

Diversity Council
University of California, San Diego
Monday, March 2, 2009
2:00 p.m. to 4:00 p.m.
Conference Room #111A

Meeting Notes

Attendees: Robert Continetti, Lihini Aluwihare, Donna Bean, Tricia Bertram Gallant, David Borgo, Russ Chapman, Sandra P. Daley, Glynda Davis, Emelyn dela Peña, Paula Doss, Franco Luis, Adela Garcia, Ricsie Hernandez, Edgar Hodge, Barry Niman, Michelle Peters, Carol Putnam, James Rauch, Evelyn Hidalgo (for Ruth Sinclair), James Stascavage, Cat Thompson, Shaun Travers, Otis Watson, Edwina Welch

Meeting called to order at 2:10 p.m. by Chair Continetti.

I. Welcome by Robert Continetti, Chair

Chair Continetti welcomed everyone to the 2008-2010 Diversity Council and noted the new positions on the Council. Everyone around the table introduced themselves.

II. Minutes of Previous Meeting

The September 4, 2008 meeting minutes were approved. The first **ACTION** item (Shaun Travers to write a letter to the UC Staff Diversity Council addressing the risk and concerns on the UC Staff Diversity Council Report and Bob Cancel to include it in our Diversity Council Response to the Report) was discussed and in the interest of time, the remaining items were tabled. Remaining unfinished ACTION items are:

- a. Paula to share campus workforce trends with the UC Diversity Council.
- b. Bob Cancel to write thank you letter to Chancellor Fox and provide more information to inform the recommendations and add the UC Staff Diversity Council Report.
- c. Discussion of the Bunche Report.
- d. Jesse Dubler will write up a request to the Cross Cultural Center, Admissions and Loren Thompson for participation on the Student Subcommittee.
- e. Francesco Carusi will email the links of programs requested by Bob Cancel.

III. Committee Reports

- a. Charge for Standing Subcommittees.-It was discussed and agreed upon to substitute the word committee for subcommittee. Glynda Davis distributed an information sheet outlining the Diversity Council Committees Charge.
- b. Data Committee- Glynda Davis reported that the Universitywide Diversity Implementation Committee met in December 2008. President Yudof charged this Committee in winter 2008 with providing systemwide coordination of campus-level implementation efforts and serves as an information exchange and conduit for campus input into system-level implementation. Glynda represents UC San Diego on this Committee and advises the Diversity Council on data needed for this report which is due on June 26; and which President Yudof will share with the public. Carol Putnam distributed the framework draft document for review.

Glynda meets with Paula Doss, Adela Garcia and Stephanie Wong to discuss data needs as it relates to assessment of diversity efforts at the campus and system level.

Glynda Davis and Shaun Travers noted the report framework needed more expansion of disability and LGBT reporting.

ACTION: Glynda asked for student and faculty volunteers to serve on this committee.

Ricsie Hernandez and James Rauch agreed to serve.

- c. Community College Committee- President Yudof has encouraged the system to increase the number of community college transfers on the campuses. As a result, Chancellor Fox and Dr. Daley are meeting with the Campus Community administration in Region 10 which comprises San Diego and Imperial Counties.

Adela Garcia noted there is a large influx of students from community colleges.

Dr. Daley noted we need to convince Academic Affairs that we have the resources necessary to foster the success of students transferring from community colleges.

Carol handed out Transfer Applicant Data for Fall 2008 versus Fall 2009. It was noted that applications increased by 300 for Latinos and Mexican Americans. It was also noted that transfer applications increased from greater Los Angeles, San Francisco and San Diego. The data also suggests that there is room for improvements in recruiting first generation transfer students. It is clear that while we admit a large number of transfer students, few choose to attend UC San Diego.

ACTION: We need to begin a deliberate conversation with the community colleges to better articulate the TAG requirements.

Russ Chapman inquired why Eleanor Roosevelt College and Muir numbers were so high. Dr. Daley responded that those set of numbers were always in flux; there is no specific reason why one college admits more than others. Russ inquired why we have no data on why students did not transfer here. It was noted these records are not currently kept. Dr. Daley reported the UniversityLink program sends out Admissions people to community colleges. Tricia Bertram Gallant asked if there was a process in place to ask students who registered here, what made them choose us. Dr. Daley noted the focus of Mesa Community College is healthcare and biomedicine.

RECOMMENDATION: Chair Continetti recommended that we determine if surveys or interviews are conducted with students who choose not to come to UC San Diego. If so, can we obtain the results of those interviews or surveys.

Edwina Welch and Chair Continetti agreed to work on the Recruitment/Admissions/Yield Committee subgroup that will determine if surveys or interviews are conducted with students. James Rauch asked for the 2008-2009 report on the number of admitted students.

ACTION: Dr. Daley will bring this report to the next meeting.

