Meeting Notes

Meeting called to order at 2:10 by chair Continetti

Agenda

I. Welcome & Introductions
Welcome by Bob Continetti, Chair and introduction of members to include new faces in the group.
He thanked members of the council who met with the WASC accreditation group and recognized the significant effort of CDO Daley and Student Affairs in the accreditation review. He commented on the continued prospect for devastating future budget cuts and expressed his concerns on how the loss of resources will impact our efforts to promote diversity at UCSD.

II. Minutes from Previous Meeting
The minutes of the August meeting were approved without revision. (Adela Garcia/Russ Chapman).

III. Committee Reports
a. Disability Management Committee (Barry Niman & Michelle Peters)
The new name of this committee is Committee on Inclusion and Disability, a committee within the Diversity Council. The mission is to ensure that the interests of UCSD students, staff, faculty and visitors with disabilities are included in all of the university’s diversity related goals, efforts and programs. The committee is considering broadening their goals to not only address climate and outreach but also include long term issues such as structural standards and housing.

Composition of the Committee on Inclusion and Disability (CID)

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Adela Garcia inquired about the issues raised in 2008-2009. It was noted that those issues led to the establishment of the CID, and that members of the CID will review and report on these issues in subsequent meetings.

b. Recruitment, Admissions & Yield (RAY) Committee (Sandra Daley)

The RAY Committee is comprised of two subcommittees: undergraduate recruitment and yield and graduate student recruitment and yield. The undergraduate subcommittee deals with undergraduate, freshman and transfer student issues and the graduate student subcommittee deals with graduate issues as well as professional (research staff and postdoc) issues when appropriate. RAY has met several times since the last Diversity council meeting.

Graduate RAY has studied the diversity in the incoming graduate school class and focused on programs in place to celebrate diversity in the graduate student body. UC San Diego is now a member of the Yale Bouchet Honor Society, an honor society established 5 years ago for graduate students at Yale University in cooperation with Howard University, a historically black institution. The Bouchet society honors minority and non-minority students who are engaged in research activities that address issues of underserved groups in the areas of humanities, social science and the sciences. UC San Diego is now a Chapter of the Yale Bouchet Honor Society and will select the first members of the UC San Diego chapter in 2010.

The 2009 graduate student enrollment data are attached to these minutes. UC San Diego did really well in enrolling students of color in the SIO graduate program, the School of Medicine, and in the Biological and Physical Sciences. We did not do well in the Social Sciences - not one African American graduate student enrolled in the social sciences this year. This may be a result of resource-limited outreach efforts in the Social Sciences, however, it was suggested that initiatives that utilize available resources in a deliberate methodical manner could be adopted to help rectify this problem.

Another pressing issue is the effective privatization of the university that is occurring as fees go up and budget cuts turn the attention of UC campuses towards recruiting out-of-state students. This is a particular issue for diversity as the plan is to expand the enrollment of out-of-state students at UC San Diego. Current planning involves expanding out-of-state undergraduate students into double digit percentages (from 5-7% to 10-12%). Out of state graduate student enrollment will probably not change. The consideration of diversity issues must stay front and center as UC San Diego increases efforts to recruit undergraduate out-of-state students. We have to think strategically about how we market our physical and social sciences, biomedical sciences and engineering disciplines. At the 2009 Chancellor’s retreat, CDO Daley presented application, admission and enrollment data to the Vice Chancellors, deans and the chair of the academic senate. CDO Daley will continue to disseminate this information to other members of the academic leadership at UC San Diego. There was additional discussion about undergraduate and graduate admissions and a request that the Diversity Council invite people with expertise in these areas to inform the council.

Adela, speaking for the Hispanic community, mentioned that parents frequently want their children to stay in local schools even though they can afford to send their kids out-of-state. Decreased access to UC San Diego will have a negative impact on diversity.

c. Data Committee (Glynda Davis)

i. Review of 2009 Staff@Work Survey Report

CDO Daley reviewed the data Glynda Davis’ absence. The deadline for adding new fields is approaching. It was noted that the survey does not include students. This is the third year of the survey: survey reports are available for 2006-07; 2007-08 and 2008-09. Disability questions were added in 2008-09. Diversity
systems and services, satisfaction questions for disabled, overall satisfaction with diversity were only asked for the last two years and Elder care was only asked in the 08-09 survey.

The Committee on Inclusion and Disability requested a further breakdown of the questions for the survey this Fall. The survey should ask those who used the services to self identify between the disabled and not disabled.

