Advisory Council on Campus Climate, Culture and Inclusion
2011-2012 Annual Report

This report summarizes the many initiatives and programs offered by UC Irvine to strengthen our campus climate of respect, intellectual curiosity, integrity, commitment, empathy, appreciation and fun. We appreciate the opportunity to highlight the many fine programs, engaged student leaders and dedicated faculty and staff who have all contributed to making UC Irvine the fourth in the Times Higher Education ranking of the 100 best universities under 50 years old worldwide; first in the U.S.

Council Activities

During the 2011-2012 academic year the Advisory Council on Campus Climate, Culture and Inclusion (Council) continued to promote its mission to monitor and assess the campus climate and make recommendations to campus leadership for further improvement consistent with our values. The Council continues to be led by Chancellor Michael Drake, with Executive Vice Chancellor-Provost Michael Gottfredson and Professor, Dean Emeritus of Social Ecology, Ronald Huff as vice chairs. The composition of the Council changed slightly from the previous year. Today the Council consists of six students, two alumni, eight faculty, six staff, two community members and five ex-officio representatives.

This year, the Council focused on creating an inventory of campus climate data, developing metrics to aid in confident decision making, collecting information on campus climate, and reaching out to stakeholder groups within our community. As we embark on our third year, the Council has divided into five working groups that include 1) survey, data analysis and evaluation, 2) curriculum and multicultural education, 3) constructive engagement, policing and crisis response, 4) diversity, inclusion, and programming, and 5) media and public relations.

During this year, the Council took particular interest in the needs of several segments of our student population: the international community, the veteran community, and the undergraduate community.

With regard to the needs of the international student community, both graduate and undergraduate, the Council began the academic year working with colleagues in Student Affairs to foster student engagement with broad global issues by providing a venue that presents a diversity of perspectives on current events. As a result of these efforts, the Global Viewpoint Lounge opened in September 2011.

Following the opening of the Global Viewpoint Lounge, the Council helped celebrate and promote international education and exchange through International Education Week (IEW). IEW is a joint initiative of the U.S. Department of State and the U.S. Department of Education to recognize the global exchange environment between the United States and other countries. The week is dedicated to enhancing international awareness across the campus as well as to reinforcing the importance of the exchange of students and scholars across borders.

The Council was also active in supporting the concerns and needs of our veteran students, realizing several initiatives during this year. First, UC Irvine instituted a Reserve Officers’ Training Corps (ROTC) program. Prior to opening the program, UC Irvine students who wanted to participate in ROTC had been traveling to other programs at California State University, Fullerton; California State University, Long Beach; or the University of Southern California.
The second initiative to assist those who serve our country was the adoption of a groundbreaking housing policy designed to ease U.S. veterans’ transition from military to academic life. Among its features are preferred housing registration, flexible lease arrangements to accommodate redeployment, and graduate housing options.

The third initiative was the opening of a new veteran service center in January 2012. The center is responsible for submitting entitlement requests for new and continuing students to the Veterans Administration, answering any questions veteran students or dependents may have concerning their educational benefits, and providing resources to assist veterans in navigating their transition to civilian and student life.

Another focus for the Council was the outreach and retention of undergraduate students. An initiative that began the previous year was completed with the establishment of the Student Outreach and Retention (SOAR) Center in fall 2011. The SOAR center is committed to the outreach, retention, and successful completion of every undergraduate student. The center fosters student empowerment and leadership through academic, social, and wellness programming. In partnership with the Associated Students of the University of California Irvine (ASUCI), the SOAR Center sponsors the Anteater Mentorship Program to assist incoming freshmen and transfer students to successfully transition to UC Irvine and engage in student government and leadership.

Continuing its work with the undergraduate community, the Council took an active role in implementing a new model of working with students. “Constructive Engagement” is a cross-divisional effort among Student Affairs, Administrative and Business Services and campus Police to promote constructive, active engagement between students and campus officials. The Constructive Engagement model provides four areas of focus: 1) encourage direct communication among student leaders, 2) find a common service project for mutual engagement, 3) identify programmatic goals for activities, and 4) uphold campus values while allowing students and others to exercise free speech rights. Using this model, 50 scheduled, and dozens more informal, meetings with differing sets of student leaders occurred in an effort to keep communication and dialogue open between administration, students and student leaders. Additionally, several student-center town halls were offered where administrators and student leaders work actively to protect the free speech rights of our students, faculty, staff and community members while maintaining a safe environment. At these town halls, students heard from campus administrators regarding UC Irvine's support for student engagement in both national and local issues, and how students can express their viewpoints under the protection of campus policy.

