

Spring Quarter 2019 - Diversity Forum May 15, 2019

Remaining questions from Note cards

Topic	Question/Comment	Response
Faculty Recruitment	<p>What avenues has the university used/does use to access diverse applicants to start to increase the amount of faculty and lecturers of color?</p> <p><i>(Response from Ray Plaza/Margaret Russell)</i></p>	<p>ODI works directly with each tenure-track committee to review their job description as well as to review their proposed recruitment plan. In partnership with HR, all job positions are posted on a number of dedicated sites, in addition to other outreach made by department. We have worked to expand the outreach and visibility. Data shows that the majority of applicants learn about SCU through HigherEdJobs.com and word of mouth. Over the past four years, our applicant pools have become more diverse.</p> <p>We have expanded our usage of social media and related sites such as Facebook, Twitter and LinkedIn as well as direct approaches with departments around the country.</p> <p>This is an ongoing effort on all fronts. While we have made progress, more work needs to be done.</p>
Faculty Recruitment	<p>There are currently no Black or Latino faculty in the Leavey School of Business! What steps are going to be taken to change this in the future?</p> <p><i>(Response from Caryn Beck Dudley, Dean Leavey School of Business)</i></p>	<p>The Leavey School of Business is committed to hiring diverse faculty and is aware of the lack of representation of Black and Latinx faculty in the department.</p> <p>Here is an example of responses from some of the recruiting committees:</p> <p>"The marketing department is also committed to be accessible to a diverse pool of candidates by planning to post our ads at the most popular channels, including the ELMAR, MarketingPhdJobs, HigherEdJobs, Chronicle, and other channels." "The Accounting Department is committed to having a diverse pool of candidates for our faculty positions. For faculty hiring next</p>

		<p>year, we have advertised the position with the PhD project, https://www.phdproject.org/, and plan to also advertise on American Association of Blacks In Higher Education Career Center."</p> <p>The Leavey School of Business is committed to working with the University on examining additional steps & strategies that we can take.</p>
Faculty Recruitment	<p>What is SCU doing to increase the number of faculty of color in STEM?</p> <p><i>(Response from Ray Plaza/Margaret Russell)</i></p>	<p>The STEM fields are found in both the College of Arts and Sciences and within the School of Engineering.</p> <p>The response is related to the prior responses dealing with faculty recruitment as part of a larger effort. With the efforts around the new STEM building, opportunity to analyze in a critical way what is happening in the STEM faculty hires.</p>
Faculty/Post Doc	<p>Can you elaborate on the review and retention process for Post Doc Fellows?</p> <p><i>(Response from Debbie Tahmassabi, Dean, College of Arts and Sciences)</i></p>	<p>The post-doc positions are typically 2 years. They are mentored in their departments (there is a mentoring plan in place to support teaching and scholarship mentorship prior to hire. There is no retention process as it is a term position. It is expected that the post-docs will be seeking tenure-track positions after they complete their post-docs at SCU (search process is supported by engaging with the AJCJ IE post-doc consortium).</p> <p>There is no guarantee that there would be an opportunity at SCU.</p>
LGBTQ/Other	<p>How will you support Students of color and Queer students outside of Diversity and Inclusion?</p> <p><i>(Response from Joanna Thompson)</i></p>	<p>The Office for Multicultural Learning and Rainbow Resource Center are working on increasing their visibility and reach across campus starting in Fall 2019. We are in the process of revamping our current programs and events to make sure they truly provide students with the resources and support they need. I think it is important to note that OML and RRC are always safe and brave spaces for LGBTQ+ POC to come into and use however they see fit. OML/RRC staff are also prepared to work closely with the incoming President and Provost to ensure direct</p>

