

UNIVERSITY OF CALIFORNIA, RIVERSIDE

STUDENT AFFAIRS

2021-2022 *Annual Report*





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FROM THE VICE CHANCELLOR

Dear Friends/Colleagues,

When I think about the past couple of years, a few words come to mind: whirlwind, eventful, unpredictable, emotional, challenging, and unreal. To describe the COVID-19 pandemic would take every word in the dictionary – it was that encompassing. In fact, it came out of left field with no warning or call sign that this one was going to be a doozy. It left many of us shook to our core, uncertain about the future, and on our own to pick up the pieces.

However, for the Division of Student Affairs we knew it would take more than one or two of us to push through, but a team. I guess you can say we all took turns swinging the bat. It was our commitment to student success and their well-being that kept us going. We overcame many obstacles and found ourselves creating new spaces for students to congregate, extended services for mental health support, increased funds during Giving Tuesday, and centralizing our Human Resources efforts for continued staff success.

I hope that you take a moment to review the many and outstanding accomplishments on behalf of the Division of Student Affairs. Whatever comes next, we are more than ready to hit it out of the park!

Best regards,

Brian L. Haynes

Vice Chancellor for Student Affairs

ANNUAL REPORT STATISTICS

Hispanic-Serving Institution (HSI)

- University of California, Riverside (UCR) was **first** designated as an HSI in 2008 and was the first UC campus to receive the designation (per DEI's [HSI committee page](#), though there have been lapses in designation over the years for various administrative reasons so the total number of years with the designation is not available at this time).
- UCR received **\$12.8 million** in HSI-related grants since 2008 (plus additional awards associated with multi-campus grants (source: [analysis](#) presented at the January 2022 UC Regents meeting).
- In 2021, the nonprofit Excelencia in Education certified UCR with the **Seal of Excelencia**, “recogniz[ing] our institutional commitment as a Hispanic-Serving Institution (HSI) to serve Latinx students and support their success” ([UCR News](#)).
- UCR is a Minority Serving Institution (MSI), Hispanic-Serving Institution (HSI), and an Asian American and Native American Pacific Islander-Serving Institutions (AANAPISI).



Enrollment

Total enrollment for Fall 2021	26,847
• Total undergrads enrolled in Fall 2021	22,866
• Total graduate students enrolled in Fall 2021	3,981
The largest enrollment UCR has seen to date	

Enrollment Demographics for Fall 2021 (Total Enrollment)	
Ethnicity	
Chicano Latino	37.8%
Asian	31.5%
White	12.8%
International	7.9%
Two or more races	5.4%
Black/African American	2.9%
Domestic Unknown	1.5%
Native Hawaiian/Pacific Islander	0.1%
American Indian/Alaskan Native	0.1%
Gender	
Female	51.2%
Male	47.1%
Nonbinary	0.91%
Not Specified	.72%
First Generation Students	54.7%
Low Income Students	40.8%
Pell Recipients	48.2%

2021 Admission Statistics	
Total first-time, first years (degree-seeking) who applied	52,675
Total first-time, first years (degree-seeking) who were admitted	34,683
Total first-time, first years (degree-seeking) who enrolled	5,203
Acceptance rate	66%

2021 Graduation Rates for first-time, full-time entering freshmen	
4-year graduation rate	65.2%
6-year graduation rate	76.4%

2021 Graduation Rates for transfer students	
2-year graduation rate	59.8%
4-year graduation rate	84.4%

Employee Demographics and Statistics

Vice Chancellor - Student Affairs (ORG25) AY 2021-22

	Non-Students	Students	Total
Headcount	250	343	593
Ethnicity			
International	0.4%	1.2%	0.8%
Black/African American	10.8%	6.1%	8.1%
Native American	0.4%	0.3%	0.3%
Pacific Islander	0.0%	0.9%	0.5%
Asian	12.4%	28.9%	21.9%
Chicano/Latino	38.0%	43.4%	41.1%
White	32.0%	10.8%	19.7%
Two or More Races	2.4%	8.2%	5.7%
Domestic Unknown	3.6%	0.3%	1.7%
Gender Identity			
Female	63.2%	65.3%	64.4%
Male	30.0%	33.8%	32.2%
Nonbinary or No Data	6.8%	0.9%	3.4%
Personnel Type			
Academic Non-Faculty Appt	1.2%	0.3%	0.7%
Executive/Mgmt/Senior Staff	12.4%	0.0%	5.2%
Professional Support Staff	86.4%	99.7%	94.1%
Average # of Years Employed			
At UCR	8.1	1.2	4.1
In Student Affairs (ORG25)	7.2	1.0	3.6
Notes: Headcounts for all employees and ethnicity/gender identity for non-students are based on October 2021 payroll data sourced from UCPATH. Where available, ethnicity and gender identity data for students are based on Banner student records as of the third week of the Fall 2021 term. Employment duration for an employee is calculated based on the total number of months with payroll records associated with that employee (including nonconsecutive months).			

VISION STATEMENT

Student Affairs is committed to being a global leader in developing students through innovative, holistic, and transformative best practices to become change agents who inspire, motivate, and create a better world.

MISSION STATEMENT

Student Affairs will provide a transformative experience for current and future world-class change agents through innovative and collaborative partnerships.



