

**CSU FULLERTON CAMPUS CENTERS AND INSTITUTES
SELF-STUDY / PROGRAM REVIEW 2023-2024**

for the

Center for Demographic Research (CDR)

for the period 2018-2023

Director: Deborah Diep, M.A. Sociology, M.A. Demography and Social Analysis
College of Humanities and Social Sciences

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ASC-238

Established: 1996

Last review: September 8, 2018

February 21, 2024

1. **Mission and Goals**

Center for Demographic Research (CDR) Mission Statement:

Provide accurate and timely information regarding population, housing and employment characteristics for Orange County, California in an efficient and cost-effective manner.

CDR Guiding Principles:

- *Accuracy*- Produce demographic estimates and projections that are valid and accurate.
- *Objectivity*- Produce demographic estimates and projections that are independent and objective.
- *Honesty, Trust and Respect*- Maintain the highest degree of integrity, honesty, trust, and respect in our interactions with our sponsors and clients, as well as private and public agencies and individuals.
- *Teamwork and Problem Solving*- Attain CDR's goals through cooperative efforts and collaboration with each other and our sponsors, and strive to solve problems in a creative and a cost-effective manner.
- *Learning and Teaching*- Continuously develop ourselves, enhancing our talents, skills, and abilities.

The following university strategic goals best express the CDR implementation efforts, goals, and guiding principles:

- Goal 1: Enhance Support for Student Access, Learning, and Academic Success
 - Objective 1.2: Learning Experiences: Provide equitable, engaging, and innovative learning experiences to foster students' ability to apply the knowledge, skills, and cultural awareness gained through their academic programs.
- Goal 3: Recruit, Develop, and Retain High-Quality and Diverse Faculty and Staff
- Goal 4: Expand and Strengthen Physical and Financial Capacity and Community Relations
 - Objective 4.3: Externally Funded Research and Scholarly Activities: Increase externally funded research and scholarly activities.
 - Objective 4.4: Alumni and Community Relations: Strengthen the reciprocal relationships amongst the university, alumni, and communities.
- Goal 5: Objective 5.2: Data-Informed Decision Making: Deepen a culture of outcome-oriented assessment and data-informed decision making.

Some of the college-level missions and goals the CDR strives to attain are:

- Engaging in scholarly and creative activities that advance disciplinary and interdisciplinary knowledge.
- Creating a learning environment that promotes faculty and student engagement in scholarship and creative activity.
- Serving as exemplary teachers, researchers, mentors, colleagues, and active members of our campus, regional, and professional communities.
- Facilitating students' awareness of themselves as consumers and producers of information who act with ethical and academic integrity.
- To integrate classroom experience with community-based experience and professional practice in ways that prepare students to become engaged citizens with critical appreciation of their own identities as well as the necessary interconnected of all communities.
- To support faculty engagement within academic research, creative activities, and social inquiry.
- To provide collaborative research, networking, mentoring, service-learning, and other practices that prepare students to enter the local and global workforce.
- To provide local, regional, national, and international communities with opportunities both on- and off-campus to engage intellectually and professionally with the scholars and students in our college and across the university.

2. **Activities**

The CDR is a non-profit research center that operates in partnership with California State University, Fullerton (CSUF), supporting the university's learning-centered mission. The CDR makes its wealth of

data available to faculty and student researchers, assists the faculty in designing instructional activities in the field of demography, and collaborates with faculty in their research while drawing on their expertise in its project activities. Through such linkages, the CDR provides opportunities for CSUF and other institutions of higher education to benefit from participation in regional demographic concerns.

