ACADEMIC SENATE COMMITTEE ON STUDENT DIVERSITY AND ACADEMIC DEVELOPMENT (SDAD)  
ANNUAL REPORT (2013-2014)

Co-chairs:  
Brandi Catanese (Theatre, Dance & Performance Studies)  
Christine Wildsoet (Optometry)

Members:  
David Ahn (Economics)  
Patricia Baquedano-Lopez (Education)  
Catherine Cole (Theatre, Dance & Performance Studies)  
Margaret Conkey (Anthropology)  
Laurel Fletcher (Law)  
Darlene Francis (Helen Wills Neurosci & Public Health)  
Marcial Gonzalez (English+UCOPE)  
Kristina Hill (Landscape Architecture)  
Caroline Kane (Molecular and Cell Biology)  
Todd Olson (Art History)  
Khalid Mosalam (Civil & Environ Engineering)  
Jeff Perloff (Agriculture and Resource Economics)  
Katherine Sherwood (Art Practice),  
Wendy Pacheco (ASUC, Undergraduate rep)  
Cynthia Ledesma & David Preciado  
(Fall 2013 & Spring 2014 resp., Graduate Assembly)

Meetings:  
The SDAD committee met on nine occasions for approximately two hours on each occasion:  
September 20  
October 18  
November 15  
December 13  
January 31  
February 28  
March 14  
April 7  
May 2

Guests:  
Tony Johnston (Graduate Student Tutor, Athletic Study Center, Oct 18, 2013)  
Professor Elizabeth Deakin, chair DIVCO (Mar 14, 2014)  
Sean Darling-Hammond, Boalt Student (Mar 14, May 2, 2014)  
VCEI Gibor Basri & Amy Scharf (Apr 7, 2014)  
Allison Davenport (Boalt Hall, International Human Rights Law Clinic; Feb 28, 2014)  
Steven Chin (PDP, May 2, 2014)

Overview:  
While the purview of SDAD encompasses the needs and concerns of all students on the UC Berkeley campus, its agenda over the 2013-2014 academic year was in part set by two unexpected events that unfolded over the year – 1) publicity and undercurrent of concern on the campus over the “academic health” of our student athletes, and 2) the Moreno report. The release of preliminary results of the Climate survey and growing concern over the negative impact on the diversity of our student body of increased admission of out-of-state and international students were also necessary agenda items for this committee. Finally, the status of undocumented immigrant students, first coming to the attention of SDAD in the previous (2012-2013) year, remained on the agenda, with member Laurel Fletcher
facilitating a related and very insightful presentation by Allison Davenport at our February meeting. Two presentations by Sean Darling-Hammond, a Boalt Law Student and URM, were also initiated by Laurel, and served to round off the year on a high note, with a sense of optimism concerning the quality of our students. More specific details of activities of the committee, on-going concerns and special issues are summarized below.

**Recurring Responsibilities & Activities**

*Program reviews:*
This year represented the second year in which SDAD has contributed to the Evaluation of Academic Program Reviews, an intuitive of past chair, Margaret Conkey. SDAD members specifically focus on those elements of program self studies covering student matters. The Units reviewed over the last academic year were:

- Gender and Women's Studies (Margaret Conkey)
- English (David Ahn)
- Nutritional Sciences and Toxicology (Jeff Perloff)
- Spanish and Portuguese (Patricia Baquedano-Lopez)
- Sociology review (Kristina Hill)

*Henkin Citation:*
The award for the 2013-2014 academic year was shared by Professors Denise Herd (Public Health) and David Weisblat (Integrative Biology). The luncheon for the recipients is to be scheduled for the Fall, 2014. The Henkin citation was also the subject of discussion in relation to 1) the need for improved visibility for the recipients of this important award, and 2) the possibility of expanding the award to include staff and students. The latter idea was dropped after information about a separate award for staff came to light (Sid Reel, Office E&I). Discussions about the selection process lead to the recommendation for a modification of instructions to include a request to past nominators to refresh nominations in the case of nominees rolled over from previous years (current guidelines incur eligibility on nominees for up to 3 years from the date of their initial nomination).

