

## UC Davis Retirees' Association Executive Board Meeting Agenda

Thursday, April 10, 2014, 1:15 – 2:45 p.m.

UC Davis Conference Center, room 2207

1. **Introductions and Announcements**
2. **Approval of Last Meeting Minutes** - submitted by Linda Vieira
3. **Treasurer's Report** - Diane Mundy
4. **UCDEA report** – Lyn Lofland
5. **Old Business** - (Items that have come to an end)
6. **Continuing Business** - (carried forward from last meeting)
  - a. UCDRA Survey - Sandy Filby, Lucy Day
  - b. UCDRA 25th Anniversary (2014) - Janet Hamilton for Deanna Falge-Pritchard
  - c. 25 for 25 (Endowment/Fundraising) – Silvia Hillyer
7. **New Business**
  - a. Retiree Center updates
    1. New Retirees' Reception—University Retirement Community to cater
    2. Paradise Valley Estates—interested in sponsorship opportunities
    3. Database merge
    4. *CenterNews* newsletter
  - b. Annual Reports are due by June 1, 2014
  - c. AROHE Conference – Diane Mundy
8. **Working Agenda** - (discuss project, develop, finalize)
9. **Consent Agenda - Committee Reports** – Chairs/Appointed Representative
  - a. **Archive Committee - Deanna Falge-Pritchard, Chair** No formal report submitted
  - b. **By-Laws - Silvia Hillyer, Chair** No report
  - c. **Campus Community Council – Lucy Day, Rep** submitted by Phyllis McCalla
  - d. **Campus Connections - Kate Mawdsley, Co-Editor** No formal report submitted
  - e. **CUCRA/CUCEA – Barbara Nichols, Rep** No formal report submitted
  - f. **Membership - Yvonne Marsh, Chair** No formal report submitted
  - g. **Member-At-Large - Castelli, Day, Eagle-Faulkin, Filby, Rice, Halferty** No formal reports submitted
  - h. **Nominations - Janet Hamilton, Chair** No Report
  - i. **Program - Louis Campos, Co-Chair** No formal report submitted
  - j. **Public Relations - Rose Romant, Chair** No formal report submitted
  - k. **Scholarship - Maggie Ahern, Chair** No formal report submitted
  - l. **Staff Assembly – Micki Eagle, Rep** No formal report submitted

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**Mark your calendars...submitted by Sue Barnes, Retiree Center**

### Spring quarter 2014 UCDRA/UCDEA/Retiree Center events:

- **UCDRA Board meeting** -Thurs., Apr. 10, 1:15 – 2:45, Conf Center, lg conf room
- **Brainfood Talk**-Thursday, April 10, 11:30 a.m. - 1 p.m., Conf Center (**NOTE DIFFERENT LOCATION**)
- **Picnic Day**-Saturday, April 12
- **Fidelity Help Desk**-Tuesday, April 15, 2 p.m., Conference Center, large conference room
- **Day trip: Asian Art Museum**-Wednesday, April 23, 8:30 a.m. – 3 p.m., San Francisco
- **Campus tour: Shields Library**-Tuesday, May 6, 10 a.m.
- **UCDRA spring meeting**-Thursday, May 22, 2 - 4 p.m., Alumni Center
- **Planning your Legacy workshop**-Tuesday, May 27, 11:30 a.m. – 1 p.m., Alumni Center
- **UCDRA Board meeting** -Thursday, June 12, 1:15 – 2:45 p.m., Conf Ctr, lg conference room
- **Retiree Center Appreciation Luncheon**-Thursday, June 19, 11:30 a.m. – 1 p.m., Alumni Center
- **New Retirees' Reception**-Wednesday, June 25, 5 – 7 p.m., Conference Center Ballrooms

### Summer quarter 2014 UCDRA/UCDEA/Retiree Center events:

- **Retiree Resource Day**-Thursday, July 17, 8:30 – 11:30 a.m., ARC Ballrooms

**UC Davis Retirees' Association Executive Board Meeting**  
**Thursday, April 10, 2014**  
**1:15 – 2:15 p.m.**  
**Conference Center**  
**Meeting Minutes**

Present: Maggie Ahern, Sue Barnes, Lucy Day, Sandra Filby, Janet Hamilton, Silvia Hillyer, Ted Hillyer, Yvonne Marsh, Phyllis McCalla, Diane Mundy, Norma Rice, Linda Vieira

Unable to Attend: Louis Campos, Karen Castelli, Gloria Alvarado, Deanna Falge Pritchard, Micki Eagle Faulkin, Bob Halferty, Lyn Lofland, Kate Mawdsley, Barbara Nichols, Rose Romant, Bill Wagman

Introductions and Announcements

The meeting was called to order at 1:15 p.m. by President Phyllis McCalla.

