

EDI Advisory Council  
May 21, 2019  
Price Center Forum

In Attendance: Tammy Blevins, Michelle Castin, Lakshmi Chilukuri, Cynthia Davalos, Glynda Davis, Vic Ferreira, Diane Forbes Berthoud, Eleanor Grudin, Robert Horwitz, Luis Legaspi, Noah Palafox, Kelly Richardson, Frank Silva, Sushil S, Kiyomi Tsuyuki. Guests: Earl Edwards and Charity Anderson.

1. Welcome and Introductions – New attendees of note: new Associated Students President, Eleanor Grudin, and incoming (July 2019) VP Diversity for the Graduate Student Association, Sushil S.
2. Update on UC San Diego's transition to NCAA Division I Big West Conference – guest speaker Athletic Director Earl Edwards
  - a. Athletics Department desired to be a leader in diversity even before the pursuit of Division I status. This move will help with diversity issues at UCSD, but will not be the answer
  - b. Moving to Division 1 in Fall 2020, Big West Conference
  - c. Two tiers in Division I, Power Five, and Mid-major. UCSD will belong to mid-major
    - i. Larger D1 programs have more financial status and can more readily attract top talent and students of color
    - ii. Power 5 is more of a business model.
  - d. UC San Diego Athletics will continue to stress academic importance, the DNA of athletes here is to be "Scholar Athletes"

Director Edwards showed a 5-minute video, and introduced the Athletics 2017-18 Annual Report, which contains information on all things athletics at UCSD.

Why move to Division I? Students wanted it – voted in April 2016. Major takeaways of transition:

- Will improve school spirit and unify
  - o Nine distinct cultures on campus – general campus, Scripps, School of Medicine, six colleges (athletics can help unify)
- Alumni and donor engagement – already showing benefits
- Branding – our story will be told on a more widespread platform
- Community engagement – currently not well connected – this will improve via D1. Ex: floor seats for basketball – already almost sold out for next season

Q: Will there be differences at D1 level in campus interaction with athletes?

A: Not much difference in NCAA guidelines; we already support our athletes academically. No dedicated academic support for athletes, rather, they are integrated into current programs. Number of contests will not increase, major facilities improvements will not be made. Will not change how we operate with student athletes. But will open doors to corporate sponsorships, donors, etc.

Q: How will UCSD Athletics, in light of current events, work to forestall corruption?

A: Athletics has created a culture to "do the right thing." Culture comes from the top; leadership creates culture. Also – checks and balances system. Renamed "compliance" department to "Compliance and

Ethics.” Already have a direct reporting line to Judy Bruner’s office. Bothersome that corruption can happen in a lot of different areas. Due to trouble at other campuses, there is a major UCOP audit going on and UCSD is participating.

3. Strategic Plan for Inclusive Excellence - Accountability Process

- a. Accountability Profile measures
  - i. Faculty Recruitment and retention
  - ii. Climate
  - iii. Equity
  - iv. Staff Recruitment and retention
  - v. Student data
- b. Rubric is in draft form – based on three Core Tenets:
  - i. Access and Success
  - ii. Climate
  - iii. Accountability
- c. Unit heads and FEAs will perform a self-analysis
- d. Accountability meeting with EDI Advisory Council in the fall to examine current state/desired state, draw attention to strengths and opportunities

Q: If this is based on self-analysis, what is preventing unit’s from declaring their climate wonderful?

A: It is all based on data. Numbers are objective. Some universities have more data emphasis on certain groups, e.g. faculty or staff.

Q: What is meant by the word “average” in this context?

A: Average is defined in the surveys, If 3.3 is average, and your unit is at 2.6, would rank as “below average.”

Q: What is the reporting period?

A: Reporting on 2018-2019 data

Q: Has this ever been done before? Or are we the first?

A: It is fairly unique, but VC Petitt brought some ideas from Texas A&M, and AVC Forbes Berthoud has seen similar work on East Coast.

Aim for Accountability meeting to occur over 1-2 days in the fall, with VC, EVC, Chancellor, and Advisory Council attending.