The CDR operates under a renewed three-year contract, which currently covers FY2023/24-FY2025/26 and has a corresponding work program developed by the CDR sponsoring agencies and the CDR Director. This work program contains quarterly, annual, and multi-year products that have been produced since the CDR was established at CSUF in 1996 and carries on work products that were produced by the County of Orange prior to CDR's creation. CDR staff is hired, often CSUF students and graduates, and trained to work on the specific projects within the scope of work with direct supervision and training by the CDR Director and Assistant Director. The following are products and services completed within the CDR MOU work program for the previous two three-year contracts covering FY2017/18-FY2022/23:

Reports

- Orange County Projections (approximately every four years)
- Orange County Progress Report (Annual)
- Orange County Facts and Figures (Quarterly)
- Boundary and Annexation Reports (Annual)
- Housing Activity Reports (Annual)
- 2020 Decennial Census Facts & Figures and Demographic Profiles

Public Information Services

- Provide Public Information on Orange County Demographics as Requested
- Maintain CDR web site and Orange County Data Acquisition Partnership sub-site
- Update Regional Housing Needs Assessment (RHNA) allocations
- Process U.S. Census Bureau data
- Serve as California State Data Center affiliate

Databases (Demographic & Geographic/Geospatial)

- Housing Inventory System
- Projected Population, Housing and Employment by Traffic Analysis Zone
- Projected Secondary Variables by Traffic Analysis Zone
- Census Data by Partial Traffic Analysis Zone
- Population, Housing, and Employment Estimates by Traffic Analysis Zone
- Sphere of Influence Population Estimates for OC LAFCO
- U.S. Census Bureau Consolidated Boundary and Annexation Program (CBAS)

Committees

- Participate in Sponsor Technical Advisory Committees as Requested
- Coordinate with University Research Centers
- Coordinate with SCAG and SCAG Committees
- Orange County Data Acquisition Partnership (OCDAP) Steering & Technical Advisory Committee

3. Organizational Structure and Governance

The Center for Demographic Research (CDR) was established in 1996 to ensure Orange County continued its presence in the development and support of demographic information after the County of Orange's bankruptcy. The CDR activities were located at CSUF to ensure data consistency through the maintenance of a centralized data source of Orange County demographic characteristics. The CDR operates under a three-year Memorandum of Understanding (MOU) between the CSUF Auxiliary Services Corporation (CSUF ASC) and agencies known as the CDR Sponsors: the County of Orange, the Orange County Council of Governments, the Orange County Transportation Authority, the Transportation Corridor Agencies, the Municipal Water District of Orange County, the Orange County Sanitation District, the Orange County Water District, the Southern California Association of Governments, the Orange

County Local Agency Formation Commission, and CSUF. These agencies govern, fund, and support the Center for Demographic Research.

CDR is a non-profit research center that operates within the structure and management of the CSUF ASC and its Office of Sponsored Programs. All CDR management and staff are employees of the CSUF ASC. The CDR Director and Assistant Director directly oversee the daily operations of the CDR. Each research center at CSUF is affiliated with an academic college and that Dean is the center director's supervisor; CDR falls within the College of Humanities and Social Sciences (HSS). CDR is governed by a Management Oversight Committee, which is supported by a Technical Advisory Committee. Members of the CDR committees are staff or representatives of the Sponsor agencies and each has an equal standing as a voting member. The composition of the FY2017/18-FY2022/23 committees are as follows:

CDR Sponsor Agency	Management Oversight Committee	Technical Advisory Committee
County of Orange	1	1
Orange County Council of Governments	1	1
Orange County Sanitation District	1	1
Orange County Transportation Authority	1	1
Southern California Association of Governments	1	1
Transportation Corridor Agencies	1	1
Municipal Water District of Orange County	1 joint member	1 joint member
Orange County Water District		
California State University, Fullerton	1	2
Chapman University	0	1
University of California, Irvine	0	1
OC Local Agency Formation Commission	1 Ex-officio, non-voting	1 Ex-officio, non-voting

The CDR Management Oversight Committee (MOC) meets at least four times each year and is responsible for:

1. Considering policy matters associated with the operations of the CDR,
2. Reviewing product status and activities that are part of the core work program,
3. Reviewing the CDR's financial status and status of annual MOU signatures,
4. Setting CDR budget and modifying staff salaries funded by the MOU,
5. Considering requests from additional agencies wishing to become sponsors,
6. Modifying budget and work program upon addition or termination of a sponsor,
7. Addressing other matters vital to the function of the CDR, and
8. Undertaking additional tasks as requested by the CDR Sponsors.

