



LEFT OUT



California's Higher Education Governing Boards Do Not Reflect the Racial and Gender Diversity of California and Its Student Body

In the next four years, the Governor of California will have the opportunity to appoint more than 40 key leaders to California's higher education governing boards. These individuals will shape higher education in the state for years to come by hiring leaders and adopting policies that directly affect students' ability to succeed.

The University of California (UC) Board of Regents, California State University (CSU) Board of Trustees, the California Community Colleges Board of Governors, and the California Student Aid Commission (CSAC) are responsible for appointing college and university Chancellors and Presidents, and setting policies on academics, admissions, finances, faculty, and campus planning. The decisions made by these governing boards impact all aspects of students' lives.

California's Governor appoints most of the members to these governing boards. When the Governor makes appointments that are inclusive of women and people of color, we allow students to see themselves reflected in the leaders of their colleges and universities and we can make great strides toward helping ALL students succeed. As importantly, we ensure that California upholds a critical value of inclusivity and respect for diversity and we recognize and allow for important contributions by women and diverse leaders that can strengthen higher education.

Our analysis of the appointments made to California's governing boards as of June 30, 2018 reveals some **Bright Spots of Inclusion** and many **Challenges to Inclusivity**.

Bright Spots of Inclusion

- Half of the 16 appointed CSU Trustees are women.
- Six of the 10 current Community College Governors are women.
- Seventy-three percent of the CSAC members are racially diverse and almost half are women.

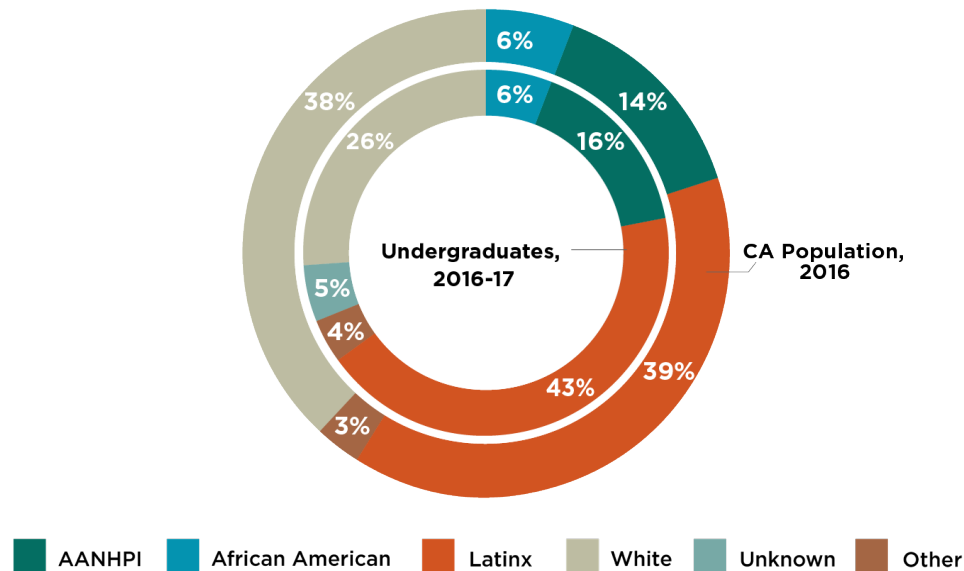
Challenges to Inclusivity

- Only five of the 13 current appointed UC Regents are women.
- There is only **ONE** Asian American, Native Hawaiian, and Pacific Islander (AANHPI) and **ONE** African American appointed to the UC Board of Regents.
- There is only **ONE** AANHPI appointed to the CSU Board of Trustees.
- There is only **ONE** AANHPI appointed to the California Community Colleges Board of Governors.
- There are only four Latinx and two African Americans appointed CSU Trustees.
- There are only two Latinx appointed Community College Governors.
- There are **ZERO** AANHPI CSAC members.