Approval of Minutes

A correction to the minutes regarding annual memberships was noted. A motion was made by Norma Rice and seconded by Sandy Filby to pass the minutes as corrected. Motion passed.

Treasurer's Report

Diane Mundy reported that she had deposited \$330, and that the current balance is \$21,413.73. A working draft of next year's budget will be presented at the June meeting.

UCDEA Report

Lyn Lofland was absent, so Sue Barnes reported in her place. The EA is working on outreach to the health care system. A task force is working on quarterly emeriti luncheons as well as other things. The focus is on emeriti. Sue also mentioned that it is a long term wish of hers that a satellite office be opened, which could be staffed a couple of times a week.

Continuing Business

a. UCDRA Survey

Sandy Filby discussed the survey. It will be done on Survey Monkey. It is slated to go out in the fall, with Janet writing the cover letter. The letter needs to be a good marketing piece, and must make clear that responses are needed from both UCD and the Health System, so that all needs are met. There is \$100 budgeted for a Visa card to entice people to complete the survey. After discussion, Norma moved, and Silvia seconded, that there be two \$50 cards. The motion was passed. Also budgeted is the cost of mailing. It is also important that the winners' names be put in the newsletter, so people are aware of who won.

b. UCDRA 25<sup>th</sup> Anniversary (2014)

Because of the new date (October 30), the Chancellor will be in town, although there is still the possibility that she will still need to travel. A hold has been put on her calendar for our event, and the provost will be the backup.

c. 25 for 25

Sylvia reported that she received the letter of intent for the endowment fundraising, but it listed \$30,000 instead of the \$25,000. There were some concerns, but most of them would be dictated by the University. The two main concerns were the amount of the endowment, and the selection

process for awardees. Discussion ensued, but it was felt that the University has much expertise in handling the process, and it is very fair and very detailed.

There was a proposal and discussion regarding adding another \$1,000 for scholarships. The matter was tabled for now and will be discussed when the budget is put together.

### New Business

- a. Sue stated the new book in which she is involved, "Early Retirement," is out. There will be a book signing, and it is listed on Amazon for \$33. It is geared towards campuses for programs for faculty retirement. It discusses transitioning of faculty to retirement.
1. New Retirees' Reception – The New Retirees' Reception will be held June 25. University Retirement will be doing the catering.
2. Paradise Valley Estates – Paradise Valley Estates is interested in sponsorship opportunities. Sue will talk with them regarding the sponsorship.
3. Database Merge – The Retirement Center database merger has been completed. It has been merged into the Development Department's database. Testing will be done in the fall, and hopefully it will be in use in the winter quarter. It will eventually be the database used for online registration and online renewals. Training is going on right now. There was also reassurance that solicitations would not be made to those who aren't already donors.
4. *CenterNews* Newsletter – The newsletter will be made a discussion item for the next meeting. It will need to be either cut down or cut in length, or something totally different done. It is a lot of money for not a great return.
- b. Annual Reports are due by June 1, 2014. Not many are in yet. They should look at the whole year and summarize it. Diane will do the final financial statement on June 30. Phyllis also stated that the audit will be done after June 30, and it will encompass two years.
- c. The AROHE Conference is coming up in August. It is held every 2 years. It will be held in Minneapolis this year. Diane plans on attending. It is in the budget; part of the expense will be on this year's budget, and the rest on next year's budget.

Phyllis showed the Picnic Day Plaque for the Honorees. All agreed it is very nice. It will hang in the Retiree Center. Picnic Day is Saturday. Ted and Silvia will ride in the carriage. It will be fourteenth in the parade.

The meeting was adjourned at 2:15 p.m.