The Council was active in systemwide issues as well.

During the fall and spring quarters, the Council met with members of the President’s Advisory Council on Campus Climate, Culture and Inclusion to discuss Jewish/Israeli and Muslim/Palestinian community experiences at UC Irvine. These meetings also included students from active Jewish and Muslim student organizations, faculty advisors to the Middle East Student Initiative, the Program in Jewish Studies and the members of the current Olive Tree Initiative.

In February, members of the Council participated in a UC Town Hall meeting with top University of California officials seeking comment from students, staff and faculty on balancing campus safety and security with the rights to assemble, demonstrate and engage in civil disobedience. This was the only meeting held in Southern California. While the turnout was not as large as was hoped, those that attended participated in an open and respectful debate.
In October, the Council formed the Campus Climate Study Local Work Team to collaborate on the UC Campus Climate Systemwide Survey with Sue Rankin and Associates. The work team is being chaired by three Council members and includes representatives from ASUCI, AGS, Staff Assembly, UC Irvine Medical Center, and the Faculty Senate. Meetings among the Local Work Team are ongoing. UC Irvine plans to implement the UC Campus Climate Systemwide Survey in January 2013. Efforts to build a strong communications effort are underway to meet the 30% targeted response rate.

Climate Challenges

For the 2011-2012 academic year, the University received three student complaints and eight complaints from individuals not affiliated with the University about the following two events.

- The first set of complaints occurred in February 2012, around a photo exhibition by Professor Emeritus Frank Cancian entitled “Main Street UCI.” Professor Cancian arranged 65 photographs he had taken of campus activities into four categories: Protests, Along the Street, Play and Performance, and God. Of the pictures displayed, 17 were in the “Protest” category and seven of those depicted photos from a past Palestine Awareness Week. These specific photos generated one student complaint and two complaints from individuals not affiliated with the campus. In a meeting, Professor Cancian shared that he felt his work brings light to the UC Irvine experience and the seven photos of the Palestine Awareness Week reflect both a record of what has happened and what is changing. The concerned student was encouraged to reach out to Professor Cancian, and Professor Cancian graciously agreed to meet with anyone concerned with his exhibition. The office of Student Affairs provided a detailed response to the unaffiliated individuals.

- The second set of complaints centered around the Muslim Student Union’s annual Palestine Liberation Week. Each year the student organization sponsors a 4-day program that examines the life of the Palestinian people and the political dynamics of the region. This year’s event generated two student complaints and six complaints from individuals not affiliated with the University. The complaints suggested that the MSU program was anti-Semitic. Student Affairs and the Chancellor’s Office reached out to these individuals.

In an effort to bring greater understanding of Jewish campus life and opportunities to prospective students and their families, UC Irvine embarked on an outreach and recruitment initiative. Jewish students were solicited to be ambassadors in their communities and in their former high schools about the values and virtues of UC Irvine. The result was a student-created video about Jewish-student life at UC Irvine and the creation of a UC Irvine Jewish student resource guide.

On the other side of the Jewish/Muslim issue, the University received six complaints concerning a new student group, Ex-Muslims, Critics of Islam. In April 2012, this new club displayed images that were seen by some as demeaning to Islam. As part of the University’s Constructive Engagement program, Student Affairs staff met with concerned students to build bridges of cooperation and understanding.
Values Based Leadership

At UC Irvine we strive to educate the whole person through academic excellence, research excellence, leadership excellence, and character excellence. These pillars of excellence along with our values of respect, intellectual curiosity, integrity, commitment, empathy, appreciation and fun enable, empower and inspire our community to make a difference. The following are just some examples of how our values-based leadership has made a difference this past year.

