calendar days of notice of funding approval from the Office of the Commissions. Early submissions of funding requests are encouraged.

5. Branding, the CODRE Executive Board has required that publicity of all approved Applications for Funding include the CODRE logo and CODRE spelled out. So, once the Application is approved, then the publicity materials are forwarded to CODRE's Chair of Communication for the logo and further approval of the publicity material(s) is required. Failure to comply with this requirement will result in the forfeiture of funding.
6. A CODRE Evaluation Form is required 30 days after the event.
7. Thirty (30) calendar days are required between each event/programs.
8. The committee chair votes on the passage of an application for funding. As with any voting procedure, a quorum is necessary. On a tie vote, the decision of the chair stands as the judgment of the assembly.
9. Per the commission's Executive Board, all approved applicants must include CODRE's logo on event's publicity materials. Publicity materials are forwarded to Communications and Marketing Committee Chair for logo usage approval. If the applicant fails to comply with this requirement, it will result in the forfeiture of funding.
10. All approved applicants must submit a program evaluation within 30 business days following the event. If the applicant fails to comply with this requirement, it will result in the loss of eligibility for funding for one year.
11. The Committee's goal has been to fund student, faculty and staff events that were more likely to have a direct benefit to the campus and our efforts

to create an inclusive environment.

We do not fund:

- > Operating costs (e.g. costs related to conducting business).
- > Events/programs that have already occurred, the date of the event/program has passed.
- > Out-of-State travel
- > Programs that members of the UofL community cannot attend. Everyone at UofL has the option to attend a CODRE sponsored event. Example of an event/program not sponsored would occur when transportation is not provided for members of the UofL community to attend/participate by the planning organization/unit.
- > An Application for Funding is for one time funding. Projects taking place/developing over multiple years are ineligible for funding.

Committee Members:

Fannie M. Cox, Chair
V. Faye Jones
Mary M. McMullen
J. P. Mohsen
Selene Phillips

Ex-Officio Members:

Tierney Bates (Cultural Center)
Sharolyn Pepper (International Center)

UNDERGRADUATE GRADUATE RESEARCH COMMITTEE

It is indeed a pleasure and an honor to submit the 2015 report of activities for CODRE Undergraduate Graduate Research Committee. This year, our emphasis was on expanding the publicity for the undergraduate and graduate research funding opportunities. The announcements were published in Louisville Today, they were announced at the Faculty Senate meeting, and also direct announcements were e-mailed to all department chairs by the office of vice provost for faculty affairs. The results were a total of eight graduate applications and two undergraduate applications submitted. Below is a listing of the

applications that were received.

J.P. Mohsen, Chair

CODRE FACULTY CONCERNS COMMITTEE

2014-2015 Goals:

1. To recruit new members to serve on the committee
2. To identify issues that could have an adverse impact on faculty members in terms of equity and fairness in compensation practices, recruitment, promotion and tenure, retention, and professional development
3. To review institutional data to monitor UofL's performance in meeting its diversity goals and objectives for faculty recruitment, hiring, and retention
4. To report timely and accurate information about faculty concerns to CODRE for policy recommendations and development

Accomplishments

1. The FCC recruited two (2) new members at the beginning of the fall semester to guide, support, and assist the incoming chair in setting and meeting the committee's goals and objectives for the 2014-2015 program year. This effort resulted in Mordean Taylor-Archer and Selene Phillips joining the FCC roster.
2. The FCC examined several issues that came to light during the program year that could have an adverse impact on faculty. Of particular concern to the committee was the lack of information from the University administration regarding recent cases of discrimination at UofL that were widely reported in local media. This problem was discussed with President Ramsey during his annual meeting with CODRE in May. Based on our recommendation, the President decided to appoint a staff person from the Communications and Marketing unit as an ex-officio member to provide timely

notifications and updates on such cases to the Commission. The FCC appreciates President Ramsey’s immediate and positive response to this concern.

Another concern brought to the FCC pertains to a policy that allows unit chairs to use their own discretion in determining whether to raise salaries, even after the University has announced that a pool has been established for merit-based increases. While it is understandable that it may be difficult for some units to allocate raises due to budgetary challenges and constraints, the fact this situation occurred when the majority of units are increasing salaries is discouraging and demoralizing for the affected faculty. These cases occurred on the Health Sciences Campus. However, the FCC was not notified until June. Consequently, it is an issue that will be carried over for study in the 2015-2016-program year.