Respectfully submitted,

Linda Vieira  
Secretary

UC Davis Retirees' Association  
**2013-2014 YTD Membership and Financial Report**

**Membership Report**

Meeting Date	9/12/2013	10/10/2013	11/14/2013	12/12/2013	1/9/2014	no mtg	3/13/2014	4/10/2014	no mtg	6/12/2014		
	June	September	October	November	December	January	February	March	April	May	June	Net +/-
Annual	326	421	409	407	409	410		411	409			
Associate	5	5	6	7	7	7		7	7			
Life	481	497	507	512	518	518		519	522			
<b>Total</b>	<b>812</b>	<b>923</b>	<b>922</b>	<b>926</b>	<b>934</b>	<b>935</b>	<b>0</b>	<b>937</b>	<b>938</b>	<b>0</b>	<b>0</b>	

**Financial Report**

Beginning Date	7/1/2013	9/1/2013	10/1/2013	11/1/2013	12/1/2013	12/31/2013	2/1/2014	3/1/2014	4/1/2014	5/1/2014	Budget	YTD Totals
<b>Beginning Balance</b>	\$ 17,090.33	\$ 18,024.33	\$ 20,961.28	\$ 21,674.33	\$ 21,835.54	\$ 21,612.84	\$ 21,325.52	\$ 21,083.73	\$ 21,413.73	\$ 21,413.73		\$ 17,090.33
<b>Credits</b>												
Memberships	2,210.00	3,030.00	700.00	1,140.00	130.00	110.00	250.00	330.00			7,500.00	7900.00
Norcal				320.00								320.00
Other Donation		20.00										20.00
<b>Subtotal: Credits</b>	<b>-</b>	<b>2,210.00</b>	<b>3,050.00</b>	<b>700.00</b>	<b>1,460.00</b>	<b>130.00</b>	<b>110.00</b>	<b>250.00</b>	<b>330.00</b>	<b>-</b>	<b>-</b>	<b>8240.00</b>
<b>Debits</b>												
<b>Events</b>												
New Retiree Reception					(330.00)						1,500.00	-330.00
Norcal				211.48	108.52							320.00
Picnic Day (carriage)											400.00	0.00
Fall Fest (formerly Steak Bake)		100.00		537.94							500.00	637.94
<b>Meetings</b>												
Fall Meeting					574.18						700.00	574.18
Winter Meeting							48.29				250.00	48.29
Spring Meeting											240.00	0.00
<b>Other</b>												
Staff Scholarship	1,000.00										1,000.00	1000.00
Membership supplies	276.00			193.20		366.00					450.00	835.20
Staff Gifts (RC)											60.00	0.00
CUCRA Travel/Reg				356.17							900.00	356.17
AROHE Travel Expense											1,100.00	0.00
AROHE Dues											100.00	0.00
CUCRA Dues							443.50				450.00	443.50
Non-profit status fee											-	
Misc/Other		13.05	(13.05)			31.32					500.00	31.32
<b>Subtotal: Debits</b>	<b>-</b>	<b>1,276.00</b>	<b>113.05</b>	<b>(13.05)</b>	<b>1,298.79</b>	<b>352.70</b>	<b>397.32</b>	<b>491.79</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>8,150.00</b>
<b>Ending Balance</b>	<b>\$ 18,024.33</b>	<b>\$ 20,961.28</b>	<b>\$ 21,674.33</b>	<b>\$ 21,835.54</b>	<b>\$ 21,612.84</b>	<b>\$ 21,325.52</b>	<b>\$ 21,083.73</b>	<b>\$ 21,413.73</b>	<b>\$ 21,413.73</b>	<b>\$ 21,413.73</b>	<b>\$ (650.00)</b>	<b>\$ 21,413.73</b>
<b>Ending Date</b>	8/31/2013	9/30/2013	10/31/2013	11/30/2013	12/30/2013	1/31/2014	2/28/2014	3/31/2014	4/30/2014	5/31/2014		

March 24, 2014 CCC - Campus Community Council  
Held in 203 Mrak Hall, 10:00 - 11:00 a.m.

Report to UC DRA submitted by Phyllis McCalla

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Agenda

**1. Campus Climate Survey. Document item below submitted Rahim Reed**

Handout A

UC SURVEY RESULTS: A STRONG AGGIE FAMILY

*Note: To review the complete survey results, please visit <http://occr.ucdavis.edu/>*

The University of California, Davis scored high marks in a recent systemwide survey meant to gauge campus climate across the UC system.

Believed to be the largest survey of its kind ever conducted in American higher education, the ultimate goal is for all UC campuses to be better equipped in ongoing efforts to promote an environment where all are treated fairly and with dignity.