Some observations from the survey:
Childcare:  Survey shows females are happier than males with the level of support they receive from their supervisors.
Ethnicity: the ethnic breakdown for this 09 survey does not match that reported in the payroll personnel system, but not all people on campus participate in the survey.

The Staff@Work Survey will be made available to the campus community via a link on the Diversity Matters webpage, and the council will be notified when this link is active.

IV. Chancellor’s Diversity Office Report
a. Update on University House and Repatriation of Remains (CDO Daley)

The Chancellor supports the repatriation of the remains found forty years ago at University House to the most likely descendants as required by federal law. The local Kumeyaay tribe has asserted that they are the most-likely descendants.

As required by the federal laws in effect when the remains were found, the UC San Diego Native American Graves Protection and Repatriation Act (NAGPRA) Working Group found no definable cultural affiliation with the Kumeyaay and therefore, the Kumeyaay cannot be named the most-likely descendants. The UC San Diego group presented the case to the UCOP Repatriation Committee, which concurred with the campus findings. The Chancellor received the summary of this report from the system wide repatriation committee this year. Without designation of the Kumeyaay as the most-likely descendants, this mechanism for returning the remains is not viable.

An alternative approach involves obtaining direct authorization from the Department of the Interior, National Parks Service to authorize the willing tribe to take custody of the remains even though they are not culturally identified. The Chancellor requested that VC Matthews initiate this appeal based on her concerns that we follow the spirit of current law in this area. Currently the law mandates repatriation of remains found once cleared by the coroner’s office for any criminal cases. Today, then, the remains could be immediately turned over to the Kumeyaay, however because these remains were found prior to the current law, they must undergo the process of determination of the most-likely descendants described above. This requires a statement of cultural affiliation for repatriations based upon NAGPRA. VC Matthews filed an appeal but the appeal was not heard because the Kumeyaay Nation refused to accept custody without the designation as the most likely descendants. The Kumeyaay Nation believes that these remains are culturally identifiable to the Kumeyaay, based on their proximity and oral history of the tribe. They are opposed to the ruling of the system-wide repatriation committee that they are not culturally identifiable descendants. The Kumeyaay Nation to date has missed one opportunity to file a petition.

It was noted that this is indeed a very important issue which impacts on our interactions with our extensive local tribal community, and that it is urgent that this be resolved. CDO Daley will keep the council up to date. Individuals from the tribal community have been invited to join the Diversity Council. One potential appointee has difficulty making it to
meetings and efforts to arrange teleconferencing have also not been successful. Discussion of the matter continued, with one outstanding question coming forward: “Can we as the Diversity Council approach UCOP and the Academic Senate with our concerns about the urgency of this matter?”. This question will be pursued by the CDO.

b. Nominations to Diversity Council Committees (CDO Daley)
The nominations for the Diversity Council
   i. Frieda Pineda, SPACES, to RAY Committee of the Diversity Council
   ii. Jacob Robinson, Freshman, to the Committee on Inclusion and Disabilities.
      He is a new student and a wheelchair user with a unique perspective on disability issues.

The nominations were accepted and these individuals will be appointed to these committees.

V. Unfinished Business
   a. Action Items from Summer Meeting (Bob Continetti, Sandra Daley)
      i. Do UC Us Report from the Black Student Union. It was noted that it is most
         gratifying to see that a number of motivated undergraduate students are
         interested in working on problems in the enrollment and retention of African
         American students. This report points out that there has been no response or
         assessment of the March 2007 Final Report from the Advisory Committee on
         Increasing Yield of Underrepresented Students. We know that action is being
         taken, for example, the SPACES students working with AVC Brown on
         recruitment of underrepresented students. A formal assessment would be
         worthwhile. Comments from the Council were requested.

         Recommendations in that report were made without necessarily having evidence
         to support them regarding the causes of the problems. For example, if
         underrepresented student turned us down because of architectural reasons or
         the geographic location of UCSD, we know of this only anecdotally. At this point
         there may be more data being collected, but this needs to be assessed. AVC
         Brown reported, for example, that campus visits are one of the best indicators for
         eventual matriculation. Also, the overnight programs for prospective
         undergraduates started last year, as well as a change in the phone-a-thon
         outreach efforts – is there a measure yet of the success of those efforts? It is
         essential that we examine the data, measure the progress, and adopt the best
         practices. It is not clear that the 2007 report put in place any sort of framework for
         doing this, and this is an important issue for the Diversity Council, and the
         Chancellor to address. Furthermore, the students deserve a straightforward
         response about what measures the campus has taken in response to the 2007
         report. Feedback to the students should help increase their involvement in our
         efforts. This should an element of our recommendation to the Chancellor.
      Closing the loop is critical and perhaps we as a group should recommend that on
      an annual basis some documents be prepared that responds to the
      recommendations of the task force.

