

# Blue Ribbon Commission, January 21, 2006

## Summary of Evaluations

### Number of Evaluations

**BRC** 14

**Non BRC** 11 (4 Faculty/Staff, 3 Community Members, 2 Not indicated, 1 Student, 1 Legislator)

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### Part 1: Evaluation of CU-Boulder's efforts and success in recruiting, retaining and graduating underrepresented students.

#### Diversity Plan (Overview and Tab 1)

**BRC:** We are hardly qualified to make recommendations as are requested. I resent that a particular agenda, that of the reduction of particular programs, is being promoted. We need additional funds to support the programs before prioritization can be effective.

A diversity plan is fine, but a "culturally competent" staff would make a difference in climate.

The diversity plan needs to be better defined because the plan sounds like diversity (LEAD) programs would be cut or eliminated if the commission felt it was not high priority. CU's commitment to diversity must be in the university's mission.

The initiatives put forth by the students to be recognized when presenting info to other commissioners.

Needs to be publically stated and supported more strongly by leadership / Administration. Climate of UCB must change to support diversity.

The programs highlighted are good, however I notice the selective use of data excluding some key info and offices. The campus diversity definition doesn't include protected clauses, ie sex and creed.

It is unacceptable when CU is ranked last in seniors thinking the university contributes to their understanding of diversity (refer to pg 4). Acknowledgement of student involvement in creating this plan is needed (meetings with Shoulder 2 Shoulder?)

#### Non BRC:

**Student** Diversity is not just about recruiting people of color. It includes retention and other underrepresented groups.

**Fac/Staff** Lacks top down accountability and real incremental goals. Each dean, chair and director should be required to define and act on.

**Alum** Compare DP with other CU universities and campuses. Need to replace American Indian faculty in the departments of history, English, education, religious studies. Staff in Multicultural Affairs - AI Services

**Com. Mbr** If you can follow through with it, I believe it is a good plan.

**Fac/Staff** Helpful information, but didn't resonate well (left me feeling and thinking "so what?")

**Fac/Staff** The plan contains excellent elements and goals. But it is quite fragmented with efforts

**unmarked** When recruiters have gone it has been based solely on science and research, not social and cultural

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## Recruitment / Pipeline (Tabs 2, 4 and 8)

- BRC:** Good programs, but seem reactive and ad hoc. Need to think holistically about this and develop an integrated architecture.
- The current recruitment programs are great, but must continue to be funded.
- More information is needed in regards to outreach efforts that Boulder is supporting to increase the pipeline. Small pipeline is preventing critical mass.
- General consensus of the day that the recruitment cannot be determined until issues surrounding climate are enforced.
- More scholarships focused on out of state students or color could be effective. In-state for out-of-state Native Americans.
- Recruitment to expand the low-SES schools, or scrap the idea of expanding recruiting and divert funds to diversity programs to do that job. Build bridges, support, recruitment individually. Greater numbers in underrepresented students admitted to CU.
- The index set by CCHE needs to be renegotiated by CU in their performance contracts. Access can be created by allowing unlikely successful HS seniors admittance to CU. Also, recruitment needs to be enhanced with visits by students.
- More funding is greatly needed.

### Non BRC:

- Student** This is pathetic. Why is the university only enrolling half of the eligible students of color? And why aren't we addressing low-income students who went to high schools who can't prepare them to achieve the 103 score?
- Fac/Staff** While admissions is to be commended for all they do (it's a huge job!), they are just touching the tip of the iceberg with the community advisory groups. Add representatives from colleges and programs. Broaden PCDP and other outreach programs. CU needs to be a major change agent in the k-12 classroom to increase the number of students with a 103 index.
- Faculty** We have to have more scholarship dollars for merit.
- Alum**
- Need to have a Native or 2 in Admissions to work with Native families. Admissions says they need an AI advisory group - turn to AI advocacy here at CU-Boulder. Need to look at stats during EOP 1970-82 to see the rate of recruitment and retention instead of starting in 1986.
- Com Mbr** I think it is a good plan.
- Fac/Staff** The pipeline doesn't speak well to our commitment and understanding of promoting a campus supportive of multiculturalism and diversity.
- Fac/Staff** Need smarter, targeted, customized, multi-faceted recruiting strategies and pre-college programming. Need to approach this on a community by community, school by school basis. Specifically need an African American recruitment task force.
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## Retention / Graduation (Tabs 3, 4, 6, 7, 8 and 10)

**BRC:** Expand the programs. Each program impacts different community members and in different ways.

Our support programs are doing a decent job @ retention and graduation. Climate and pipeline need more focus.

Retention rates were in some case in confliction with one another.

These programs need more funding to operate @ complete capacity.

Build upon diversity programs (funds, public support) to retain and graduate underrepresented students. More public support by the university administration.

Programs doing retention are already enhancing CU; funding increase will further advancement.

More funding from federal and private funds.

### **Non BRC:**

**Student** The retention programs are amazing and doing their job of retaining students, not just of color. It's a slap in the face by Pres. Bown to look into these programs. He needs to address the climate. These programs were created to retain not fix the university's bad image. This poor image is the direct result of bad leadership, including the President.