3. The FCC received the institutional data it examined and evaluated from the CODRE Campus Environment Team. Data from the 2014 Executive Summary of the Diversity Study provide a recent snapshot of full-time, part-time, tenured, tenure-track, and non-tenure eligible faculty disaggregated by race/ethnicity and gender (to avoid repetition this narrative does not include the statistical data). The data, which covers a reporting period of 2009-2013, present a mixed picture of significant improvement in the numbers of tenured white females, minor increases in the numbers of Black/African American females in tenure track positions, minor increases in the numbers of Hispanic/Latinos/as in tenure-track positions, and a significant loss of Black/African American males. A trend seems to be emerging in the data pertaining to Black/African

American males that suggests a kind of ‘revolving door’ situation where the gains from recent hires are compromised and subverted by the departures of current faculty. Accordingly, rather than increasing their representation in the University, a stasis has occurred that maintains the status quo. Further investigation of this issue is needed to clarify the nature and cause of this phenomenon.

We also reviewed data from 2014 VSIP Demographic Analysis to determine if that program affected retention. The VSIP data, however, showed no evidence of a significant impact on the retention of faculty of color or female faculty. Consequently, the noted decrease in the numbers of Black/African American males, in particular, must be attributable to other factors currently not known. The FCC plans to examine this issue further in the coming program year

RESEARCH GRANT SUBMISSIONS FOR FY 2014 – 2015

Student Name	Classification	Proposal Title	Faculty Sponsor	Academic Unit
Jennifer Altman	Graduate	LGBT Health Disparities and Mindfulness: A pilot Intervention	Paul Salmon	Psychological and Brain Sciences
Lauren Brown	Graduate	Effectiveness of a Safety Planning Protocol with Young South African Women who test HIV+ and report Intimate Partner Violence	Michiel VanZyl	Kent School
Sadra Javadi	Graduate	Interaction between organic contaminant and organic surfactant with modified bentonite	Qian Zhao	Speed School
Sujita Khanal	Graduate	Human Papillomavirus Detection in Histological Samples of Pre-malignant Oral Lesions	Alfred Jenson	James Graham Brown Cancer Center
Tiva VanCleave	Graduate	Identification of YapE regulators in Yersinia pestis	Matthew Lawrenz	Microbiology and Immunology
Jeanne Weaver	Graduate	Improving at risk Engineering Student Retention and Performance by Targeting Growth Mindsets, Social Belonging, and Collaborative Learning	Marie DeCaro	Psychology
Yolanda Williams	Graduate	Life Balance in Adult Siblings of Individuals with Childhood Cancer	Richard Balkin	Educational and Counseling
Mohammed Al-Hammouri	Graduate	Factors Associated with Self-care Behavior in Persons with Heart Failure Patients	Lynne Hall	Nursing
Haiheng Cheav	Undergraduate	Flexible Hybrid Quantum Dot Light Emitting Diodes for Lighting	Delaina Amos	Speed School
Piyani Gandhi	Undergraduate	Light-Weight, Flexible, High Efficiency Printed Perovskite Solar Cells	Delaina Amos	Speed School

and to update the data on Black male faculty recruitment, hiring, promotion, and retention if possible.

4. The FCC aided the efforts of CODRE in identifying and reporting faculty concerns by contributing to the drafting of a series of recommendations to President Ramsey for evaluation and action. We also contributed to and participated in the Q&A session at the annual CODRE meeting with President Ramsey. Highlights from our set of recommendations include the need to review faculty salaries every two years as a means of ensuring diversity equity; monitoring the hiring and promotional procedures of units where unjustifiable inequities exist or that fail to make progress in reaching diversity goals; and implementing a system for mentoring faculty of color to ensure they receive the support needed to pursue and achieve promotion and tenure.

Our review of institutional demographic data identified the near absence of Native Americans on the faculty (UofL currently has one (1) Native American faculty member). This lack of representation is a major concern to the FCC, and we reported it to the CODRE General Body for information purposes and to solicit ideas as to how this issue can be addressed going forward. A number of recommendations were made that 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. The FCC plans to pursue this matter in the coming 2015-2016-program year and seek ways to turn our

recommendations into specific plans and action steps.

Finally, the FCC recognizes the key to meeting the University's diversity goals in terms of faculty recruitment, hiring, and retention begins, in some respects, with the ability of institutional units to conduct faculty searches that produce diverse applicant pools of qualified candidates for consideration for available positions. Therefore, we were greatly pleased to learn of efforts led by Dr. Callahan in the Provost's Office to develop a campus-wide handbook that outlines the best practices for conducting faculty searches to guide academic units in this process. The FCC is represented on Dr. Callahan's ad hoc committee and is contributing to the drafting of this document. We view this effort as a major step forward in addressing several of our concerns about increasing the diversity of University faculty. We look forward to reporting the final results to CODRE.

