

Diversity Council
University of California, San Diego
Friday, July 20, 2007
10:00 a.m. to 1:00 p.m.
Student Services Building, Room 554

Meeting Notes

Attendees:

Bob Cancel, Francesco Carusi, Jorge Huerta, Henry Powell, Edwina Welch, Glynda Davis, Takashi Matsumoto, Debra Bomar, Don Wayne, Dave Wargo, Adela Garcia

Guests:

Jesse (Rupert) Dubler, Doug Hlavay, Nadine Walters (Doug and Nadine provided sign language interpreting services)

Welcome by Chair Cancel-

- I. **Welcome by Chair Cancel-** The meeting was convened at 10:15 am, and all present introduced themselves. Bob let the group know that Henry (Harry) Powell would be Interim Chair for the fall meeting, since he would be attending to EAP business in Ghana.

- II. **Follow-up on Disability Issues-** Bob reviewed the charge of the Diversity Council and then noted that although the group serves as an ear for the campus, that it's also appropriate to take action when warranted. As a follow-up to the 4/17 presentation on disability issues provided by Jesse Dubler et. al., Bob would like the Council to send a letter to the Disabilities Management Workgroup urging action on the recommendations put forward by the group. Jesse then provided additional information about the possible number of students who stood to benefit from addressing disability issues on this campus, based on extrapolations from national data (see updated information in attachments). Jesse stressed the need for an anonymous survey of UCSD students to get a better sense of numbers and priorities here. Adela noted that one possibility is to add questions to existing student surveys. Don suggested looking into some long term strategies, such as a Disability Studies minor, to provide education and promote formal study on the topic. Don also noted that after the infrastructure is addressed, people should not forget the culture issues for the disabled. It was also mentioned that some effort should be made to convene the various groups that work on disability issues regularly, since it seems very decentralized. Bob noted that he would include this in the letter.

III. Reports

a. CDO Report-Jorge Huerta

- i. Yield Committee Information- Jorge shared recent student yield information and all noted the increases in several of the groups of interest. Edwina asked how the effectiveness of the various yield activities would be assessed, since there really was no way to know what, if anything worked. Adela also shared that she came to one of the Yield receptions, and she saw it as a real opportunity to have personalized contact with the students and their families. She would like to know to what degree it helped students decide to attend here. Glynda said that Admissions has been asked to provide this information, and they hope to do so this fall.
- ii. Senior Recruitment Status- Jorge shared that VCSA has been filled, but announcement is pending Regents' approval. SVCAA is still in process. Bob noted that filling the AVC Faculty Equity position can't really happen until the new Senior Vice Chancellor is hired, and that will affect progress in the area of faculty hiring and promotion.
- iii. ADVANCE-PAID Program Update- Jorge shared an update on the training scheduled for October 10-12 at Lake Arrowhead where approximately 12 of our STEM and Social Sciences department chairs will go for training on how to diversify the faculty with counterparts from the other 4 southern UCs.
- iv. Faculty Workgroup Recommendations- Jorge announced that SVCAA had approved Cluster Hires: 4 in African Diaspora and 2 in Native American Studies. These FTEs will be made available to any department that makes a hire in these disciplinary areas. The Faculty Workgroup had recommended Cluster Hires of 6 positions in each area.

The group returned to discussion of the Admissions information. There was some discussion about the connection between low income and being an underrepresented minority student, and the need to disaggregate students to see if there are differences between low income underrepresented minorities and those that are not low income. There was some discussion on how more transfer students, and particularly those at Southwestern College should be coming to UCSD. Adela noted that in her role on the Southwestern College Foundation Board, she often thinks about it as information on where the students transfer is presented. The committee will look into setting up high level meetings with some of the community college leadership to determine what else may be done to facilitate students transferring to UCSD, and in particular underrepresented students.

Jorge also noted that information about faculty hiring to date is showing two African American, two Native American and 4 Hispanic faculty joining UCSD this year. There are still some offers in process.

- b. **Staff@Work Survey Data/GISOI Report-** Francesco shared that GISOI had received the data later than expected, so they were able to study a small amount of it so far. He reported that GISOI felt that the data collection had been a success with respect to data provided by the LGBT community, and looked promising for other groups of interest to the Diversity Council. When asked about the rest of the data and how soon it would be available, Francesco noted that it was dependent on who would do the analysis (Sarah Archibald had analyzed a subset of the data for GISOI, and might not have time to analyze all of it). The data can be used to inform recommendations made by the Chancellor's Advisory Committees.

After lunch, Bob changed the order of business as follows:

- IV. Summary of 2006-2007 Diversity Council Activities-** Bob reviewed the activities over the past year and noted that they had been mostly advisory in nature (endorsement of the Faculty Workgroup recommendations, support of the Faculty Liaisons at the Centers, Inclusion of demographic information in the Staff@Work Survey), as well as educational (Admissions/Yield Committee outcomes, Community College Relationships). He thought that it was good to support small changes while looking for larger challenges. Francesco asked if the Diversity Council could have a budget to support bringing speakers to campus. Glynda shared that the Chancellor had made a commitment to doing this, and a speaker series would start fall quarter. There was some discussion of the near term retirements, the negative impact it could have and that HR was looking at succession planning strategies to manage the impact of this anticipated staff turnover. Edwina noted that the university still needs to develop an overarching theme for diversity that can be used in marketing and promotion.
- V. Review of Previous Diversity Council Initiatives-** Bob asked that all take a look at the recommendations that had been made by the last Diversity Council in 2005 and indicate which ones needed follow-up of some sort. Please contact Glynda with your feedback before the fall meeting.
- VI. Discussion: Faculty Liaisons at the Centers-** Bob noted that this proposal is still being reformulated, and will be submitted to the new leadership in Student Affairs and Academic Affairs as soon as they are in place. Don noted that it tends to be the same small group of faculty who get involved in activities like this, and it can have a negative impact on

VII. Next Steps/Action Items

- On behalf of the Diversity Council, Bob will write a letter to the Disability Workgroup supporting many of the recommendations made by Students with Disabilities Coalition at the April 17th meeting.
- A small group, to be determined, would follow-up on interaction with Community Colleges on the admission of transfer students, per Adela Garcia's suggestions at this meeting.
- Francesco would follow-up on more analysis of the Staff@Work data, using the demographic information to identify responses of particular groups of interest to the Diversity Council.

VIII. Schedule Next Meeting(s)

Please check your availabilities for a meeting on either:

- Monday, October 15, 2-4 pm
- Monday, October 22, 2-4 pm

Please let Glynda Davis, gdavis@ucsd.edu, if either one of these dates is a problem.

Meeting adjourned at 1pm.

G. Davis, Recorder