		<p>support from upper administration for LGBTQ+ POC students is provided in intentional and authentic ways. In addition, OML and RRC are always open to feedback from students. Feel free to reach out to Joanna (jlthompson@scu.edu or drop by 832 Market St.) at any time with questions, comments, concerns, or ideas on how we can best address issues that arise.</p>
Academic	<p>Why are non-Ethnic Studies majors allowed to enroll/take the senior seminar class? It shifts the rigor of the academic setting when the professor has to explain introductory material.</p> <p><i>(Response from Anna Sampaio)</i></p>	<p>Anna Sampaio, the Department Chair for Ethnic Studies, indicated that her preference would be that the students reach out directly to Ethnic Studies for a response.</p>
Capital Campaign	<p>How much of the Innovating for a Mission – a one billion dollar fundraising campaign is allocated for Diversity and Inclusion efforts on campus?</p> <p><i>(Response from Ray Plaza prepared from information from Development)</i></p>	<p>The Capital Campaign is divided into three programmatic areas – Opening Doors, Educating the Whole Person and Innovating for the World.</p> <p>It is under the Opening Doors area (\$210 million), where diversity and inclusion efforts are explicitly listed:</p> <ul style="list-style-type: none"> • LEAD Scholars • Provost Faculty Diversity Fund • Inclusive Excellence Post Doctoral Scholars • Scholarships <p>The other areas have programs/efforts that touch have a focus on diversity and inclusion in some aspects.</p> <p>Here is the description of the Opening Doors area: https://campaign.scu.edu/opening-doors/</p>
General Climate	<p>How do we best strengthen the network of</p>	<p>To answer your question regarding engaging our most recent graduates, it is vital that you know</p>

	<p>racial minority alumni if many students are mentally and emotionally exhausted from their Bronco experience?</p> <p><i>(Response from Kathy Kale)</i></p>	<p>that the Alumni Association is here for them with many different ways to stay connected to the University and to one another. Our alumni family is over 100,000 strong, living in all 50 states and in over 100 countries.</p> <p>To serve our alumni we have 31 domestic and 3 international regional chapters. We strive to continually grow this structure in order to reach as many alumni, current & prospective students as possible.</p> <p>Our Identity-based Groups allow Broncos to connect based on their shared cultural, racial, or personal identities. Each group is led by alumni volunteers who help plan our annual programming. There is always room for additional involvement, and the leader's contact information can be found on our website.</p> <p>Professional Industry Groups are extremely helpful for networking and supporting one another's careers. Broncos love hiring Broncos! This area is growing as we speak. We plan to introduce an Entrepreneurship Group and Economics Major Group later this year.</p> <p>Our Welcome Weekend receptions for the Asian-Pacific Islander, Black, and Chicano Latino Groups will be taking place on September 21st. We invite alumni to come back to campus and greet the incoming students to welcome them and help them feel at home. Please help spread the word. Anyone with a non-scu email and current mailing address will get word of these events.</p>
Bias Response	<p>What is the process for handling a microaggression committed by a professor after a student reports it?</p> <p><i>(Response from Elsa Chen and Belinda Guthrie)</i></p>	<p>A student can report offensive behavior by a faculty member in several ways: through Maxient or EthicsPoint, or directly to the department chair, dean, Vice Provost for Academic Affairs, or Title IX officer. The exact response depends on several factors, including the seriousness of the allegation. If it is determined to be a potential Title IX issue, it is referred to Belinda Guthrie,</p>

		<p>who can initiate an investigation by her office or an outside investigator. If not, it is often referred to the appropriate Dean's office to resolve. Often the Dean or Associate Dean will have a conversation with the faculty member to explain the nature of the complaint, why the behavior was inappropriate, and why it must not continue. The goal of this conversation is to ensure that the faculty member understands why his or her behavior was not appropriate and must stop. The Associate Provost for Diversity and Inclusion (APDI) is available as an additional resource and the Dean's office can refer the faculty member to the APDI for follow up to ensure that the faculty member understands the seriousness of the issue. Personnel issues are confidential and therefore it may not always be possible to provide details about the resolution of a complaint to the complainant. Furthermore, some complaints are made anonymously, which also makes it difficult to follow up directly. However, we usually inform a complainant through Maxient or EthicsPoint that the issue is being addressed, and by whom.</p>
Staffing	<p>How can we expand the bandwidth of ODI, two staff are not enough?</p> <p><i>(Response from Elsa Chen)</i></p>	<p>Next year we are moving forward with a senior level university-wide hire for Diversity and Inclusion. Additional resources have been allocated in the university budget for this position and to support the office.</p>
Student Support	<p>What compensation is available for MCC staff who give tours to large groups of elementary, middle and high school students from the local area?</p> <p><i>(Response from Tedd Vanadolik, Eva Blanco, Jeanne Rosenberger)</i></p>	<p>From Tedd Vanadolik: I can partially address this question. The MCC has a student position that earns a stipend which manages the Youth Empowerment Program (YEP). The YEP Coordinator schedules these tours, manages relationships with the requesting schools, and trains the student volunteers who lead the tours and serve on panels. One possible solution is paying each tour guide a stipend (either a flat stipend or stipend per tour they lead). We are seeing if a stipend system like this is doable for Into the Wild and their trip leaders (who are not currently paid). If it works well for</p>