Sixty-two percent of California’s population is racially diverse and 69 percent of its undergraduate population is racially diverse

Figure 1



Source: UC Info Center, CSU Analytic Studies, CCCCCO Data Mart, CSAC website, 2012-16 ACS 5-year estimates

By 2022, there will be 45 vacancies on California’s higher education governing boards

Table 1

	UC BOARD OF REGENTS	CSU BOARD OF TRUSTEES	COMMUNITY COLLEGE BOARD OF GOVERNORS	CALIFORNIA STUDENT AID COMMISSION	TOTAL
2018	5 current vacancies	0	2 current vacancies	3	10
2019	0	2	2	7	11
2020	1	2	2	4	9
2021	2	2	1	3	8
2022	1	2	1	3	7
Total	9	8	8	20	45

Estimated based on term end dates

Source: Gov.ca.gov Board & Commission Appointees



UNIVERSITY OF CALIFORNIA BOARD OF REGENTS

To administer with full powers of organization and government, subject to legislative control as may be necessary to insure the security of the University of California's funds and compliance with the terms of the endowments of the university.

The UC Board of Regents is responsible for the oversight of the entire UC system including nine UC campuses, five medical centers, three national labs, and a number research and outreach programs and centers. The Regents appoint the President of the system and Chancellors for each campus, set tuition, oversee the finances of the system, and approve specific admissions, academic, student affairs, and campus planning policies.

There are 26 members on the UC Board of Regents:

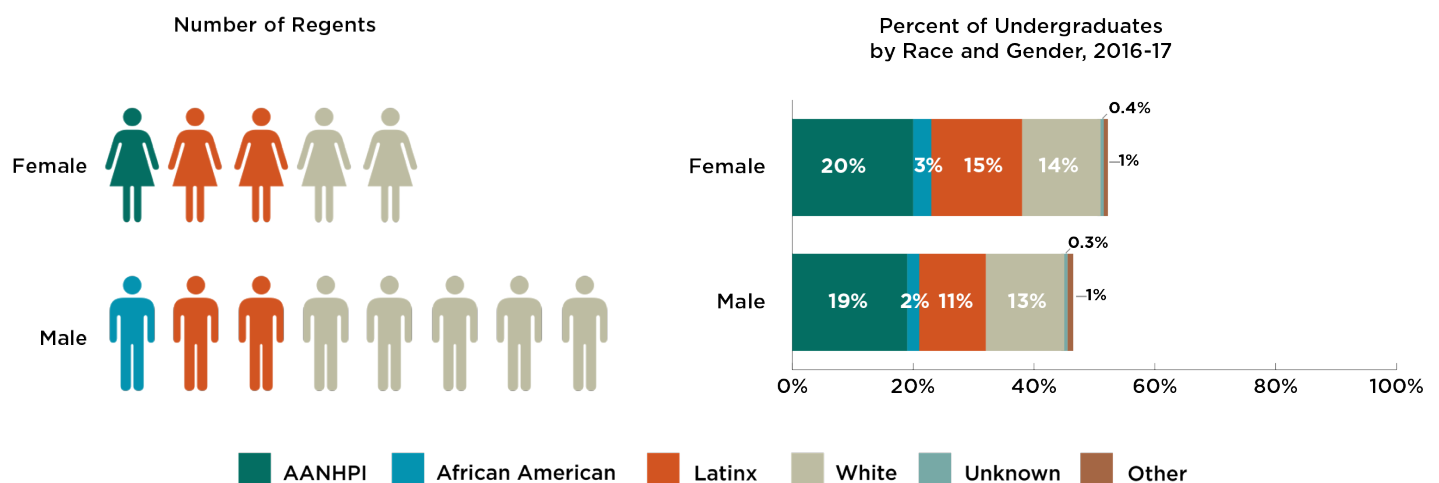
- 18 gubernatorial appointments that must be confirmed by majority vote in the Senate, who are appointed to 12-year terms;
- 7 ex-officio members, including the Governor, Lieutenant Governor, Speaker of the Assembly, Superintendent of Public Instruction, President of the Alumni Association of the University, Vice President of the Alumni Association of the University, and Acting President of the University; and
- 1 student, who is appointed by Regents.

Of the 18 gubernatorial appointments on the UC Board of Regents, there are currently 5 vacancies – just over a quarter of the total appointed seats. Governor Brown will likely be making these appointments in 2018, before leaving office.

The current 13 appointed Regents are not reflective of the UC student body or California's population in terms of race or gender.

Women are not well-represented on the UC Board of Regents

Figure 2



Source: UC Info Center, UCOP Board of Regents website

The Governor should appoint more women, AANHPI, African Americans, and Latinx to the UC Board of Regents.