STRATEGIC THEMES AND OBJECTIVES

Strategic Theme #1:

Transform the Student Experience

The Division of Student Affairs will create a transformational experience that promotes students' overall success, well-being, and resiliency at both the undergraduate and graduate levels.

Objectives:

- 1.1** Affairs will create and sustain a culture of student success by reducing and removing barriers that obstruct student development.
- 1.2** The division will bridge the gap between enrollment and graduation by strengthening the infrastructure designed to support basic needs and student well-being for both undergraduate and graduate students.
- 1.3** Student Affairs will develop and implement new and/or reimagined signature events, campus traditions, and sources of campus pride.
- 1.4** The division will support the development of new and/or renovated student success facilities that support student success in an inclusive learning environment.
- 1.5** Student Affairs will enhance the student employment experience through a unified focus on learning outcomes and performance metrics.
- 1.6** Student Affairs will elevate and strengthen the student experience through the implementation and assessment of high-impact practices.
- 1.7** Student Affairs will provide evidence-based programs and services to support students' physical health, mental health, and well-being.







Strategic Theme #2:

Creating Collaborative Partnerships

The Division of Student Affairs will develop campus and community-based collaborative partnerships that foster a student-centered culture of engagement and success.

Objectives:

- 2.1** Each department in the division will identify key campus stakeholders and community partners (internally and/or externally) and establish three meaningful campus and/or community partnerships that enhance the culture of student engagement and success.
- 2.2** Student Affairs will partner with key stakeholders (students, faculty, staff, alumni, etc.) to improve the student experience and promote academic success.
- 2.3** Student Affairs will develop partnerships with student affairs divisions across the nation and/or around the world to learn about, share, benchmark, and implement best practices.
- 2.4** The division and its departments will establish or expand advisory boards to include more perspectives and expertise in creating a culture that supports student engagement and success.
- 2.5** The division will establish a faculty partnership position to support innovative strategies developed between academic affairs and Student Affairs.
- 2.6** Student Affairs will collaborate with University Advancement, Governmental & Community Relations, and other key campus stakeholders to enhance opportunities for community engagement and sustained philanthropic support.

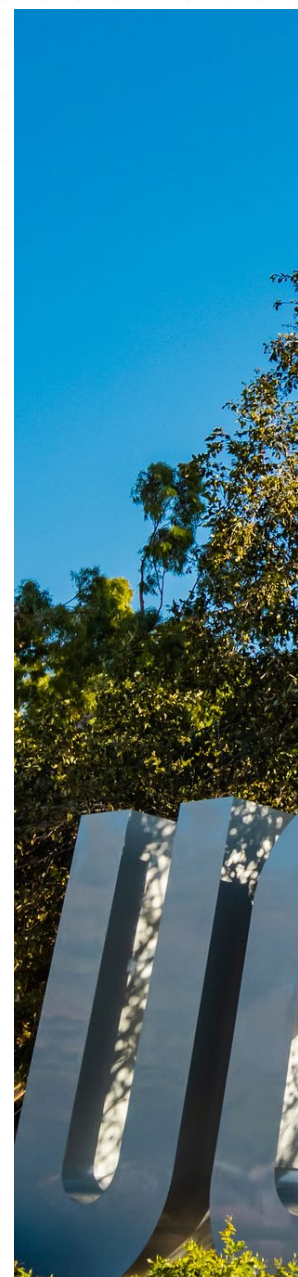
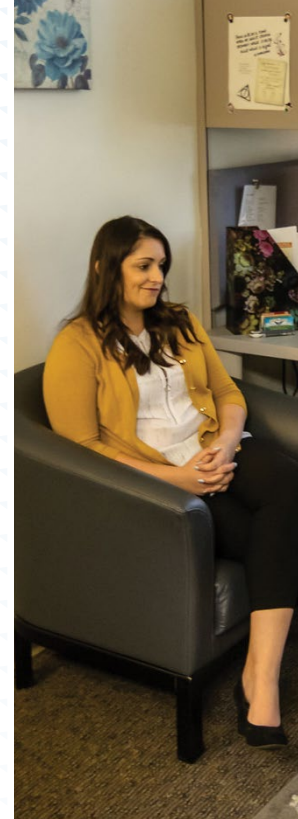
Strategic Theme #3:

Establishing Organizational Excellence

Establish a strong organizational foundation for the division to recruit, hire, and retain a diverse and inclusive team of Student Affairs professionals who will actively contribute to student success.

Objectives:

- 3.1** Student Affairs will establish a staff development committee to plan, implement, and coordinate division-wide professional development activities, programs, and initiatives.
- 3.2** The division will develop and implement comprehensive onboarding programs for all new team members.
- 3.3** Every full-time employee in the division will create an annual professional development plan.
- 3.4** Student Affairs will recognize and celebrate high-performing teams and staff while providing opportunities for departments in the division to showcase programs, services, and initiatives locally, regionally, and nationally.
- 3.5** Student Affairs will review and revise (as necessary) practices, policies, procedures, job descriptions, and other division operational documents to ensure alignment with its vision, mission, strategic themes, and objectives.
- 3.6** The division will develop and implement a Student Affairs marketing and communications plan to highlight its ongoing work and to “tell the story.”
- 3.7** Student Affairs will create a comprehensive development plan, including advancement and grant writing activities, to diversify sources of funding and promote long-term fiscal sustainability.
- 3.8** Student Affairs will establish and staff an assessment office to support best practices and continuous quality improvement.







