Minutes

I. Welcome & Introductions
Alex Hoffmann called the meeting to order and all introduced themselves.

II. Minutes from Previous Meeting
The minutes from the October 20, 2011 meeting were approved.

III. Presentation
2012 Admissions Update- Sandy Whitten
Sandy provided comparison information for 2011 and 2012 freshman and transfer applicants. Increases in out-of-state and international students were noted, as well as increase in medium-low and low income students. The academic profile did change slightly with an increase in SAT Critical Reasoning scores. Also noted was an increase in students declining to declare ethnicity. This can be for many reasons, e.g., biracial, ethnicity not listed, personal objections. Veteran information can be gleaned from the data, since applicants can indicate whether they are, but no information can be determined about disabled students since that is not asked in the application.

Community college transfers are being watched closely, in part due to the surge in applications from students participating in the Transfer Admissions Guarantee (TAG) Program. While overall transfer student applications have decreased, changes in the TAG Program are resulting in more students choosing UC San Diego than expected.

There was some discussion about international students coming to campus with language difficulties. It was noted that Asian American and Latino students with language difficulties have a higher rate of not passing Subject A. Concern was expressed about whether these students were being retained, and what impact it was having on diversity. Admissions has noted that both domestic and international students are coming to campus with language problems, and they are working with Barbara Sawrey and Bill Armstrong to establish programs to address the problems they see. Sandy added that what they did find was that International students do equally as well as domestic students when they enter UCSD.

Alex felt that the group should look more closely at retention data for both undergraduate and graduate students. Glynda noted that the Student Research and Information website provides information on undergraduate retention, and April Bjornsen in OGS could be asked about graduate student retention data. Glynda showed the group the website where they can view specific undergraduate student data. http://studentresearch.ucsd.edu/

Edwina is on a work group lead by Penny Rue and Barbara Sawrey that is charged with developing retention strategies.

Sandy mentioned that admissions decisions go out in March. She added that in using the comprehensive method, applications are assigned points whereas with the holistic method you evaluate students in comparison with their peers. UCOP and some members of the UCSD community believed that holistic review would result in the admission of more underrepresented students.

Numbers that Mae Brown presented in August indicated that comprehensive review did a better job of...
admitting underrepresented students. In the recommendations that the Diversity Council made to the Chancellor we asked this be looked into further to clarify the matter, and to develop a better case should UCSD request an exemption from UCOP’s mandate to use holistic review.

IV. Committee Reports
a. Inclusion & Disability- Update on Accessibility Coordinator
   i. The process of hiring an accessibility coordinator is still underway and requirements for the position have been drafted by UCOP’s IT accessibility group. Part of the requirements that were drafted talked about the role and responsibilities of the accessibility coordinator. The idea that this person would come on board part-time and as the role is expanded and person would come on board full-time. It is not clear yet where on campus this person would reside and where the best place for this person will be. The I&D Committee will have an update by the next meeting.

V. Office of Equity, Diversity and Inclusion Report
a. Update on Climate Survey (Glynda Davis)
   i. Glynda missed the October 2011 Diversity Council meeting because she was at UCOP discussing the Climate Survey being developed by Dr. Sue Rankin, of Rankin and Associates. Glynda reported that at the system-wide level, representatives from all the UC campuses, the national labs and medical centers are working on the core survey questions. The questions being used are from Dr. Rankin’s database, and the primary challenge was to make those questions relevant to the UC system. In reviewing the instrument, approximately 80 of the questions will be common questions for all the campuses and no more than 15-20 will be campus specific questions. Dr. Rankin will come to UCSD March 8th and sit with the Climate Study Local Team. Every campus will choose their best time to take the survey. The goal is to have as many people as possible take the survey so we can mine that data. UCOP has never done a survey of this magnitude. Because of questions added to the Staff@Work Survey by the Diversity Council, our campus has some information about our campus climate. There will not be a ranking from low to high of the campuses in terms of the survey results. The survey will identify areas where one campus seems to be doing better than the others, and therefore create an opportunity to learn from that campus. Researchers on every campus will have the opportunity to use the data in more in-depth studies.
   
   Glynda shared a little more about the design of the survey and how the demographic information will be as inclusive as possible. The Climate Study Local Team will take the lead on working with the rest of the campus to encourage broad participation in the survey, which will be administered sometime between October 2012-February 2013.

b. Staff@Work Survey (Glynda Davis)
   i. The staff survey is an instrument given to staff and was developed to assess the work environment of staff at UCSD. In 2007, the Diversity Council was successful in adding diversity related question to the Staff@Work Survey to assess how different groups in our staff where fairing. Billiekai asked what “covered veteran” means. Billiekai said she is veteran and does not know what the term means. Paula said that there was a description of it in our non-discrimination policy. Billiekai will find out what “covered veteran” means and report back to the group.
   
   Glynda presented 2010-11 data from the Staff@Work Survey to give an idea as to what kinds of questions were asked and the kind of data that was generated. Anyone interested in specific questions or information regarding the Staff@Work Survey can contact Glynda Davis. Paula mentioned that in terms of staff, we are seeing more people coming into the University than leaving the University and we are close to having minorities as 50% of the workforce. We need to take care of climate and the people that are here to ensure that people of color come to campus, feel welcome, and can be retained. Davyda asked if with the new PPS initiative there would be a way to compare the data from the Climate Survey and the Staff@Work Survey with exit data for employees that are separating. Paula said that is a good question and we have not gotten to the human resources part of the new system.

c. VC EDI Search (Glynda Davis)
   i. The committee has reviewed all applicants and made some preliminary determinations about who they are most interested in. Joel asked if there will be a shortlist and a time when groups will be allowed to meet this person. There will be some opportunity for the campus community to come and ask questions. The committee has made preliminary decisions about the candidates they would like to continue in the selection process. Phone screens are underway, and candidate visits to the
campus will be scheduled in the next few weeks. There will be a short list, and the campus visits will include time to meet candidates and ask questions.

