

DEPAUL
UNIVERSITY



PRESIDENT'S
DIVERSITY COUNCIL

ANNUAL REPORT
2009 - 2010



OFFICE OF INSTITUTIONAL DIVERSITY & EQUITY

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I. Introduction

The President's Diversity Council (PDC) was established in November 2006 as one of the many strategies to operationalize Goal 3 of *Vision Twenty12: Be a model of Diversity*. To this end, the PDC strives to create initiatives, programming, and recommend policy to achieve strategic objectives that were outlined in the university wide Vision Twenty12 planning process.

The PDC is in its fourth year of operation, and continues to work to develop, and implement strategies to build a more diverse DePaul community. In completing this mission, the PDC works collaboratively with several areas including Enrollment Management, Academic Affairs, Staff and Faculty Councils, Student Affairs, and Operations.

II. Vision Twenty12 Year Four Accomplishments

The following accomplishments were achieved by the PDC in the fourth year:

- Held a half day workshop on Career Advancement at DePaul University where more than 150 staff attended;
- Held the inaugural Student Diversity Summit;
- In collaboration with Academic Affairs implemented the faculty online search and hiring system in companion with the New Faculty Search Guide;
- Implemented the Faculty Exit Interview process;
- Held the fourth annual Abrahamic Religious Traditions Interreligious dialogue, where 50 faculty, staff, students and community members attended;
- DePaul University placed No. 25 overall in a national ranking of the 50 best workplaces for managers from diverse backgrounds issued by DiversityMBA Magazine in Spring 2010.

III. Committee Structure and Work

The following committees work as teams to create and implement initiatives that address climate, retention, recruitment, and the success of diverse constituencies, as well as to achieve the objectives as stated in Goal 3. These work teams in year three focused on issues affecting students, faculty, staff, climate, and religious diversity. The committees are listed below.

1. Faculty Recruitment and Retention Subcommittee
2. Student Recruitment and Retention Subcommittee
3. Staff Recruitment and Retention Subcommittee
4. Religious Diversity Subcommittee

The PDC held three full council meetings during the 2009/2010 academic year. The subcommittees, however, met much more frequently to discuss research, current trends and issues, and to complete their subcommittee's objectives for year three of Vision Twenty12.

Subcommittee membership is open to the entire university community, and many individuals throughout the campus participate in PDC subcommittee work.

Featured in this document are the final reports, as submitted by the chairs of each subcommittee.¹ These reports detail the work of the subcommittees, the issues that were discussed, and recommended solutions and strategies. The corresponding strategic objective(s) as written in Vision Twenty12 begins each report. In many instances, these objectives overlap two or more of PDC subcommittee work and responsibilities.

IV. Faculty Recruitment and Retention Subcommittee

During the 2009-2010 academic year, the Faculty Recruitment and Retention committee identified two main objectives: to begin collecting data for a guide about committee selection processes and to get information about salaries for faculty of color. Our concerns were to ensure that the processes for choosing committees at the college and university levels are transparent and open to all faculty. Our goal was to secure a meeting with Phil Funk and other members of faculty council, including Bamshad Mobasher, the Committee on Committees chair. We never convened such a meeting since our objectives were met by the Committee on Committees. We are happy to report that as we were developing these concerns, faculty council was developing a process for making selection and election to committees more transparent. There is now a new website for advertising openings and submitting applications for potential committee members: <https://iascollege.depaul.edu/coc>. It seems as if our work was anticipated by the college. For the next academic year, we might explore how this process might be applied to other areas of the university. We might review the application to suggest other kinds of questions and information that would be helpful in selecting candidates.

This year we developed an advertisement seeking new members of the PDC subcommittee to ensure representation from across the colleges. This advertisement would be taken to faculty council for approval. We are still waiting to hear about the status of the advertisement.

