Meeting Notes


Meeting called to order at 2:05 p.m. by Chair Continetti.

I. Welcome by Robert Continetti, Chair
   a. Chair Continetti welcomed everyone and introductions were made.

II. Minutes of Previous Meeting
   a. Winter Quarter Meeting, March 2, 2009
      i. The minutes were approved as re-written.

III. Committee Reports
   a. Disability Management Committee – Barry Niman reported the committee met on April 22 and is gathering prior reports and surveys.
      ACTION: Please send any Disability Committee-related reports to Barry and he will create a timeline. Barry and Michelle Peters are to invite faculty and alumni to give their perspectives on disabilities. Barry and Michelle are working on developing a webpage where one would click on a universal symbol for disabilities and the webpage would list resources and information. Michelle reported the committee is working on their goals, the name of the committee and the composition of its membership. Sandra Daley noted the membership of the committee should include faculty, students, staff, alumni and community members (possibly parents) that can help recruit champions to bring new members into the Diversity Council. They can become spokespersons.
      ACTION: Ricsie Hernandez is named the new Vice President of Student Life so all requests for student involvement on the Diversity Council Subgroups to go to her.
b. Recruitment, Admissions & Yield Committee
   i. Community College Subcommittee – Dr. Daley noted the committee did not meet since the last Diversity Council meeting; but, she did meet with counselors from Southwestern College. The Graduate Student and Undergraduate Student Recruitment and Retention Committees met in early 2008 and will be rolled into the Retention/Admissions/Yield Committee. The meeting centers around the discussion of yield activity reports from the Admissions Office; number of students present, number of students accepted and number of students enrolled and things we do to increase yield. Dr. Daley met with the Faculty Chair of the Admissions Committee, Ed Yu, and discussed data on the number of first year students enrolled at UC San Diego. Dr. Daley also met with the Black Student Union and discussed where they wanted to direct their efforts. The BSU is creating a Black Directory fashioned after UCSB’s Black Book. The Black Book would be sent to high school seniors taking the SAT as a promotional tool.
      1. Edwina Welch noted that the Admissions Office sent out personalized emails to all identified admitted students which included a video of Dr. Daley. The email included links to various areas of interest to new students.
         **ACTION**: Carol Putnam to forward video to the Diversity Council.

Dr. Daley noted over 500 transfer applications for HURM’s (historically underrepresented minorities) were received. The application process was opened up to 100 community colleges. Rural areas use the community college transfer process as a vehicle for higher education.

   1. Barry Niman noted that Jennifer Zimmerman, Special Events Coordinator with the Admissions/Registrar’s Office, should be included in the Admissions video as a contact for the disabled.
         **ACTION**: Barry Niman and Michelle Peters to work with the Admissions/Registrar Office to request the inclusion of information for the disabled on future Admit Day letters, emails and videos as requested by Dr. Daley.

c. Data Committee – Glynda Davis reported the data committee had not yet met. They are waiting for direction from the Office of the President on what is needed in the report.
i. Staff@Work Survey – Glynda Davis gave a presentation on the Campus Diversity Report from the Staff@Work Survey that was previously emailed to the Council. There was a 49% participation rate for this 2008 survey. Glynda noted that she would discuss with Tom Leet how this information may be shared with the Diversity Council and the campus at large. She, Dr. Daley and Paula have discussed making the Diversity Council climate information available to the Vice Chancellors at the annual meeting where the Staff Affirmative Action Plan is discussed, and would have it created for a specific VC area at the Vice Chancellor’s request only. Glynda asked that the group consider what questions they would like added to the S@W Survey for 2010, and if any group would like to get additional information from the current survey. Those who would like additional information from this year’s survey should make the request in the next two weeks.

**ACTION:** Feed questions you would like included in the next Staff@Work Survey to Glynda. After our fall meeting, Glynda will feed more questions to the survey committee. The revisions are due in early December.

**ACTION:** Paula Doss to look at the data from Health Sciences Employee Opinion Survey, since 40% of staff work at the Medical Center.