UC Davis by far had the largest number of participants in the survey with 18,466 completed. In addition, the majority of respondents reported positively about the overall campus climate as well as in their academic and work-life experiences.

- 80 percent of respondents said they were "comfortable" or "lively comfortable" with the campus climate at UC Davis (13 percent responded "neither comfortable nor uncomfortable," and 7 percent responded "uncomfortable" or "very uncomfortable").
- 76 percent of undergraduate students, 82 percent of graduate/professional students and 89 percent of faculty and postdoctoral students were "comfortable" or "lively comfortable" with the climate in their classes.
- 80 percent of respondents thought UC Davis values a diverse faculty and 82 percent a diverse staff.

"The findings from the survey make it clear that UC Davis is an institution that values and promotes civility and mutual respect," Chancellor Linda P.B. Katehi said. "But the reality is that even one incident of bias or discrimination, or one member of our community feeling unwelcomed is too many."

Chancellor Katehi said she is committed to using the information for positive change. As an initial step, the Local Campus Climate Working Group (LCCWG) will be assembled and lead the various committees across the university focused on campus climate and diversity issues to set priorities and create action plans. The LCCWG will be led by Rahim Reed, associate executive vice chancellor for campus community relations, and David Acosta, associate vice chancellor of diversity and inclusion at the UC Davis Health System. Forums will also be held to engage the campus community in responding to the survey results.

The campus has already instituted important programs aimed at creating a supportive and affirming campus environment. Launched in fall 2010, The Hate-Free Campus Initiative (HFCEI) works to proactively engage the entire campus community in educational programs, training and activities designed to confront and stop acts of hate, foster a greater awareness and appreciation for diversity, promote civility and respect in our interactions, and support our campus Principles of Community. Likewise, this year Chancellor Katehi began the Human Equity Initiative which will help to guide and inform all of the university's diversity and inclusion efforts by emphasizing the unique experiences and talents of each member of the campus community with the goal of creating an environment that allows all to be creative, productive and excel.

UC Davis Chief Compliance Officer Wendi Delmendo has also assumed the role of lead discrimination officer for the campus. Delmendo will ensure an appropriate response is made to all reports of perceived acts of illegal discrimination, bias and harassment involving faculty, students and staff. She will work with staff from the Harassment and Discrimination Assistance and Prevention Program as well as administrators in Academic Affairs, Student Judicial Affairs and Human Resources to develop a comprehensive program that will include advising complainants about complaint processes, accepting complaints, carrying out investigations, recommending informal resolutions, and, when necessary, referring cases to the relevant departments for discipline. Working with the Office of Campus Community Relations, Delmendo has also created a one-stop website regarding policies and processes covering discrimination, bias, harassment and other diversity issues.

Handout B

UC CAMPUS CLIMATE STUDY

**UC Davis**

EXECUTIVE SUMMARY PREPARED BY RANKIN & ASSOCIATES CONSULTING

### Project Structure and Process

The UC Davis survey contained 107 questions including several open-ended questions for respondents to provide commentary. The survey was offered in English and Spanish and distributed from January 31, 2013 through March 15, 2013 through a secure on-line portal. Confidential paper surveys were available to those who did not have access to an Internet-connected computer or preferred a paper survey,

### Description of the Sample at UC Davis

UC Davis community members completed 18,466 surveys for an overall response rate of 32%. Response rates by constituent group varied: 25% for Undergraduate Students ( $n = 6,377$ ), 24% for Graduate/Professional Students ( $n = 2,154$ ), 51% for Post-Docs ( $n = 400$ ), 22% of Trainees ( $n = 176$ ), 38% for Union Staff ( $n = 3,713$ ), 26% for Faculty ( $n = 1,301$ ), and 63% for Non-Union staff ( $n = 3,847$ ).

Table 1 provides a summary of selected demographic characteristics of survey respondents. The percentages offered in Table 1 are based on the numbers of respondents in the sample ( $n$ ) for the specific demographic characteristic. Only surveys that were at least 50% completed were included in the final data set for analyses.

