Advisory Council on Campus Climate, Culture and Inclusion
2012-2013 Annual Report

UC Irvine’s core values – respect, intellectual curiosity, integrity, commitment, empathy, appreciation and fun – serve as the foundation of our interaction as a community. This report summarizes campus activities that enhance the social climate and highlight our dedication to excellence in academics, character and leadership.

Council Activities

The Advisory Council on Campus Climate, Culture and Inclusion (council) met quarterly during the 2012-2013 academic year under the continued leadership of Chancellor Michael Drake and Professor and Dean Emeritus of Social Ecology Ron Huff. The council consists of six students, one alumnus, eight faculty, six staff, two community members and five ex-officio representatives.

The council partnered with the Diverse Educational Community and Doctoral Experience, or DECADE, to promote the April 29-30, 2013, performances of Diversityville, a short docu-comedy based on surveys of and interviews with UC Irvine graduate students. Diversityville is the culmination of Dramatic Transformations, a program that uses drama to raise awareness of issues related to: underrepresented minorities and women; gender, ethnic and cultural equity and diversity; and campus climate in the UC Irvine graduate community. A DVD of the performance was produced, and the council will work with the Graduate Division to offer advice on using the DVD as an instructional tool for students, faculty and staff.

Through the Office of Equal Opportunity and Diversity, two Campus Conversations were recorded for 2012-2013. A talk by Professor Gregory Washington, dean of the Henry Samueli School of Engineering, focused on “The State of Faculty and Student Diversity at Engineering Schools.” Another by Professor Mary Gilly, chair of the Academic Senate and a faculty member of the Paul Merage School of Business, explored “Promoting Diversity Throughout the Academic Career.” The series aims to engage the campus community in dialogues about contemporary topics related to equal opportunity and diversity.

Council members also divided into work groups that include 1) diversity, inclusion, and programming; 2) survey, data analysis and evaluation; 3) constructive engagement, policing and crisis response; and 4) curriculum and multicultural education. Each work group comprises members of the council and additional faculty, staff and student members who have an interest in a particular work group.

1. Diversity, Inclusion and Programming Work Group

Through the Diversity, Inclusion, and Programming Work Group, a new campus-wide program, What Matters to Me & Why, was launched. The purpose of this monthly series is to strengthen bonds among people who teach, learn and work together daily and to foster understanding about how each of us embraces UC Irvine’s values. The inaugural year presenters, nominated and selected by a subcommittee, were Francisco Ayala, Claire
Yu, Hung Fan, Karen Lane, Paul Dourish, Ngũgĩ wa Thiong’o and Jeannett Castellanos. The presenters reflect the diversity of the professoriate and the range of academic programs at UC Irvine. Attendance at each of these programs has filled the venues to capacity. The compelling nature of each presenter’s perspective on what matters most to them, and the interaction among students, staff and faculty, have resulted in a high degree of satisfaction. In addition, recorded presentations posted on the council’s web page allow members of the campus community to enjoy the series at their convenience.

Building on this year’s success, the subcommittee looks forward to planning its second year, and presenters will now include both staff and faculty. Increasing participation among students is a priority, and the council will encourage greater student input into the selection of speakers and participation in each program.

2. Survey, Data Analysis and Evaluation Work Group

The Survey, Data Analysis and Evaluation Work Group, along with the Campus Climate Study Local Work Group, collaborated with Sue Rankin and Associates on the evaluation, recommendations and implementation of the UC Campus Climate Systemwide Survey. UC Irvine implemented the survey in January and met the overall goal of reaching a 30 percent participation rate by the entire campus community. The data from this survey is expected to be released in January 2014, and the work group plans to analyze key areas of the results to expand upon its understanding of UC Irvine’s climate.

In addition, the work group is in the process of analyzing the 2012 University of California Undergraduate Experience Survey (UCUES) data along several dimensions, including gender, race, religion, sexual orientation, first-generation college student and disability status. UC Irvine had a 38 percent response rate, second highest in the UC system. Overall, academic experience (4.29 on a 1-6 scale), the sense of belonging (4.44), and the likelihood of students’ reenrolling knowing what they know now (4.49) rate the highest among the student satisfaction items. Students rated campus climate more positively in 2012 than they did in 2010, and overall undergraduate student climate remains quite positive.

3. Constructive Engagement, Policing and Crisis Response

Working with the undergraduate community, the Constructive Engagement, Policing and Crisis Response Work Group continues to implement and build upon its constructive engagement model. This cross-divisional effort among Student Affairs, Administrative and Business Services and the Police Department is working to promote constructive and active engagement between students and campus officials. A training module was developed and introduced at this fall’s All-University Leadership Conference, held October 6-7. The goal is to create awareness and build community between the leaders of all student organizations and the administration so that when student organizations
implement campus events, they are equipped with the resources and processes to uphold campus values while allowing themselves and others to exercise free speech rights.