Committee members:

John Chenault, Chair
Suraj Alexander
Mordean Taylor-Archer
Selene Phillips
Michael Rowland

CODRE STAFF CONCERNS COMMITTEE

The goals previously established by the Staff Concerns Committee for academic year 2013-2014 are consistent with the directional aims and role of CODRE and continue to be areas of focus for the Staff Concerns Sub-committee. The Staff Concerns Committee has been without leadership for much of 2014-2015 until the placement of a new chair in April, at which point the sub-committee was reconvened.

During 2015-2016, the Staff Concerns Committee will focus its effort on assessing the status of staff in under-represented groups. Data assessment

will include a review of the recruitment and employment of under-represented minorities in staff positions.

A review of numerical data will also explore the degree to which under-represented minority staff are involved in the grievance and appeal processes as well as pay increases, promotions, and reclassifications. A review of termination and exit interview data will also inform the committee on the experiential context of under-represented minorities. This information will serve to inform the development of long term recommendations for strategies to address the employment and retention of under-represented minorities.

An apparent challenge for the committee will be the accessibility and availability of data through existing information management systems. The sub-committee is requesting the continued assistance of University of Louisville Human Resources in the provision and analysis of data as needed to achieve the goals of the committee.

2014 -2015 Findings and Recommendations

Regarding an assessment of the staff grievance/ appeal process: Based on the involvement and observations of the Staff Concerns Sub-Committee during the 2014-2015 academic year, the sub-committee considers the staff grievance/ appeal process to be thorough, fair and confidential. The process is timely and to the extent that it can, the process affords involved parties a balanced opportunity to air and respond to work related grievances. The Staff Concerns Sub-committee supports and encourages continued administrative support for the staff grievance and appeal process.

For the 2015-2016 academic year the Staff Concerns Sub-Committee goals are to:

1. Identify issues that may unfavorably affect staff employees in regards to equity and fairness in compensation practices, recruitment, internal promotions, and retention. The

ultimate goal is to evaluate whether recruitment, hiring, promotion, salary increases and continuation of employment are fair and equitable across all employee groups, regardless of gender, race or ethnicity.

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

Committee members:

Karan Chavis, Chair
Meg Peavy
Cathy Patus
Mary McMullen
Erika Stith

CODRE STUDENT ENGAGEMENT COMMITTEE

Student Engagement Committee Purpose

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

Goals:

1. Connect with student organizations and increase awareness of CODRE and its funding opportunities.
2. Partner with and support campus departments who play a role in the success of under-represented students.

3. Increase social networking presence for CODRE Student Engagement Committee.

2014-2015 Accomplishments

1. Connected with Recognized Student Organizations (RSO's)

During the fall 2014 semester members of the SEC attended the Recognized Student Organization (RSO) fair and the Leadership Summit. There were thirty five (35) student organizations in attendance at the fair and sixty one (61) student leaders in attendance at the Summit. Some of the organizations that were engaged include:

- > African Student Union (ASU)
- > Omega Psi Phi Fraternity, Inc.
- > Alpha Kappa Alpha Sorority, Inc.
- > Zeta Phi Beta Sorority, Inc.
- > Student African American Brotherhood (SAAB)
- > National Association of Black Journalists (NABJ)

During the spring 2015 semester SEC representatives attended various student organization events to increase the awareness of CODRE.

These events included:

- > Society of Porter General Body meeting
- > Cardinal Couture Fashion Club (CCFC) Fashion Fair

- > Latin American and Hispanic Student Organization (LAHSO) Social
- > Student African American Brotherhood (SAAB) Executive Board Meeting
- > Association of Black Students "90's Kickback"
- > CONECT Peer Mentoring Program African American Recognition Reception

**2. Partnered with Campus
Departments**

SEC representatives attended events co-sponsored by CODRE. These events included:

- > Embracing Disability Conference (Disability Resource Center)
- > Women of Color Transformation Tea (Women Center)
- > 2015 Student Awards (Office of Student Involvement)

Committee Members:

Vickie Bridgeman, Chair (Spring)
Dwayne Compton, Chair (Fall)
Yolanda Demaree
Erica Gray
Leondra Gully
George Howe
Khotso Libe



U^{of}L COMMISSION ON DIVERSITY
& RACIAL EQUALITY