### Key Findings - Areas of Strength

#### 1. High levels of comfort with the climate at UC Davis

- 80% of all respondents ( $n = 14,812$ ) of all respondents were "comfortable" or "very comfortable" with the climate at UC Davis while 7% ( $n = 1,288$ ) were "uncomfortable" or "very uncomfortable."
- 77% of all respondents ( $n = 14,101$ ) of all respondents were "comfortable" or "very comfortable" with the climate for diversity in their department/work unit/academic unit/college/school/clinical setting while 10% ( $n = 1,872$ ) were "uncomfortable" or "very uncomfortable."
- 76% of Undergraduate Students ( $n = 4,805$ ), 82% of Graduate/Professional Students ( $n = 1,771$ ), and 89% of Faculty and Post-Doc respondents ( $n = 966$ ) were "comfortable" or "very comfortable" with the climate in their classes, while 6% of Undergraduates ( $n = 343$ ), 8% of Graduate/Professional Students ( $n = 64$ ), and 2% of Faculty/Post-Docs ( $n = 23$ ) were "uncomfortable" or "very uncomfortable."

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## 2. Faculty and Staff - Positive attitudes about work-life issues

- About four-fifths of the respondents thought UC Davis demonstrated that it values a diverse faculty (80%,  $n = 9,515$ ) and staff (82%,  $n = 9,743$ ).
- 68% of Faculty, Staff, Post-Doc/Trainee, and Graduate/Professional Student respondents found UC Davis supportive of their taking leave ( $n = 8,145$ ), and 66% felt that UC Davis was supportive of flexible work schedules ( $n = 7,850$ ).
- A substantial majority of all Faculty, Staff, Post-Doc/Trainee, and Graduate/Professional Student respondents believed that they had colleagues or co-workers (77%,  $n = 9,196$ ) and supervisors (67%,  $n = 8,003$ ) at UC Davis who gave them career advice or guidance when they need it.

## 3. Students - Positive attitudes about academic experiences

- 80% of Graduate/Professional Students ( $n = 1,713$ ) and 68% of Undergraduate Students ( $n = 4,303$ ) were satisfied with their academic experience at UC Davis.
- 94% of Undergraduate Students ( $n = 5,931$ ) and 96% of Graduate/Professional Students ( $n = 2,045$ ) intended to graduate from UC Davis.

4. Students and Trainees - A majority of respondents found the courses offered at UC included sufficient materials, perspectives, and/or experiences of people based on a variety of personal characteristics (e.g., age, ethnicity, gender identity, marital status, race, sexual orientation)

## Key Findings - Opportunities for Improvement

### 1. Some members of the community experience exclusionary conduct

- 24% of respondents ( $n = 4,371$ ) believed that they had personally experienced exclusionary, intimidating, offensive and/or hostile conduct; 8% of respondents ( $n = 1,538$ ) indicated that the conduct interfered with their ability to work or learn.?"
- Differences emerged based on various demographic characteristics including position status, ethnic identity, racial identity, and discipline of study. For example.
- A higher percentage of Staff respondents reported experiencing this conduct as compared to Faculty or Students.
- A higher percentage of women, transgender, and genderqueer respondents than men respondents experienced this conduct.

### 2. Several constituent groups indicated that they were less comfortable with the overall campus climate, workplace climate, and classroom climate

- Staff and Faculty respondents were less comfortable when compared with Post-Doctoral Scholar/Trainee and Undergraduate and Graduate/Professional Student respondents with the overall campus climate at UC Davis and the with the climate in their departments/work units.
- LGBQ respondents were less comfortable than heterosexual respondents with the overall climate and less comfortable with the climate in their classes.

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- Underrepresented Minority respondents and Other People of Color respondents were less comfortable than White respondents and Multi-Minority respondents with the overall climate and the workplace climate. White respondents were more comfortable with the climate in their classes than other racial groups.

### 3. A small but meaningful percentage of respondents experienced unwanted sexual contact

- 2% of respondents ( $n = 443$ ) believed they had experienced unwanted sexual contact while at UC Davis within the last five years. Subsequent analyses of the data revealed the following:

- Higher percentages of Undergraduate Students (4%,  $n = 248$ ) experienced unwanted sexual contact in the past five years as compared to Graduate/Professional Students (1%,  $n = 25$ ), Staff (2%,  $n = 147$ ), Faculty (1%,  $n = 14$ ), or Post-Docs/Trainees (2%,  $n = 9$ ).

In terms of gender identity, higher percentages genderqueer respondents (7%,  $n = 7$ ) and women respondents (3%,  $n = 345$ ) experienced this conduct as compared to men (1%,  $n = 93$ ).

Additional findings disaggregated by position and other selected demographic characteristics are provided in more detail in the full report.