*PDP:*
The Professional Development Program (PDP) represents a critical support program for our URM students and thus SDAD has consistently sought at least annual reports from its Director, Steven Chin. This year, we were pleased to learn that the center is emerging as a leader in attracting and supporting URM in the STEM field.

*University Committee On Preparatory Education (UCOPE) representation:*
SDAD provides a representative for this committee. The importance of this representation was highlighted by Marcial Gonzalez, our current representative, who reported on potential issues of cultural bias in test selections identified by him.

**Issues about & raised by students in 2013-2014**

*Graduate student needs:* Student member, Cynthia Ledesma, and faculty member, Patricia Baquedano-Lopez, both members of the Getting into Graduate School committee, provided updates on discussions related to improving program success of minority students entering graduate school. Lack of space for graduate students who are first generation &/or underrepresented minorities was identified as an unresolved issue.

*Previously incarcerated & transfer students:* Accommodation of the needs of these groups remained a concern of student representatives.
Racial discrimination at student level: Reports from student representatives of incidents of racial discrimination directed at students by students, highlighted an on-going problem, with events organized by fraternities and sororities appearing to be particularly problematic. The need for action beyond advisors, i.e., at campus community level was agreed on. While the committee was informed that these problems had the attention of the E&I office, this issue should be revisited by the new DECC committee, to evaluate the climate for URM students.

Safety issues on the campus for URM students of color: A perceived lack of support from UCPD for URM students of color was another topic of discussion, raised by student representatives. VCEI Basri, at the meeting that he attended, offered increased and on-going dialogue between the two groups as the best way forward. However, given the recent events in St Louis, this situation needs to be followed up by the DECC.

Other on-going concerns & issues addressed in 2013-2014

Multicultural Student Development Center (MSD): Concern over changes in this Center, related to its academic coordinators (for Asian American, African American & Chicano Student Development), as well as space allocation, the subject of much discussion in the 2012-2013 academic year, remained on the agenda over the 2013-2014 year. VCEI Basri, reporting on the outcome of a Spring task force, suggested positive progress, including slightly improved funding and staffing, and the establishment of a permanent advisory committee on students of color, aimed at addressing the continuing under-representation of this group at all levels, including targeted scholarships as one potential strategic solution.

Impact of increasing enrollment of interstate & international students on diversity: This was a recurring topic of discussion. Member, Meg Conkey shared the 3 main issues identified by the E&I advisory board on which she serves, and which had been brought to the attention of Chancellor Dirks: 1) the negative impact on diversity of the increase in out-of-state students, 2) the need for resources/support for transfer students (who contribute to diversity), and 3) the need for increased scholarship support for African American students (it is believed that many of the top African American admits are being lost due to lack of adequate financial aid).

Fate of undocumented students & effectiveness of Undocumented Students Program: Allison Davenport (Boalt Hall, International Human Rights Law Clinic), reported on Legal services program offered to our undocumented students, identifying areas where significant progress had been made, at least in terms of legal aid, as well as unresolved issues for these students. Our law students are involved in this program, which includes access to pro bono help from the extensive immigration law community in the Bay Area as well as funds to cover DACA (Deferred action for childhood arrival) applications. At the time of her presentation, 133 students had been served. This size of this student body is estimated at around 330, comprising approximately 60% Latino and involving 14 countries. Ongoing challenges included being in mixed-status families (48% have documented siblings), food insecurity (75% reported skipped/reduced size of meals), inability to take full advantage of educational opportunities on the campus due to travel restrictions etc, and fears related to possibility of deportation at end of DACA. The committee agreed on the need for system-wide coordinated efforts to address the various unresolved issues of this undocumented student population, which needs to be a focus of on-going work of DECC. Student SDAD representatives expressed nervousness for these students, given the history of our new UC president, Janet Napolitano, on various occasions through the academic year. It will be important to also review data currently being collected in on-going research project, which Allison is involved in and hopes will help articulate the reality of DREAMers.

