

Diversity Council
University of California, San Diego
Monday, October 15, 2007
2- 4 p.m.
Conference Room 111-A

Meeting Notes

Attendees:

Harry Powell, Francesco Carusi, Edwina Welch, Emelyn de la Pena, Shaun Travers, Jim Posakony, Don Wayne, Dave Wargo, Wayne Farquharson, Jesse Dubler, Ross Frank, Glynda Davis

- I. **Welcome by Acting Chair Powell-** Harry called the meeting to order at 2:15 PM. He then introduced Jim Posakony, the incoming Academic Senate Chair, who will attend Diversity Council meetings this year.

- II. **Update Disability Issues- H. Powell-** The Council read the Chancellor's response to the recommendations of the Disability Workgroup. The recommendations and the Chancellor's response were viewed favorably by the group. Emelyn noted that one omission in the recommendations was the lack of information on how non-academic activities that required some support would be handled. Jesse noted that currently there were resources in Student Affairs that could be used to address some of the non-academic needs, and wondered if that capability would be maintained as those resources were shifted to Academic Affairs. There was some discussion that the placement of the unit in Academic Affairs would prevent a more campus wide approach to supporting disabled faculty, staff and visitors along with the students, and it would be a good idea to look at these bigger questions. Don Wayne noted as an aside that there are other entities, e.g., OASIS that might benefit if moved to Academic Affairs because of their academic focus, too. He also questioned if the new allocation, while a considerable increase over current resources, was still below what was really needed, since much of the new money would most likely be consumed by the recommended Executive Director position and any other additional staffing needed to implement the recommendations. Jesse also expressed concern that the current resources would be reshuffled and presented as new, and current employees may lose their jobs in the process. Harry noted that the campus itself has gone through tremendous change over the past few years and in particular the senior leadership team. He felt that this was a pretty quick response for our campus, and is indicative of how the new team wants to handle campus challenges. The group then discussed how to provide feedback on the recommendations, what timeline had been set for hiring the Executive Director, and who was on the selection committee. Shaun noted that since the Chancellor did ask for comments from the Diversity Council, it would be appropriate to send them. Harry then asked that all be solicited for their comments and he would prepare a summary response to the Chancellor. Jim noted that some thought needs to be given to moving all of OSD into Academic Affairs because students may not have the same

comfort level in meeting their needs there as they do in Student Affairs, and perhaps a Student Affairs- operated “front-end” should be maintained for this reason. After further discussion of pros and cons of the move of OSD from Student Affairs to Academic Affairs, the group formed a small committee (Harry, Francesco, Jesse, Jim, one of the Center Directors, and Glynda) to gather additional information and generate the response on behalf of the Diversity Council. All are asked to send supplemental information into small group, rather than to expand the size of the group (making it difficult to schedule meetings).

ACTION ITEM: Small group above work on DC response to Chancellor. Also look to meet and discuss this issue further.

III. **Community College Relationship Workgroup- H. Powell-** Harry has spoken with Adela on the concerns she expressed about the transfer student relationship UCSD has with local community colleges. He plans to meet with her and others who can provide more insight on the barriers for students who might like to transfer to this campus, but cannot. Ross noted that the articulation agreements are part of the problem in that they do not facilitate the process. Harry noted that in some of the information he has seen suggest that there may be some procedures/policies in place that unfairly impact transfer students. Jesse shared his experiences as a transfer student from Palomar College, and how he had to delay his entry to UCSD for nearly a year because of problems he encountered. Don noted that in his involvement with the Task Force on Undergraduate Support Services, he can see that there are faculty who are against providing support to juniors and seniors, and it may stem from a disbelief in K-12 educational inequities.

ACTION ITEM: Harry will continue to gather information on this topic and provide to the Council.

IV. **Status of Diversity Council Initiatives- H. Powell-** Harry advised the group that as a result of his involvement in the systemwide Academic Council, he has met and worked with Gibor Basri, Vice Chancellor Equity and Inclusion at UCB. As a result, he would like to support him visiting the campus. He also shared his thoughts on creating an opportunity for the new VC External Relations to do some significant scholarship fundraising in time for the 50th campus anniversary. The scholarship fund should be of the magnitude to allow UCSD to compete for underrepresented students as UCLA had done last year. Last, he noted that the birthdays of Charles Darwin and Abraham Lincoln (both February 12th) created an opportunity to celebrate the considerable contributions of both and promote diversity at the same time. He was working with VC Art Ellis on the programming, and more information would be forthcoming. Ross noted that in the VC ER recruitment, no mention was made of an invitation to submit examples of support of diversity as other faculty and senior staff postings had, and the committee seemed to have few members who could

express this concern. Harry thought that this might be best handled by speaking directly to the Chancellor on this matter.

