Minutes

I. Welcome and Introductions
Alex Hoffmann began the meeting with introductions, including the students who would speak later during the meeting.

II. Minutes from Previous Meeting
A move to accept minutes from previous meeting on January 26, 2012, as final is pending email vote since quorum is not present at today’s meeting.

III. Presentations
a. SPACES & BSU Overnight Programs- Alex reminded the group that in the Chancellor’s response to the previous year’s recommendations, she noted that the campus was committed to holistic review, and that the campus should concentrate on activities that improve yield of URM students. Student-driven recruitment activities have now been recognized as being the most successful in this regard, and so the Diversity Council is interested in learning more about them.

Taylor Westbrook then spoke on the Black Student Union’s Overnight Program and how it impacts yield. Overnight is a three-day/ two-night event, that invites high school seniors to stay with a college host, student-dinner, workshops, resource fair to include financial aid and other services and student groups. A campus climate (workshop) dialogue is included. In terms of applicants and
attendees, 85% yield from previous year, with 45 initial attendees and 38 as official attendees. The program is designed to be of no cost to participants. Current students agree to host participants, but must live on-campus in order to participate. Most of the marketing of the program happens during the spring recruiting season, but there is some discussion about how the visibility of the program can be maintained throughout the year. Otis commended the overnight program. Shaun asked whether there is a way to incentivize the hosts of this program by providing a stipend. Taylor suggested that the limiting factor for the program was not potential hosts but on-campus space. Students living off-campus could host prospective students if an on-campus location were available for the program. Campus housing and dining must be contacted as early as one year in advance. The BSU program is crucial because it offers a space to operate from as well as it offers students networking opportunities and opens their eyes to academic programs- all of which will enhance the student experience. Alex noted that the program works because of the sense of community that is conveyed to the prospective students. Thus, it can only grow organically from year to year. He also noted that a Black Resource Center will clearly have a positive impact not only on the community of current students, but also their ability to recruit prospective students.

Joanna and Howard/ SPACES Presentation- The two students gave a presentation from this year’s SPACES Overnight Program, and highlighted testimonials from the program. When asked what would be done differently, both students said that they needed more helpers, both students and staff, to spread the work around, and they were also limited in the number of students that could be hosted since hosts had to live on-campus, too. Both programs took advantage of social media to connect with prospective students and maintain contact through the application period and beyond. When asked how the Diversity Council could support their efforts, the students asked if council members could volunteer throughout the program and help as needed.

b. Presentation by Adam Burgasser. Adam shared concerns and issues regarding graduate recruitment in the Physics Department. He used data to illustrate the dire problem recruiting women into graduate Physics programs. He and Alison Coil, another Physics faculty member, are looking for ideas on how to tap into possible sources of women graduate students. Edwina mentioned that they could look to see what they might do with the Spelman-Morehouse exchange program, since that is a potential pool for African-American students, and the University already has a program in place to support some sort of interaction. There was also some discussion on how to make women in physics more visible to students who might be interested, with the goal of developing their interest in a field. Adam noted that more women are interested in Astronomy, and that would help numbers if there was a graduate Astronomy program in Physics. He also noted that they have difficulty hiring women for faculty positions, too.
IV. Committee Reports
   a. Inclusion & Disability: Paula mentioned the focus on lighting safety, and now in taking walks to assess lighting, the group also considers accessibility issues. The lighting safety walk takes place in the fall, and it takes about 2.5-3 hours to look at paths for lighting and accessibility. As Chair of Veterans Association, Billiekai talked about the mission of the organization and the workshops they offer. Since veterans are expected to increase from 250 to 500 at UCSD, there is a plan to form an Alumni Vet Association. She thought that UCSD was not ready for an influx of Veterans. When Alex asked if there are any other veteran’s issues, Billiekai said the organization is working on identifying other issues. She noted that there are not many organizations that support the transition from military to college, and many of the current programs are not attractive enough to vets. She noted that there seems to be a stigma associated with veterans asking for help, as it implies weakness for this self-sufficient and capable group.

V. Office of Equity, Diversity and Inclusion Report- Glynda Davis
   a. Climate survey update – the questions will be finalized in May. The survey will be given sometime between October 2012 and February 2013. As of now, we are not sure if the survey can be saved for completion later or must be completed in one session or sitting- we should know this answer in May. Each campus can choose when to give the survey. Next step is marketing and outreach to spread the word about what groups can expect from survey, and encourage them to take it.

   b. VC EDI search update- Candidates come to campus next week. Glynda will notify the Diversity Council so they can hear the candidates speak and ask questions. Search committee has already met with candidates.

   c. President’s Climate Council Representatives- Five representatives are visiting various UC campuses to speak with students about climate issues and gather information to brief the President. Next Friday, they will come here to speak to Jewish and Muslim students.

   d. Black Resource Center- The creation of the center was endorsed by the Chancellor and work has begun. By the end of June, a space will be identified. Renovation and furnishing of space could be finished as soon as the fall quarter if not too much work is needed. The BRC Implementation Committee is also looking at job positions/descriptions needed to support this center. The budget should be solidified by the end of June. Webpage will be created to keep followers updated on the center’s progress. Alex suggested lending the council’s voice to this center, to embrace the center and support/endorse its existence with new Chancellor.
VI. Unfinished Business
a. Faculty Hiring Trends- Alex presented 10 year longitudinal data on the numbers of faculty from under-represented groups (women, Asian, Hispanics/Latinos and African American) at both the tenured and untenured level. The data was provided by Carla Solomon and Kristi Larsen’s office, but it had not apparently been analyzed in a longitudinal manner. Alex’s analysis indicated that in general, the fraction of faculty from underrepresented groups is higher at the untenured level than tenured level, indicating that a positive trend in the hiring of faculty from under-represented groups. Further, the numbers of faculty from underrepresented groups at the tenured level are generally increasing, indicating that the positive trend at the hiring at the untenured level has a positive impact. The glaring exception are African American Faculty- despite a record of hiring African American faculty the number of tenured faculty has not increased in 10 years. Last year’s record illustrates this: although five new African American Faculty were hired in 2010/11 the net number did not change, as five faculty were lost. This indicates that retention of African American Faculty is a serious concern. Alex suggested that failure to retain faculty can be broadly categorized into (1) failure to succeed, (2) dissatisfaction with climate/colleagues (3) feel under-appreciated (resources and pay). He suggested that the data indicates that concern about diversifying faculty should not be limited to recruitment, but equally to retention. While Jeanne Ferrante’s office has taken initiatives to improve recruitment of diverse faculty, it appears that no such effort exists in retentions. When asked if there was data on why people leave, Kristi Larsen noted that departments collect information informally. She said that her office was considering hiring an outside firm to conduct exit interviews, since people might be more forthcoming that they would be with colleagues. She also noted that there had not been an extensive study on retention rates for faculty, and so her office would need more time to prepare a report to address questions in this discussion. This report might be available for the fall meeting. Alex indicated that the Council would welcome any report on retention as and departures of faculty and especially African American faculty.

VII. New Business
a. Recommendations to the Chancellor are scheduled for the summer. The recommendations will be developed at the summer meeting. With the change in Chancellors occurring August 1, the recommendations might have to be shared with both Chancellors.

VIII. Next Steps/Action Items (Alex Hoffmann)
a. Faculty retention information for discussion at Fall 2012 meeting.

IX. Announcements & Adjournment