The CDR Technical Advisory Committee (TAC) provides technical guidance and input into the development of each product produced under the MOU before they are reviewed by the CDR MOC. The TAC advises the CDR Director, as well as reports to the CDR MOC. The TAC meets at least four times each year and is responsible for:

1. Providing a report to the CDR MOC summarizing its meetings,
2. Providing advice on the approach, techniques, data sources, and methods used to develop new products,
3. Facilitating the acquisition of data necessary to produce products,
4. Providing suggestions on the interpretation and analysis incorporated into deliverables,
5. Providing input on assumptions for the development of the growth projections,
6. Providing review of deliverables prior to approval by the CDR MOC, and
7. Undertaking other tasks as identified by the CDR MOC.

4. Resources and Sustainability

The five full-time staff and three part time CDR staff are employed through the CSUF ASC. The CDR occupies and pays rent for its space in the ASC building through a joint agreement with the CSUF ASC and CSUF. CDR was moved to the ASC building in 2016 after reorganization of the College Park building, as directed by the CSUF President, where CDR had resided for 17 years. CSUF's relocation of

CDR to the ASC building was coordinated with the CDR Sponsors. The ASC building also houses the CSUF Office of Research and Sponsored Projects (ORSP), the CSUF Office of Grants & Contracts (OGC), the CSUF Auxiliary Services Corporation (ASC), and the ASC Office of Sponsored Programs (OSP). CDR being co-located with these groups was a logical choice because of the regular interactions with these groups. CDR continues to pay rent as it did in the College Park space. Part of CSUF's contribution to the sponsorship of the CDR is through covering the space rent where CSUF contributes 40% of the office space rent and the balance of 60% is paid for by remaining IDC funds transferred from ASC to campus. HSS' contribution is a reinvestment of IDC allocations generated from CDR's MOU.

CDR consults with CSUF faculty and staff on an as-needed basis. CDR has been a sub-contractor on projects for CSUF faculty and staff as well as hired CSUF faculty and staff as sub-contractors for additional contracts the CDR takes on. Three CSUF faculty members work with CDR on an on-going basis as committee members on the CDR MOC and CDR TAC. As stated above, these faculty attend committee meetings and spend approximately 10-15 hours annually advising CDR.

The CDR budget includes staff salaries, benefits, equipment, and operational costs to complete the MOU work program. CDR has a high degree of sustainability as it is designed to be a fully contained program, not operating on soft money. If funding is not provided by the Sponsors to cover the costs of the core work program and operations, the CDR would cease to exist. The CDR purchases all of its own computers, electronic equipment, furniture, and supplies and pays campus for the use of a virtual server maintained by campus IT. CSUF provides software licenses and IT support consistent with all campus personnel and entities.

Beyond the scope of work within the MOU, the CDR is also allowed to perform additional work and services for sponsors and non-Sponsors. These additional projects cover the encumbered wages for staff, overhead, and all costs associated with the additional work.

Fiscal Year	MOU Funding by the CDR Sponsors	Additional Contract/Invoice Work outside scope of MOU	Fiscal Year	MOU Funding by the CDR Sponsors	Additional Contract/Invoice Work outside scope of MOU
FY2017/18	\$629,236	\$39,893	FY2020/21	\$760,404	\$11,485
FY2018/19	\$674,620	\$41,492	FY2021/22	\$789,650	\$128,888
FY2019/20	\$718,181	\$42,188	FY2022/23	\$821,468	\$70,762

5. Highlights and Accomplishments:

During 2018 and 2022, the CDR completed the 2018 and 2022 Orange County Projections datasets and reports, which are the core function of the CDR. After completion, the CDR worked with local agencies to incorporate this long-range planning dataset into Southern California's regional transportation plan in 2019 and 2023. Since then, the CDR has begun work on the update for the next iteration of the Orange County Projections, which will be completed during FY2026/27.

The CDR completed five volumes of the annual *Orange County Progress Report*, which is a 200+ page, comprehensive resource document containing a variety of statistical and demographic data depicting Orange County and its 34 cities. This annual report presents a unified and a comprehensive picture of Orange County including its economic health, its demographic status and trends, and other information of interest to those who might wish to relocate to Orange County, do business in the County, or otherwise have an interest in the economic and demographic status and future of Orange County. CDR also processed 2020 Decennial Census data and published related datasets, spatial data for use with GIS software, and two reports that are all available on CDR's website.