Strategic Theme #4:

Fostering and Advancing Social Justice

To effectively serve an increasingly diverse student body, the Division of Student Affairs will infuse diversity, inclusion, and social justice into every aspect of its work.

Objectives:

- 4.1** Student Affairs will identify and secure resources required to develop and implement programs, services, and initiatives to enhance diversity, inclusion, and social justice on campus.
- 4.2** The division will identify and implement best practices in social justice education that support student success.
- 4.3** Student Affairs will identify and revise practices, policies, and procedures that are barriers to inclusion and equity.
- 4.4** Student Affairs will develop a long-term diversity, inclusion, and social justice plan.
- 4.5** The division will develop and implement a “think tank” experience for team members to actively participate in ongoing diversity, inclusion, and equity training.



TRANSFORMING THE STUDENT EXPERIENCE

Basic Needs: Helping students focus on success

Pay for books or pay the rent? Maybe skip a meal to make ends meet? These are very real dilemmas, faced by thousands of students at UC Riverside. And they can add up to major distractions from succeeding academically. That's why the Basic Needs Department is there for them – with food resources, emergency financial support, emergency housing and more.

In the 2021-22 academic year, the department helped more than 6,500 students through more than 16,000 interactions.

“The ultimate goal here is that we are helping students transform their experience by being academically successful,” said Sesley Lewis, who helped build these services as Basic Needs director before recently moving to a new position outside UCR. “Having this support is very much directed at students being successful. If students are unable to focus on their studies, **there's no upward mobility.**”



Growing need, growing services

The Basic Needs Department built on the success of the R’Pantry program, which was established in 2015 to provide emergency non-perishable food, personal hygiene, household care and childcare items to students experiencing food insecurity. In 2020, Basic Needs added:

- The [Economic Crisis Response Team](#), a cross-campus collaboration to provide support for rent, utilities, internet access and groceries
- [Short-Term Emergency Housing](#), which offers temporary housing for students facing housing displacement or homelessness
- [Short-Term Grocery Support](#), gift cards for students facing food insecurity

The department also connects students to additional resources, such as [CalFresh](#), a federally mandated, state-supervised, and county-operated program that provides qualifying students with up to \$250 a month to buy healthy foods.

Energetic outreach, coupled with economic challenges of the pandemic, has led to “exponential growth” of the department’s services, Lewis said.

“We’re helping students sign up for services and we’re destigmatizing what that process looks like,” Lewis said, noting the important contributions of Basic Needs toward UCR’s role as the nation’s [No. 1 public university for social mobility](#).

“We’re seeing higher GPAs, we’re seeing students complete their classes,” she said. “We’re seeing students ultimately graduate because they don’t have to worry about where they’re going to get food. So, it’s promoting social mobility, 100 percent.”

Data shows the need

This data is drawn from the University of California Undergraduate Experience and Graduate Student Experience [surveys](#):

HUNGER

In a spring 2020 survey of
UCR UNDERGRADUATES

37% (3,347 respondents)

said they had cut the size or skipped meals to make ends meet in the previous 12 months.

HOMELESSNESS

In a spring 2020 survey of
undergraduates and spring 2021
survey of **graduate students**

7% (641 UCR students)

said that in the past 12 months they had lacked a safe place to sleep.

MAKING ENDS MEET

In 2020

44% or 4,044 of UCR undergraduate respondents

reported feeling concerned or very concerned about paying for their education.



Health and Counseling: Enabling students to flourish

It might seem obvious: When mental and physical needs are addressed, students can focus on their academic success at UC Riverside. The student experience is enhanced.

But Student Health Services (SHS) and Counseling & Psychological Services (CAPS) take an even more ambitious perspective beyond campus life.

“We want students to be successful and to graduate, that’s true. For me, that’s a great benefit of our work,” said Dr. Elizabeth Mondragon, Director of CAPS. “What I want is for students to come to UCR, **to learn and to grow, to be good citizens, to be able to take care of themselves and others – and to flourish.**”

That applies to students who might have a chronic mental illness – or students who have no mental illness, she said.

“They can flourish, or they can languish, and I want them to flourish. And they can do that with our support.”

Adapting to challenges

SHS and CAPS were able to flourish in their own ways as they adapted quickly to maintain critical services, and even expand their work, during the pandemic.

For both services, this meant a quick pivot to provide telehealth during lockdowns. Some services, such as vaccinations or lab tests, could only be provided in person. But providing virtual options kept access open for primary care, intakes, teletherapy sessions and other services.

This was vital as the pandemic aggravated the challenges students already face with the pressures of attending college, Mondragon said.

“There are people for whom this is their first time away from home. The other extreme is chronic mental illness,” she said. “And the pandemic definitely had impacts. So, we had some folks who felt isolated and lonely.”

CAPS has continued to offer a choice between in-person and virtual sessions, because sometimes the fastest way to connect with someone is online, Mondragon said.

Other examples of pandemic-era efforts to maintain access:

- One of the [wide range of services](#) SHS provides is a [professional pharmacy](#), which adopted an option for mail-order prescriptions.
- SHS and CAPS coordinated [no-cost transportation](#) for students with UCSHIP who need to travel to appointments within 50 round-trip of the UCR health center.
- CAPS established a phone system so that anyone can connect live with a crisis counselor, 24 hours a day, by calling 951-UCR-TALK (951-827-8255).