The work group has also evaluated the Robinson-Edley report entitled *Response to Protests on UC Campuses*, and provided input on the 49 recommendations made in the report. In addition, the work group assisted in the creation of procedures for UC Irvine’s Event Management Team. The purpose of this team is to provide key administrative leadership with the available campus expertise and resources to help plan, manage and coordinate significant special events or critical incidents on campus.

4. Curriculum and Multicultural Education Work Group

Given UC Irvine’s experience with periodic episodes of intolerant attitudes and behaviors on campus, this work group is addressing the Category VII multicultural general education requirement. In reviewing all of the courses that fulfill the Category VII requirement, there appears to be a lack of continuity on the breadth of multiculturalism instruction through each syllabus. To address this perceived gap, the work group has requested that the Academic Senate Council on Educational Policy review and explain the process by which it determines how a course satisfies the requirement and ensures that the preponderance of each curriculum is devoted to issues of multiculturalism. The work group expects to meet with the Council on Educational Policy during the 2013-2014 academic year.

Campus Climate

Our work on improving relations between Jewish and Muslim students on campus continues to progress. This year’s Palestinian Awareness Week was the quietest in a decade. There were only three letters of complaint. Orange County Hillel Foundation’s 2012-2013 year-in-review letter to its friends and supporters included the following in its opening greeting:

“Among the highlights that we are most proud of are the partnerships that we have grown and strengthened with Chancellor Michael Drake and Vice Chancellor Thomas Parham of UCI…Hillel benefited from the increasingly positive UCI campus climate due to Memorandums of Understanding signed between UCI and multiple universities in Israel.”

In early spring we received $1.25 million from the Hellman Foundation to establish the UC Irvine Hellman Fellows Program, which supports the research of promising assistant professors who exhibit the capacity for great distinction. Hellman Fellowships are available to assistant professors in a wide variety of academic disciplines – which is unusual in that many similar programs are limited to specific fields.

In May, Chancellor Drake received the “Community Leaders Award” from the Orange County Human Relations Commission for his efforts to improve diversity and inclusion. The
commission lauded the chancellor for his commitment to the principle that all perspectives and opinions should be heard in the academic environment. “He has made it a priority to foster a climate at UC Irvine where students of all backgrounds feel safe,” the panel said. “His leadership has helped create an increasingly diverse university tempered by the voice of reason in a democratic society.”

More recently, the campus was visited first by the rector and then later by the chair of the executive committee of Haifa University in Israel to discuss how we achieved our success in managing Muslim and Jewish student relations. Haifa University is Israel’s youngest research university and its most pluralistic and progressive institution of higher learning. It is distinguished by providing equal educational opportunities to all sectors of the society, and in particular by encouraging mutual understanding and cooperation between the Jewish and Arab populations on and off campus. In the fall, Chancellor Drake will participate in a conference at Haifa University to address how UC Irvine achieved its success in managing relations among a diverse student body.

While the campus climate is improved, it is not perfect. For the 2012-2013 academic year, the university received 27 complaints through the University of California's systemwide intolerance report form. Eighteen of the complaints involved intimidation/hate speech/hostile climate/bias, while two involved stereotyping and one was an incident of graffiti. Each of these 18 complaints was based on an individual experience, and each case has been resolved and closed.

Nine complaints were related to the following incident. In spring 2013, a fraternity produced a video of some of its members dancing and miming to a song. One performer wore minstrel-style blackface. This act was highly insensitive to African Americans. Within hours of learning of their schoolmates’ anger, fraternity members issued a detailed and heartfelt apology. The following week, the fraternity’s 32 members went en masse to a meeting of the Black Student Union where they apologized in person and spent an hour discussing the incident. The fraternity also imposed on itself a 16-month suspension from all activities in order to reflect on their values and set a new standard for their behavior. All of these actions occurred before the university had determined whether any rules had been broken, much less considered punishment. They took collective responsibility for the actions of the few members involved, and they are charting a new course so that they will become exemplars of our campus values.

In response to the video incident and the other reports of intolerance, the vice chancellor of student affairs began framing a new program, Shaping New Narratives: Conversations on Identities and Culture. This new program series aims to move talk into action with yearlong interactive events and opportunities to promote healthy intergroup communications and collaboration. This program is targeted is begin in fall 2013.

**Student Experience**

According to U.S. Department of Education statistics, UC Irvine ranks 11th in the nation among public universities for student happiness, based on our 95 percent freshman retention rate. In
addition, UC Irvine’s graduation rates, both four- (68 percent) and six-year (85 percent), are ranked 8th highest of all public AAU universities and 4th among UC institutions.


