

**Diversity Council**  
**University of California, San Diego**  
**Tuesday, January 15, 2008**  
**2- 4 p.m.**  
**Conference Room 111-A**

**Meeting Notes**

**Attendees: Bob Cancel, Tony Yip, Harry Powell, Dave Wargo, Wayne Farquharson, Keiko Nomura, Paula Doss, Shaun Travers, Emelyn dela Pena, Cat Thompson (replacing Debra Bomar as CSW rep), Ross Frank, Edwina Welch, Sandra Daley, Glynda Davis**

**Meeting called to order at 2:10 pm by Chair Cancel.**

**I. Welcome by Bob Cancel, Chair**

Bob Cancel introduced Sandra Daley as the newly appointed Associate Chancellor and Chief Diversity Officer. Sandra will continue the work of Jorge Huerta in fostering diversity at UCSD.

- II. Update Disability Issues-** Harry provided a brief recap of the Council's activities in this area. He noted that he had made contact with Debbie McGraw in SVCAA to share the concerns that had been raised at a previous council meeting, and provided the council's input on Executive Director of OSD search committee members. He felt that the lines of communication were open and that the council's concerns would be a part of the dialog during the selection process and with the new Executive Director once they are hired and in place. He drafted a letter to the Chancellor to this effect and will send it shortly. There was some discussion about how the systemwide budget cuts might impact this plan. Harry said that nobody really can know what the impact will be until May what will happen to resources in general, and it was very dependent on whether the funding compact with the UC would be honored. If the funding compact to provide an annual increase of 7% is honored, then the outcome would be more like a 3% cut. There was general agreement that cutting education was equivalent to tampering with the state's economic engine.

- III. Community College Relationship Workgroup-** Harry and Adela Garcia met with Dr. Chopra, President of Southwestern Community College (SWC), to learn more about the community college and transfer student experience from their perspective. In the broad conversation that ensued, Dr. Chopra shared that SWC was on track for 40,000 students at the various campuses, and that there are many more students in Mexico that could come. He also noted that there is not much cohesion in discussions among the institutions of higher education

in the county, and that it made sense to start talking as a group on how to better serve this potentially huge population, and that one way to begin this conversation would be to discuss challenges in the area of diversity- something that they all had in common. Ross noted that most of the regional schools belong to the Higher Education Recruitment Consortium (HERC), but it was primarily a resource for finding jobs. The group does meet, so that could be a vehicle. Harry would like to see the leadership of the region come together for discussion, and politicians should be aware of these meetings. Bob asked Ross to forward to Glynda the contact information for any organizations that might be pertinent to this conversation and he would put a statement together urging the development of a San Diego Regional Forum to discuss higher education issues. Keiko spoke on some of engineering's efforts to support transfer student matriculation, including offering summer classes. The challenges in articulating community college classes are real, and often students do not get the level of preparation necessary for upper division classes engineering at the community college level, even though the students satisfy the transfer requirements. Sandra noted that of the three transfer programs, UniversityLink had better student outcomes than TAG (Transfer Admissions Guarantee) or IGETC (Intersegmental General Education Transfer Curriculum) . For students in the Health Sciences retention program she oversees, the addition of a summer program to UniversityLink yielded the best student retention outcomes, with 4% attrition rate upon matriculation to the university. Based on these results, she opined that there needs to be more interaction with students before they enroll on campus to make the transition smoother. She noted that since there was no funding for the program last summer, it did not take place. Edwina shared that the Centers also try to present themselves as resources to transfer students, but there is no real way to know the effect. There was a general discussion on the problems in articulating courses and that the engines for articulation seem to be disconnected from the curricular issues. This issue really spoke to the need to have high-level conversations in the San Diego region. Examples of successes in articulating to promote student transfer were discussed (e.g., LPN --> RN programs). Bob said that this one a prime reason for making the recommendation as discussed earlier, and that programs that are getting results like those described by Sandra should be getting more publicity. Paula noted that from her 10+ years of experience with community college, she could see that they partner with business to develop the future employees, and that it was viewed as a long term commitment. Bob agreed that this should be an ongoing conversation.

