

University Diversity Council

Monday, October 19, 2015

12:00 – 1:30 p.m.

Page Conference Room

MINUTES

Members present:

1. Robert deMayo (Chair, Graduate School of Education and Psychology)
2. Joi Carr (Seaver)
3. Carla Anderson (Human Resources)
4. Jennifer Baker (Disability Services)
5. Kari Bolen (Intercultural Affairs)
6. Lisa Bortman (Office of Institutional Effectiveness)
7. Jay Brewster (Provost's representative)
8. Dawn Emrich (Public Safety)
9. Christine Goodman (School of Law)
10. Sandra Harrison (Disability Services)
11. Tabatha Jones Jolivet (Student Affairs)
12. Margaret Phillips (Graziadio School of Business and Management)
13. Edna Powell (Chief Business Officer)
14. Christina Ramirez (School of Public Policy)
15. Al Sturgeon (School of Law)
16. Frank Villasenor (Department of Facilities Services)

Members absent:

1. Luisa Blanco Raynal (School of Public Policy)
2. Lisa Bortman (Office of Institutional Effectiveness)

- I. Call to order
 - a. Robert deMayo called the meeting to order at 12:10 p.m.
- II. The prayer was offered by Kari Bolen.
- III. Review and approval of UDC minutes from September 28, 2015 meeting
 - a. Edna Powell moved approval.
 - b. Joi Carr seconded the motion.
 - c. The committee unanimously approved the 09/28/2015 UDC minutes.
- IV. Agenda building
- V. Approval of UDC Charter Sections was postponed to later in the meeting to accommodate the provost to provide his response to the UDC Subcommittee Advisory Report and Recommendations.
- VI. Discussion of Provost's response to the UDC Subcommittee Advisory Report

- a. Rick Marrs provided feedback on the document highlighting the following points.
 - i. Provost Marrs liked the new diversity statement. It helps with addressing WASC's concern over the "Consistent with the Mission" clause in the original statement. The provost liked the celebratory language of the statement. The UDC and Provost Marrs discussed whether the University should approve the new statement, possibly at the UPC.
 - ii. The provost requested further information on the framework for institutional diversity. Tabatha Jones Jolivet provided a brief overview of the two models that are currently relevant: the Smith model and the American Association of Colleges & Universities' (AAC&U) Inclusive Excellence model. The UDC recommended that the University adopt a framework against which it can assess its movement toward more inclusivity and institutional change around diversity.
 - iii. Spheres of Influence / Focus
 - 1. The provost thought a five-year review process with external reviewers was a good idea and would fund such future reviews.
 - 2. The Provost's Office has been working on transdisciplinary and interdisciplinary collaboration among the schools.
 - 3. A budgeting issue was inhibiting cross-registration at the University.
 - a. The old model required a BAR to be transferred on a 1:1 basis. The new model incentivizes schools to fund cross-registration at 50% with the balance paid from the Provost's Office. The other hurdle is to find out how to make this work academically. Concerns remain regarding: what to do with program pre-requirements for undergraduate students going to graduate classes.
 - b. The Institute for Entertainment, Media, and Culture is a pilot program modeled on the Design (D-School) School at Stanford to try out new collaborations among the schools.
 - 4. The provost supports having a cultural competency program for all faculty, staff, and students. However, faculty have unfavorable reaction to the word "mandatory," so we need to find a new way of promoting the program.
 - 5. The provost commented on the annual Diversity Climate assessment and recommended embedding questions in the Faculty/Staff climate survey to reduce "survey fatigue."
 - 6. The provost noted that diversity committees are still wanting at the Graziadio School and the School for Public Policy.
 - 7. Mentoring programs were accepted by the provost.
 - 8. Diversification of faculty is ongoing and the University is more active in seeking diverse candidates. Justification for selecting the non-diverse candidate must be included with hiring decisions where applicable.
 - a. GSEP job posting statement "the ideal candidate models cultural proficiency and commitment to diversity and inclusion."

9. Institutional viability and vitality
 - a. The provost noted that creating a senior-level vice president of diversity would be difficult because of the number of VPs at Pepperdine, but adding diversity work to an existing vice president position or creating a vice president for diversity has more chance of success. Furthermore, it may be possible to add a UDC representative chair to the University Planning Committee.
 - b. The Provost was intrigued by the suggestion to document the history of diversity at Pepperdine and asked details about the length of the project and who would perform the work. The UDC members suggested that it is important for the University to know its own story and there are other universities that have good models for identifying this sort of project. Through the lens of diversity, the view of events such as the “Miracle of Malibu” are seen from a very different perspective - that of white flight from the original campus and the Watts Riots - and are informative about other perceptions in the Pepperdine story. Another example of the changing story of diversity at Pepperdine can be seen in the 1969-1970 yearbook which shows all kinds of visual diversity in its pages compared to our institution now.
 - c. Christian Smith, of Notre Dame, wrote a book called “Building Catholic Higher Education” which Pepperdine might emulate in its story of diversity. Bernice Ledbetter’s Conference on Women and Leadership in November is another opportunity to delve into this diversity story. Provost Marris is considering a new program as a counterpart to Waves of Innovation that focuses on interdisciplinary collaborative research funded through the Office of the Provost.
 - d. Board of Regents
 - i. Provost Marris is liaison to the Academic Affairs and Faith and Heritage Committees and there is also a Student Life Committee. Starting a new subcommittee might be difficult, but these three committees are receptive to agenda items being offered from the committee liaison, and the provost will investigate adding diversity to the agenda for all three going forward as a recurring topic.
 - e. Vendor relations - with whom is the University doing business? The UDC suggested that Pepperdine make sure that the decisions of whom the University is doing business is made ethically and that we are intentional about being socially responsible and choosing the best mix of investments in industry