VI. Unfinished Business
a. Meeting with Chancellor to Discuss Annual Recommendations (Alex Hoffmann)
   i. Alex mentioned that he met with the Chancellor to discuss the council’s recommendations. There were four recommendations.

   The first recommendation pertained to the differences between comprehensive and holistic review. The Chancellor acknowledged that although there may be differences in the offers made using the two processes, the campus was obligated to move forward with holistic review and the focus needed to move towards improving the yield. Joel expressed optimism in being able to use the holistic review process to admit diverse students who would be successful here.

   Glynda mentioned that what we are seeing is that a boost in applicants helps to increase the yield. Sandy added that UCSD admitted more URMs than UCLA and Berkeley, but the problem is getting students to accept our offers—a yield problem. She is working with BSU and SPACES to change this. Paula mentioned that there has been an increase in the amount of scholarship funds which can make the difference for someone deciding on whether to come to UCSD. Our overnight program has also been successful. Almost 100% of the students who attend the overnight programs end up coming here. In general, personal touch programs increase the yield. UCLA and Berkeley have a higher yield than UCSD because they also have a critical mass. Billiekai mentioned that San Diego State, for example, attracts veterans because they already have a large veteran population on campus, as well as an office, dorms and lounge. This information gets around by word of mouth and veterans subsequently attend SDSU because they feel there is a culture to support them.

   Alex suggested that given the success of student programs in increasing yield the group may be interested in learning about the challenges that student programs are facing. Yolanda mentioned that Summer Bridge programs are supportive but they have been reduced from 300 to about 150 students. Glynda mentioned that current students usually tell the admitted students that if they are invited to Summer Bridge, they should go.

   The second recommendation pertained to the Report Bias program in the Office of Prevention and Harassment Discrimination. The Chancellor responded by enclosing the most recent report from OPHD and encouraged the council to invite Lori Chamberlain to speak about the success of the program.

   The third recommendation pertained to the number of diverse faculty on campus. The Chancellor responded by saying that Assistant Chancellor for Diversity, Glynda Davis, will reach out to VC Brenner and his leadership to discuss the School of Medicine’s efforts to increase faculty diversity. Previously, a report was given to the Diversity Council by Jeanne Ferrante. However, at the recent Climate Council meeting, we heard that from the figures she presented, it is not clear if the gains in faculty are really resulting in net gains because the retention numbers were not provided. Alex suggested that Carla Solomon be invited to discuss this topic further. He added that a study was just released on faculty pay equity, including the significant differentials between women and men, and that may be of interest to the group.

b. Update on Cluster Hire from EVC
   i. The cluster hire proposal that was made in 2008 was suspended due to the budget crisis. Alex spoke with Ross Frank (Chair of Ethnic Studies) about pursuing new strategies for recruiting Native American faculty.

c. Update on Israeli and Palestine Issues (Alex Hoffmann)
   i. The Israeli and Palestine issues affect climate and campus. The Climate Council had a presentation on this issue from Rick Barton. Glynda mentioned that Rick Barton is a member of the President’s Climate Council and was at the meeting presenting the Jewish perspective on some of the issues. In the next couple months, two other people from the President’s Climate Council- UCLA Professor Tyrone Howard and Imam Jihad Turk from the Southern Islamic Center are also going to visit campuses to talk to Muslim students to get their perspective. At some point the groups will get together for a discussion, but we will have more information at a later time. Billiekai mentioned that Project Unity which is a project in which a blood drives unifies Muslims with Iraq and Afghanistan Veterans. The blood donations go to Veterans. The blood drive is scheduled for April 18th at UCSD.
Cat mentioned that lots of students are affected by the issues, but many of them exhibit resilience and they move forward with their education. From the qualitative data she has received, she understands how students are affected and how people might now see the difference. Billiekaï and Yolanda mentioned that about 30 students that were out on library walk protesting about the Armenian Genocide.

d. Diversity Council Composition (Glynda Davis)
i. Glynda mentioned that the council is short a few faculty members. She will be submitting a request for recommendation to the Academic Senate’s Committee on Committees which takes a little time. New faculty members will join the group in the spring or fall.

VII. New Business
a. Faculty Search Process- Consideration of Contributions to Diversity Statements (Alex Hoffmann)-Tabled.

VIII. Next Steps/Action Items (Alex Hoffmann)
None.

IX. Announcements & Adjournment
a. Paula passed around a flyer on the Culturally Competent Management Program. The program is now available to managers, supervisors and aspiring leaders. Anyone can go through the 3 hours e-learning portion which is a prerequisite for the course lab. The program allows managers to deal with conflict and continue to develop their judgment skills.

Diversity Council Meeting Schedule (meetings are 2-4 pm unless noted otherwise)
- April 19, 2012- Dolores Huerta-Philip Vera Cruz Room,
- August 16, 2012 (12- 4 pm), UCTR 401