A perfect example of working to make a difference is UC Irvine senior Felipe Hernandez. Felipe, a senior majoring in music performance and political science at UC Irvine, was selected as a 2012 Truman Scholar. True to the spirit of the award, Felipe founded his own nonprofit organization, Mentors Empowering and Nurturing through Education, which pairs low-income, first-generation minorities with college-student mentors who help them prepare for education beyond high school and stimulate civic engagement, analytical thinking and leadership development. Hernandez is the campus’ seventh Truman Scholarship recipient.

In March, Chancellor Michael Drake, two deans and one faculty member participated in an academic mission to Israel, forging collaborative research agreements and student and faculty exchanges with the country’s top universities. Among the highlights of the trip was a visit with Israel President Shimon Peres. UC Irvine faculty are arranging student and faculty exchanges in medicine and chemistry. A conference is already scheduled for fall 2013 between UC Irvine’s Henry Samueli School of Engineering and Tel Aviv University on communications and information technology. In addition, plans are in the works to establish a workshop on water resources with Ben-Gurion, a subject of critical importance to California and Israel.

Similar efforts have taken place throughout the world and have resulted in successfully expanding our student exchange; faculty exchange and research agreements with universities across the globe. For the 2011-2012 academic year we entered into new agreements with top universities in Brazil, China, Egypt, France, Israel, Italy, Japan, Nicaragua, the Philippines, Saudi Arabia, Spain, Switzerland and Vietnam.

The Living Peace Series continues to exemplify leadership in action and builds upon the character excellence and leadership development experience at UC Irvine. On October 13th, the Living Peace Series welcomed Academy Award-winning actor and advocate Geena Davis, producer and philanthropist Abigail Disney, and UC Irvine anthropologist and film studies professor Roxanne Varzi, who discussed “Women, War and Peace.” On May 2, 2012, we welcomed Her Majesty Queen Noor of Jordan in “Leap of Faith: A Conversation with Queen Noor” and moderated by UC Irvine XIV Dalai Lama Scholar Armaan Rowther. This program focused on the promotion of conflict prevention, resolution and recovery on national, global and local levels.

UC Irvine has been selected by the Lumina Foundation for funding to support a 20-member partnership to increase Latino student success and to create a guaranteed college admission pathway to UC Irvine or California State University, Fullerton (CSUF) from Santa Ana College (SAC). The collaborative initiative, Santa Ana Adelante, guarantees that all Santa Ana Unified School District students who graduate from high school, enroll at SAC, and complete all academic requirements and application paperwork will be admitted as transfer students to CSUF or UC Irvine. Outreach efforts start in sixth grade, when students and parents sign an “I’m going to college” pledge. Benefits include college-bound activities in ninth through 12th grade; priority registration for Santa Ana College; specialized transfer planning from Santa Ana College to UC Irvine with application workshops; individualized case
management and peer mentoring; bridging services once students advance to universities; and
guaranteed funding assistance for all participants with unmet need.

Chancellor Drake joined the Commission on Higher Education Attainment this past year. The group of
18 higher education leaders was formed in response to President Obama’s call for the U.S. to have the
highest postsecondary education attainment in the world by 2020. The Commission, chaired by Ohio
State President Gordon Gee, includes three members from each of the six higher education organizations,
representing public and private as well as two- and four-year schools. Chancellor Drake represents the
Association of American Universities. The commission will explore issues that include the changing
nature of students seeking degrees and the capacity of the American higher education system to
accommodate greater number of students.

In early spring, reflecting a shared mission based on mutual values, UC Irvine welcomed 95 contracted
custodians as employees. Many of these custodians have worked for UC Irvine for years and were
represented by a variety of organizations. In addition to formally become UC Irvine employees, the
campus community expressed their appreciation for the work done by these workers by sending over 100
thank-you notes.

Data Analysis

Throughout the year, the Council met with faculty, staff and student representatives to understand and
discuss climate issues specific to each cohort by reviewing data from surveys and reports.

In September, the Council assisted in developing a communication plan to generate broad participation in
the 2012 UCUES survey. Survey results will not be available until fall 2012, however, as of June 4th, UC
Irvine had a 38% response rate; second highest in the UC system.