The Boundary and Annexation Reports are produced in collaboration with the Orange County Local Agency Formation Commission (OC LAFCO) and detail the annual changes to jurisdictional boundaries for the 34 Orange County cities and unincorporated county. The Housing Activity Reports were officially added to the CDR work program in 2017 and detail the net annual housing unit construction, conversion,

and demolition data reported by each of the 35 Orange County jurisdictions. An annual report on accessory dwelling units (ADUs) was added in 2023. All three reports are posted online.

Part of its core function is for the CDR to assist local government agencies in their long-term planning efforts and coordination with the regional planning agency, the Southern California Association of Governments (SCAG). An example of one of the CDR's successful efforts was the coordination and hosting of a series of meetings with all 35 Orange County jurisdictions, SCAG staff, and CDR staff to review and update SCAG's 2022 draft policy growth forecast and the CDR's draft 2022 Orange County Projections. The close coordination over the past decade resulted in a positive change to SCAG's growth development process whereby SCAG embedded its visioning and goals into the draft dataset for review by jurisdictions. Jurisdictions then coordinated their review of the SCAG and CDR datasets creating a singular projection series that was submitted to and used by SCAG, which ensured all entitled projects are properly reflected while the regional plan meets both state and federally mandated targets. In its on-going production of the Orange County Projections and elevated participation in local and regional planning efforts in recent years, the CDR at CSUF is a recognized and highly respected organization in the Southern California planning arena.

The CDR also worked with local and regional agencies to set up a data consortium to lower costs for aerial imagery and other spatial data. This effort, called the Orange County Data Acquisition Partnership (OCDAP), now has 24 members, including Cal State Fullerton. The OCDAP website is hosted as a sub-site on CDR's website and CDR staff coordinate and lead the OCDAP Steering and Technical Advisory Committee. CDR—and CSUF by extension—are regularly recognized in public meetings for their support of OCDAP, local jurisdiction data support, and other regional planning support efforts.

6. Planning and Strategic Outlook

The structure and governance of the CDR is outlined in the Memorandum of Understanding (MOU) between the CSUF ASC and the CDR Sponsors, as described above. The Management Oversight Committee (MOC) guidance and involvement shapes the strategic planning process, goals, and work product of the CDR. CDR recently began its current, three-year MOU and work program for FY2023/24-FY2025/26. Three CDR primer meetings were held in fall 2023: at the Provost's Council and two for ASC and campus staff to increase awareness of CDR and the services it provides. These were positively received and one outcome is CDR is exploring an annual partnership with the College of Arts for student cover designs and graphic art for CDR publications.

During FY2025/26, CDR and the MOC will develop the next three-year work program, which largely involves the completion of the Orange County long-range projections dataset used in local and regional planning and the update to CDR models and geographic databases in coordination with the U.S. Census Bureau in preparation for the 2030 Decennial Census. The Sponsors will assess product and service needs to maintain their operations over the following three years, along with sustaining the CDR work program. As in past cycles, CDR staff will work with the CDR Sponsors through the MOC to develop a work program that will incorporate agency needs and sustain the CDR core function with available funding.

In these lean financial times, current budget expenditures, as well as future budgets, have reduced spending for all non-personnel items: travel, training, workshop attendance, equipment modifications, and supplies. Changes in personnel and indirect costs will be tied to benefits costs mandated by the CSUF ASC Human Resources and the CSUF Office of Grants and Contracts. The CDR Director and the Sponsors continue to search for additional funding options and new sponsoring agencies.

The sponsoring agencies recognize the technical complexity of preparing and maintaining demographic forecasts requires a long-term commitment from public agencies to maintain data consistency, quality, and expertise. Our goal is to continue to fulfill CDR's core function, which is the preparation of demographic forecasts for Orange County, California that are used in a wide range of local, subregional, and regional applications.

