

FACE/LEEAP FEE *(Facilities & Campus Enhancements/Legal Education Enhancement & Access Program)*

2020-21

DEPARTMENTAL REPORT TO THE COUNCIL ON STUDENT AFFAIRS AND FEES (COSAF)

Department Name: **Student Recruitment and Retention Center**

Contact: Krissy Ocampo, Operations Director

Referenda verbiage regarding allocations to this department: *Facilities, staff support and programming to assist and support student-led outreach and retention efforts.*

1. 2019-20 Use of Fee / 2020-21 Projected Use of Fee

Expense	2019-20 Actuals	2020-21 Estimated Allocation
Student Salaries (including benefits)	\$234,635	\$317,443
Career Staff Salaries (including benefits)	\$293,005	\$282,537
Programs, Information Technology, Administration	\$128,943	\$100,000
Facility/Maintenance Expenses	\$15,197	\$15,000
Fixed Expenses (debt service)	\$0	\$0
Contribution to Reserves	\$40,766	\$100,000
Other Operating Expenses (SSO, CGA)	\$40,471	\$41,000
TOTAL	\$753,017	\$855,980

2. Please describe the department's programs, services and/or facilities funded by FACE/LEEAP:



About

The **Student Recruitment & Retention Center (SRRC)** was established in 2000 with the goal of performing **student-led outreach and retention** for **historically underrepresented, educationally disadvantaged, and low-income communities**. Our **student-initiated** programs created **by students for students** foster holistic, academic and personal development while raising political and cultural awareness for youth and college students.

Our unique structure of being **student-run** refers to our governing board, the **Recruitment & Retention Organizing Committee (RROC)** which oversees the goals, programming, fiscal, and administrative responsibilities of the SRRC. The board is comprised of 10 voting members: 7 undergraduate students, including 1 ASUCD representative, 2 graduate students, plus 1 FTE Student Affairs representative.

Mission

We educate, engage, and empower students to act as dynamic leaders for their communities so that we can all transform knowledge into action.

Values

Community. Advocacy. Knowledge. Equity. Support.

SRRC Programs

We have 7 community programs in the SRRC that are all led by UC Davis student leaders. Each of our students develop and implement recruitment and retention programs for students in our communities. We are staffed by over 40 paid students, 3.5 FTE career staff, and receive the support of approximately 200 community volunteers and interns every year.



These programs include and serve the following communities:

- African Diaspora Cultivating Education (**ACE**)
- American Indian Recruitment & Retention (**AIRR**)
- **BRIDGE** Pilipinx Outreach & Retention
- **COLLECTIVE** Transfer & Nontraditional Student Empowerment
- Graduate Academic Achievement & Advocacy Program (**GAAAP**)
- Southeast Asians Furthering Education (**SAFE**)
- **SOL y LUNA** Chicanx/Latinx Holistic Support

Services

In the SRRC, we recognize that students have many identities and needs, and that as a department run by and for students, we are called to support our community's academic journeys through our unique positionality and understanding as students ourselves. As students we have a unique understanding of the dynamic needs of our communities. This allows us to give personal attention to our peers through our **Holistic Support model** and the services we provide which allow us to do the work that the educational system does not accomplish/provide directly. We accept the challenge of creating a society that provides a **quality, culturally sensitive, comprehensive education** for students of all backgrounds in the following ways:

- **Recruitment:** K-12 outreach, community college outreach, campus visits experience, college admission information and mentorship, pathway to college support, reservation outreach, 4 overnight youth conferences, 1 one-day youth conference, 2 yield events (Aggie Senior Weekend Trip, Aggie Transfer Weekend Trip)
- **Retention:** academic support & advocacy, overnight community leadership/empowerment retreats, counseling support, graduate writing support, peer mentorship programs, reservable conference room for study groups, testing materials, study halls, test bank, social events
- **Community Empowerment:** community development, community advocacy, support for student activism, student organization and department grants, volunteer and internship program

Highlights

- **Campus partnerships**
 - **Undergraduate Admissions:** We have worked closely with Undergraduate Admissions to offer more culturally relevant outreach and yield services to our communities. We have been consultants to the staff in UA, offering our programming models, served as student panelists for several events, and we often will take up some campus tour requests that they are unable to accommodate. Our work in the SRRC over the last 20 years and our close partnership with UA has absolutely had an impact on the amount of students of color who are ready to commit to UC Davis.
 - **Graduate Studies:** Graduate students are an integral part of our community and also pay a portion of FACE/LEEAP fees, and we have been enjoying our partnership with Grad Studies over the years in order to offer holistic and culturally relevant support to Graduate Students of Color. Each year since 2016, we offer a Graduate Student of Color summer fellowship, and we have now provided research funding to about 50 students. This work is necessary for our To Boldly Go strategic plan.
- **Basic Needs Support & Advocacy**
 - Last year, in our report to COSAF, we named that we wanted to be able to utilize more FACE funds to address emergency situations for our communities. One of the ways in which we accomplished this goal was by implementing our monthly Community Dinner program. This program fed 100+ students every month with a full, hot meal, and helped us gain insight as to how much knowledge students have around food support programs on and off campus.