#### **IV. Status of Diversity Council Initiatives- R. Cancel**

- a. From 1999-2005, Status on Scholarships for Yield Enhancement

- b. From 1999-2005, Status on Student-initiated Outreach funds (use for high-school conferences and cultural graduation celebrations)
  - c. From 1999-2005, Status on annual campus-wide diversity event
  - d. From 1999-2005, Status on comprehensive campus diversity plan
- Bob noted that many of the recommendations had been addressed or absorbed into other recommendations or changes taking place on campus. The council could request reports on the current state of a) from Student Affairs. According to Edwina, b) had been addressed in part by a student referendum that essentially raises ~ \$300,000 annually to support student-led diversity and outreach activities. The center established to act as coordination point for these activities, SPACES, will open in April 2008. Item c) was addressed in part by the Diversity Symposium in the hopes that it will become an annual event, and the creation of a Diversity Speaker Series sponsored by the Chancellor's Office. The speaker series is designed to bring at least one speaker to campus every quarter to help inform conversation on diversity topics. Item d) will be addressed in the upcoming year by the Diversity Office. Information about the status of these initiatives will be collected and posted to the Diversity Matters website, and Bob will review all information and provide to council for discussion of next steps.

**V. 2007 Staff@Work Survey – Questions for 2008**

Shaun indicated that he had spoken to Angela Song on revisions to some of the questions added last year to the S@W Survey, and determined that it would be better to allow people to fill in the blank on sexual orientation, rather than to offer checkboxes. The reintroduction of the demographic information did create a dataset that could provide insight into climate issues among ethnic groups in addition to gender and sexual orientation. Emelyn added that through factor analysis it was shown that the top twenty factors pertained to community. Glynda reminded the group that this year questions about disability and childcare should be added to the survey. In response to questions about the origin of the S@W Survey, Paula said that it was developed by Business Affairs, it is used to drive their staff programming and about 12,000 career non-academic employees take it.

**VI. Reports**

- a. CDO Report-Sandra Daley/Glynda Davis  
Glynda provided the following updates:
  - i. Admissions Information Fall 2007 and Yield Activities for 2008- Admissions will provide the council with fall 2007 enrollment data and comparison to previous years, as well as a list of yield activities for 2008. This information will be sent via email.
  - ii. ADVANCE-PAID Program Update- Chairs Retreat Evaluation & EVC/Deans Symposium 1/23/08- The results from the Chairs retreat at Lake Arrowhead are available for any who request it,

and the Executive Vice Chancellors/Provosts and Academic Deans will be meeting at UCLA on 1/23 to continue the conversation on how to better support the Chairs in their efforts to increase faculty diversity.

#### **VII. Next Steps/Action Items**

- **Bob- Develop letter supporting San Diego Regional discussions between higher education administrators**
- **Glynda- Check with Angela Song to see if more questions can be added to S@W survey, and if so, send email solicitation for additional question ideas**
- **Glynda- Send around Admissions handouts via email**
- **Bob- Lead the continuing conversation around support for transfer students**
- **All-Continue review of past Diversity Council recommendations to determine where updates and additional action may be needed**

#### **VIII. Announcements**

- Emelyn- The Women's' Hall of Fame Awards will be presented on 3/29, and Judith Munk and Marianne MacDonald of UCSD will be recognized.
- Paula- the UC Staff Diversity Council will hold an open forum on 1/24, 12-1:30 in Price Center Ballroom A, and The EEO/SAA Diversity Awards will be on 2/14, 2-3:30 PM at the Price Center Ballroom.
- Edwina- Academic Programs and Minor Fair will be held at the Cross Cultural Center on 1/24, 2-5pm.
- Glynda- Dr. Gibor Basri, VC Equity and Inclusion at UCB will be on campus 2/13 and 2/14. Look for additional information in a few weeks.

#### **IX. Schedule Next Meeting(s)**

Proposed dates are 4/7 or 4/14 at 2-4 pm

Meeting adjourned at 3:40 pm.

G. Davis, Recorder