CAMPUS CLIMATE STUDY 31

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## UC CAMPUS CLIMATE STUDY

### UC Davis

#### SUMMARY PREPARED BY UC

Recent efforts in campus climate

- UC Davis launched the **Hate-Free Campus Initiative**

(H FCI) in fall 2010 to proactively engage the entire campus community in educational programs, training and activities designed to confront and stop acts of hate, foster a greater awareness and appreciation for

diversity, promote civility and respect in interactions, and support its Campus Principles of Community.

- Davis increased the number of Student Campus Climate Internship positions at the Cross Cultural Center from two to three, and created a **Diversity Leadership Development Program course** for

undergraduate students to reinforce the campus' commitment to diversity and inclusion.

- The campus increased the number of workshops in Staff Development and Professional Services, Dialogues on Diversity Certificate Training Program.
- The **Campus Community Council** was created to improve information-sharing, help raise issues meriting focused attention, and enhance collaboration and consultation.
- The **UC Davis Ombuds Office** was established as a place where faculty, staff, postdocs, and administrators are welcome to come and talk in confidence about any concern.
- UC Davis revised its **Student Communication Plan for Reporting Campus Climate and Hate/Bias Incidents**.  
32 UNIVERSITY OF CALIFORNIA
- The **Director of Campus Dialogue and Deliberation** position was created to sustain ongoing, rather than episodic, commitment to civic engagement.
- The **Police Accountability Board (PAB)**, a civilian oversight board for the campus police department, was created to strengthen relationships between the

- The UC Davis Health System created the position of **Associate Vice Chancellor for Diversity and Inclusion** to direct programs and initiatives within the health sciences units. This includes the *Framework for Diversity* strategic plan, focused on strengthening the Health System's diversity and inclusion messaging

campus community and police by establishing an open, transparent process for people to bring forth complaints of misconduct.

- The new UC Davis Advance Program (focused primarily on faculty) includes the **Inclusive Campus Climate Initiative**, developed to establish programs to reduce the impact of unconscious bias in faculty hiring and promotions; the **Policy & Practices Review Initiative**, designed to identify and remove institutional barriers to inclusion and career development; and the **Campos Initiative** (Center for the Advancement of Multicultural Perspectives), a research center designed to attract women and Latina STEM scholars.
- UC Davis hired two **Graduate Diversity Officers** to help recruit more graduate students from diverse backgrounds and ensure successful completion of their degrees.
- The campus is developing an online **Principles of Community Training Module** for all freshmen and transfer students, to be completed within the first quarter of enrollment.

and promoting the recruitment and retention of a diverse pool of students, residents/fellows, faculty, and staff.

- UC Davis has been designated an **Hispanic-Serving Health Professions School** to enhance recruitment of Hispanic students, residents/fellows, and faculty from

26 academic institutions with similar designations, and to enhance grant and fellowship opportunities.

**Process and next steps for developing actions and initiatives based on survey findings**

UC Davis will re-constitute the Local Campus Climate

Work Group (LCCWG) to implement the campus climate

survey. Numerous committees are in place to address

issues related to campus climate in the campus' current

structure, including, for example:

- >Staff Affirmative Action & Diversity Advisory

Committee (SAADAC)

- Disability Issues Administrative Advisory Committee

(DIAAC)

- Status of Women at Davis Administrative Advisory

Committee (SWADAAC)

- Academic Senate/Federation Affirmative Action &

Diversity Committee

- Campus Council on Community and Diversity

(CCC&D)

- Campus Community Council

- UCDHS Equal Opportunity and Diversity Committee

After the climate survey results are released, UC Davis will

use these committees to assist the LCCWG in identifying

important issues, establishing a set of priorities, and creating action plans. The AEVC for Campus

Community

Relations and the AVC for Diversity & Inclusion at the

UCDHS will coordinate this process.

**CONTACT**

Davis campus: <http://occr.ucdavis.edu/index.html>

Sacramento Health Sciences campus:

[\[ucdavis.edu/leadership/bios/acosta\\\_bio.html\]\(http://www.ucdmc.ucdavis.edu/leadership/bios/acosta\_bio.html\)](http://www.ucdmc.</a></p></div><div data-bbox=)

CAMPUS CLIMATE STUDY 33

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**2. Diversity Dialogues on Graduate Education 2013-13. Document item below submitted by Amandeep Kaur**

**3. Freedom of Expression, Ralph Hexter**