Diversity efforts in our graduate community continued with additional data from the 2010 DECADE
survey. The Graduate Division provided the Council with an analysis of the qualitative responses that
were generated from the survey, which was distributed to 1,330 faculty and graduate students. The
qualitative analysis rendered varying perspectives on diversity. By identifying these issues of diversity,
the Council can begin to work toward changing perceptions. New initiatives such as the DECADE
Mentor Graduate Diversity Awards and programs designed for faculty on best practices for graduate
recruitment and admissions should have a positive impact on increasing underrepresented minorities in
the graduate programs across campus.

Faculty diversity efforts were reviewed through the ADVANCE Program. Recognition of the challenges
in recruiting and hiring qualified women professors in the sciences led UC Irvine to apply for and win one
of the first 10 ADVANCE grants from the National Science Foundation. The initial grant – aimed at
recruiting more female faculty members – was expanded to include underrepresented minorities as well.
Between 2001 and 2011, the percentage of general campus women faculty increased from 24.1 percent to
30.6 percent, and the overall percentage of female faculty new hires increased from 33 percent to 41
percent. And the underrepresented-minority faculty increased from 7 percent to 8.2 percent.

To assess the work environment and level of engagement of UC Irvine staff, a Staff Engagement Survey
was administered in fall 2011. The survey had a response rate of 27%. In this survey, engagement was
measured in four components: (1) Emotional Commitment - employee belief/investment in own job and
the organization; (2) Rational Commitment - employee’s perception of the organization’s
belief/investment in them; (3) Discretionary Effort - work performance above and beyond required duties; and (4) Intent to Stay - employee’s desire to remain with the organization. Overall, scores for emotional commitment and discretionary effort were favorable while rational commitment and intent to stay scores were lower. Common attributes of departments where rational commitment and intent to stay were lower include 1) leadership vacancies and/or 2) consolidation/reorganization of department(s). Additional analysis is pending as are recommendations for increasing staff engagement and retention.

In an effort to improve productivity and increase retention among medical center employees, UC Irvine Health implemented the Gallup Engagement Survey during April 24 through May 15, 2012. The participation rate was a strong 89%. We recently received top line results from Gallup that will be communicated throughout the organization in the next few weeks. The organization achieved a Grand Mean Score of 3.91 (on a Gallup scale of 5.0), up 0.15 over the 2011 prior year score, achieved in approximately nine months.

**Student Experience**

A UC Irvine education is more valuable and desirable than ever before. This year, we received a record 70,000 applications for undergraduate admissions. From this number, we extended offers to roughly 20,000 applications or just 35% for a freshman class of 4,500. In the past, we made offers to 65% of the applicants. Not only are more people applying but the quality of those applicants has become more competitive. The average GPA of our California freshman admits jumped to 4.05 – up from last year’s 3.99 and up from 3.85 five years ago.

Our non-resident and international student populations are increasing dramatically. In 2010, we had 185 students; last year the number doubled to 367. This year, as of the first week in June, we doubled again to 812. We always admit 100% of the funded California students; these international and non-resident students are additional, leveraging the capacity the university gained from expansion initiatives and class sizes that were not able to grow as expected due to state budget constraints. These non-resident students not only pay their own way but contribute to more lectures and more lab sessions and to the overall educational enrichment for our California students.

While we increased fees to address significant budget cuts, we also experienced dramatic increases in scholarship money and in grants and aid. Because of these programs, the average debt is actually lower than it was five years ago. The number of students graduating with no debt has increased by 25% from about 40% in 2002 to 52-53% in 2010 due to our liberal return-to-aid policy.

The strong demand for UC Irvine admission also extends to the under-represented student population. For the fall 2012 freshman class, 1,300 or 30% are Chicano/Latino students, representing an increase of 4% over the prior year. African American admissions grew to 187 students for fall 2012 compared to 151 last year and 93 two years ago. Overall, the Statement of Intent to Register (SIR) for under-represented minorities increased 6.1% while the SIRs for the overall campus increased 3.2%.

Among the most popular majors are some of our new programs, including computer game science and nursing science. Our acting program in the Claire Trevor School of the Arts had 800 applicants for just eight places.

In addition to the rise in undergraduate applicants, demand for our professional schools is also thriving. The law school, with provisional accreditation now secured, doubled its number of applicants for 2012, a
significant achievement for a year in which the number of law-school applications declined by 15%. Moreover, applications from underrepresented minorities increased nearly four times over the prior year. The medical school received 5,300 applications for 104 places.