f. Education and Scholarship

- i. Provost's Office is working on scholarship resources and for an award, like the Howard A. White award, in which a faculty member's demonstration of a commitment to diversity is honored. Possibly the Howard A. White award could be modified to make this diversity commitment a key component. The Provost is thinking about an appropriate staff award with this attribute. Jay Brewster will look into this further.
 - ii. Learning Outcomes
 1. The provost clarified whether the UDC is asking to modify the faculty data form for tenure to include a commitment to diversity. There is currently no required diversity section, although GSEP includes this quality in their tenure forms.
 2. Provost Marrs suggested that Greg Ogden, chair of the University Tenure Committee, might start this discussion to add a diversity component to the faculty data form.
 3. Provost Marrs shared that the Glazer Institute has recently received funding to promote a competitive faculty trip to Israel in which the faculty member will be doing scholarship or gain experience that they can bring to their classroom and research.
 - iv. Provost is happy for the Office of Institutional Effectiveness (OIE) working on incorporating commitment to diversity as a significant commitment to assessment at the University. Joi Carr reported on Lisa Bortman's behalf that she is dedicated to working on establishing direct measures related to program outcomes, collecting data on attitudes, perceptions and dispositions and access data.
- b. Robert deMayo provided feedback about the diversification process of faculty and university administration and noted the UDC's recommendation to incorporate an administrator who is tasked with ensuring that the diversification work keeps moving forward and becomes an integral part of the work of the university. The example of the University chaplain was raised as an example of one who has a broad mandate and mission to promote the spiritual development and health of the University community: likewise the University would benefit from a diversity champion along these same lines of focus and influence. The UDC members were appreciative of President Benton's time spent discussing diversity at the fall faculty retreat. Additionally, the students expect to see the same diversity among the faculty as they see among their classmates.

Provost Marrs mentioned a new faculty leadership program targeting mid-career professionals from diverse backgrounds in ethnicity, gender, and Church of Christ affiliation, in which they will gain perspectives about university operations, diversity endeavors and experience as minority members of the community speak to being a leader in our institution.

- c. The next step: Provost Marrs will be in touch with the UDC to follow up on some of the additional loose ends noted above.
 - d. The Council thanked the provost for taking the time to provide this report and dialogue regarding the work of diversification at Pepperdine University.
 - e. Provost Marrs asked the UDC to think about a venue at which the president can address the faculty with the same address with which he closed the staff leaders' conference earlier in October. The UDC members who attended the leadership conference recommended that the whole university community would benefit from hearing his address on diversity.
- VII. Approval of UDC Charter section: "Presiding Officers, Voting, and Scheduling of Meetings"
- a. At the last meeting, sections 1-4 were approved as changed.
 - b. Creation and Composition of the Council
 - i. The UDC added the offices of Public Safety, Human Resources, Athletics, and Integrated Marketing and Communications.
 - ii. The UDC discussed adding the Seaver College Student Success Department in Student Affairs, which is a new office that deals with students struggling academically, as an additional department to the list of those who might sit on the UDC.
 1. Tabatha Jones Jolivet moved and Kari Bolen seconded the inclusion of the Office of Student Success in the list of recommended departments in section 1 of Creation and Composition of the Council.
 2. The Council approved the motion.
 - iii. Adoption of Creation and Composition of the Council
 1. The Council discussed section 2 and moved adoption of Sections 1 and 2 as written.
 2. Sandy Harrison so moved and
 3. Edna Powell seconded the motion.
 4. The Council approved the adoption of Creation and Composition of the Council as amended.
 - c. Presiding Officers, Voting, and Scheduling of Meetings
 - i. The UDC discussed three details for this section and added the following:
 1. A Recording Secretary shall be provided from the Provost's Office to take minutes and assist with meeting logistics of the University Diversity Council.
 2. A quorum shall consist of one-half of the members to conduct business on behalf of the Council

3. A quorum may consist of members present in the room or connected virtually via telephone or video conference.
- ii. The chair called the question.
 1. Sandra Harrison moved adoption of the Presiding Officers, Voting, and Scheduling of Meetings section as amended above.
 2. Tabatha Jones Jolivet seconded the motion.
 3. The Council adopted the Presiding Officers, Voting, and Scheduling Meetings section of the UDC Charter as amended.

VIII. Open discussion

- a. Joi Carr thanked the subcommittee for their work to lay this groundwork to draft and approve the Charter. She voiced her hope that the Council would be able to focus on the strategy and initiatives to move them forward without getting mired in the lengthy debates of which ones work or not.
- b. The Council thanked Joi for her leadership in getting the Charter drafted and approved.

IX. Adjournment

- a. Sandra Harrison moved adjournment
- b. Edna Powell seconded and the motion was adopted
- c. The meeting concluded at 1:24 p.m.