

# MEETING WITH ABA RE VC EQUITY, DIVERSITY AND INCLUSION

## November 1, 2011 830a

### 1. Establishment of Office

- Last May, the Chancellor announced the establishment of the new office, effective 7/1/11 following consultation with the Academic Senate, campus leaders, the Climate Council, etc. The new office replaces the CDO function.
- The decision to establish a new VC unit is based on the need to bring strategic focus and coherence to these issues (lots of good, useful work occurring across the campus; need to harness that)
- The position reports to the EVC to ensure greater collaboration with faculty diversity components and to reduce administrative costs (EVC office will provide HR, fiscal support)
- Effective 7/1/11, EVC assumed CDO function, rather than name an interim
- Core office presently includes AVC-FE Jeanne Ferrante/FEAs, AC-Diversity Glynda Davis, Executive Assistant Nadia Tapia, and Campus Community Centers
- The new VC will be charged to develop a Strategic Plan that would inform adjustments to the organizational structure, including the relationship with existing programs/offices, staffing levels, development/fundraising priorities, etc.

### 2. Search Process

- **Greenwood/Asher** selected as search firm. Founded by 2 ex-presidents, lots of experience with placements in higher education; diversity a particular niche
- Advisory Search Committee formed to inform VCEDI selection process (faculty, staff, student, community reps; chaired by EVC)
- Conducted Listening Sessions over 2 days in July  
~250 ppl/11 groups of faculty, staff, students, alumni, community invited in
- Ran ads in Chronicle and diverse pubs; have made over one hundred fifty recruitment and source contacts. Greenwood/Asher is placing calls to UCSD peer institutions, current vice chancellors/vice presidents, CDOs, and senior faculty members at AAU institutions. Recruiting and sourcing calls are ongoing. *Position closes December 8<sup>th</sup>.*
- Lots of good contacts but many haven't yet committed. Note, it is not uncommon for the best candidates to delay throwing their hats into the ring for confidentiality reasons.
- Current prospects are excited about the challenges and opportunities associated with the position but are particularly concerned about whether the new Chancellor will be as supportive of this position as current administration

Over the course of the next two months, Greenwood/Asher will continue recruitment and sourcing calls to identify potential prospects. .

The Search Committee is scheduled to meet on December 12<sup>th</sup> to review the vetted list of qualified candidates.

## Resources

- VC EDI office will be provided an initial core permanent budget (some new money, some existing funding transferred)
    - Budget primarily supports staff in VC office and very modest programming budget
    - Budget will be augmented by fundraising (gifts, grants) that will support the work across campus
  
  - Director of Development-Diversity Initiatives has been hired; has a dotted line reporting relationship to VC EDI (reports directly to AVC-Development up to VC-EBA)
    - Position held presently by Antigone Blackwell
    - Work already underway (outreach with campus groups, private foundations, individuals etc.)
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*VC-EDI Website:*

<http://academicaffairs.ucsd.edu/evc/vcedi.html>