

Diversity Council
University of California, San Diego
Tuesday, January 18, 2007
2:30 p.m. to 4:30 p.m.
Price Center San Francisco/Santa Cruz Room
Minutes

Attendees:

Bob Cancel, Francesco Carusi, Emelyn de la Pena, Paula Doss, Wayne Farquharson, Lourdes Felix, Jorge Huerta, Henry Powell, Shaun Travers, Dave Wargo, Edwina Welch, Glynda Davis, Marco Murillo, Debra Bomar, Ross Frank, La Candace Mc Cray, Mae Brown (invited guest)

I. Welcome by Chair Cancel

The meeting was called to order @2:35pm by Bob Cancel, Chair.
Approval of October 3, 2006 minutes- Minutes were approved as submitted.

II. Updates

- a. Review of Climate Surveys- Francesco Carusi provided a brief history of the request to add demographic information to the Staff@Work survey, and in particular the addition of questions that would help determine the state of the LGBT Community. The request to add demographic information was approved by Steve Relyea and Tom Leet. Angela Song is working with Francesco and Shaun to incorporate these optional questions into this years Staff@Work Survey. Respondents will be allowed to indicate as many ethnicities as they feel relevant, and those that are transgender will be able to indicate it on the survey. Sexual orientation will be expanded, and there will be a question about satisfaction with diversity related services and whether the respondent uses the Centers. All units will be encouraged to participate in the survey, and the addition of the new (optional) questions will be announced beforehand.

ACTION: The Diversity Council will request the data from this survey when it becomes available for their own analysis.

III. New Business

- a. Report out on 12/5 meeting with Chancellor, SVCAA & Faculty- Ross Frank shared some of the background leading up to the 12/5 faculty meeting with Chancellor Fox and SVCAA Chandler. Approximately 40 faculty attended this meeting where they shared their concern about the current state of the lack of diversity in faculty hiring, retention of diverse faculty and the lack of substance in the Charting the Course IV instructions on including diversity in the planning. Two letters were sent to the Chancellor and SVCAA outlining the concerns, and proposing some hiring strategies that could help bring diverse faculty to the campus

(between the letters and the meeting over 70 faculty were involved). There was discussion of current CDO Position and what kinds of resources would make the position stronger, the VC for Inclusion & Equity position at UCB and how it may differ from other CDO positions in the UC, getting science and engineering more involved by better leveraging federal grants, and the merit in supporting the faculty in their attempts to influence diversity hiring. Ross forwarded faculty letters sent to the Chancellor/SVCAA as well as background information to Glynda for distribution.

ACTION: Faculty letters will be sent to DC Members, and they will be asked if they could support a resolution that supports faculty-led diversity efforts.

- b. Report out on Equal Opportunity in Higher Education: the Past & Future of Proposition 209- Mae Brown shared the agenda form the conference and noted that 300+ people attended. Cecil Lytle, Bud Mehan and she attended from UCSD. She has a packet and CD containing the papers and other materials presented at the conference. She shared a few interesting pieces of information: 1) At UCSD 400 African American students were admitted, but only 48 or some came; 2) UCSD primarily loses these students to “peer schools”; and 3) African American students who do not receive their top UC choices are redirected to the Merced or Riverside campuses are more likely to attend a CSU. The presentation from a group of lawyers suggested using creative ways to increase numbers while complying with proposition 209. All agreed that now our campus was looking at the yield problem and wondered how our campus can be more attractive to underrepresented students.
- c. Yield Committee- Jorge and Mae noted that the Yield committee did develop recommendations, and the letter is almost final. In the meantime, VC Watson did act on one of the recommendations in providing funding for 2 staff positions to support both the African American Studies Minor and the Chicano/Latino Arts & Humanities Minor. Other potential activities were discussed, and it was hoped that the information would become available in time to incorporate into this year’s recruiting/admit cycle.

IV. CDO Report by Jorge Huerta

- a. Campus Art- The Chancellor’s Office will be hosting a discussion on Public Art, and it will be open to the campus and community. Date and time TBD.
- b. Faculty Liaison Proposal- The proposal is in limbo, and awaits Mark Applebaum’s response. Bob Cancel mentioned that VCAA pays for faculty advisors at the International Center, and that may serve as a precedent. It may also be a good idea to approach the VCSA for funding to support this proposal.

ACTION: Check status of proposal with Mark Applebaum.

- c. ADVANCE/PAID Grant Activities- Jorge and Glynda Davis are going to this symposium at Irvine on 1/23. The goal is to stimulate the thinking of EVCs and Deans in regards to ways they can support faculty in incorporate diversity in their planning and administration. Jorge shared that a tool developed by Susan Drange Lee at UCLA will be used to help faculty get a handle on their sense of diversity efforts on campus, and that it could be sent to the Diversity Council for their review.

ACTION: Send assessment tool to Diversity Council.

- d. Students with Disabilities- Jorge and Bob noted that a student had wanted to make a presentation on the status of students with disabilities, but could not be located/contacted in time to present at this meeting. If the student can be located, they may be offered the opportunity to present at the next meeting. The matters brought up are serious in nature, and every effort will be made to locate the student(s) and hear what they have to say.

ACTION: Continue to look for these students.

- e. Searches

- i. Senior Vice Chancellor, Academic Affairs- This search is underway, and members of the search committee were announce via email to all of campus. Jorge Huerta is a member of this committee. All are asked to nominate and encourage qualified people (both on and off campus) to apply for the position.
- ii. Vice Chancellor Student Affairs- This search will start a week or so after the SVCAA search is up and running. Again, all are asked to nominate and encourage qualified people to apply for the position.

V. Next Steps- See Action Items in Minutes. Bob will draft a resolution supporting faculty-led diversity initiatives and ask for vote of support, and Glynda will send along with faculty letters.

VI. Schedule Next Meeting- April 17, 2-4 PM. Location TBD.

Meeting adjourned @ 4:30 PM.

G. Davis, Recorder