Our 47th annual commencement in 2012 honored the inaugural class of undergraduate business majors – a highly select group of 90 students admitted from among 4,800 applicants – and the first graduates of the Cal Teach program, in which students simultaneously earn a bachelor’s degree in math or science and a teaching credential. This speeds the progress of much-needed educators in these subjects and is supported by the 2009 Cal Teach Science and Math Initiative that was awarded by National Science Foundation Robert Noyce Grant of $900,000.

Student Leadership Development

UC Irvine’s Student Life and Leadership unit offers dozens of co-curricular leadership opportunities that address diversity, free speech, UC Irvine values and cross-cultural understanding. Among these opportunities are the following programs that have been designed specifically to develop a cadre of student leaders committed to building bridges of cross-cultural understanding.

Reaffirming Ethnic Awareness and Community Harmony, known as R.E.A.C.H., is an educational outreach program of the Cross-Cultural Center devoted to increasing awareness and knowledge of the issues and topics important to community harmony in a multicultural world. R.E.A.C.H. consists of a select group of UC Irvine students trained through a yearlong class on multicultural and ethnic diversity topics. R.E.A.C.H. facilitators are chosen from various segments of the campus community and share a dedication to building a harmonious academic and social environment at UC Irvine. This year, a class session was dedicated to religious discrimination and specifically addressed Jewish/Muslim relations at UC Irvine.

The Summer Multicultural Leadership Institute (SMLI) is a program for incoming first-year students to learn about the various aspects of campus life and leadership development and engage in workshops and challenging dialogues focused on diversity, social justice, free speech and conflict resolution. The goal of the program is to build into each incoming class a set of students with knowledge and appreciation of the complexities of diversity, including the dimensions of race, religion, gender, ability, citizenship, class and social structure. Students develop conflict management skills on both personal and organizational levels and learn how to build positive relationships with each other while understanding the challenges associated with freedom of speech on a university campus. This year, the students were given a case study on Jewish/Muslim relations at UC Irvine.

Since its establishment in 1999, the Student Achievement Guided by Experience (SAGE) Scholars Program addresses the students’ financial challenges by providing paid internships and scholarships, which are now more critical than ever due to rapidly rising student fees and tuition costs. The Program has served over 450 students. Over 60% of participants are first in their families to attend college, and all students in the program come from low-income families with subsequently significant financial need. The program provides a combination of leadership training, mentoring, internships, and financial support to talented, economically-disadvantaged students to prepare them to transition into the workplace and/or advanced study programs after completing their Bachelor’s degree.

During the winter quarter, Chancellor Drake joined author May Mackenzie to discuss the role of compassion in medicine with students. Sponsored by Students for Integrative Medicine and Alpha Phi
Omega, Compassion Day specifically focuses on promoting empathic behavior and spiritual health by providing a workshop and public forum addressing the roles of compassion and communication for students. The event is part of Integrative Medicine Week, which increases awareness of integrative medicine and complimentary alternative medicine at UC Irvine.

UC Irvine joined more than 250 other campuses nationwide in the President’s Interfaith and Community Service Campus Challenge to promote interfaith dialogue and understanding through student-led community service initiatives. Leap of Faith kicked off the fall quarter with a 1.3 unit Interfaith Dialogues course with 20+ students participating. During winter and spring quarter, an off-shoot of this class led to a new group emerging with a multi-faith student leadership team, including Jewish, Muslim, Sikh, Christian and Buddhist students. Led by Dalai Lama Scholar Armaan Rowther, these students collaborated with 34 campus and 8 community partners to organize three events focused on homelessness and hunger: a Hunger Banquet, attended by more than 180 UC Irvine students, staff, and faculty; a Day of Service, featuring a special welcome by Jordan’s Queen Noor and more than 100 student participants who collected and delivered food to local communities; and a Day of Fasting. Leap of Faith was also featured in the Living Peace Series of conversations with international leaders. Interest and engagement in Leap of Faith was so robust that the student leadership team is making plans to continue the program into next year.