CALIFORNIA STATE UNIVERSITY BOARD OF TRUSTEES

Responsible for the oversight of the California State University and has authority over curricular development, use of property, development of facilities, and fiscal and human resources management.

The CSU Board of Trustees appoints the system's Chancellor and Vice Chancellor and the Presidents for the campuses. It also sets tuition rates, develops broad administrative policies for the campuses, provides broad direction and coordination for curricular development, and manages the system's finances.

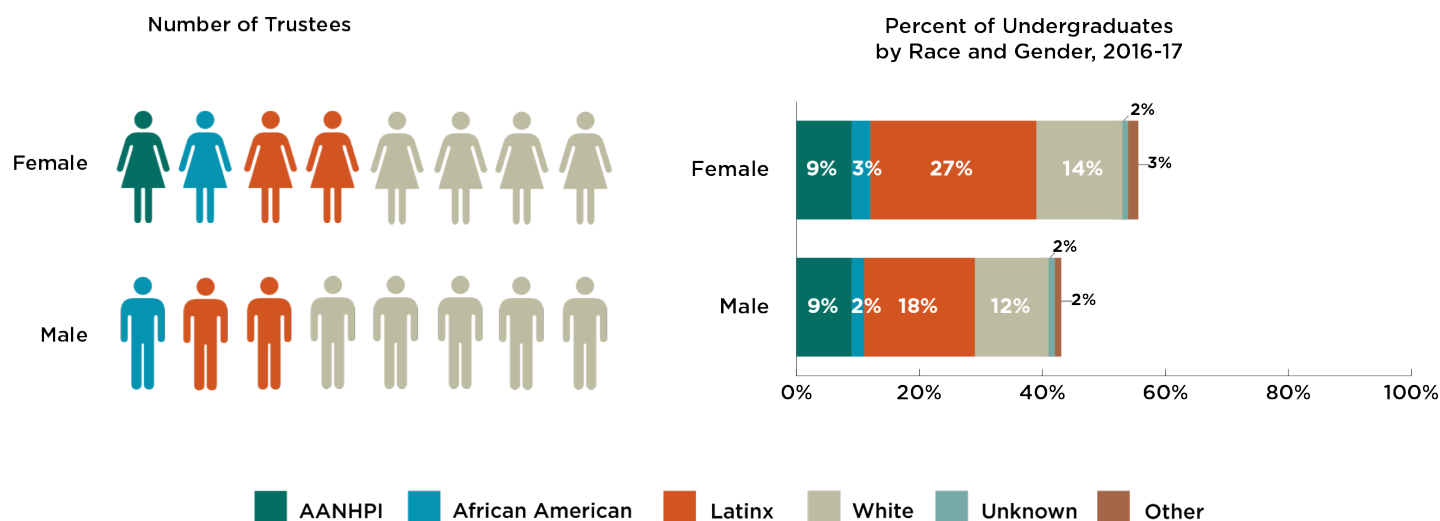
There are 25 members on the CSU Board of Trustees:

- 16 gubernatorial appointments that must be confirmed by a two-thirds vote in the Senate, who are appointed for 8-year terms;
- 5 ex-officio members, including the Governor, Lieutenant Governor, Speaker of the Assembly, Superintendent of Public Instruction, and the Chancellor of CSU;
- 1 appointed faculty;
- 1 appointed alumnus; and
- 2 students, 1 of which is non-voting.

While women are well represented on the Board of Trustees, the current composition of this Board does not represent the CSU student body or California's population in terms of race.

Of the 16 appointed Trustees, there are only seven AANHPI, African American, and Latinx appointees

Figure 3



Source: CSU Analytic Studies, CSU Board of Trustees website

The Governor should appoint more Latinx, AANHPI, and African Americans to the CSU Board of Trustees.

CALIFORNIA COMMUNITY COLLEGES BOARD OF GOVERNORS

To empower the community colleges through leadership, advocacy, and support.

The California Community Colleges Board of Governors selects the system's Chancellor who, in turn provides recommendations for the governance of the system back to the Board of Governors. The Governors set system policy from these recommendations, including tuition, academic, employment, and financial policies.

