### UNIT WORKPLACE CLIMATE

<table>
<thead>
<tr>
<th>Employees</th>
<th>Workplace Climate Survey Data</th>
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<tbody>
<tr>
<td>Staff</td>
<td>Professional Development / Diversity Education</td>
</tr>
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- Continued programs that provide mentoring and internship opportunities for development of internal underrepresented people of color and women as leaders.
- Continued the IT diversity team with representatives from all unit departments to discuss brainstorm and research diversity items and issues which require action.
- Introduced Critical Thinking to the diversity team and HelpDesk. Began formal Critical Thinking training sessions with these groups. Training will be complete June 2013.
- Several staff attended the BDNKY, Inc. session - Listening, Learning and Thinking: "Re-setting the Inter-generational Table"
- Attended Diversity Committee Chairs Meeting and provided presentation on our community engagement efforts.

- The seventh annual IT diversity climate survey was issued in the fall of 2012 with a total of 76 respondents (47% participation).
- The number of respondents is slightly down from previous year (53% participation).
- As with the 2011 survey, the overall results were positive and do not reflect any statistically significant changes.

### ADDITIONAL DIVERSITY

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<thead>
<tr>
<th>Employees</th>
<th># of Environmental Sustainability Initiatives</th>
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- Continue use of energy efficient equipment in data center to reduce long-term energy use.
- Continue to refurbish and donate old computer equipment for reuse by Family Scholar House.
- Continue to recycle cabling and communications equipment as appropriate.
- Used battery recycling collection.
- Continue to recycle old cell phones in partnership with the Verizon HopeLine program to prevent domestic violence in the local community.
- Continue to recycle waste paper and trimming scraps in the IT print shop.
- Continue to utilize Energy Star equipment and employ sustainable practices in the IT copier management program.
- Continue employing duplex printing at student Uniprint stations.
- Complete pilot of power management solution and make recommendation on a university-wide rollout.
<table>
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<tr>
<th>GOALS</th>
<th>International</th>
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<tbody>
<tr>
<td>• Internet 2 participation enables global communications for scientific research</td>
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<tr>
<td>• Attended Student Resource Fairs at the beginning of each semester providing information on how to get assistance with technology problems. Reset passwords and helped students connect to the university wireless</td>
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<tr>
<td>• iTechConnect serves walk-in support to students to help with technology needs. Approximately 17% of the students served were international students</td>
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<tr>
<td>• Attended International Resource Fair to assist with technology needs.</td>
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<tr>
<td>• Assisted international visiting professors with their technology needs</td>
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<tr>
<td>• iTechConnect staff visited the International Center on several occasions to help students connect to the UofL network.</td>
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- Partnered with Nucleus to extend university telecommunications resources to their tenants. Helping to advance economic progress for the university and community by providing technology services.
- Provide technology training to residents of Scholar House (as requested).
- Day of Service activities: Thank you letters and cards for military and reading to children of Scholar House.
- Participate in JCPS Middle School Connection where staff speak with students about continuing their education.
- IT Cardinal Cares activities such as blood mobiles, clothing collection for Semple Elementary School, Can Hunger drive to benefit St. Vincent DePaul Open Hand Kitchen and Bears on Patrol collection of stuffed animals for LMPD.
- Collection of food, treats, toys and other necessities for small pets with the Kentucky Humane Society and No Kill Louisville.
- Encourage and enable faculty teaching and research to attract outstanding faculty for teaching and research by promoting awareness of KY RON, Internet 2, and Cardinal Research Computer.
- Performed a technology needs assessment for Simmons College and assisted with the creation and implementation of a modernized computer lab.
- Student Technology Leadership Program (STLP) at Western to encourage middle school students to choose IT as a profession. Introduced them to different technologies and assisted with their creation of videos about their school.
- Supported Operation Dignity by collecting basic necessities such as soap, shampoo, toothpaste, deodorant, etc. for the Muhammad Ali Center to help refugees in our area.
- The UofL, in conjunction with the Lincoln Heritage Council of the Boy Scouts of America and other local organizations held a "College for a Day" event to introduce local youth to the university and academic topics such as archaeology, weather, journalism, robotics and nuclear science. IT staff member led a class in astronomy doing work required for the scouting Astronomy Merit Badge.
- UofL Rauch Planetarium's Skies Over Louisville "Asteroids - Finding Them Before They Find Us". IT staff member talked to the group about astronomy and opportunities in metro area where public is invited to stargaze with local astronomers.
- Provided support to the NASA SpaceApps Challenge event in Louisville.
- UofL Rauch Planetarium hosted a class "Telescope 101 - How to use your new telescope". IT staff person, members of the Louisville Astronomical Society, along with university graduate students in Physics provided support and instruction.