New Issues addressed in 2013-2014

University Athletics Board (UAB) & Title 9: The publicity and concerns over the academic performance of our student athletes was the stimulus of the invitation extended to Tony Johnston, a doctoral candidate
in the Graduate School of Education who has also worked as a tutor in the Athletic Study Center, by co-chair Brandi Catanese. Tony was able to identify for the committee a number of important issues at play including: 1) conflicting recruitment priorities (need to win versus need to achieve academically), 2) lost time due to travel, and 3) attitudes and stereotyping on the part of faculty. The need for education of the faculty in cultural competency, and the possibility of assessment of same through program reviews was a discussion point that warrants follow-up in the coming year. Some positive progress was also reported attributable to the established independence for the Athletic Study Center from the Athletic Department, and participation of athletes in the Summer Bridge program. Community concerns led to the constitution of a task force on UAB reporting directly to Chancellor Dirks included two representatives from SDAD, Meg Conkey (chair) and Brandi Catanese. Going forward, it will be important for DECC to review both the recommendations of the task force, especially as they relate to climate issues and learning resources for students, and their implementation. The importance of continuing representation on the UAB was discussed; Darlene Frances agreed to serve as understudy to Meg Conkey, the current representative, and will replace her in Spring 2015.

**Climate Survey** (update from VCEI Gibor Basri & Amy Scharf)(April meeting): Only preliminary analyses of the data were available at the time of this presentation and thus discussion was limited to a few standout points: 1) while general level of comfort on campus is high, African Americans are underrepresented in the “extreme comfort responses and overrepresented in extreme discomfort group, 2) URM groups (gender alternatives as well as racial minorities) are less convinced about the value placed on diversity, 3) those with alternative gender identities registered the highest level of dissatisfaction, 4) unwanted sexual contact mostly a problem among UGs. Suggestions for further analyses of the survey data put forward at this meeting including: 1) separate analysis of the transfer student experience, and 2) mapping of socioeconomic status against gender/sexual identity and race (related question of whether 1st generation college &/or immigrant & socioeconomic status important as interrelated factors). At the May meeting, follow-up discussion included expressions of concern that Prop. 209 was being very narrowly/conservatively interpreted on the campus, of the need for aggressive and/or innovative approaches to admissions to ensure a diverse student population, and of the need to keep the conversation complicated to avoid a sense of complacency, having fostered an acceptance/endorsement of principles of diversity, if positive outcomes for minority populations are to be achieved. The benefits of extracting “local” (i.e., unit-based) information from the climate survey data, and thus developing a template for such analyses, were weighed against the negative that localized surveys no longer guarantee anonymity. Nonetheless, it was generally agreed that the results of the climate survey should be an agenda item for DECC.

The announcement by VCEI Basri of a new Students of Color & Multicultural Engagement Advisory Committee, lead to the suggestion of representation from DECC, which needs to be followed up.

**Moreno Report:** The student perspective was the subject of continuing discussion over the year. Issues raised included the need for structural changes within units to create safe spaces for students, in addition to improvements in information and resources. The problem of addressing racism was discussed at two levels: 1) the problem of racism, identified as not simply about lack of information or oversight, but a structural problem, internal to the campus environment, and 2) the specific problem of racism, which has a long history and must be addressed directly, if it is to not get lost /diluted through more general discussions about the need to accommodate all forms of diversity, including religious diversity. It is important that the issues for our students remain on the agenda of DECC.