There are 17 members on the California Community Colleges Board of Governors:

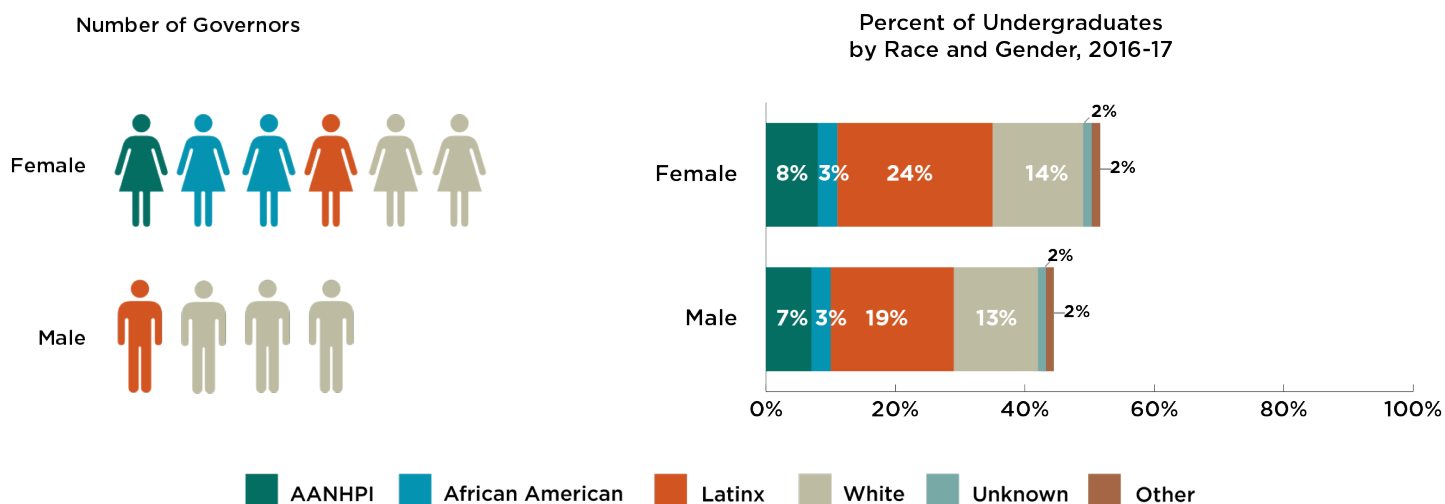
- 12 gubernatorial appointments that must be confirmed by a two-thirds vote in the Senate, appointed for 6-year terms and include 10 members of the public and 2 current or former members of local community college district governing boards;
- 2 appointed faculty;
- 1 appointed classified employee; and
- 2 students, 1 of which is non-voting.

There are currently two vacancies on the Board of Governors.

While the Board of Governors is not reflective of the racial diversity of the Community College students or the state, that 6 of 10 current appointed Governors are women is a bright spot.

There are only two Latinx on the Board of Governors, while 43 percent of the Community College students are Latinx

Figure 4



Source: CCCCO Data Mart, CCCCO Board of Governors website

The Governor should appoint more Latinx and AANHPI to the Community College Board of Governors.

CALIFORNIA STUDENT AID COMMISSION

Making education beyond high school financially accessible to all Californians.

CSAC is responsible for administering the state's financial aid programs. This includes the \$2 billion Cal Grant aid program and nine other grant or loan repayment programs that support students across the state. CSAC also conducts policy analysis and makes recommendations for streamlining and improving financial aid policies.

