

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

2021-22

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

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

Contact: Carol Huang, 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. 2020-21 Use of Fee / 2021-22 Projected Use of Fee

Expense	2020-21 Actuals	2021-22 Estimated Allocation
<b>Student Salaries</b> (including benefits)	\$181,525*	\$379,000*
<b>Career Staff Salaries</b> (including benefits)	\$325,454	\$328,694
<b>Programs, Information Technology, Administration</b>	\$287,303	\$307,808
<b>Facility/Maintenance Expenses</b>	\$0	\$0
<b>Fixed Expenses</b> (debt service)	\$0	\$0
<b>Contribution to Reserves</b>	\$179,062	\$145,000
<b>Other Operating Expenses</b> (Shared Services, Mail, CGA, etc.)	\$42,000	\$42,000
<b>TOTAL</b>	<b>\$1,015,344</b>	<b>\$1,202,502</b>

\*note: 2020-2021 student salary actuals includes savings from work study. 2021-22 student salaries reflect full allocation that does not include work study.

### 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. With our new virtual outreaches, we were able to work with communities through out the United States in weekly outreaches, peer mentorship opportunities, one-day seminars, and three day conferences. Having the opportunity to be virtual opened up the opportunity to reach a larger audience and provide them with our services that empower communities and sets them on a path for life after high school. We were also able to reward participating students by mailing them resources and university gear in order to promote a college going culture. 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.
  - **AB540 and Undocumented Student Center:** Creating inclusive fellowship options for students without work authorization to be able to gain leadership and professional development skills in the SRRC.
- **Basic Needs Support & Advocacy**
  - Last year, in our report to COSAF, we stated that we wanted to be able to utilize more FACE funds to attune our resources to be responsive towards emergency situations for our communities. Some of the ways in which we accomplished this goal was by ensuring material resources were available through gift cards and care package giveaways. We hosted virtual cooking classes to teach students how to meal prep using goods available through the Aggie Food Pantry. Finally, we bridged a partnership with Aggies Grow Veggies to create an accessible, edible garden and green learning space.

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 Strategic Asian and Pacific Islander Retention Initiatives (SAandPIRI) 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
- Southeast Asian Graduation Celebration

### **3. Please provide information on any substantial variance between 2020-21 and 2021-22:**

**Student staff salaries** have increased to accommodate for the state and federally mandated minimum wage increases, and will increase midyear from \$14.25 to \$15. 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. For 2021-2022, we anticipate a higher need for PPE supplies related to COVID-19 to safely reopen our space. We hope to implement flexible/hybrid programming initiatives to support a culture of community care and safety and be responsive to the needs of community members.

**4. Does this department plan to use any FACE/LEEAP funds for items not intended by the referendum? 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 #1:**

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 have been prepared to provide digital services year-round, we also need to be prepared to offer in-person services, especially as campus reopens. Our reserves would be helpful in this 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. Providing a variety of in-person, remote, and hybrid opportunities for engagement.
- c. Providing PPE supplies and equipment for use in our physical space to support the health and well being of staff and community members.
- d. Creating and funding additional leadership/community development opportunities to support staff and community members in adjusting and adapting to change.

**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, in addition to maintaining the current level of work that we do with regards to recruitment, retention, and community empowerment, the ideas listed above, in response to question 5, require additional funds from FACE.

**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. We are providing Fall 2019-2020 usage data to project possible outcomes of in-person engagement of Fall 2021-2022.

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.

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

\*2020-2021 front desk/open study space data unavailable due to COVID-19 closure of physical center.

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 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 50 students from all over California to a 4 week mentorship program between admitted students and UC Davis students, with the intention of having students 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 provided fully virtual programs in 2021-2022 and plan to use what we have learned to offer both in-person and virtual services for the upcoming academic year.

2020-2021 Total Number of Virtual Programs Offered	
Fall 2020 Total: 26	<ul style="list-style-type: none"> <li>● Retention - 10</li> <li>● Recruitment -7</li> <li>● Community Empowerment - 3</li> <li>● Co-sponsorships/Collaborations -3</li> <li>● Staff Development - 3</li> </ul>
Winter 2021 Total: 57	<ul style="list-style-type: none"> <li>● Retention - 13</li> <li>● Recruitment - 23</li> <li>● Community Empowerment -15</li> <li>● Co-sponsorships/Collaborations - 2</li> <li>● Staff Development - 4</li> </ul>
Spring 2021 Total: 59	<ul style="list-style-type: none"> <li>● Retention - 15</li> <li>● Recruitment -23</li> <li>● Community Empowerment - 15</li> <li>● Co-sponsorships/Collaborations - 2</li> <li>● Staff Development - 4</li> </ul>

We are incredibly proud of the work that we have accomplished through virtual engagement and our in-person 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.

**8. Last year's feedback from the Council included the following comments:**

 *FACE-LEEAP Summary of Comments 2020-21\_SRRRC.pdf*

**Please describe any actions taken by the department to address this feedback:**

1. CPI Adjustments to support transition to in-person operations and increase in minimum wage
  - a. The Administrative Budget was allocated to purchase PPE and other community safety supplies to ensure the physical well-being of career staff, student staff, and community members.
  - b. Cost and demand of goods and services have increased due to the pandemic and return to standard business operations.
2. The SRRRC made huge efforts to provide virtual programs and services to community members during the COVID-19 pandemic. We imagine that our programs and services moving forward will include both virtual and in-person services depending on community needs.