In June, we completed our 48th commencement ceremonies, at which 8,664 Anteaters received diplomas, double the number of diplomas awarded in 2000.

Re-affirming our commitment of support to our students, the Student Outreach and Retention Center received an annual budget increase that will enable additions to staff and to student services. The campus also extended by two years, through June 2016, its funding commitment. Last fall, SOAR’s 17 different programs served more than 1,300 students who sought to raise their grades, enhance their campus experience and build skills for working in a global society.

In April, four UC Irvine students were awarded highly coveted Fulbright grants to study abroad. Two are conducting public health research in Jordan; it’s the first time UC Irvine students have been placed in that country. Their achievements highlight their talent and dedication, while their projects underscore their values.

Wrapping up the 2013 academic year, UC Irvine’s Mock Trial team had the best overall three-year record in the country, according to the American Mock Trial Association. The squad bested 600 others – including lineups from Harvard University, Yale University, UCLA and UC Berkeley – for the designation. The 22-person team participates in simulations of criminal and civil trials involving anything from wrongful death to product liability.

**Data Analysis**

The Office of Equal Opportunity and Diversity (OEOD) reported that in 2012-2013, of the 27 career staff job groups, women were identified as underutilized in 13 job groups and minorities as a whole in four. In 2012-2013, in the faculty ranks, women, African American, and American Indian/Alaskan Native faculty were overall underutilized in the tenured ranks at UC Irvine. Women and African American faculty were underutilized in the tenure-track rank. When reviewing the statistics at the school level, women were underutilized in nine of the 13 academic divisions at the tenured level and in four academic divisions at the tenure-track level. In addition, underutilization by race/ethnicity was identified in several units. In the Academic Deans job group, Asians/Pacific Islanders were identified as underutilized compared to availability. Underutilization was also identified for women and minorities in nonregular-rank academic job groups. OEOD and the ADVANCE Program for Equity and Diversity are working to build strategies to improve the climate for all underutilized staff and faculty job groups.
The 2012 University of California Undergraduate Experience Survey instrument was administered at all UC undergraduate campuses during spring 2012. UC Irvine had a response rate of 44 percent, the second highest among all UC campuses. A summary of UCI UCUES findings can be found below.

Overall, UC Irvine has improved in almost every theme and question item (except for those question items that relate to value and affordability) when compared to the results from 2010. Overall academic experience (4.29 on a scale of 1-6), the sense of belonging (4.44), and the percentage of students who would reenroll knowing what they know now (4.49) rate the highest among the student satisfaction items.

Undergraduate students have a significantly higher level of satisfaction with their GPA (3.60) and their overall social experience (4.17) in 2012 compared to their level of satisfaction in those same areas in 2010 (3.48 and 4.12 respectively). Students at UC Irvine are more likely to agree (with statistical significance) with every item in the campus climate for diversity section of UCUES compared to 2010. For example, students feel more respected at UC Irvine regardless of their gender (4.98 in 2012 vs. 4.89 in 2010), disability status (4.88 in 2012 vs. 4.74 in 2010), and sexual orientation (4.79 in 2012 vs. 4.58 in 2010).

Students at UC Irvine feel significantly freer to express their political (4.65) and religious beliefs (4.71) on campus in 2012 compared to 2010 (4.47 and 4.54 respectively). Although undergraduates at UC Irvine still trail the average UC in terms of being tolerant of diversity (4.64 at UCI vs. 4.78 at the average UC) and intellectual (4.70 at UCI vs. 4.80 at the average UC), the campus has made significant improvements from 2010 (4.48 and 4.58 respectively).

Perceptions of safety continue to be UC Irvine’s most consistent strength. UC Irvine significantly leads the UC pack on that measure (5.40 at UCI vs. 4.66 at the average UC). UC Irvine also improved upon its 2010 UCUES score on this item (5.28). Students are proud to be at UC Irvine (4.57) and agree that diversity is important to them (4.78). Academic cheating (3.10), alcohol use (3.00), and drug use (2.86), are significantly less of a problem at UC Irvine when compared to other UC campuses (3.22, 3.32, and 3.29 respectively).

Values Based Leadership

Through its four pillars of academic excellence, research excellence, leadership excellence and character excellence, UC Irvine educates the whole person while instilling in each student our values of respect, intellectual curiosity, integrity, commitment, empathy, appreciation and fun.

An example of values-based leadership in action is Pichaya “Peach” Kositsawat, political science and comparative literature double major, who is the recipient of a 2012 Donald A. Strauss Public Service Scholarship. The honor annually recognizes young leaders in California working to pursue lives and work of public service and social change. Kositsawat is one of only 14 students in California to receive the Strauss Scholarship this year, and she is the only recipient from UC
Irvine. She is also the sole recipient of the 2012 Elena B. and William R. Schonfeld Scholarship, awarded by the School of Social Sciences.