ACTION ITEM: Harry to speak to Chancellor on concerns expressed over VC ER recruitment.

V. **2007 Staff@Work Survey Analysis- F. Carusi-** Francesco provided more detail on the demographic information provided via the Staff@Work survey last spring as it pertained to the UCSD LGBT community. Shaun used statistical analysis to determine how the LGBT community was doing relative to all staff. As a result of this analysis, three recommendations were also made: that this information continue to be available to the Chancellor's Advisory Committees annually; that sexual orientation and gender identity questions be included in all future anonymous campus surveys, and that there be a campus wide climate survey performed in the near future. There was some discussion that this level of analysis should be performed all groups where there are staff recruitment, retention and promotion concerns. Edwina noted that a similar study based on race/ethnicity would be more challenging and would require someone who is very good at crunching data. Jesse asked about whether disability information was gathered on this survey, and was told that there was a plan to include it next year. Harry noted that there has been an attempt to engage Academic Senate in these kinds of discussions by having them look at campus architecture and to what extent it promoted community, but it is a challenge. He hopes that over time the faculty will pay more attention to the broader climate issues. Francesco affirmed that he was working with Angela Sung in Steve Relyea's office to add disability question to next year's survey, and Edwina noted that the campus should strongly consider creating a office of institutional research that can produce data on faculty, staff and students.

VI. Reports

- a. CDO Report-Jorge Huerta- Glynda Davis provided a brief update in Jorge's absence.
 - i. New Faculty & Students, Fall 2007- She noted that faculty hiring for this year included 1 Native American male, 1 African American male, 4 Hispanic males and 1 Hispanic female; in addition there were 13 White women, 4 Asian women and 5 Asian males in non-STEM fields. As for undergraduates, there were 82 African American new freshmen and 36 African American transfers, 476 Mexican American new freshmen and 194 Mexican American transfer students; and 13 Native American new freshmen and 10 Native American transfers. There could be some change in this, and the final data will be available after third week. It was observed that it would be nice to see three years of trend data for student admissions, so that the changes could be more readily identified. Glynda said she would check on its availability.

ACTION ITEM: Glynda to check on trend data for undergraduate enrollment and make available to group.

- ii. Senior Recruitment Status- VCER and VC RM&P- It is hoped that the two currently running administrative staff searches (VC ER and VC RM&P) will be completed by the end of the year. All probably have heard that the new SVC Academic Affairs is Paul Drake, and the new VC Student Affairs is Penny Rue.
- iii. ADVANCE-PAID Program Update- Retreat 10/10-10/12- Over 50 faculty and staff attended the NSF-sponsored training activity at Lake Arrowhead last week. UCSD's contingent included: Eric Bacovic/Linguistics, Sam Buss/Mathematics, Robert Continetti/Chemistry & Biochemistry, Larry Larson/Electrical & Computer Engineering, Keith Marzullo/Computer Science & Engineering, Jaime Pineda/Cognitive Science, and Randy Souviney/ Education Studies. 2008 will start with a EVC/SVC and Dean's Symposium, and there will be another Chair training opportunity later in the year. Initial feedback suggests that the participants did receive information that could be used to get better results in hiring and retention of diverse faculty members. A more extensive analysis is being conducted, and the information will be shared when it becomes available. It is most likely that the new position in Academic Affairs for faculty equity will assume majority oversight for this program, and be assisted by the divisional equity advisors.

VII. Next Steps/Action Items

- Small group above work on DC response to Chancellor (Disability Workgroup Recommendations and Chancellor's response). Also look to meet and discuss this issue further.
- Harry will continue to gather information on Community College transfer issues and provide to the Council.
- Harry to speak to Chancellor on concerns expressed over VC ER recruitment.
- Glynda to check on trend data for undergraduate enrollment and make available to group.

VIII. Schedule Next Meeting(s)- Meeting tentatively scheduled for January 15, 2008, 2-4 pm, location to be announced.

Meeting adjourned at 4:05 pm.

G. Davis, Recorder.