7. **Appendices & Attachments**

1. Covers of Orange County Progress Report 2018, 2019, 2020, 2022 & 2023; 2018 & 2022 Orange County Projections (hardcopies are available upon request)
2. Recognition letters from County of Orange, City of Mission Viejo, and Santa Margarita Water District
3. How CDR adds value and supports the university's learning-centered mission





County of Orange

County Executive Office

June 8, 2022

Ms. Deborah S. Diep
Director
Center for Demographic Research
California State University, Fullerton
1121 N. State College Blvd., Suite 238
Fullerton, CA 92831-3014

Dear Ms. Diep,

I am writing to express my appreciation for the Center for Demographic Research's efforts on behalf of the County during the 2021 Redistricting. CDR not only possesses strong demographic and redistricting expertise, especially as it relates to Orange County, but also served as true partners throughout the process. As a result, the County created a redistricting process that met all of the new legal requirements and allowed for meaningful public input. You and your team worked countless hours, including weekends and evenings to ensure that deadlines were met, and staff had the information they needed to make informed decisions. This contract was an exceptional value for the County and in turn, the taxpayers of Orange County.

CDR's reputation for integrity and impartiality was critical, given the inherently political nature of redistricting. You and your team provided excellent customer service to everyone seeking assistance throughout the process.

We are fortunate to have such an incredible resource right here in our backyard at Cal State Fullerton to not only assist with such efforts as redistricting but to be our source for key demographic data and analysis.

Thank you again for your tireless efforts and dedication to ensuring yet another smooth redistricting process for the County of Orange.

Sincerely,

Frank Kim
County Executive Officer



City of Mission Viejo

Office of the Mayor and City Council

Wendy Bucknum
Mayor

Edward Sachs
Mayor Pro Tem

Brian Goodell
Council Member

Trish Kelley
Council Member

Greg Raths
Council Member

July 1, 2022

California State University, Fullerton
800 N State College Blvd,
Fullerton, CA 92831

Re: THE CENTER FOR DEMOGRAPHICS RESEARCH: YOUR "HIDDEN JEWEL."

To Whom It May Concern:

I write on behalf of the City of Mission Viejo to both commend you for hosting the Center for Demographic Research ("CDR") and to encourage you to support and enhance this critical institution. Demographics control huge swaths of Federal, State, County, and Local governmental activity. The various census counts, ethnicity distribution as relating to voting and housing law (Federal, State, and Municipal); distribution of grants, school and education allocation of resources, political elections and so much more. The need for and availability of correct, defensible, and timely population demographics undergird all of today's governance decision making. Your resource, CDR, is the "gold standard for public demographic analysis," and the envy of all who are not able to provide or receive comparable services. The entire team, from Director Deborah Diep to each technician and administrative assistant, provide first class, professional services, with a level of service and courtesy that should be followed by all professional agencies. To detail all the benefits CDR provides would take volumes, so we have focused on the highest levels of local and regional benefits CDR provides. Please be very clear as these matters merely being the "tip of the iceberg" as to CDR's benefits to the public at large and Mission Viejo in particular.

I. Municipal level demographic data analysis.

The City of Mission Viejo has been involved in cutting edge alternatives to remedy inequitable voting patterns (polarized voting) pursuant to the California Voting Rights Act of 2001. Plaintiff's challenging the City utilized top-notch demographers to assert their case. CDR not only provided correct data to the City to counter the assertions, but in doing so earned the respect of the challengers.

Thereafter CDR assisted the City with Federal Census data analysis; separately with crafting lawful voting districts and with implementing mandatory Housing Element data analysis as required by the State Department of Housing and Community Development pursuant to demographic legal requirements.

The work product from CDR was first class and not challenged by entities who are very prone to legal challenge. The City was able to satisfy the law, benefit the community and act quickly, due in major part to the skills and wisdom of CDR.



To Whom It May Concern

Re: THE CENTER FOR DEMOGRAPHICS RESEARCH; YOUR "HIDDEN JEWEL."

July 1, 2022

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II. Orange County/Regional Benefit and Support from CDR

Data is essential to local jurisdictions. Data serves as a gateway for local jurisdictions to receive funds, conduct vital planning studies for its residents and employees, and determine the degree of responsibility that local jurisdictions must undertake to fulfill countywide and regional planning, such as housing, transportation, and political voting district formation.