Barry Niman asked if there was transfer student data on students with disabilities.

ACTION: Dr. Daley to inquire and relay answer at next meeting.

IV. Unfinished Business

- a. Committees for Disability Issues and Recruitment/Admissions/Yield Activity- Barry Niman suggested the climate for the disabled should be assessed on campus.

ACTION: Chair Continetti made a motion to form a Disability Committee. Motion seconded and carried. Barry Niman and Michelle Peters agreed to co-chair the committee. Otis Watson will be a member of the committee. Paula Doss will help develop the charge to the committee.

ACTION: Donna Bean will ask the Vice President of Student Affairs to get the word out to the Associated Students group about the newly-formed committee.

Edwina Welch agreed to give feedback to committee. Dr. Daley noted committee members need not be members of the Diversity Council.

ACTION: Dr. Daley will forward the past minutes of the Disability Management Work Group to the committee.

- b. Recruitment/Admissions/Yield Committee- Glynda noted that this committee needed to be formally established, too.

ACTION: Chair Continetti made a motion to charge a Recruitment/Admissions/Yield Committee. Motion seconded and carried.

Dr. Daley volunteered to chair this committee.

ACTION: Dr. Daley made a motion to charge a Transfers Subgroup under the R/A/Y Committee to include SPACES – Student Provided Access Center for Education and Service.

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Dr. Daley noted that there is an Undergraduate Student Recruitment and Retention Committee and a Graduate Student Recruitment and Retention Committee on which Associate Dean of Biological Sciences, Gabriele Wienhausen serves. Russ Chapman agreed to serve on the Transfers Subgroup.

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ACTION: Dr. Daley will ask Mae Brown to be a part of the Transfers Subgroup.

- c. Bunche Report to be discussed at April 23, 2009 meeting.

V. New Business

- a. 2007-2008 Staff @Work Survey Results- Glynda Davis distributed one page/piece of the 2007-2008 Staff@Work Survey highlighting the use of the Campus Community Centers and Diversity Programs satisfaction. It was noted that data was available for women and members of the LGBT community, but they were not included since the differences experienced by those groups were not as pronounced as those for minority staff.

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ACTION: Dr. Daley will make an announcement at the next Vice Chancellor's meeting on Thursday, March 5, to encourage staff to participate in the Staff@Work Survey.

Trend data for 2009, 2010 and 2011 will be looked at for comparison.

Paula noted that all Vice Chancellors were asked to complete this 2008 Survey. Not all Vice Chancellors are asked or chose to participate in the Surveys. In

2009, all Vice Chancellors will participate in the Survey. Evelyn Hidalgo noted that a lot of front end work goes into the preparation of the Survey for each Vice Chancellor area not all VCs are prepared to participate.

Paula Doss distributed the 2008 UC San Diego Human Resources Campuswide Initiatives Update which is prepared in partnership with the Vice Chancellor areas. Among the areas of the report noted were 30% of temporary staff were hired permanently, 77% of those academic and staff employees who utilized the rehabilitation planning services were retained, 3,100 plus faculty and staff members were provided learning opportunities through Human Resources and 27% of staff are eligible to retire. Dr. Daley noted that UC San Diego offers training through internships for both staff and students.

ACTION: Chair Continetti made a motion to make a Recommendation to Chancellor Fox to encourage all Vice Chancellors to participate in the Staff@Work Survey. Motion seconded and carried.

Evelyn Hidalgo noted that the word needed to get out about this survey and that will encourage departments in Health Sciences to establish programs. It was noted that Facebook could be a good venue for this. Adela Garcia recommended we need to identify sources of information.

ACTION: Edwina Welch volunteered to be the point of contact for disseminating information via the three Campus Community Centers and the Centers will send out the information to their constituents; staff, faculty, students and community.

RECOMMENDATION: Motion made, seconded and carried to identify essential sources to disseminate information.

RECOMMENDATION: Motion made, seconded and carried to approach the Center for Student Involvement with a pilot program to be a resource to disseminate information.

ACTION: Glynda Davis to forward the results from diversity related questions that were added to the Staff@Work Survey by the Diversity Council separately.

VI. Next Steps/Action Items

- a. Chair Continetti reviewed the Action items and recommendations.

VII. Announcements

- a. Ricsie Hernandez and Donna Bean announced that N CORE, The National Conference on Race and Ethnicity in Higher Education will be in San Diego at

the Convention Center on May 26 through May 30. Students, staff and faculty are invited. Sessions include Enhancing Positive Outcomes of Cultural Diversity on Campus: Community Building, Diversity Training, and Anti-Racism Work and Recruiting and Retaining a Culturally Diverse Faculty, Staff, and Student Body: Model Programs and Comprehensive, Workable Strategies. Early bird registration is March 31, 2009.

Meeting adjourned at 4:05 p.m.

Carol Putnam, Recorder