“Sometimes people are in a mental health crisis, which could mean they are thinking that they're suicidal, they could be homicidal, they could be talking about someone who is in that state,” Mondragon said. “And sometimes we get one chance.”



A new HOME for HEALTH



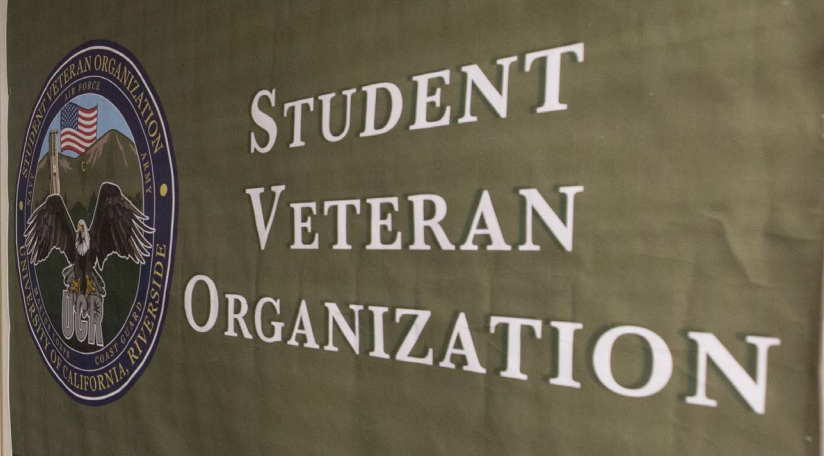
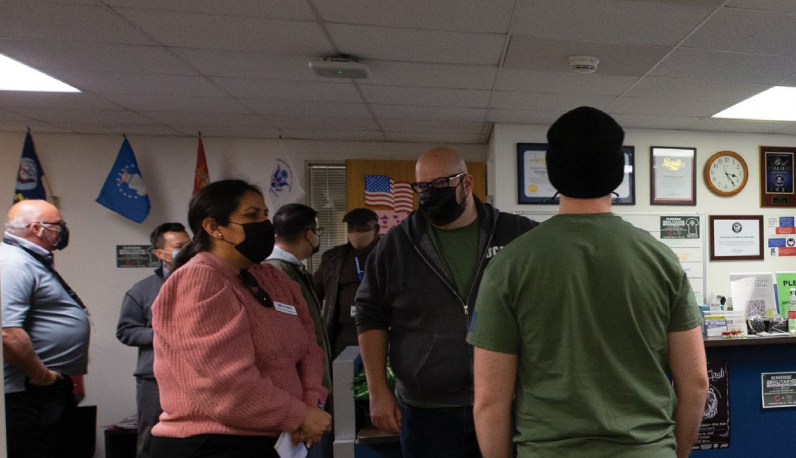
Construction is underway for a new Student Health and Counseling Center, a two-story building that will be home to SHS and CAPS. The Well, the university's student well-being and health promotion department, will also have a satellite office in the building

The building, scheduled to open late next year, will include exam rooms, an urgent care center, a pharmacy, a full-service laboratory, a radiology office, and an ambulance loading area. Counseling and Psychological Services, on the second floor, will have offices for individual appointments as well as larger spaces for group therapy and will be reinstating the Biofeedback program. The building will also provide conference spaces to provide educational programming on site.

The interconnection of services is very important to ensuring students connect with the resources they need – whether that's medical care, counseling or basic needs support, Mondragon said. "It really does help to make sure that the students are getting good collaborative care," she said. "There's really no department in the health, wellbeing and safety division and Student Affairs that we don't work with."

NOTABLE ACCOMPLISHMENTS

- SHS coordinates with Riverside County Public Health and California Department of Public Health on such issues as COVID-19 safety protocols, testing and vaccination as well as monitoring and providing vaccinations for flu and Monkeypox.
- Working with insurance partners and the office of the president, SHS adopted a \$0 co-pay for university health services as well as services in the community.
- In the most recent fiscal year, CAPS served 2,380 unique clients, an increase of more than 21 percent over the previous year.
- The number of appointments has steadily increased for seven years in a row, totaling 12,497 in the 2021-22 fiscal year, a nearly 7 percent increase over the previous year.
- Among the total served by CAPS, 1,734 were undergraduate students, 641 were graduate students.



Veterans Resource Center: Fulfilling a duty

The Veterans Resource Center (VRC) at UC Riverside is dedicated to serving those who serve – and is now better equipped to fulfill that important mission and transform the student experience for veterans and military personnel.

“It’s the VRC’s duty to provide military-connected students and their families with guidance, resources and support every step of the way,” said Tamara Thacker, a U.S. Navy veteran who serves as the center’s coordinator. “It’s important to thank people for their service and make them feel appreciated and heard. Ultimately, our goal is to ensure student veterans are prepared for the future.”

To support that effort, UCR opened an expansive new center in the heart of campus. Designed as a space for veterans to connect to campus, community resources and each other, the center celebrated its grand opening Feb. 24, 2022, with several guests of honor, including U.S. Rep. Mark Takano and Riverside City Council member Clarissa Cervantes.

“The center is a dream come true,” said Thacker, whose staff was expanded to include 10 student workers, most of whom belong to the robust Student Veteran Organization. “They truly feel respected.”