Further, SRRC has been called to serve the needs of the **Filipinx American and Southeast Asian communities** across campus due to the growing disparities in services provided by the university compared to their peers. We have coordinated and funded the following programs prior to the creation of the API Retention Initiatives and will continue to do so since they do not have the capacity to acquire these programs:

- Fil-Am Pages/Resource Guide: a resource guide to highlight the Filipinx American student experience
- SEA Pages/Resource Guide: a resource guide to highlight the Southeast Asian student experience
- Filipinx Graduation Celebration: 71 graduates, 300 attendees
- Southeast Asian Graduation Celebration: 30 graduates, 300 attendees

3. Please provide information on any substantial variance between 2019-20 and 2020-21:

Student staff salaries have increased to accommodate for the state and federally mandated minimum wage increases, and will increase midyear from \$13.25 to \$14.25. The SRRC as a student-run and student-led department allows UC Davis student leaders to identify areas of opportunity for their communities and for the university, and we truly value the input, vision, and labor of our student staff. It is necessary for us to have student staff who represent the communities we serve and to support the amount of work we do in the SRRC.

Typically, we project to spend anywhere from \$150,000 to \$200,000 on **Programs, Information Technology, and Administration**, however, due to the Coronavirus pandemic and limitations on what we can purchase and provide to our communities, our estimated expenses are significantly lower than usual.

4. Does this department plan to use any FACE/LEEAP funds for items not intended by the referenda? If so, please explain:

No. All FACE funds are used to meet the goals of the referendum and the SRRC.

5. If applicable, please provide plans for use of reserves listed in section #2:

During this pandemic, the UC Davis campus and all of its departments must be able to revise our plans to support the communities we serve. This means that although we are prepared to provide digital services year-round, we also need to be prepared to offer some in-person services if that becomes mandated by the campus. Our reserves would be helpful in that scenario, allowing us to be flexible to community and program development needs, while ensuring the

safety and health of our communities.

Further, the SRRC would like to consider several opportunities to be a more inclusive space for our most marginalized communities:

- a. Providing additional funding to support the efforts of the Basic Needs Advisory Committee and the Aggie Compass in order to combat food and housing insecurity.
- b. Creating inclusive fellowship options for students without work authorization to be able to gain leadership and professional development skills in the SRRC.

6. Please describe the need for a consumer price index (CPI) adjustment and include the departmental plan if CPI is not applied next academic year.

The CPI adjustment will allow the SRRC to continue to meet the demands of the UC Davis student community. We aim to constantly build and improve our resources, programming, and opportunities to meet the needs of our communities. In recent years, we have increased both the number of student staff and career staff positions to accommodate the demands of services; meet and follow University policies and procedures; manage risks involved with events; increase student contact; and increase leadership/professional development opportunities for UC Davis students in marginalized communities. In addition, we also had to adjust student staff salaries to meet California minimum wage requirements. Our budget is particularly impacted by these increases, and we can foresee needing further support for funding to ensure that we are meeting minimum wage policy.

Moreover, the 2 ideas above (providing funding to Basic Needs and Aggie Compass as well as creating inclusive fellowship opportunities) in addition to maintaining the current level of work that we do with regards to recruitment, retention, and community empowerment, require additional funds from FACE.

If CPI is not applied for next academic year, we will have to:

- a. reimagine the scope of services we provide that are expected from the community (for example, community retreats, youth conferences, and yield programs)
- b. reconsider our opportunities for inclusive fellowship options for students without work authorization
- c. revise our student and career staff positions, possibly resulting in less staff positions being offered

7. Is there information this department would like to provide regarding the scope of student use of the programs/services/facilities funded by FACE/LEEAP?

(Please limit your response to those items funded by FACE/LEEAP.)

The SRRC offers a large open study space that is welcoming and offers resources such as a reservable conference room, quiet study space, napping spaces (we are identified on the Nap Map!), white boards, community books, and peer support.

2019-2020 Usage Data: Front Desk/Open Study Space (Fall & Winter Quarter)	
Unique Students Served	2,447
Total Swipes	14,677

The center, like the university, is open to all; however, the SRRC is particularly a comforting home to students of color.

2019-2020 Unique Students Served: Front Desk/Open Study Space (Fall & Winter Quarter) by Ethnicity	
Latinx/Other Spanish	148
Mexican/Chicanx	677

Black	190
Native American	12
Chinese/Chinese-American	302
East Indian/Pakistani	246
Filipino	283
Japanese/Japanese-American	24
Korean/Korean-American	37
Other Asian	153
Pacific Islander	10
Vietnamese	124
White/Caucasian	199
Other	42

Additionally, we are one of few spaces that specifically fosters a space for graduate students (of color) to feel safe enough to conduct work, office hours, and workshops in our space.

2019-2020 Unique Graduate Students Served: Front Desk/Open Study Space (Fall & Winter Quarter) by Level	
Post-Baccalaureate	3
Doctorate Level 1	17
Doctorate Level 2	8
Graduate Master	22

Moreover, the student-led SRRC programs and services focus on a holistic support model that fosters academic and personal development to historically underrepresented, low-income, and educationally disadvantaged students. This unique model aligns to our UC Davis Strategic Plan.

While it's been a difficult year for many students, the SRRC made huge efforts in the Spring Quarter to transform our work to be more accessible, supportive, and healing for our communities:

- **Recruitment:** We shifted our annual Aggie Senior Weekend Trip from a weekend long program serving 150 students from Central and Southern California to a 4 week mentorship program between admitted students and UC Davis students. 80% of participants submitted their SIR to UC Davis.
- **Retention:** SAFE, BRIDGE, and SOL Y LUNA collectively provided 100 gift cards to community members in need. GAAAP provided 11 summer fellowships ranging from \$250 to \$750 to graduate students conducting research over the summer.
- **Community Empowerment:** 25 interns completed their Transcript Notation process; BRIDGE hosted a Pilipinx Leaders & Entrepreneurs weekend summit that served 180 people from California to New York.

We are incredibly proud of the work that we have accomplished this past academic year, and we have also learned a lot of new things about the work that we want to continue to do and provide for our communities.