		<p>Into the Wild, we could see if a customized version for the MCC is feasible. Payment of tour guides would have to come out of the MCC budget, though, unless an additional fund source is identified.</p> <p>HDD- I'm curious about the Admissions Ambassador model. What are they doing as far as stipend/compensation?</p> <p>Admission: We pay ambassadors like student employees but only when they give daily tours and panels, and not for events. Ambassador go through extensive training and commit to this program for several years. I agree there could be more consistency among groups that give tours (e.g. OL, YEP, Ambassadors); the challenge is limited resources and oversight of programs. As it stands, our resources are stretched (and we're losing Grace Hartman) or bandwidth to assume oversight or compensation. Perhaps we can consider a shared model and ask resources from other departments like Mktg and Development who benefit from the branding and longer term impressions of SCU. The lead should come from department overseeing MCC. Also, I recall a proposal for funding was submitted by MCC but I don't recall to what body. Anyone have an updated on where this went and what came of it.</p> <p>Response from Tedd: Last year for FY19, this request for funds for a paying Youth Empowerment Program Facilitators (i.e. tour guides) was not approved given that the MCC did not propose a way to balance its budget, i.e. increasing the stipend budget to cover YEP Facilitator stipends by decreasing the operating budget by like amount. For the MCC's budget proposal for FY20, no request was made at all to fund YEP Facilitator stipends.</p> <p>Paying stipends to YEP Facilitators can most definitely be considered as long as the MCC is</p>
--	--	---

		able to propose how it will keep its budget balanced.
Student Services	<p>CAPS is not a sufficient mental health resource for students on campus. 10 sessions is not enough for anybody to process trauma caused by the harmful culture of SCU, not to mention the hate crimes of the past several years. Is SCU open to allocating even a small fraction of the \$1 million it has just raised for mental health resources for marginalized students outside of SCU, as so many have had to turn to clinics in the area after their CAPS sessions run out?</p> <p><i>(Response from Jill Rovaris)</i></p>	<p>ALL students are welcomed and available to be seen at CAPS.</p> <p>CAPS average wait time for a new appointment can range from a day to 1 to 3 weeks, depending on the time in the quarter, a request for a particular counselor, the student's schedule, etc.</p> <p>When a student is in crisis, CAPS has a crisis model that allows students in crisis to be seen immediately (or fairly immediate).</p> <p>The staff consists of a diverse staff and successfully serves about 10% of the student body, which robustly compares to university counseling centers across the country.</p> <p>The staff will consult with others - faculty, staff, parents, providers in the community, hospitals, insurance companies, etc. - when requested by the student to help meet the needs of the student.</p> <p>CAPS' counselor and/or Case Manager can work closely with persons inside the university community as well as outside the university community to help students to accomplish their goals.</p> <p>In serving students at CAPS with trauma related experiences, a 10 session, brief counseling model has worked for most students. Should a student require more than 10 sessions, the counselor and the Center's Case Manager will work to get the student referred to a counselor and/or program in the community. Again, the Center also offers crisis counseling for when a student feels he/she is in crisis, which does not count against the student's 10 session limit. In other words, the</p>

		<p>Center's crisis model is complementary to the Center's 10 session limit model.</p> <p>More financial resources are always welcomed and needed. This proposal should also be worked out in tangent with the university's mandate that every student should have a healthy, viable and robust health insurance policy that meets the requirements of ACA regarding mental health care coverage.</p> <p>At the end of every academic year, a Student Satisfaction Survey is sent out to all students who visited the Center. We use the voices from students on this instrument to help shape our services.</p>
Native Concerns	<p>Any updates on efforts to recruit indigenous students and professors to SCU and making sure that SCU ceases to be a violent place full of traumatic reminders like the Junipero Serra statue for marginalized people, particularly indigenous students?</p> <p><i>(Response from Eva Blanco and Ray Plaza/Margaret Russell)</i></p>	<p>We continue to include recruiting and yield efforts focused on indigenous students into our annual plans. This summer we will review again.</p> <p>In Father Engh's message on May 29th, a new Ohlone History Working group has been put together.</p> <p>As indicated in his message, the group will conduct its work over the next six months with the following objectives:</p> <ul style="list-style-type: none"> • Review the current markers and monuments that honor the history of the Ohlone people on campus and particularly in the history of Mission Santa Clara de Asis de Thamien; • Consult with Ohlone representatives about their views on the most appropriate ways to honor their ancestors; • Consult/review commemorations of Native Peoples at other California Missions; and • Draft recommendations based on investigations and consultations.

