Meeting Minutes

I. Welcome & Introductions
Bob Continetti called the meeting to order at 2:05pm and introduced Drs. Barbara Sawrey and Joe Watson, who were invited to inform the council on the admissions process. Due to a schedule conflict, Dr. Sawrey spoke early and left the meeting. Her comments are included in the Admissions update below.

II. Minutes from Previous Meeting-October 22, 2009
a. Bob Continetti asked for a motion to approve the previous meeting’s minutes. Motion made by Otis Watson, and seconded by Russ Chapman. Motion carried.

III. Committee Reports
a. Committee on Inclusion & Disability (Barry Niman & Michelle Peters)- The committee is contacting various groups on campus to determine how and what each group can do to make everyone feel more welcome here.

b. Recruitment, Admissions & Yield Committee (Sandra Daley)- The data on applications is coming in, and the number of African American student applications is up about 20% for both freshman and transfer students. The campus is pleased with the increases for all underrepresented groups. There was also a community forum hosted by the UC san Diego Board of Overseers last November 14th. Over 100 people attended, with representation from students, faculty, staff and community members. A report from this forum with comments and suggestions on how to address recruitment of underrepresented students will be provided to the Chancellor soon. The graduate and undergraduate RAY Committees will meet in the next two months.

c. Data Committee (Glynda Davis) Committee has not met since the last Diversity Council meeting.

IV. Chancellor’s Diversity Office Report
a. Status, Principles of Community- a formal recommendation on the inclusion of gender identity to the dimensions of diversity as noted in point #5 of the Principles of Community has not been made to the Chancellor yet, but the question has been raised with HR. There is a concern about the cost of redoing these documents in this fiscal climate, and may have to make the change electronically while waiting for funds to print or reprint a revised version. There is also some concern that the definition of diversity varies between various statements on campus. The recommendation will look to address this, too.

b. Status, Expansion of Diversity Council/ Ex-Officio Seats – The Staff Association will be providing a representative to the Diversity Council, as they had in the past. Since the Chancellor can add to the Diversity Council at her discretion, the CDO will prepare a list of possible new members to invite, and will review it with the council before a recommendation is made to the Chancellor.

V. Unfinished Business
a. Status, Recommendations to Chancellor- After general discussion about what the Diversity Council can do to support changes to the Admissions process and the evaluation of progress with recommendations made in the 2007 Yield Report, the council determined that a recommendation on this topic still needed to be developed. The council would like to recommend that some type of campus climate survey be pursued,
and perhaps use the staff at work survey in the interim to gather as much information as possible about the staff and as many faculty as will take it. It was suggested that Angela Song be asked to participate in the campus climate survey.

b. Status, Diversity Accountability Framework (Glynda Davis)- The UC San Diego Diversity Accountability Framework is available at the Diversity Matters website. It was suggested that Angela Song be invited to review the data and data collection process. Glynda shared that Angela is the person who has helped with the addition of the diversity-related questions and demographics to the existing Staff@Work Survey, and very likely would continue to be involved as we explore different data collection tools.

VI. New Business

Admissions Update: Dr. Barbra Sawrey, the Associate Vice Chancellor for Undergraduate Education and Dr. Joseph Watson, former Vice Chancellor of Student Affairs and the current UC San Diego representative on the University of California Board of Admissions and Relations with Schools (BOARS) were invited to provide an update on the activities of BOARS. Dr. Sawrey advised the council that her participation in this conversation was largely based on her previous participation on BOARS. BOARS meets regularly and advises the Chancellors on enrollment issues. BOARS is currently addressing the issue of the increasing numbers of unfunded students on the UC campuses, and the need for UC to reduce costs by reducing student enrollment. BOARS is also aware that current cuts to enrollment have a disparate impact on student diversity, and are suggesting changes in admissions policy to address this impact. Dr. Watson described the current recommended changes to the systemwide admissions policies that may better enable the University of California to fulfill its public educational mission. In particular, he described important changes in admissions policies that will apply to students entering fall 2012 (e.g., UC will no longer require subject exams, and will increase Eligibility in the Local Context (ELC) from 4% to 9-12%). There was further discussion of the possible impact of the new eligibility criteria on the diversity of the student enrollment, as well as some of the logistical concerns. In particular Dr. Watson stressed that while the increased eligibility of the ELC will have a positive impact on the proportional number of URM students eligible for admission to the system, once this change is enacted, the absolute numbers of non-URM students with higher academic performance may in fact lead to a significant decrease in admitted URM students. This is particularly true if the number of students admitted to the University of California does not increase. Dr. Watson stressed that he fears such an outcome is likely to occur if the P-14 research, partnership, and outreach programs of the University and the campus do not give far greater priority and effective attention to making underrepresented students, particularly African American students, considerably more academically competitive for admission to the University than is now the case.

In the ensuing discussion, it was noted that our campus is currently reevaluating the decision to use comprehensive review of undergraduate applications, since data shows that many of the underrepresented students that are not admitted to our campus are academically well-prepared. There was a discussion of the details of Comprehensive and holistic review (see attachment: Comprehensive Review at UCSD & Holistic Review at UCLA). Dr. Watson pointed out that in his opinion our current comprehensive review system provides the most transparent and defensible implementation of admissions policies.

VII. Next Steps/Action Items (Bob Continetti)

Bob and Sandra will work on draft recommendations to Chancellor and circulate for review before submission.

VIII. Announcements & Adjournment

Meeting adjourned at 4:05pm
Diversity Council Meeting Schedule (meetings are 2-4pm unless noted otherwise)

- April 22, 2010
- August 12, 2010