**Disabilities Report:** In lieu of a presentation from Pail Hippolitus (PH), Director of the Disabilities Service Program (DSP), who had scheduling conflicts with all of our 2012-2013 SDAD meetings, Katherine Sherword presented a report on a one-on-one meeting with him, which was very positive on a number of fronts: 1) the number of students served had increased from 837 to 579 over Paul’s 3 yr tenure, 2) a change in funding model (to open budget), had allowed the needs of these students to be better served (this population comprises ~1/3 chronic disabilities, 1/3 psychiatric disabilities, and 1/3
learning disabilities/ADHD, as well as a small number of students with autism spectrum (30-40), 3) new benchmarks for media production had been achieved, and 4) a new 2-unit class on professional development for this student group aimed at empowering them had been created.

**Merger SWEM & SDAD:**

*The proposal that SWEM and SDAD committees be merged and the subject of a report from Chair of DIVCO, Betty Deakin (Mar meeting), was the subject of substantial discussion not only at the March meeting, when it was presented, but at the following April meeting.*

As background to this proposal Chair Deakin spoke of a diffusion of diversity work on campus, and the need for the campus to cover such issues in a systematic way, adding climate to the agenda. The following structure and supporting arguments were presented:

- Merger of SDAD and SWEM committees would allow for subcommittees (with separate chairs), to be staffed, and have representation on DIVCO (albeit one vote);
- Merger could provide SDAD with a voice in DIVCO discussions, as well as better coordinate forceful efforts by our faculty to make sure that these issues are addressed from the time students arrive on campus;
- Merger would allow committee to take more of a leadership role, less response-focused, as the undergraduate experience changes.

SDAD feedback to Chair Deakin was focused on the need for a large committee to ensure continued support of students, as a resource for faculty input, guidance and support.

*Discussion at the follow-up April meeting identified the following needs to be met and/or protected in the merger of SDAD and SWEM:*

- Ensure that the committee is of sufficient size to get the work done;
- Ensure student representation, at least one graduate and one undergraduate student, but preferably double that number;
- Include in by-laws, voting rights for non-senate members, without ex officio status;
- A standing subcommittee focusing on undergraduate issues;
- Continued representation on UCOPE (University Committee On Preparatory Education), requiring nomination to COMS of potential representative;
- Reassert faculty role in campus climate, e.g. by requiring annual reporting/dialogue with other campus units working on climate/diversity issues.

In relation to the proposed merger of SWEM and SDAD, VCEI Basri offered that it might be a more powerful whole (like E&I deals with Students, staff, and faculty), with potential for collaborations beyond APRs, for which he expressed concern that SWEM’s contribution to the latter not be diluted/displaced.

**Highlight of year - Presentation from Sean Darling-Hammond, Boalt Student**

(2 presentations, Mar & May)

At the suggestion of Laurel Fletcher, SDAD invited Sean Darling-Hammond, the only black male of 120 students across 2 years involved in the Berkeley Law Review (only 3 black students altogether) to present an overview of SCALE (Student Coalition for Access to Legal Education). Born from personal frustration and observation that URM and female students were arriving with impressive resumes, but losing faith in their capabilities and falling through cracks, this program owes its apparent success to highly motivated and creative students, a open-minded and supportive dean and a sufficient number of like-minded faculty. SDAD members were provided with an overview of the program and its accomplishments, leading to lively and wide-ranging discussion, including around questions such as what makes for bad learning experiences on the part of students (apart from stereotype threat resulting from being the “only one” of your self-identified group in the room), how to create an inclusive teaching environment, what are the habits of effective teachers, and how scalable is “SCALE”. Sean was subsequently introduced over a “thank-you luncheon”, to VCEI Basri, with the hope that through him, this innovative program may obtain more wide-spread exposure and potential adoption.
on the UC Berkeley campus. Also Laurel Fletcher along with Kristin Hill and Darlene Francis volunteered to develop a plan for a presentation that would be broad based, suitable for application across disciplines and that could be used as a trigger for discussion at faculty meetings. The SCALE program, and its potential for wider implementation on the UC Berkeley campus, warrants further follow-up by DECC.