For her Strauss-funded project, she will collaborate with a team of peers to mentor and tutor low-income Thai students in English at a Bangkok partner school while cultivating free-thinking by providing the students with direct access to the arts. The Thai students, in turn, will teach what they learn to UC Irvine students as a mode of cultural exchange. Her project attempts to rethink traditional educational pedagogy, foster community development, and increase the Thai students’ economic possibilities and abilities to participate fully in educational opportunities. This project builds upon work she began as an English teacher in Bangkok in 2009, when she taught English language and literature to six Thai students in grades 4 through 11, utilizing individualized and group instruction.

On October 2, the Living Peace Series welcomed Jane Goodall, the renowned primatologist and environmental activist. She is known worldwide for her groundbreaking research on chimpanzee behavior, has been made a Dame of the British Empire and is a U.N.-designated “messenger of peace.” Her appearance was the sixth in UC Irvine’s Living Peace Series, which hosts international leaders committed to making the world a healthy, sustainable and compassionate place. Previous speakers have included the Dalai Lama, Richard Branson and Charlize Theron. The series is co-sponsored by the Center for Living Peace, Orange County.

In addition, the campus kicked off the Summer Institute for Sustainability Leadership (SISL, pronounced “sizzle”), a joint endeavor of UC Irvine’s Global Sustainability Resource Center, Student Affairs and the Green Initiative Fund, and the first program of its type in the UC system. It offers select incoming students a chance to build leadership skills while learning about Earth-friendly practices on campus and around the world. The institute provides workshops on sustainability, as well as leadership and action-oriented projects that engage students in fun team-building activities and community service. It culminates in a group project presentation and networking brunch with faculty, administrators and leaders in global sustainability.

In April, the UC Irvine Cal Teach program was awarded $3.5 million in endowment and grant funding to continue supporting math and science teacher education for many years to come. The $2 million endowment consists of the newly created $1 million Hubert H. Wakeham Fund for Cal Teach Student Support and a matching $1 million from the National Math & Science Initiative. An additional $1.5 million came from a Cal Teach competitive grant program administered by the University of California Office of the President. The combined funding will provide student internships and scholarships as well as overall program support. UC Irvine Cal Teach is a distinctive partnership among the schools of physical sciences, biological sciences and education, under which science and math majors can earn a secondary teaching credential along with a bachelor’s degree in four years.

Events

- In February, UC Irvine’s Olive Tree Initiative hosted a series of public events from February 25 to March 1 focused on “conflicts and transitions” around the world. Each
day during Olive Tree Initiative Week, a booth on Ring Mall was set up and students discussed their work in the Middle East, Turkey and Armenia. The group also hosted nightly activities at the UC Irvine Student Center, including a meet and greet with students who traveled to Turkey/Armenia and the Middle East; film screenings; and discussions of turmoil in Israel, Egypt and Syria. OTI is an educational program designed to promote conflict analysis and resolution by equipping students and community members with education, training and experience.

- In February, UC Irvine medical students wearing red or pink joined their peers from almost 60 medical schools and institutions across North America in observing the third annual Gold Humanism Honor Society Solidarity Day for Compassionate Patient Care. The event featured musical performances by Music to Heal and the UCI MEDleys, a medical student a cappella group, and a station to make thank-you cards and valentines for members of the medical community who have shown compassionate patient care.

- In November, 15 UC Irvine undergraduates participating in the School of Biological Sciences’ Minority Science Programs received 21 awards for their research presentations at the 2012 Annual Biomedical Research Conference for Minority Students, held in San Jose, California. ABRCMS is the largest professional conference for biomedical and behavioral students, bringing together about 3,300 individuals from more than 350 U.S. colleges and universities.

- In September, author, professor and livestock industry consultant Dr. Temple Grandin shared her knowledge of and experience with autism and Asperger’s syndrome with UC Irvine students and the public in an event marking Disability History Week. The UC Irvine Disability Services Center hosted an intimate conversation with Dr. Grandin, who has a Ph.D. in animal science, moderated by Chancellor Michael Drake. Dr. Grandin was named one of Time’s 100 most influential people in 2010, and that same year was the subject of an HBO biopic starring Claire Danes.

- In August, UC Irvine launched the New Swan Shakespeare Festival, a 15-ton mini-Elizabethan theatre constructed by UC Irvine students and professionals for the Claire Trevor School of the Arts’ first annual Shakespeare in the Park. The theatre presented Shakespeare’s “The Comedy of Errors” and “The Merchant of Venice,” starring drama department and equity actors – including renowned artists.

Conclusion

Having completed its third year, the council is pleased with its steady progress toward goals and a collective sense that the campus climate continues to improve for all community members. The council looks forward to the 2013-2014 academic year, with plans to implement several new initiatives and programs.