Student Organizations	<p>Why was it that SJP was given stringent requirements to appear the ASG Senate's decision to approve SSI but YAF has been given an easy path despite being denied by Senate?</p> <p><i>(Response from Tedd Vandolik and Jeanne Rosenberger)</i></p>	<p>•</p> <p>There was some confusion in regards to this question. In a follow-up with Tedd and Jeanne they are re-examining the question and working on a formal response.</p> <p>Initially the question was interpreted in terms of how SJP was recognized as an RSO in 2015.</p>
Budget	<p>Who decides what is on the top of the priority list of the budget? How can marginalized students and faculty be a direct part of that conversation?</p> <p><i>(Prepared by Ray Plaza)</i></p>	<p>The University Budget Committee (UBC) is charged with looking at the macro-budget and making recommendations. A proposal has been submitted to formally include a student on UBC.</p> <p>The charge for UBC can be found here: https://www.scu.edu/governance/committees/university-budget-council/</p>
Outreach	<p>Loyola Marymount University has a high school outreach program where LMU students will go to partnered high schools to teach and assist, but more importantly, to display to students what can possibility be an option for higher education for them. Is there a plane in place to create a system like that at SCU especially during this transition period at the university, when we are pushing for more diversity by 2020, but are not tapping into the weather of knowledge and potential in our backyard</p>	<p>This is part of larger conversations around outreach and pipeline program opportunities. Examples from other institutions are important for us to consider.</p> <p>While some things are happening through the Ignatian Center and the School of Education, there would be opportunities to expand.</p>

	<p>(greater San Jose community)?</p> <p><i>(Prepared by Ray Plaza)</i></p>	
Governance	<p>Why is the university making unilateral decisions without allowing faculty an effective voice?</p> <p><i>(Prepared by Ray Plaza)</i></p>	<p>The University takes very seriously the role of shared governance and the various entities involved in the process.</p> <p>We acknowledge that due to feelings of mistrust that there is this sense that the university in making unilateral decisions. This is not the case.</p> <p>There is the acknowledgement that relationships have to be re-built, the sense of trust and transparency have to be reclaimed and re-established.</p>
Campus Climate	<p>What initiatives were proposed but not completed? And what initiatives were proposed and did not have enough time to get to?</p> <p><i>(Prepared by Ray Plaza/Margaret Russell)</i></p>	<p>Unsure of the specific focus of question. If referring to the Task Force on Diversity and Inclusion, there is acknowledgment that the Campus Climate Study should have happened before the Task Force on Diversity and Inclusion.</p> <p>While the Task Force examined the main points from the Blue Ribbon Commission on Diversity and Inclusion, and developed a list of recommendations, we have found is that many of the recommendations/strategies have been implemented.</p> <p>Part of the Campus Climate working groups is to fold in the different aspects from the Blue Ribbon Commission and the Task Force.</p> <p>We are currently working on a project to show the different connections as well as what has been completed and not completed.</p>
Bon Appetit/Benson Workers	<p>It's important to remember that the issues Bon Appetit workers are facing at SCU are happening with the other 57 schools catered</p>	<p>SCU learned a number of things from the Campus Climate Survey process, and while, the non-University employees were not surveyed, we did explore the possibility of conducting a related-study with the non-University employees.</p>

	<p>by Bon Appetit across the nation. When these workers are paid less than the living wage of San Jose, how can the voices of these workers be heard by the administration when they weren't even included on the Campus Climate Survey?</p> <p><i>(Prepared by Ray Plaza)</i></p>	<p>In the end, we ran out of time, but as we begin the process of setting up the timetable for the next study in 3 – 4 years, we are better prepared to ensure that non-University employees that work on the campus have the opportunity to provide feedback.</p> <p>It may be possible to do a study this Fall.</p>
<p>Bon Appetit/Benson Workers</p>	<p>Who was involved in the decision to remove the living wage from the Benson workers contract?</p> <p><i>(Prepared by Ray Plaza with information provided by Robin Reynolds)</i></p>	<p>It is our understanding that the deliberations between the University and Bon Appetit are confidential. As practice, any time that the University is negotiating a contract, a number of offices are involved depending on the focus area.</p> <p>In this case, individuals from Finance and Administration, Auxiliary Services, General Counsel and others were involved in the contract discussions with Bon Appetit.</p>