- Before the VRC opened in 125 Costco Hall, student veterans used a small room in Bannockburn Village on the outskirts of campus.
- The new 1,200-square-foot space neighbors Student Affairs partner African Student Programs, and features:
 - Study lounge
 - Computers and printers
 - Kitchen with coffee and snacks (a favorite) and a hub for camaraderie
 - Office space for private meetings with staff and potential employers

UCR serves over 800 military-connected students, including veterans, active-duty service members, ROTC, National Guard members, reservists and family members. Since it was established in 2017, the Veterans Resource Center has seen enrollment by veterans and service members grow by over **200 percent**.

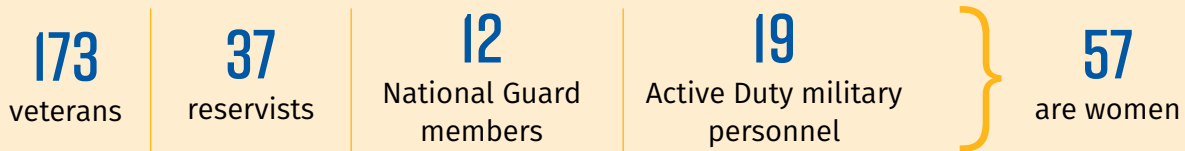
Solid Gold

UC Riverside once again earned a gold ranking among participating Tier 1 research institutions by VIQTORy, publisher of G.I. Jobs® Magazine. UCR is the highest-ranked Tier 1 research institution in California and one of only two on the West Coast to make the list.

- The rating also qualified UCR for designation as a 2022-23 [Military Friendly School as well as a Military Friendly Spouse School](#).
- UCR scored highest in the Admissions & Orientation, Culture & Commitment, Financial Aid & Assistance, and Graduation & Career categories, bolstered by its Career Center and Financial Aid partners, among others.
- The designation makes UCR a desirable choice for prospective students.

By the Numbers

As of Fall 2022, the UCR campus was home to:



More than
600 DEPENDENTS
are using benefits at UCR in 2022.

More than
6 MILLION
in benefits are
being utilized in 2022.

Veteran Services offers
10 WORK STUDY
positions.

TOP MAJORS ENROLLED BY VETERANS

Business | Health Science | Engineering

Making Connections

- Created in 2017, VRC provides cross-campus support and resources, including the Career Center, Student Disability Resource Center and Financial Aid for assistance navigating and maximizing Veterans Administration benefits and community resources.
- Outreach In collaborates with local community colleges and military installations, including the VA, CalVet, Disabled American Veterans, American Legion and local veteran centers to help military-connected prospective students attend UCR and succeed while here.

- The Onboarding program focuses on preparing incoming military-connected students.
- Operation VETS targets career development.
- VRC staff partners with employers who provide job opportunities for veterans.
- The Student Veteran Organization brings UCR students together to explore issues, share knowledge, provide support, and have fun.





CREATING COLLABORATIVE PARTNERSHIPS

College Corps: Learning while serving others

The first cohort of California's new [College Corps](#) Fellows includes 151 UC Riverside students who have pledged to serve the community. While they are doing so, they will earn money to pay for college as well as gain career experience.

UCR, one of 45 campuses selected to participate in the state-funded initiative, was granted \$4.8 million for the initial two years of College Corps.

"It's an amazing opportunity to collaborate with campus partners and the Riverside community," said Alicia Velazquez, executive director of UCR's Center for Educational and Community Outreach Programs, which manages the [College Corps Fellows program](#) by recruiting interested students and deploying them to community and on-campus sites. Fellows can earn up to \$10,000 for committing to serve 450 hours over the academic year – about 15 hours per week – in one of three focus areas: K-12 education, climate action and food insecurity.

Besides providing financial support to low-income students, the program also teaches valuable resume-building skills and offers career exploration opportunities. Roughly 76 percent of the participants are first-generation college students. "We don't all start at the same place,

unfortunately, but we can all end up at the same place. I see this work as helping people make it to the finish line,” said Velazquez, a first-generation student herself. “Education completely changed the trajectory of my life and the life of my children. It’s so important that everyone have options and opportunities.”

Educational and Community Outreach Programs joined Student Affairs in January 2022.

By the numbers

- 105 UCR College Corps Fellows are providing academic assistance at 10 elementary schools in the Riverside Unified School District (83 fellows) and four community centers (22 fellows).
- 23 are focused on climate action efforts, such as composting projects and planting trees.
 - 12 are partnered at off-campus sites.
 - 11 are working on campus with [UCR Dining’s Sustainability Initiative](#), UCR Facilities Services’ [Zero Waste](#) program and UCR’s [R’Garden](#).
- 23 are tackling food insecurity by working with the City of Riverside as well as campus partners. Work includes planting community gardens and distributing food to those in need, including the Riverside community and UCR students.
 - 8 are partnered with off-campus sites.
 - 15 are working with either UCR Dining’s Sustainability Initiative or R’Garden.
- 16 of the fellows are AB-54 eligible Dreamer students.
- 47 identify as men, 96 identify as women, four identify as non-binary; three chose not to respond.





Office of Foster Youth Support Services: Helping more ‘to reach their full potential’

College can be hard for anyone, but students who were in foster care can face additional barriers. These students often arrive on campus with plenty of ambition but lacking resources many of us take for granted, such as support and guidance from family, permanent housing, and food security. Fortunately, UC Riverside’s Office of Foster Youth Support Services (FYSS) is there for them.