The City of Mission Viejo has served as a representative of CDR's Technical Advisory Committee for more than fifteen years. CDR convenes this group of demographers, jurisdictions, agencies and university staff each quarter, to ensure that the integrity of CDR's data and work products that affect Southern California, are sound and defensible. CDR brings transparency and ground-truthing to all its efforts.

CDR also has the unprecedented responsibility to engage individually and collectively with all 35 Orange County jurisdictions to develop, every four years, a robust set of projections on how and where future growth would occur.

These growth projections – known as the Orange County Projections, or OCP – serve as the official growth forecast for Orange County. OCP is used by our local transportation partners – the Orange County Transportation Authority and the Transportation Corridor Agencies – to plan for Orange County's multi-modal future, and OCP is used by our Orange County special districts to plan for water and sewer capacity needs. Most importantly, the OCP is submitted to the largest Metropolitan Planning Organization in the nation, the Southern California Association of Governments, to serve as Orange County's official growth forecast for regional planning purposes.

CDR's expertise and commitment in conducting this responsibility, is unparalleled. It is conducted with professionalism and an absence of politics, and with vigorous ground-truthing to ensure that Orange County's future vision for growth is realistic and defensible.

Other Southern California subregions yearn to both have access to, and provide the services that, CDR provides to Orange County. Orange County is indeed fortunate to have this demographic capability affiliated with CSU Fullerton, and we hope that this legacy of commitment will not only be retained by the California State University system for years to come, but enhanced, highlighted, and supported.

In summation, CDR is an asset beyond measure to the public. We commend them to you and trust that you will acknowledge, respect and "grow" this extraordinary asset.

Respectfully,



Wendy Bucknum
Mayor



BOARD OF DIRECTORS

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GENERAL MANAGER



Santa Margarita Water District

June 9, 2023

Re: Letter of Reference – Center of Demographic Research

To whom it may concern:

The Santa Margarita Water District (SMWD) recently had the pleasure of collaborating closely with the Center of Demographic Research (CDR) on its transition from at-large to by-division elections. We can confidently state that CDR consistently demonstrated an exceptional level of expertise, professionalism and dedication to assisting SMWD through the districting process. CDR's team's ability to identify key demographic patterns provided valuable information that helped the District Board of Directors with critical decisions. In addition, CDR's in-depth knowledge of the process and principles were of great help and comfort to SMWD as we navigated the districting process for the first time.

On behalf of SMWD, we commend CDR for their invaluable partnership. Based on the District's experience working with the CDR team, we recommend the organization because of their commitment to excellence and understanding of demographic analysis; open lines of communication and continued support from the initial stages of data collection and process planning to the final delivery of the districting map adoption.

Please do not hesitate to contact Dan at (949) 459-6590 or danf@smwd.com or Kelly at (949) 459-6642 or kellyr@smwd.com if you would like any additional information.

Sincerely,
SANTA MARGARITA WATER DISTRICT

A blue ink signature of Daniel R. Ferons, written in a cursive style.

Daniel R. Ferons
General Manager

A blue ink signature of Kelly Radvansky, written in a cursive style.

Kelly Radvansky
Secretary to the Board of Directors

HOW DOES CDR SUPPORT THE UNIVERSITY'S LEARNING-CENTERED MISSION AND PROVIDE VALUE TO CSUF?

CDR was established in 1996 as a joint venture among sponsoring agencies in partnership with CSUF as host and joint sponsor to reinstate products and services formerly provided by the County of Orange for decades before the County's bankruptcy. At its core, CDR supports the university's learning-centered mission by achieving and using strategies to support the values, goals, and objectives in the university's strategic plan. It does this by

- Employing students and alumni
- Providing training to and collaborating with students, staff, and faculty in applied research
- Connecting students, staff and faculty to off-campus agencies
- Providing services and products in an efficient and cost-effective manner to sponsoring agencies and other public and private agencies and individuals
- Serving as a resource to campus and the public
- Serving as a U.S. Census Bureau's California State Data Center affiliate
- Sustaining a reputation that is held in the highest esteem by local agencies