**ACTION:** Glynda to discuss with Tom Leet how we can involve the Medical Center in the Staff@Work Survey.

### IV. Unfinished Business

a. Bunche Report – Dr. Daley led a discussion on the January 2008 Bunche Research Report – *Gaming the System: Inflation, Privilege, and the Under-Representation of African American Students at the University of California*. Some proposed recommendations of the Report were to eliminate the requirement that students take the SATII (BOARS recommendation) and to increase funding for outreach efforts. Another recommendation was to involve the community to apply to be readers – “A reader pool that reflects the economic and racial diversity of California can only work to ensure that the review process is as fair and equitable as possible.” The readers are paid $1,000 to read 250 packets. The reader selection process begins April/ May.

**ACTION:** Dr. Daley to forward the website for the recruitment of readers.
ACTIONS: With encouragement from Bill Hodgkiss, Dr. Daley to set a meeting with Barbara Sawrey and the Academic Senate Faculty Admissions Committee to take a closer look at the BOARS process with possibly setting up a pilot concerning the first cut – those who do not meet standard requirements.
Dr. Daley to maintain an ongoing conversation to inform the process.
Dr. Daley developed the School of Medicine CAP – Conditional Acceptance Program which targets transfer students.
ACTIONS: Dr. Daley to invite Barbara Sawrey to attend a Diversity Council meeting.
ACTIONS: Dr. Daley to invite Ed Yu, Chair of the Academic Senate Admissions Committee to the Diversity Council summer meeting.
ACTIONS: The Council needs to come up with three or four questions to ask him at the meeting. Send questions to Dr. Daley by the end of May.

V. New Business
a. Status, Diversity Accountability Framework – Glynda Davis noted the Report is in its final stages. April 17 was the date feedback from the chancellors was due. The end of June is the due date for the Diversity Accountability Framework. The Report will be presented to the Regents in September. The Campus Climate Framework for faculty, student and staff climate will include LGBT, veterans and the disabled. Glynda will share the data if she is allowed to do so.

b. Chair Continetti invited Jeanne Ferrante to give an overview of her activities as the Associate Vice Chancellor – Faculty Equity. Jeanne Ferrante updated us on the faculty recruitment process including the faculty liaisons appointed by Senior Vice Chancellor / Academic Affairs Paul Drake. Her group is looking at making improvements and proposing changes to the best-practice strategies for the faculty recruitment process. There are three segments of the recruitment process: 1) recruitment preparation - job announcement and search committee; 2) widespread and targeted advertising and proactive outreach; and 3) assessment and screening of applicant pool, utilization of campus resources and final selection. Her group is looking at modifying the second segment to broaden it to include a recruitment timeline; the search chair to write an early report on what the poll looks like; to clarify the process in advance; develop a faculty evaluation template and checklist adapted to each
department. This new process will be presented and promoted at the May 29 Department Chair Meeting.

c. Topics, Summer Meeting

**ACTION:** Chair Continetti requested the Council to forward topics to him for the yearly meeting with Chancellor Fox, after the summer meeting.

VI. Tabled Items

a. **ACTION:** Paula Doss to share the Office of the President’s October Diversity Report on workforce trends with the Diversity Council.

b. **ACTION:** Carol Putnam to follow up on the request by student Jesse Dubler for student participation on the Student Subcommittee requested of the Cross Cultural Center, Admissions and Loren Thompson.

VII. **Next Steps / Action Items** – Chair Continetti outlined the action items.

VIII. **Announcements and Adjournment**

a. Riccie Hernandez announced the NCORE conference is coming up the end of May. Eight students from SPACES are attending. Edwina Welch noted that in the past, UC San Diego formed a “delegation” of attendees and after the conference, the delegation shared information via discussion groups from the forums attended; and that model might be used for this conference.

**ACTION:** Glynda Davis to get a list of NCORE attendees to facilitate the formation of the UC San Diego delegation.

b. Otis Watson noted June 6 is the Annual Alumni Awards for Excellence at the San Diego Marriott Del Mar. Also on June 6 from 9am to 2pm is the Alumni Association Diversity and Outreach Committee Meeting.

Meeting adjourned at 4:07 p.m.