“Our goal is to remove any barrier that gets in the way of current or former foster youth succeeding academically and in life,” said Stephen Morales, the FYSS’s director. “These students are resilient and capable. We’re here to help them reach their full potential.”

Since it was established in 2008 to support three students, FYSS has seen its numbers and opportunities grow exponentially, to about 200 students in the fall of 2022.

Collaborative efforts with campus and community partners – as well as generosity from donors and new state funding – have been vital sources of stability and support. That includes a commitment by the UCR administration and Board of Regents to recruit and retain students. A committee of UCR staff and community members also helps provide a network of resources.

The importance of this work was reflected in the California budget approved in June 2022, which included \$6 million earmarked to support foster youth in college. UCR is set to receive an estimated \$700,000, which will enable the office to add staff, including a program coordinator to support student success programming, such as:

- Year-round housing
- Financial aid assistance for textbooks and supplies
- Physical and mental health resources and assistance
- Mentorship and internship opportunities
- A food and hygiene pantry
- Writing tutoring support through faculty
- Networking opportunities, enrichment activities, educational and professional development seminars

Morales credits collaborative partnerships with donors – many of whom are UCR alumni – with making a direct impact on students’ lives. “They’re so generous and play such a huge role, whether with a scholarship or through program support,” Morales said.

Championing Resiliency

FYSS puts a special focus on students who “age out” of the foster care system because they are considered the most vulnerable. These students, who were never reunited with family or adopted, can turn to UCR’s [Guardian Scholars Program](#). This program, funded primarily by donors, endowments and grants, served more than 45 students in fall 2022.

“Historically, that number has been 30 or less, so it goes to show there’s a definite need to expand and grow,” Morales said.

To qualify for Guardian Scholars, students must be ages 16-26 in extended foster care, “aging out” or emancipated from the system. Augmented services include:

- Scholarships and financial assistance for basic needs, such as housing, medical co-pays and educational necessities
- Priority class registration
- Priority housing
- Summer internship
- One-on-one mentoring with OFYSS staff
- Weekly, monthly and annual social and enrichment activities.

Some of those activities are organized by donors, such as the Anthony and Jeanne Pritzker family, who have hosted Thanksgiving dinner for Guardian Scholars at their Los Angeles home. During the holidays, donors host a gathering and fulfill wish list needs.

“Our donors believe in seeing this group of individuals succeed, so they’ve worked to develop scholarship endowments,” Morales said. “Some have been foster parents and understand the role education plays in helping them succeed after graduation.”

Looking ahead, Morales said his goal is to cultivate and enhance community partnerships to ensure the future remains bright for students after graduation, including with housing and job opportunities. With expanded funding, Morales hopes to provide the same support offered to Guardian Scholars to all foster youth in need on campus.

“We do a wonderful job of supporting students while they’re on campus,” he said. “I want to take it to the next level.”

By the Numbers

- About 240 current UCR students as of Fall 2022 have spent time in the foster care system.
- Of those, 45 qualified for the Guardian Scholars program in Fall 2022, a 56 percent increase over previous years.
- 100% of Guardian Scholars don’t have a permanent home. UCR provides year-round housing.
- Students receiving case-managed support as Guardian Scholars meet or exceed achievement metrics for all students despite beginning their college career with marked vulnerabilities.



ASP and CSP: Inspiring generations to ‘go forth and prosper’

Thanks to the vision and courage of their founders, UC Riverside’s [African Student Programs](#) (ASP) and [Chicano Student Programs](#) (CSP) are celebrating a half century of empowering young people.

Created in 1972, the first two professionally staffed ethnic centers on campus have become safe

spaces for students where collaborative, family-like partnerships fuel sustainability and growth – academically, culturally and socially.

“We empower these young people to go forth and prosper,” said ASP Director Jamal Myrick. “We advocate for them. We help them let their voices be heard. We help them know their value.”

Established by student, faculty and staff activists during a time of social unrest across the country, the centers have nourished growth of UCR’s Black and Chicano student populations and the resources to help them succeed. Five decades later, ASP and CSP are celebrating – and looking forward.

“This significant milestone is not only a celebration of past achievement, but it also offers an opportunity to reflect on and consider the challenges of the future,” said CSP Director Estella Acuña. “We must ensure that our next generation of scholars has continued access, feels a sense of belonging, and continues to serve their communities.”

The centers are housed in Costo Hall with their [Student Affairs counterparts and collaborators](#).

The anniversary is being commemorated throughout the 2022-23 academic year:

- In February 2022, Presente Conference, a queer college conference, was held for people who identify as part of the Latin/South/Central American diaspora.
- In March and April 2022, “The Divine Nine” exhibit was held at the Tomas Rivera Library, showcasing the impact of Black Greek Letter Organizations and the Inland Empire.
- Homecoming 2022 events included celebratory galas and gatherings.
- Graduation celebrations in the spring of 2023 will celebrate Black and Chicano scholars with all the jubilation of half a century.

More About African Student Programs (ASP)

“It takes a village to graduate a Black scholar,” is a theme ASP takes to heart through advocacy, support and resources, Myrick said.