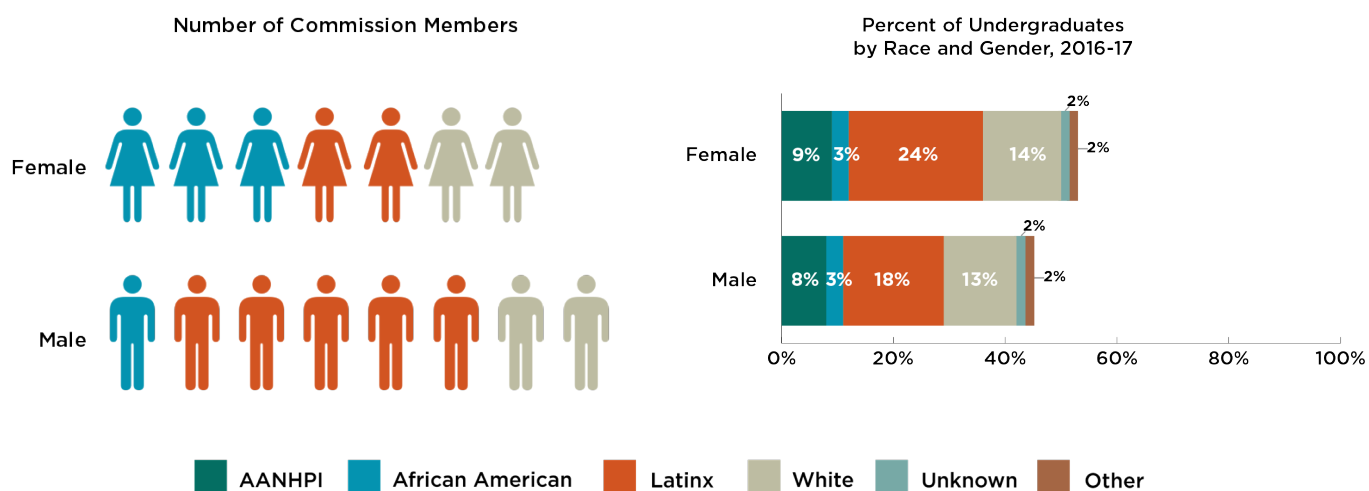
There are 15 Commission members:

- 11 gubernatorial appointments that must be confirmed by the Senate, appointed for 4-year terms, except for two student representatives who serve 2-year terms;
- 2 appointments from the Chair of the Senate Rules Committee; and
- 2 appointments from the Speaker of the Assembly.

CSAC is more inclusive of African Americans and Latinx than the other governing boards. However, there are no AANHPI members on CSAC.

CSAC has the greatest diversity but there are no AANHPI members

Figure 5



Source: UC Info Center, CSU Analytic Studies, CCCC Data Mart, CSAC website

The Governor should appoint more AANHPI to CSAC.

Note: The male count includes two Latino student representatives, one of which completed his term at the end of the 2017-18 academic year. He is still listed on the CSAC website and no replacement has been publicly named.

This analysis includes only the current appointed and confirmed members of the UC Board of Regents, CSU Board of Trustees, and Community College Board of Governors. These boards also include ex-officio, faculty, students, employee, and alumni members who could make these boards more or less reflective of California's population and student body.



Recommendations for California's Governor and State Legislature

- **The Governor** needs to appoint more women to the UC Board of Regents while focusing on more inclusive appointments of Latinx, AANHPI, and African Americans to the UC Board of Regents, CSU Board of Trustees, and California Community College Board of Governors in order to make these governing boards more reflective of the students they serve and the population of California.
- **The Senate Rules Committee** should also make sure their appointments are more inclusive and communicate to the Governor that it prioritizes greater diversity and inclusivity in appointments as it reviews gubernatorial appointments.
- **Our state and college leaders** should request, review, and make demographic data on appointments more transparent and easily accessible, and use these data to inform a more inclusive process for appointments to these governing boards.
- **The Governor** should work with stakeholder groups, including the Advisory Selection Committee for the Regents of the University of California, to identify potential appointees from diverse communities as required by the California Constitution.
- **All appointees** should not just reflect the diversity of our state but also be individuals who are knowledgeable, equity minded, and whose approach to higher education will ensure that ALL students in the state are successful and who will prioritize improving student outcomes and closing racial equity gaps among students.

California has always been a magnet for dreamers, risk takers, and innovative leadership which makes up the rich diversity of our state. Our success as the fifth largest economy in the world has been our payoff. Our visionary investments in higher education reflect our commitment to broad access and talent development for our residents. The diversity of our college students is a strength, especially as California's population continues to be the most diverse in the world. The success of women, AANHPI, African American, and Latinx students is critical to our collective future as Californians. We need our higher education governing board members to be inclusive of diverse backgrounds, so they can relate to the students they govern, are better positioned to serve them, and ultimately improve success for all students.

This brief is an update to *Left Out: How Exclusion in California's Colleges and Universities Hurts Our Values, Our Students, and Our Economy*. The analysis and recommendations in this brief include the positions appointed by the Governor and confirmed by the Senate along with the two CSAC legislative appointments. All four boards were given the opportunity to confirm their data. The California Student Aid Commission and the California Community College Chancellor's Office were unable to confirm the data in the time allotted. For more information about this analysis and methodology please visit <http://collegecampaign.org/portfolio/left-out-report/>