**UC San Diego Administrative Commitments to Improve Campus Climate**

**March 4, 2010**

The University of California, San Diego is deeply committed to making positive changes to improve the campus climate and broaden the richness and diversity of our community and curriculum. We stand in firm solidarity with our students, faculty and staff who share our goals of continuously improving the university in ways that will benefit the entire campus and enhance our learning and working environment.

We have long recognized the need to improve the diversity of our campus. Numerous outreach efforts and diversity initiatives currently exist; however, it is clear that we need to do more. To this end, we reaffirm our steadfast commitment to improving the overall campus climate for everyone. These changes will begin with the commitments outlined in this document, but will not end here. We will continue to involve the campus community in expanded efforts to make UC San Diego a better place and to enrich our education, research and quality of life.

We must continue to work together – students, staff, faculty, and community members – to achieve our shared commitment to an open, welcoming, and supportive campus for all people from all backgrounds and walks of life.

**Administrative Commitments**

1. The Vice Chancellor for Student Affairs agrees to match SPACES funds that come from student fees. This commitment will not decrease if student enrollment is capped for budgetary considerations. In accordance with state and University accounting rules, these matching funds will be subject to typical accountability requirements for matching funds. An MOU will be drafted to delineate these requirements, similar to MOU’s used for comparable matching funds on other UC campuses. The funding will be available beginning Fall Quarter 2010.
**Assigned to: AVC Gary Ratcliff
Due: April 15 (for draft MOU)**
2. A critical challenge for the campus is to raise the number of historically underrepresented minorities on campus, in particular the number of African American students. The Director of Admissions, Assistant Vice Chancellor Mae Brown will meet with interested students to review the differential impact of Comprehensive versus Holistic Review. Ultimately, Admissions criteria are established by the Academic Senate with approval of the UC Regents. The Director of Admissions will be directed to work with interested students to identify and promote the most effective admissions system possible.

**Assigned to: AVC Mae Brown
Due: Spring Quarter 2010**

Academic Affairs will send a letter to Academic Senate recommending consideration of inclusion of SAAC representatives on Committee on Admissions.

**Assigned to: AVC Barbara Sawrey
Due: March 12**

1. The Vice Chancellor for Student Affairs will provide funding to BSU’s Student Initiated Yield Programs. This funding will begin this year and be guaranteed for three years, by which time we would like to identify donors who could provide funding for these efforts on an on-going basis.

**Assigned to: Special Assistant to VCSA Cynthia Davalos**

**Due: April 1**

The Vice Chancellor for External and Business Affairs will charge a development officer with the responsibility to work with the SAAC community to seek private support for this activity.

**Assigned to: VC Relyea**

**Due: March 12**

1. The Vice Chancellor for Student Affairs will ensure continued supplemental funding for OASIS for the 2010-11 academic year. The Vice Chancellor will also expand funding for the Summer Bridge program to support 15 additional students, which will restore the number of participants in the program up to its prior levels.

**Assigned to: VC Rue**

**Due: July 1 (beginning of fiscal year)**

The Vice Chancellor for External and Business Affairs will charge a development officer with the responsibility to work with the SAAC community to seek private support for the Summer Bridge program.

**Assigned to: VC Relyea
Due: March 12**

1. We agree that funding for diversity-related academic programs is a priority. The Senior Vice Chancellor for Academic Affairs and the Vice Chancellor for Student Affairs will fully fund the African American Studies Minor (AASM) staff position and the Chicano/a Latino/a Arts & Humanities (CLAH) Minor staff position. The CLAH position is currently filled, and the AASM position will be posted to the UC San Diego job bulletin this week. The search committee will include student representatives from the AASM and SAAC.

**Assigned to: AVC Barbara Sawrey**

**Due: AASM staff to be hired in Spring Quarter 2010**

1. We agree that an ORU focused on issues related to African American, Chicano, and Native American-indigenous communities would be a valuable addition to the campus. The Vice Chancellor for Research will work with interested faculty members to determine the feasibility of creating an ORU that meets Academic Senate requirements and to help them begin the process, if feasible. As an alternative, the Vice Chancellor will help interested faculty members consider the establishment of a similarly-themed Center, which has fewer and easier-to-meet requirements.

**Assigned to: VC Ellis**

**Due: Spring Quarter 2010 to begin discussions and continuing thereafter**

1. We agree that SAAC membership on the Task Force to Promote the Recruitment, Support and Retention of Underrepresented Faculty would be extremely valuable. Associate Vice Chancellor for Faculty Equity Jeanne Ferrante will meet with leaders of the SAAC community to identify appropriate members for the Task Force.
**Assigned to: AVC Jeanne Ferrante**

**Due: Spring Quarter 2010**

1. On March 1, the College Provosts endorsed the idea of further promoting the understanding of the importance of diversity through curricular requirements and have agreed to take a recommendation for a campuswide requirement to their respective faculty for approval in accordance with Academic Senate regulations. On March 2, the Academic Senate agreed that the Committee on Educational Policy would provide expedited review of requests from the Colleges for these proposed curricular changes. In addition, the Provosts have committed to boost their efforts to stress the value and importance of diversity during orientation.