“We want our Black scholars to know that they’re seen, and they’re meant to be here. Our Black scholars come to our space as strangers and leave as friends and family.”

- ASP is one of the longest-standing resource centers for the Black community in the United States with a wealth of [campus and community partners](#).
- It supports about 10 affiliated student organizations, including the Black Student Union and other cultural, social justice, academic, arts and Black Greek Letter organizations.

- With UCR's Black Alumni Chapter, ASP is working to establish a Black Alumni Chapter Endowment Fund to support thriving Black scholars on campus.
- ASP established the 828 Summer Bridge Pilot Program in 2022 to help Black scholars transition from high school to college. In partnership with campus stakeholders, it's been approved for Summer 2023.

More About Chicano Student Programs (CSP)

By fostering a culture of Chicano/Latino student success, the university defines its identity as one that draws from many traditions and whose students arrive with a breadth of histories, stories and experiences, Acuña said.

"CSP has been and continues to be a powerful way for the university to embrace the Chicano and Latino communities and the strength they bring to campus."

- CSP supports 45 Latino-identified student organizations, including social justice, engineering and medical organizations, sororities and fraternities.
- It was awarded the Seal of Excelencia by Excelencia in Education in 2021.
- CSP's Chicano Link Peer Mentor Program, established in 2011 with a focus on undergraduate students, has grown to include graduate students. It began with 50 students and grew to 226 in 2021.
- In 2022, CSP, along with Teatro Quinto Sol, the Encuentros, Student Participatory Research Project (ESPARiTU) and UCR Library collaborated to inventory, digitize and make accessible Nuestra Cosa, the "Chicano alternative newspaper" published from 1972 to 2012.



ESTABLISHING ORGANIZATIONAL EXCELLENCE

HR: Helping staff grow, for the good of students

Creating safer spaces, connections, life-saving resources and engagement opportunities for students – none of this happens by accident. At UC Riverside, the foundation for all this work is organizational excellence.

"We have an important role in the experiences of all students, and in Student Affairs, we take that role seriously," said Wendy Williams-Clark, director of [Human Resources for the Vice Chancellor Student Affairs Office](#). "We believe that Student Affairs employees who feel supported and have the resources necessary to learn, work and grow in their roles become more engaged with their duties and responsibilities. That has an impact on the students we serve."

The HR office fulfills that role by building meaningful relationships with all employees and serving as strategic partners between employees and campus partners, Williams-Clark said. This structure provides transformative HR support, guidance and information for all.

Reducing duplication, increasing impact

One way that Human Resources contributes to organizational excellence is by leveraging the university's shared services model. This includes centralizing operations and concentrating administrative activities, with human resources specialists assigned to various units.

The central office has led initiatives to bridge the relationship between [Employee and Organizational Development](#) (EOD) and organizational training and professional development efforts. For example, a recent monthly brown bag series on Workplace Health and Wellness addressed such topics as:

- Ergonomics
- Employee Wellness Training and ComPsych information
- Manager and Supervisor Toolkit Training
- Financial Planning – Managing Life's Money Matters

In addition, the human resources team delivers annual training, open to all employees at various times throughout the day, to ensure optimal attendance. Trainings include:

- Employee – Receiving Feedback
- Supervisor – Giving Feedback
- Personal Professional Development Plan
- Supervisor – The Evaluation Form and Your Role as a Supervisor
- Employee – The Evaluation Form and Your Role as an Employee
- The Self-Assessment – Best Practices

Navigating challenges

Human Resources also has played a crucial role as the Vice Chancellor Student Affairs Office addressed the ever-changing pandemic environment, including policy interpretation and remote work resources. At the same time, training and professional development opportunities kept up with the needs of staff and students, with such topics as:

- Recognizing and Responding to Distressed Students
- Communicating Remotely
- Healthy Discourse
- Inclusive Conversations

Another important role of the office is to support a strong organizational foundation for recruitment, hiring and retention of a diverse and inclusive team of Student Affairs professionals. This practice is built into every aspect of the office's work, Williams-Clark said.

“We have an open-door policy and work diligently to garner positive working relationships with all we serve,” she said. “We believe that all employees, regardless of their position, have a right to engage in professional development throughout the life cycle of their employment.”

HEERF Funding: Grant-funded initiatives help students, staff recover from pandemic hardship

The COVID-19 pandemic posed countless challenges to students and staff at UC Riverside: economic and emotional hardship, adapting to remote learning, isolation from the personal connections that help students grow.

But thanks to help from \$907,778 in grants from the Higher Education Emergency Relief Fund (HEERF), Student Affairs is working to break down those challenges.

With the funding, awarded through the federal Congressional Coronavirus Aid, Relief and Economic Security (CARES) Act, Student Affairs is investing in initiatives that support the well-being of students and staff, including:

- \$82,090 for staff support – Equipment and furniture to support hybrid learning environments.
- \$134,000 for [R’Pantry](#) expansion – Establishment of a one-year pilot program to include access for UCR staff experiencing food insecurities. The program is headed by the [Basic Needs](#) department.
- \$26,000 for additional peer mentorship – Student success intervention supports the return to campus after 18 months of remote instruction impacted by home distractions, digital access challenges, lack of dedicated study space and mental health challenges caused by isolation and hypervigilance.
- \$361,432 for costs associated with the Student Services Workgroup and the reopening of campus – Earmarked for specific appointments to the [Student Conduct and Academic Integrity Program](#), [Associate Vice Chancellor and Dean of Students unit](#), [The Well](#), [Student Health Center](#) and [Student Affairs Central Office](#).