We are currently seeking faculty who might join the President's Diversity Council subcommittee on hiring and retention for a one-year term. We are currently working on issues related to internal election and appointment processes and to faculty of color and the promotion process. We will write a best practices manual for internal election processes and develop some questions for a survey about faculty of color and the promotion process. We also seek data about salaries and how DePaul might be more competitive in that regard. We are seeking representation from the following colleges: Music, Law, Commerce, CDM, Education, and Communication. Please send a short paragraph about your interest in diversity issues.

Next year we will begin the year exploring ways to gather data about salaries for faculty of color. We will be mindful of the skewing of this data during a time of salary reductions and furloughs.

¹ These reports were submitted in June, and include corrections for syntax, minor and grammatical errors.

We would like the end this report with some additional questions and concerns. We will begin our work next year by addressing these questions and the issues they raise. We would like to review the report on faculty salaries reviewed by members of the budget committee approximately 4 years ago. Can the present head of Human Services share this information with PDC? If not, shall we find ways to collect information from faculty of color both present and past to formulate a picture that can be shared with the administration? Also, what are the efforts, if any, of various units and colleges in retaining their faculty of color if they seek employment elsewhere?

Faculty Recruitment & Retention Subcommittee Members:

Camilla Fojas, Chair, María Beltrán-Vocal, Phyllis Griffin, Lourdes Torres, Miriam Ben-Yoseph, Francesca Royster, and Valerie Johnson.

V. Student Recruitment & Retention Subcommittee

University Goals:

Objective 3a. Attain leadership in recruitment and support of diverse faculty, staff and senior administrators.

Objective 3b. Exceed national norms in recruiting, retaining and graduating a diverse student body, with an emphasis on first generation, economically disadvantaged urban students.

Objective 3c. Expand opportunities for DePaul community to study and practice religious faiths in a pluralistic environment.

Objective 3d. Create programming for all constituents of the DePaul community that affirms the central place of diversity in the university's mission and institutional culture.

Goals & Objectives:

For 2009/2010, the committee discussed as a whole the suggested topics to be considered by this sub-committee. The list was as follows:

1. Data - review regularly, provide input
2. Student Diversity Summit - support students holding event in 2010
3. Develop white paper regarding data, including consideration of data classifications for diverse populations
4. Have another Recruitment Strategy presentation; the intent would be to update prior reports to the sub-committee by Enrollment Management when the sub-committee was first established.
5. Have a Student Affairs presentation - intend to hold in 2010
6. Have a Student Retention Presentation, which would again, represent an update of the initial reports made to the sub-committee
7. Address Campus Climate - NSSE
8. Determine appropriate focus for graduate students and adult students since activities to date seem to primarily focus on traditional undergraduate students

Tasks and Activities:**Student Affairs Presentation & Recommendations:**

At the January 13, 2010 sub-committee, the Student Affairs presentation and discussion was conducted. Presentations were made in the following areas:

Office of Multicultural Student Affairs - Vijay Pendakur
 Cultural Center - Katrina Caldwell
 Diversity Education - Scott Tharp
 PLUS Program - Judy Kolar
 Office of Disabilities - Judy Kolar

Discussion and recommendations included the following:

1. Should the new faculty orientation include presentations from these offices?
2. Tracking of use of the offices is done by student ID #.
3. Religious diversity is included in new faculty training; outreach programs are being enhanced for Asian students.
4. Should there be a unified approach and tracking so that activities are centralized and easier for student access and awareness?

Diversity Summit: Program and Recommendations

With respect to the Student Diversity Summit, the sub-committee worked with Elena Suarez to develop the agenda and obtain support and speakers for the breakout session. The outside guest speaker selected was Vernon A. Wall. Meetings were held with Chartwell's to develop an ethnic menu for lunch. Performances were arranged for BAILE and ACE, and possibly DGC. The break sessions considered were Allyship, Education, Spiritual Diversity, Social/Economic Differences, and Violence.