**Assigned to: College Provosts and Academic Senate**

**Due: Spring Quarter 2010**

1. If the budgetary situation frees up enough scarce dollars by the end of spring quarter, 2010, Academic Affairs hopes to thaw out 20 to 30 of the 125 frozen faculty FTEs for searches in 2010-11. As soon as that occurs, we will reactivate the 6 unfilled faculty FTEs that were dedicated to 16 positions for African Diaspora, Indigenous Studies, or California Cultures prior to the hiring freeze. Future faculty positions are expected to be very few for several years, but the Senior Vice Chancellor will also allocate 3 new faculty FTEs over the next three years for hires that will advance diversity, for a total of 9 new faculty positions. Beyond these targeted FTEs, all future faculty searches will involve diversity considerations and enhanced practices to advance diversity recently established by Academic Affairs and overseen by the AVC for Faculty Equity. There will be intensified scrutiny of all searches to make sure they exert every effort to reach out to diverse faculty.

**Assigned to: Senior Vice Chancellor Drake**

**Due: As funding becomes available**

1. We agree that it is essential that we increase the numbers of underrepresented minorities among the campus’s student, faculty and staff population. It is our hope that the commitments we are making today, as well as our other on-going diversity-related efforts, will help to achieve that goal. For example, with respect to graduate students, Dean of Graduate Studies Kim Barrett pledges to work with SAAC and with the Graduate Students Association to further diversify the graduate student applicant pool and to induct more members into the Bouchet Graduate Honor Society (The Bouchet Society was originally established by Yale and Howard Universities to recognize graduate students, post-docs and faculty of color. UCSD was recently invited as one of a small number of additional universities, and the only school on the west coast, to start its own Bouchet chapter). Efforts are also underway to acquire additional extramural funding to support these and other critical diversity efforts.

**Assigned to: All**

**Due: On-going**

1. We agree that the Office of the Chief Diversity Officer plays a critical role in promoting diversity on the campus. In addition to Chief Diversity Officer Sandra Daley, the office is staffed with another 100 percent full-time diversity officer. Their efforts are supported by an additional 50 percent-time diversity officer dedicated to issues of faculty equity and minority faculty recruitment and retention, for a total of 200 percent FTE. In addition to these centralized resources, the campus has faculty equity advisors in each of the academic divisions, as well as Campus Diversity Officers in the Community Centers. We agree that additional resources for these diversity efforts may be warranted. This will be a topic that will be considered as part of the Campus Climate Commission that we are establishing.

**Assigned to: Campus Climate Commission**

**Due: See #19 below**

1. We agree that students should be required to adhere to the Principles of Community to the maximum extent permitted by the First Amendment. A committee composed of students and administrators is currently in the process of re-writing the student conduct code. Members of the SAAC community will be invited to participate on this committee.

**Assigned to: Andrew Ceperley and Cara Appel-Silbaugh**

**Due: Spring Quarter 2010**

1. We agree to make the Chicano Legacy mural permanent. The Senior Vice Chancellor Academic Affairs and the Vice Chancellor for Resource, Management, and Planning have already taken action to extend the exhibition of the mural to June 2012 to allow time for the necessary actions to make the mural permanent to occur.

**Assigned to: VC Matthews**

**Due: June 2012**

1. We agree to work with SAAC organizations to identify appropriate places on campus for the display of permanent and/or rotating art representative of underrepresented minority communities. Vice Chancellor Gary Matthews will be responsible for leading this effort. A development officer will be charged to work with the SAAC community to identify private donors willing to support art on campus.

**Assigned to: VC Matthews, in collaboration of SVCAA Drake and AVC Ratcliff**

**Due: To begin in Spring Quarter 2010, and on-going thereafter**

1. We agree that student representation on the Stuart Collection Advisory Committee would be a good thing. Accordingly, we agree to discuss with the Stuart Foundation including students on the Advisory Committee, as well as increase efforts to include U.S. minority artists in the Collection.

**Assigned to: SVCAA Drake**

**Due: April 15**

1. The naming process for colleges and buildings is set by the UC Regents. Vice Chancellor Relyea will attempt to identify suitable naming opportunities that would not impact future development opportunities. Associate Chancellor Clare Kristofco is also available to meet with interested students to review the naming processes required by University policy.

**Assigned to: VC Relyea and Associate Chancellor Kristofco**

**Due: On-going**

1. Vice Chancellor for Resource, Management, and Planning Matthews will meet with SAAC students to work out the details for African American, Native American, and Chicano Resource Centers and assess the patterns of use for these resources.

**Assigned to: VC Matthews**

**Due: Spring Quarter 2010**

1. The University is committed to treating the human remains in its possession with dignity and respect. It will continue to engage the Kumeyaay Cultural Repatriation Committee, the U.S. Department of Interior, and UC San Diego faculty to seek a resolution to the question of disposition of these remains. Vice Chancellor Matthews is available to meet with students to discuss the legal issues involved with the disposition of the remains.

**Assigned to: VC Matthews**

**Due: Spring Quarter 2010**

1. The Chancellor will establish a new Campus Climate Commission. The Commission will examine the campus climate and the University’s diversity-related efforts to make additional recommendations for further action. The Commission will deliver a report to the Chancellor in the Spring Quarter 2011. Students will be invited to serve on the Commission.

**Assigned to: Chancellor**

**Due: Report due Spring Quarter 2011**

The administrative commitments specified in this document are only part of the University’s on-going efforts to promote diversity and ensure a supportive and welcoming environment for all. We deeply appreciate the engagement of student leaders and their willingness to collaborate in efforts to make UC San Diego the best college campus it can be. We will continue to work with students, faculty, and staff on these complex, and vital issues. We commit ourselves to keeping the campus apprised of additional leadership efforts in this area.