      ii. Recommendations to Chancellor

      Our recommendations to the Chancellor for the 2009-2010 academic year were
      then discussed. Following up on the discussion above, the Chair, on behalf of
      the Diversity Council, will forward the following recommendations to the
      Chancellor:

      - Recommend more methodical and strategic recruitment and yield
      activities. For example, continue to conduct a survey of students who
choose not the attend UC San Diego in order document the reasons. Continue to obtain data that identifies the activities that result in highest yield in order to select the most effective strategies. Request that Student Affairs respond directly to the 2007 Task Force Recommendations by providing an annual update on recruitment, admission and yield activities.

- Recommend that UC San Diego emphasize the recruitment, yield and retention of transfer students in order to increase diversity. Transfer students contribute to diversity for example, 50 African American freshman students and 50 African American Transfer students enrolled in UC San Diego in 2009. If we put as much effort on transfer student outreach as we put on freshman outreach, it will probably double or triple the enrollment.

- Recommend that UC San Diego expand the Staff@Work survey to include the faculty and students. This could begin as a pilot project to measure the overall climate of the university.

b. Status, Diversity Accountability Framework (Glynda Davis)
   Tabled to January meeting

VI. New Business
   a. Principles of Community
      James Stascavage provided a brief background statement on the development of the Principles of Community. He pointed out that the statement does not specify Gender Identity, and feels this is a significant omission. Indeed it was noted that it is an element of the UC Academic Senate diversity statement. Discussion ensued and there was broad agreement that these statements should be made consistent and as inclusive as possible. This may be an element of our recommendations to the Chancellor.

   b. Expansion of Diversity Council/ Ex-Officio Seats (CDO Daley)
      A Native American member of the staff noticed and advised the CDO that the Diversity Council does not have ex officio status for organizations that represent campus groups from diverse population. These groups play an important advocacy role. In addition, the colleges are not represented on the Diversity Council. Inclusion of these groups would result in a significant expansion of the Council, but if it is managed appropriately it would be another way to increase the pathways for communication about diversity issues on campus. CDO Daley will come back with a formal recommendation to the Council for action.

VII. Next Steps/Action Items (Bob Continetti)
   a. Complete the Recommendations to the Chancellor (will circulate)
   b. Invite Vice Chancellor Gary Matthews to a Council meeting to respond to questions about Repatriation
   c. Diversity accountability framework report
VIII. **Announcements & Adjournment**

Special events announcements:

Otis gave out forms for the 32nd Annual Awards for Excellence call for nominations (deadline is for December 11, 2009.)

Is important that we have as many diverse groups of candidates as we can.

Nov. 8 - UCSD Women's basketball team vs. Stanford and Pre-game Tailgate at the Maples Pavilion.

The diversity outreach committee symposium on San Diego Chinese Historical museum held last October 16 at the Corss Cultural Center: The presentation is about how the immigrants from the Asia and Pacific contributed to San Diego’s history.

October 27 -Celebration of Abilities art display: Enjoy the art, meet the artists, and learn about their techniques and talent. Entertainment: Mark Goffeney-Emmy-nominated guitarist and vocalist. Mark was featured in the San Diego Reader's "Best of the Best." Shawn Pelofsky, talented stand-up comedienne. She performs regularly at the World Famous Comedy Store on Sunset Blvd. in Hollywood.

6th College: Breakdown the barrier between audience and artist through a mixture of participation, discussion and observation with the world-renowned percussionist Cypro Baptista. Get ready to drum, ask questions and enjoy world-class music first hand. Snacks and refreshments from Zanzibar will be provided!

An Educational Summit, sponsored by the UC San Diego Board of Overseers, will be held on November 21st on campus. The purpose of the summit is to engage community leaders as partners in recruitment of underrepresented students to our campus. Irma in the Chancellor's Office is the contact for this event.

Meeting adjourned @ 4:05 pm

**Reception immediately following meeting**

**Diversity Council Meeting Schedule (meetings are 2-4pm unless noted otherwise)**

- February 11, 2010
- April 22, 2010
- August 12, 2010
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