The program was held Saturday, February 13, 2010, from 11 am to 3:30 pm on the 3rd floor of the Student Center. The following is a summary of the program coordinated by Elena Suarez:

Opening Remarks:

Dillon Goodson, President, Student Government Association
 Rev. Dennis H. Holtschneider, President DePaul University

4 Breakout Session Choices were offered for the 2 breakout session time slots:

Allyship - presented by Charee Holloway, Coordinator, Office of Diversity Education

Education - presented by Marisol Morales, Associate Director, Steans Center

Socioeconomic Differences - presented by Eric Mata, Office of Multicultural Student Affairs

Spiritual Diversity - presented by DePaul Interfaith Scholars, University Ministry

Guest speaker: Vernon A. Wall

Performances by:

Baile Peformers
Ritmo Dembow Performers

Acknowledgements & Closing Remarks:

Elena Suarez, Vice President, Student Government Association

Hard copy evaluations were distributed to students
Student Affairs later sent out an email survey

Diversity Summit Debriefing Discussion & Recommendations:

The PDC's subcommittee dedicated a meeting to debriefing for the Diversity Summit which was deemed a great success. The hard copy evaluation had a much greater response rate (41) than the online evaluation (9) and indicated that the students wished the program was longer so that more time would be allowed to go into more depth in the breakout sessions and have more time for discussions.

The sub-committee believes that the Diversity Summit should become an annual event, and to reach a wider audience, set the date and promote the program earlier.

The sub-committee wishes to continue to complete the courses of actions established. Some of these activities will require an annual review, and all should continue to provide diverse input into the university offices from a diversity perspective that impact the students, which also impacts staff and faculty.

VI. PDC Staff Recruitment and Retention Subcommittee

Objective 3a. Attain leadership in recruitment and support of diverse faculty, staff and senior administrators.

Objective 3d. Create programming for all constituents of the DePaul community that affirms the central place of diversity in the university's mission and institutional culture.

2009/2010 Goals and Objectives

- a. Work with OIDE in the survey it plans to administer regarding progress the university has made on Goal 3.
- b. Continue the PDC Workshop Series.
- c. Provide input regarding the Staff Exit Survey.
- d. Work on having an internal job fair in partnership with H.R.

Tasks and activities completed in 2009-2010

- a. The Subcommittee partnered with Human Resources-Staffing Department and received additional support from Staff Council along with other university offices in developing a half-day seminar on developing internal talent for the new competitive economy. The Vice President of Career Management from Right Management

Consulting and a Managing Director from Volt Workforce Solutions delivered two high-level presentations on Internal Branding and Workforce Trends. External professional recruiters led break-out sessions and more than 70 staff attended presentations and/or participated in mock interviewing and a resume analysis workshop. A resource list was provided participants to continue their professional development and presentations were posted on the HR website.

- b. Through a review of research and examination of the faculty exit interview survey, the Subcommittee compiled a list of options to serve as the starting point for discussion with HR regarding increasing the participation of staff in the exit interview process.
- c. Developed a proposal for a Retention Survey for staff as another measuring tool and to build upon successful strategies that work in retaining staff.
- d. Reviewed data on staff employment and job classification data by gender, race and ethnicity.

Recommendations of Subcommittee

- a. Seek feedback from HR in regard to recommendations for increasing participation in the staff exit interview process.
- b. Request that the VP for Institutional Diversity and Equity works toward getting greater clarity of data regarding staff in senior leadership, AVP and above, from the past five years, including identifying trends in promotions.

VII. Religious and Spiritual Diversity Committee

Strategic Plan Related Objective

Objective 3c. Expand opportunities for DePaul community to study and practice religious faiths in a pluralistic environment.

