

**Diversity Council**  
**University of California, San Diego**  
**Monday, April 21, 2008**  
**2 to 4 p.m.**  
**Conference Room 111-A**

**Meeting Notes**

**Attendees: Bob Cancel, James Stascavage for Francesco Carusi, Glynda Davis, Paula Doss, Jesse Dubler, Wayne Farquharson, Marye Anne Fox, Ross Frank, Adela Garcia, Keiko Nomura, Carol Putnam, Shaun Travers, Dave Wargo, Don Wayne, Edwina Welch, Robin Wilson.**

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

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

Everyone in the room introduced themselves.

**II. Proposal to add members to the Diversity Council**

Bob Cancel asked if there were any concerns with adding the new Executive Director of the Office of Students with Disabilities and the UC San Diego Alumni Association Diversity Advisory Committee Chair to the Diversity Council. There were no discussion or concerns; all were in favor.

**III. Update – UC Staff Diversity Council/Meeting at UC San Diego on 1/21/08 (Staff Diversity Forum)**

Paula Doss handed out the structure/charge of this council and reported this Council was formed in March 2007 with the charge of advising senior UC leadership and to work alongside the UC Diversity Study Group in setting an agenda that promotes staff diversity throughout the system. Five subcommittees were formed: 1.) Data Collection/Reporting, 2.) Evaluation and Assessment, 3.) Recruitment and Retention, 4.) Talent Management/ Succession Planning/ Leadership and 5.) Work Climate. On January 24, this Council met with Chancellor Fox and UC San Diego leaders at UC San Diego. The Council will meet in July at UC Berkeley.

**IV. Update – Staff@Work Survey and Diversity-Related Questions**

James Stascavage reported the recommendation of the Chancellor's Advisory Committee on Gender Identity and Sexual Orientation Issues to include gender

and diversity-related questions on the survey was implemented. Glynda Davis noted that the results of the survey will be ready to be posted to the web in June or July of this year.

**V. Chancellor Fox Response to 2006/2007 CAC GISOI Annual Report – Tabled.**

**VI. CSW @ UCOP**

Glynda Davis reported the Systemwide Advisory Committee on the Status of Women created in March 2008, met in Oakland on May 8. The charge to the committee is to examine issues regarding the status of women staff, students and faculty at the University of California; analyze existing policies, procedures and/or programs that affect those issues; serve as a coordinating body for campus, OP, and LBNL Committees on the Status of Women; identify model programs or activities and support systemwide implementation; and recommend to the President changes that will continue to afford women equal and fair access to campus programs, activities and opportunities. Glynda is UC San Diego's staff representative and Debbie Ambrose will represent for faculty. Ms. Ambrose is the co-chair of our Chancellor's Advisory Committee on the Status of Women.

**VII. Bunche Report – to be discussed at next meeting.**

**ACTION ITEM:** Glynda Davis to email the Bunche Report and hard data from the Yield Report to the Committee.

**VIII. Special Presentation: Dr. Susan Rankin and Campus Climate Assessment**

Chancellor Fox thanked the council for putting in time in service to the council and especially thanked our community member for her presence at the meeting as input from the community is vital to a diverse campus community. Chancellor Fox introduced Dr. Susan Rankin.

Dr. Rankin gave her presentation on Campus Climate Assessment -- for a campus with underrepresented/underserved populations. Campus climate consists of a construct of perceptions, attitudes, behaviors and observations. When implemented as Theory to Practice, faculty act as a catalyst, students as movers and staff as workers. The goal is the development of strategic initiatives via a contextualized campus-wide survey by providing feedback to campus constituents. Dr. Rankin noted the model for St. Cloud State University in Minnesota is posted on her website.

**ACTION ITEM:** Glynda Davis to email Dr. Rankin's powerpoint presentation, the Harper Report on African American male students and the course syllabus.

**IX. Next Meeting:** Will communicate via email on the scheduling of the next meeting.

Meeting adjourned at 4:00 pm.  
C.Putnam, Recorder