

# FACE/LEEAP FEE

(Facilities & Campus Enhancements/Legal Education Enhancement & Access Program)  
**2023-24**

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

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

Contact(s): Carol Huang, Operations Director  
Sarah Reynolds, Director

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

### SECTION 1: DEPARTMENT FACE/LEEAP ALLOCATIONS

Expense	2023-24 Actuals	2024-25 Estimated Allocation
a. Student Salaries (including benefits)	\$258,463	\$254,712
b. Career Staff Salaries (including benefits)	\$345,481	\$357,798
c. Programs, Information Technology, Administration	\$479,614	\$341,508
d. Facility/Maintenance Expenses	\$7,674	\$0
e. Fixed Expenses (debt service)	\$0	\$0
f. Contribution to Reserves	(\$194,036)	(\$58,743)
g. Other (please list)	\$0	\$0
<b>TOTAL</b>	<b>\$897,196</b>	<b>\$895,275</b>

### SECTION 2: DEPARTMENT CARRY FORWARD

h. Prior Year Carry Forward	\$425,872
i. 2024-25 Estimated Contribution to Reserves	(\$58,743)
<b>j. TOTAL Estimated Carry Forward</b>	<b>\$367,129</b>

### SECTION 3: DEPARTMENT RESPONSES

(See next page)

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

The Student Recruitment and Retention Center (SRRC) stands for educational equity. Our student-run and 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. We educate, engage, and empower students to act as dynamic leaders for their communities so that we can all transform knowledge into action.

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 35 paid students, 4 FTE career staff, and receive the support of approximately 200 community volunteers and interns every year.



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

**2. Please provide information on any substantial variance between 2023-24 and 2024-25:**

Annual merit increase of 4.2% in wage increases and 3.5% in benefit increases were planned in 24-25 which contributes to the overall variance. One FACE funded GSR position was removed from the 24-25 budget that was present in the 23-24 actuals. There are plans to hire a GSR for 24-25 starting in November. Using prior year trends we were able to reduce the operating budget by \$33K.

**3. Please provide planned uses for **total** carry forward. Information provided here must match total on **line J** in above chart.**

With the compounded carryforward projected as \$367K, we have flexibility to cover additional staffing for the 24-25 fiscal year.

**4. 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 current carryforward will be used by the program daily operations if our expenses continue to increase based on the current 24-25 budget and historical spend. Increasing the CPI would better help the program cover the most important needs for our students. We would like to be able to better align our financials so that our carryforward can be used to grow the program rather than maintain.

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. If CPI is not applied, then we will need to cut/reduce some of our outreach and retention programs, halt maintenance plans (e.g. furniture upholstery, carpet replacement, etc.), and reduce funding opportunities for students (e.g. RSO/department grants, co-sponsored events, and summer graduate research grants) in order to maintain our core programs and services (e.g. community/leadership retreats, youth conferences, outreach services, retention services, and yield events).

**5. Please provide information on the scope of student use of the programs/services/facilities funded by FACE/LEEAP?**

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

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

Our operational hours are Monday - Thursday, 10am - 5pm and Fridays 10am-2pm. The SRRC is available after hours for

programs/events, community-led study jams, and staff meetings. Student organizations affiliated with SRRRC Community Programs and promote the retention/outreach goals of the SRRRC can request after hours reservations. There is a steady flow of visitors to our center; approximately 2,500 distinct students. Students have been coming to study, spend time with community members, and access resources (basic needs supplies, free testing materials, nap stations, etc.).

Usage Data: Front Desk/Open Study Space	
Unique Students Served	2,570
Total Swipes	12,985

The student-led SRRRC 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.

The SRRRC made huge efforts to transform our work to be more accessible, supportive, and healing for our communities. We engage students with over 100+ programs and reach ~5000 participants annually.

2023-2024 Total Number of Programs Offered	
Fall 2023 Total: 60	<ul style="list-style-type: none"> <li>• Retention - 19</li> <li>• Recruitment - 8</li> <li>• Community Empowerment - 17</li> <li>• Co-sponsorships/Collaborations - 3</li> <li>• Staff Development - 13</li> </ul>
Winter 2024 Total: 73	<ul style="list-style-type: none"> <li>• Retention - 25</li> <li>• Recruitment - 15</li> <li>• Community Empowerment - 11</li> <li>• Co-sponsorships/Collaborations - 11</li> <li>• Staff Development - 11</li> </ul>
Spring 2024 Total: 61	<ul style="list-style-type: none"> <li>• Retention - 17</li> <li>• Recruitment - 6</li> <li>• Community Empowerment - 11</li> <li>• Co-sponsorships/Collaborations - 21</li> <li>• Staff Development - 6</li> </ul>

Highlights

- Recruitment and Outreach:
  - 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. We hosted Aggie Senior Weekend Trip in person once again in collaboration with Undergraduate Admissions, creating a valuable and inviting experience to prospective students. Our work in the SRRRC 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.
  - UC Student Initiated Programs (SIPs): As a student-initiated program, the SRRRC is part of UCOP’s Student Academic Preparation and Educational Partnerships (SAPEP) program. We work in partnership with the UCSIPS coalition to enhance and promote a college-going culture to historically underrepresented or underserved youth. We do that by doing outreach to local/regional schools and community based

organizations, bringing youth on-site for campus tours, and hosting youth empowerment conferences.

- Retention:
  - Community Meals: Our Community Meals program serves hot meals to students at the end of each month when funds and EBT may be low for students in our communities. We utilize community meals as a way to provide hot meals to students who need them while also resourcing them with knowledge about Basic Needs resources available to them on campus.
  - Retreats: The SRRC brought back community retreats for the first time since the pandemic. Community retreats provide retention support, leadership development, and knowledge of community resources to scholars. Retreats are a core program offering of the SRRC so we are excited to bring them back for students.
  - AP/SD Support Spaces: We held weekly support spaces for students experiencing academic probation or subject to dismissal and engaged students with academic support workshops.
  - SRRC Garden Initiative: We supported students in learning about equitable access to gardening practices, food sovereignty, and land stewardship. We also provided decompression activities in our student-led initiative.
- Community Empowerment:
  - Filipinx Graduation and Southeast Asian Graduation: The SRRC is the main department sponsor and advisor to these two student-run, student-led graduation celebration ceremonies. The SRRC provides student coordinators with programmatic support, resource allocation, financial support, and more in order to celebrate graduating seniors with their accomplishments.
    - Note: We also cosponsor Black Grad, Chi/Lat Grad, Native Grad, ImmiGrad, MENASA Grad, Pacific Islander Grad, and Lavender Grad
  - RSO and Department Co-sponsorships: Part of student-led, student-initiated work is establishing partnerships with campus organizations and departments. The SRRC believes that building a collective of support spaces and programs led by students honors the student-leadership and near-peer program support that our funds are meant to provide. In 2022-2023, we sponsored 30 projects (includes: grants, co-sponsored, and collaborative programs) with collaborators (i.e. RSO or department).
    - Selected Highlights: Hmong Youth Pathways to Excellence Conference, 10th Annual Native American Studies Graduate Symposium, Filipinx Association for Health Careers 31st Biennial Health Conference, Queer Community Wisdom, Dhwani Mixer
  - 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 70 students. Each year, we award summer fellowship funding to at least 10 students.

We are incredibly proud of the work that we have accomplished through our services years past, 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.