Tasks and activities completed in 2009/2010

a. Marketing

- After a comprehensive conversation with committee members, the Office of Advancement created a draft Communications Plan for the Office of Religious Diversity. This plan was shared with both the University Ministries staff and the AVP for University Ministries, Mark Laboe.

b. Policy and Calendar

- Committee members have collected extensive information representative of the best religious holiday policies and practices from a number of other universities.
- Committee is investigating both internal and outsourced solutions for providing a religious holiday calendar.

c. Awareness

- Committee members met with the directors of both the Student Centers and Chartwells to discuss issues related to surcharges imposed for food bought from outside vendors.

- A message was to sent Kelley Johnson in appreciation of her assistance in helping make this year's Convocation invocation more inclusive of the religious diversity of DePaul. The message expressing the desire of the committee to continue conversations about the expression of the religious and philosophical diversity of DePaul in future Convocations.

d. DePaul Religious Student Group

- Formation of the DePaul Secular Student Alliance received approval from the Office of Student Life at the end of winter quarter.
- DePaul SSA students participated in Vincentian Service Day and have hosted a guest speaker this June.
- This goal has been accomplished in 2009/2010.

Goals and objectives of committee for 2010/2011

- a. **Marketing.** Build awareness, both internally and externally, of DePaul's Catholic and Vincentian commitment to religious diversity.
- Work with Office of Advancement to develop and produce an informational pamphlet or packet for use by fundraisers and for mail campaigns.
 - Work with the Office of Institutional Diversity and Equity to include a religious diversity message on the OIDE Web site.
- b. **Calendar.** Provide University faculty, staff, and students with a religious holiday calendar that addresses the religious diversity and institutional needs of DePaul.
- Determine an effective solution for the calendar that integrates religious holidays with the University academic calendar, so that it may be used for academic planning.
 - Work with campus student religious and community organizations, if appropriate, to propose religious holiday content for the calendar. University Ministry should vet the proposed religious holiday content.
- c. **Policy.** Provide the University with a practical religious holiday policy that takes into account the religious diversity needs of the DePaul community.
- Committee members will consolidate religious holiday policies and practices information gathered from other universities and institutions and evaluate these in order to draft a policy suitable for DePaul.
 - Work with the Office of Institutional Diversity and Equity to present this policy to Faculty Council and appropriate institutional committees, and work to integrate this policy into faculty and student handbooks.
- d. **Awareness.** Improve institutional awareness and sensitivity to the needs and challenges presented by DePaul's religious diversity.
- Continue working with the Director of Student Centers and Chartwells to better accommodate religious dietary requirements.
 - Work to extend awareness and understanding of religious dietary issues to all University-related events, both on- and off-campus.

- Continue work to have institutional ceremonies, such as Convocation, represent the religious diversity of DePaul.

Recommendations of committee for 2010/2011

The Committee puts forth the following recommendations:

- Marketing.** Both the Office of Advancement and the Office of Institutional Diversity and Equity should continue to enhance the visibility of DePaul's commitment to and support of the religious and spiritual diversity of the DePaul community.
- Calendar.** The University should provide an appropriate religious holiday calendar that integrates religious holidays with the University academic calendar. This calendar is envisioned as complementing, not replacing, the current official University calendar.
- Policy.** The committee should draft a suitable religious holiday policy for DePaul and work with the Office of Institutional Diversity and Equity to integrate this policy into student and faculty handbooks.
- Awareness.** Bring the conversations with the Director of Student Centers and Chartwells to a point of resolution concerning accommodation of religious dietary requirements. Identify an appropriate means for expanding awareness and understanding of religious dietary issues to all University-related events. Explore the best ways to ensure that institutional ceremonies address the religious diversity of DePaul.

IX. Conclusion and Future Plans

The work of the PDC will continue to focus on bringing important constituents together to strategize and assist in the implementation of programs, policies, and initiatives that will support in the recruitment and retention of diverse students, faculty and staff. In addition, the fifth year of the PDC will be reorganization and a revamping of the committee structure. With two years remaining on the strategic plans, the PDC will be streamlined to be more efficient and to concentrate on the "push goals" to complete the recommended activities in the Vision Twenty12.