Our Cross-Cultural Center staff successfully built stronger ties between members of Jewish and Muslim student groups by having them participate in the planning group for the campus’ annual Rainbow Festival, a three-day festival and conference held in November 2011. This is the first time these student groups have participated together on this event. The Center accomplished this by instituting an affiliated members group that had both benefits and responsibilities. Through this group, Jewish and Muslim students have the opportunity to work together on programs and events of mutual interest and to building working relationships with other student groups.

Founded at UC Irvine and in its fifth year, the Olive Tree Initiative (OTI), an academic and co-curricular program, has created a set of students who are educated and well-versed in the areas of international conflict. Each year, OTI students – Jewish, Muslim and of other faiths or no specific faith -- visit the region and return to campus to host well-attended lunchtime teach-ins regarding key issues such as the Middle East peace process, the Israeli-Palestine conflict, the United Nations Bid, and the refugee’s settlements. Due to the success of this program, OTI has been established at colleges and universities across the nation and is the international model for authentic dialogue and learning regarding the Middle East conflict.

Events

The campus promotes diversity of individuals, thoughts, ideas and cultures by offering many programs, lectures, workshops and seminars throughout the year. Below are just a few examples.

- Uniting diverse groups and people to determine local needs and priorities related to women’s health issues, the Orange County Women’s Health Project (OCWHP) held its first Women’s Health Policy Summit at UC Irvine in May. Established in 2010 by five local women -- including UC Irvine’s Susan Bryant, retired vice chancellor of research; Karol Gottfredson, coordinator of the Department of Education’s intern teacher credential program; and Ellen Olshansky, nursing science professor and director – the OCWHP aims to facilitate and sustain improvements in women’s health in Orange County.
Sponsored by UC Irvine’s Center for Educational Partnerships and hosted at UC Irvine in April, over 400 high school and community college students from Thousand Oaks to San Diego tackled issues such as bullying, body image, homelessness and gang violence at a leadership conference that helps develop young civic problem solvers. U.S. Rep. Loretta Sanchez of California presented scholarships, recognizing the participating students as inspired, energetic young people committed to a better future for their communities.

In July, 2011, the Newkirk Center for Science & Society and UC Irvine’s School of Social Ecology presented “Empowering Sustainability on Earth,” which featured 70 emerging leaders from 20 countries discussing human-induced changes to the environment, with a focus on the world’s marine and freshwater resources. Countries represented were China, Thailand, South Korea, Canada, the United States, Mexico, Costa Rica, Ecuador, Brazil, the Netherlands, Spain, Italy, Russia, Kyrgyzstan, Egypt, Israel, India, Norway, Nigeria and South Africa.

The Campus Conversations Series, through the Office of Equal Opportunity & Diversity, offered two programs which aim to provide the campus community with opportunities to engage in dialogues about contemporary topics related to equal opportunity and diversity. February’s program featured UC Irvine Professor Scott Bollens, who facilitated a presentation and discussion entitled Walls that Divide: Out There and In Here. The program in May featured Interfaith Cooperation: Why Does it Matter, and facilitated by Imam Jihad Turk, Director of Religious Affairs, Islamic Center of Southern California.

On May 27th, UC Irvine hosted the Black Male Student Success in College Symposium to an audience of more than 100. The Symposium brought together a diverse group of participants including Shaun Harper, Associate Professor and Director of the Center for the Study of Race and Equity in Higher Education at the University of Pennsylvania Graduate School of Education. Fostering diversity remains a fundamental value in American higher education; however, in reality, not all student populations are equally engaged in long-term retention and academic success. Bringing together Dr. Harper and an impressive array of students, faculty, and staff from Southern California colleges and universities, the Black Male Student Success in College Symposium focused on understanding issues unique to the Black male student experience and how to begin to fashion appropriate solutions to eliminate the participation and performance gap.

Conclusion

As UC Irvine approaches its 50th anniversary, it is a good time to take stock in where we’ve been and begin planning for where we’d like to go. In reviewing where we’ve been, we are very pleased with our achievements, from our admittance as the youngest member of the AAU to the top US university younger than 50 as ranked by the Times Higher Education. And, as can be seen from just what is identified in this report, despite the budget challenges, the campus continues to attract top-caliber faculty, staff and students. These achievements are testaments to the dedication of our campus community to ensure that we continue to make a difference in our community, the state, the nation and the world.