**Faculty** Programs that we have on campus are great - to help retain diverse students, you need a diverse faculty

**Alum** Need to have in state tuition for AI students - approach Suzanne Williams (?) at state level to sponsor it. Look at what UCD, CSU, UNC has as far as separate American Indian student services office. A Native American Coordinator can be based at UMC.

**Com Mbr** The news CUB has received over the past 2 years needs to change.

**Fac/Staff** Recruitment was informative, though disappointing. I understand how admissions office is trying, but there's still a long way to go.

**Fac/Staff** Too much dependence on LEAD programs. While continuing these, the next step for the campus is to make a task force of key faculty, dept chairs, assistant deans, academic advisors, as well as student affairs personnel responsible for a plan to improve retention and graduation. Gain tuition reciprocity with surrounding states. Gain in-state tuition for Native American students. Increase financial aid - the state's responsibility.

unmarked 75% of freshmen come from CO

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## Climate (Tabs 5, 6, 9, and 10)

**BRC:** This is the issue that seems to be the catalyst for current programs. Programs are adequate, but they do nothing to change the climate.

More outreach with City of Boulder

There needs to be accountability from the administration and punishments for the offenders. If the university does not provide strict punishments, then others may feel safe in making racist/homophobic/anti-semitic remarks or committing racially motivated attacks.

Clearly the main area of concern with students. More focus needs to occur here for other campus presentations and Boulder evaluation. Need to ask questions to assess what the correct climate should be.

Climate survey did not really show direct incidents that impacted campus and how survey provided information to change. Organized.

There needs to be more administrative support of SOC, student groups of color, etc. (especially when these SOC/groups are attacked by racist and conservative "think tanks")

Climate needs to change first and foremost. Cannot study and do well in my education if I must combat, advocate, against hatred every day. This is the central discussion evaded by the BRC planners and initiators. It is the climate that stirs students of color away - you published it in your own data... so why not evaluate climate?

The full climate survey must be updated and done yearly. Climate survey must reflect student population and personal stories heard.

### Non BRC:

- Student** Why does the administration believe that reviewing these programs will better the climate? The administration needs to get its act together and get the idea out of their heads that these programs need to be cut. The President should be at these hearings to defend his racist actions.
- Fac/Staff** The presentation lacked enough substance. This probably means that we haven't assessed it well. The Chancellor needs to make climate change the top priority and provide incentives for creating new ways to implement ideas.
- Faculty** More diverse students and faculty will have a direct impact (positive) on improving climate.
- Alum** Orientation is fine, but classes in ethnic studies should be mandatory. Need a no tolerance policy against racism in order to change the climate.
- Com Mbr** Needs improvement.
- Fac/Staff** Excellent segment! Gave voice to the campus environment and concerns of students and other folks of color. I appreciated the frankness and sincerity that AVC Robbins incorporated. This segment really got the ball rolling (aside from sharing statistics and intentions).
- Fac/Staff** Need to gradually change campus climate culture by 1) engineering a more residential campus, with a greater sense of community and academic investment by both students and faculty, (would enable Univ 101 and much more), 2) change faculty expectations to place more emphasis on their roles as educators and community participants, 3) Move forward with the Leadership and Civic Engagement ----- for the campus that have been proposed - get Academic Affairs more involved in this.

## OTHER COMMENTS

**BRC** Elease was very hostile with BRC member. She needs some counseling in her interactions.  
Follow through with the BRC recommendations.

### Non BRC:

**Faculty** Hank Brown should have announced why he left - very bad PR move to be up front. Crowd

**unmarked** How can the university claim to have a strong policy in place with strong consequences for racist acts and ethnic intimidation, when the admitted perpetrators of racist e-mails with death threats are allowed to remain at CU? The fact that those students were not immediately expelled sends a strong message to students of color. In effect, it tells students of color, "You are not safe here, your victimization is not validated by CU and our policies are strong on lip service but weak on action." With this sort of response to overt racism and intimidation which is covered in the press, how can you expect students of color to want to come to CU?

**Legislator** I appreciate being invited and to have the chance to learn about a topic I know little about. My eyes were opened quite a bit and I am very grateful and supportive of what CU is doing to recruit and retain minority students. But I think the discussion I witnessed was not very enlightening. Comments such as "Hank Brown didn't care enough to stay" or when Jessica Cory was cut off that "That's exactly the point, you don't understand" demonstrates a self-righteousness that precludes a meaningful dialogue, which must be a two-way street. Instead, I witnessed what critics would dismiss as a political correctness 101. If we are to confront issues of climate we must get beyond this. I hope we do, because we must. As someone who works hard to advocate for higher ed, understand that many Coloradans don't see the benefit of diversity programs. Many speakers, such as the two I mentioned above, clearly see everyone as against them. Perhaps this is justified, I am not qualified to say, but I do know it's not helpful or productive to the cause. Respect, tolerance, understanding, and growth must go both ways if we are to move forward.