Additionally, about \$304,000 in HEERF funds were allocated to replace state funds to offset budget cuts. “The HEERF funds have been instrumental in bridging students through the pandemic to today,” said Vice Chancellor for Student Affairs, Brian Haynes. “Without the funds, many of our students would not have been retained.”

Asian Pacific Student Programs: A vibrant community where everyone’s invited

At a time when Asian American, Native Hawaiian and Pacific Islander students make up 31 percent

of the UC Riverside community, the Asian Pacific Student Programs (APSP) office has become a proverbial “home away from home.”

“We actually hear that from students in all our ethnic and gender student centers,” said APSP Director William Caganap. “Students feel comfortable where they find students who look like them, who may have had similar experiences. ... It’s a place to relax, to learn, to feel safe when there are things going on in the world that affect our community.”

[APSP](#) was created in 1989 after students looked to administrators to help them create a voice on campus. In the years since, it has established a growing culture of equity, inclusion and belonging on the UC Riverside campus. Efforts to promote a diverse environment to learn from and about the Asian American and Pacific Islander (AAPI) student community have helped set a tone for organizational excellence.

Excellence that included a March 2022 presentation by Eugene Lee Yang, an Asian-American writer, director, actor and digital producer popular on BuzzFeed and YouTube. The APSP Speaker Series event was well-received by over 300 students and was one of the largest in-person gatherings on campus since the pandemic.

And while the office provides resources and programming specific to AAPI culture and current events, everyone’s invited.

“We’re not just a place for AAPI students to come in and learn about themselves. It’s for everybody to come in and learn about our community,” Caganap said. “Just like our partners in African Student Programs, Chicano Student Programs, Middle Eastern Student Programs and Native American Student Programs.”

In addition to guest speakers, APSP hosts cultural and education programs such as Generasian Womxn’s Conference, Asian Pacific Islander Month celebrations, a Lunar New Year Festival, film screenings and movie nights, trips and workshops.



First-time Success

For the first time, APSP partnered in 2021 with UCR's Office of Development in [UC Riverside's Day of Giving](#) effort and ended up more than doubling its goal amount. Thanks to 33 donors and an hourly challenge win, APSP raised \$3,625 during the 24-hour fundraiser.

This was more than double APSP's modest goal of \$1,500, earmarked for funds to pay for student needs, such as books, conference registrations or even gas and groceries.

"It's about community-building, participation and momentum-building," said Kate Beach, director of Development. "It was their first year doing it, and they were gracious in dedicating time to thinking about how they would talk about their program, engage their alumni community, the student community and other folks. They were able to leverage their resources."

By the Numbers

- May 2022 saw the return of APSP's graduation ceremony. Held just once before the pandemic with 21 students in attendance, the event grew to 30 graduates affiliated with the APSP office. The office hopes to grow the ceremony to include the entire Asian American, Native Hawaiian and Pacific Islander student community at UCR.
- 10-14 student coordinators drive APSP programs and events.
- There are 50-60 AAPI student organizations focusing on academics, arts, cultural, politics and sports on campus.



FOSTERING AND ADVANCING SOCIAL JUSTICE

Free Speech website: Rights, respect and resources

UC Riverside strives to be a welcoming, inclusive educational environment where freedom of expression thrives. That's why the university's new Free Speech website provides resources to ensure the rights of all are respected.

The site launched in 2021 to enhance social justice education in tandem with campus safety, said Brendan O'Brien, the university's Assistant Dean of Students and director of the Highlander Union Building, where many events originate.

"The complexities and dynamics of protests changed since the 2016 presidential election and we spent a lot of time in the moment, educating students about what their rights were, what

the university's stance is on freedom of speech," O'Brien said. "We explained the difference between hate speech, protected speech and when speech rises to the level of university police intervention."

That experience showed the need, O'Brien said, "for a clearinghouse where students, faculty and staff could go to find answers about how UCR respects and upholds the right to free speech and expression."

The website includes:

Frequently Asked Questions

This section includes answers to some of the most common questions about the First Amendment, event planning and protests, campus response and academic freedom. Examples include: What types of speech does the First Amendment protect? Does free speech apply to controversial speakers invited to UCR by a student group? Are swastikas or burning flags constitutionally protected?

Video Training

Short videos produced in conjunction with University Communications include an overview of the First Amendment as well as a look at the university's Principals of Community, its own set of standards that guide students, staff and faculty.

Policies and Procedures

Information details speech and assembly; speech and advocacy; time, place and manner guidelines; major events; amplified sound requests; posting regulations; temporary signage and banners; and UCR's discrimination policy.

Resources

UCR offers a wealth of resources and help understanding and processing what free speech means and how to better understand how the university balances free speech with its Principals of Community.

Content was developed with input from the Chancellor's Free Speech Working Group of students, faculty, and staff as well as UCRPD, University Communications and Student Affairs leaders.

"It's something I'm proud that we have. In addition to being a resource, it signifies to campus that we are serious about what we say," O'Brien said. "It's a collaborative effort among many different departments and it's a tool that supports students and acknowledges their rights – it's part of the educational experience."

Visit freespeech.ucr.edu for a wealth of information and resources.



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