

## University Diversity Council

Monday, January 30, 2017

12:00 – 1:30 p.m.

Page Conference Room

### MINUTES

#### Members present:

1. Bob deMayo (Chair, UDC, Graduate School of Education and Psychology)
1. Jennifer Baker (Office of Student Accessibility)
2. Luisa Blanco (School of Public Policy)
3. Kari Bolen (Student Affairs)
4. Lisa Bortman (Office of Institutional Effectiveness)
5. Jay Brewster (Provost's representative)
6. LaShonda Coleman (Student Affairs)
7. Christine Goodman (School of Law)
8. David Humphrey (Student Affairs)
9. Edna Powell (Chief Business Officer)
10. Al Sturgeon (School of Law)
11. Lindsay Jacobs (*ex officio*)

#### Members absent:

1. Carla Anderson (Human Resources)
2. Dawn Emrich (Department of Public Safety)
3. Sandy Harrison (Office of Student Accessibility)
4. Ennette Morton (Graziadio School of Business and Management)
5. Christina Ramirez (School of Public Policy)
6. Frank Villasenor (Facilities Services)

#### I. Call to order

- a. Bob deMayo called the meeting to order at 12:19 p.m.

#### II. Opening Prayer

- a. Chris Goodman offered the opening prayer.

#### III. Introduction of new members

- a. David Humphrey introduced himself as the Associate Dean of Student Affairs for Diversity and Inclusion.
- b. LaShonda Coleman introduced herself as the Associate Dean of Student Affairs, Title IX Coordinator for Students, and Student CARE Team Chair.
- c. Kari Bolen moved for approval of David Humphrey and LaShonda Coleman to become voting members of the University Diversity Council.
- d. Edna Powell seconded the motion.

- e. The committee unanimously approved that David Humphrey and LaShonda Coleman become voting members of the University Diversity Council.
- IV. Review and approval of UDC minutes from September 27, 2016 meeting
- a. Edna Powell moved for approval.
  - b. Kari Bolen seconded the motion.
  - c. The committee unanimously approved the minutes from the September 27, 2016 meeting.
- V. Agenda building
- a. The idea of the UDC's response to timely issues was brought forward.
- VI. Diversity Report from the Office of Institutional Effectiveness – Lisa Bortman and Jazmin Zane
- a. Jazmin Zane, Associate Director of Institutional Research, gave a brief overview of the Office of Institutional Effectiveness (OIE) website. She showed the committee where to find student enrollment numbers by ethnicity. She also showed the committee where data requests can be submitted.
  - b. Jazmin then reviewed the OIE Annual Diversity Report for fall 2016. There are six sections included in the report: historical trends, overall satisfaction, national comparisons, ethnic group comparisons, freshmen and senior comparisons, and diverse learning environments.
    - i. Historical trends: This section provides data from 2010 and 2015 on faculty tenure status by gender and ethnicity, student body diversity by gender and ethnicity, diversity of graduating class, and Seaver College graduating seniors' satisfaction with the racial diversity of the student body. It was noted that faculty numbers are on track with the national trend.
    - ii. Overall satisfaction: This section provides data from 2016 on students' satisfaction with diversity at Pepperdine and student comments on diversity at Pepperdine. This data came from students across all five schools. A common student perception is that there is a lack of diversity and that Pepperdine needs more diversity. Data also showed that students believe Pepperdine is lacking gender diversity among faculty; that some students have an apathy toward diversity; and that students are very aware that Pepperdine is a Christian university.
    - iii. National comparisons: This section provides data from 2016 on Seaver College seniors' satisfaction with the racial/ethnic diversity of the student body, their satisfaction with the respect for the expression of diverse beliefs, perceived discrimination, and discussions about race/ethnic relations outside of class. This data is provided with two national comparison groups: private universities and religious universities. The data shows that graduating seniors have a higher perception of discrimination.
    - iv. Ethnic group comparison: This section provides data from 2016 on Seaver College seniors' satisfaction with the racial/ethnic diversity of the student

body, their satisfaction with the respect for the expression of diverse beliefs, perceived discrimination, and discussions about race/ethnic relations outside of class. This data is separated by ethnicity. Most ethnic groups are slightly above average on seniors' satisfaction with the respect for the expression of diverse beliefs.

- v. Freshman and senior comparisons: This section provides data from 2016 on freshmen and seniors' satisfaction with the student and faculty diversity and their experiences with students from a different race/ethnicity. In most categories, seniors had more positive experiences with students from a different race/ethnicity.
- vi. Diverse learning environments: This section provides data from 2015 on Seaver College juniors' perceptions of campus climate, perceptions of classroom climate, perceptions of professors/classroom climate, and perceptions of course materials/climate. This data is provided holistically as well as separated by ethnicity and with national comparisons. The data shows that juniors' perceptions of campus climate is lower than the national comparison.
- c. After the report was reviewed, the committee asked who receives the report and who discusses it. Lisa Bortman explained that not much is done with it. The committee suggested that OIE present the data each year to the UDC and then the UDC will provide a recommendation to the president. The UDC also noted that it would be helpful for the University Faculty Council to see this data.

VII. Office of Student Affairs for Diversity and Inclusion – David Humphrey

- a. David Humphrey described his role as providing leadership and vision for co-curricular activities for all students. Although his office is located under Seaver College, he is happy to partner with any schools at Pepperdine. He is hoping to focus on creating a sense of cultural responsiveness on campus, including how to report potential hate crimes and bias, both explicit and implicit, incidents.
- b. If there is possible sexual discrimination/bias, students, faculty, and staff are asked to forward their concerns/issues to LaShonda Coleman. David is brought into the conversation on discrimination issues outside of sex.

VIII. Next steps in advancing UDC recommendations to Provost Marrs – Bob deMayo

- a. This item was held until the next meeting.

IX. Deferred Action for Childhood Arrivals (DACA)

- a. The Seaver faculty brought this petition to the Seaver Faculty Association (SFA). The discussion at the SFA meeting included how this might be a moral issue, not a political issue. The SFA sent the petition to the president. President Benton asked for more substantive ways we can help our students other than him simply signing a petition.

- b. The committee decided that this is something the UDC can make a recommendation for to the president. However, it was noted that making recommendations is not a role stated in the UDC charter.
  - c. Luisa Blanco moved for a motion to endorse the DACA petition and send a note to President Benton. All UDC members unanimously approved this motion, with no abstentions. Bob deMayo will communicate this recommendation to President Benton.
- X. Open discussion
- XI. Adjournment
- a. The next meeting has been rescheduled to Monday, February 27, 2017.
  - b. The meeting adjourned at 1:32 p.m.