Student Success

1. CDR's core funding provides (multiple) year-round paid student positions
2. Students obtain valuable hands-on, real-world technical work experience directly transferrable to the workforce, post-graduation employment, and any further education pursuits
3. 68 of 79 CDR office employees (both part- and full-time) were students at hiring
 - 61 were CSUF students from a variety of campus Colleges and academic fields, while seven others were students from other local universities, including CSULA and CSULB
 - Five of the seven current CDR staff are either current CSUF students or alumni, including both CDR's management staff
 - Additional students have been hired for program evaluation and survey fieldwork and for projects led by faculty but run through CDR
 - Students and staff have gone on to work at local agencies (e.g., Anaheim, Carson, Irvine, West Covina, Yorba Linda, Riverside County, Saddleback College, Cypress College, Southern California Edison, SCAG, 211OC)
 - Part-time student job postings are limited to CSUF students only
4. The paid, on-campus work allows flexibility for students that builds bonds with both CSUF and the community and local agencies sometimes lacking at a commuter campus
 - Students have completed Independent Study and internship classes for credit in tandem with their CDR employment
5. Student employees are provided one-on-one mentoring and training that includes
 - Development and enhancement of technical and professional skills and experience
 - Data processing, management, analysis, quality control
 - Geographic Information Systems (GIS) and mapping skills primarily through Esri software, the global leader in GIS
 - Applied research skills
 - Critical thinking and problem-solving skills
 - Professional office-work

CENTER FOR DEMOGRAPHIC RESEARCH

Sponsors: California State University, Fullerton • County of Orange • Municipal Water District of Orange County
Orange County Council of Governments • Orange County Transportation Authority • Orange County Water District
Southern California Association of Governments • Transportation Corridor Agencies
Contributing Partners: Orange County Local Agency Formation Commission • Orange County Sanitation District

- Stock and custom training including various levels of technical LinkedIn Learning software courses, e.g., Excel, Acrobat, InDesign; GIS; and personalized one-on-one instruction
- Resume and interview assistance
- 6. Connections to scores of government agencies
 - Students coordinate with and work on projects and products that are used by and create connections to local agencies
 - Students attend workshops (USC/SCAG Demographic Workshop), specialty days (Irvine's GIS Day), and economic forecasts
- 7. CDR maintains close relationships with Geography and Sociology for student referrals and recruitment
- 8. CDR's guiding principles include learning and teaching—this includes CDR staff; CSUF students, faculty, and staff; CDR sponsors; and the public
- 9. CDR presents to various classes to expose students to CDR's work, data availability, government services, and applied research

Scholarly and Creative Activities & Collegial Governance

1. CDR provides free data consultation to faculty, staff, students, and the public
2. Additional data, mapping and consulting support is available to faculty and staff on their projects and proposals (see sampling of CSUF collaborators below)
3. Collaboration across multiple disciplines, e.g., HSS, Business, HHD, Natural Sciences
4. Connect faculty, staff and students to off-campus agencies and provide referrals to agencies and individuals with the best fit for the request
 - Includes off-campus requests coming to CDR, such as water agency looking for real estate faculty expert; sanitation agency looking for facilities personnel; County of Orange and Huntington Beach mobile home park association program evaluation and survey work: SSRC; media looking for experts or additional information
 - Campus entities looking for information or contacts: data availability and sources; water agency information; government and data contacts; SCCIC and other campus departments looking for less expensive aerial photos of Orange County (Orange County Data Acquisition Partnership OCDAP)
5. Host CDR primers for faculty and staff to raise awareness of CDR and the services it provides, which increase opportunities for multi-disciplinary and creative research
6. Present to student classes and department meetings as requested
7. CSUF faculty sit on CDR's Management and Technical Committees
8. Maintain close relationships with Geography and Sociology for student referrals and recruitment
9. Multiple faculty/staff members have collaborated with CDR and run projects through CDR, and CDR has provided data/services/support to (not exhaustive):

Silas Abrego
Michelle Berelowitz
Dennis Berg
Charlene Carr
John Carroll
Don Castro

Kathleen Costello
Chris Cozby
Amir Dabirian
Anthony Davis
Angela Della Volpe
Marc Ecker

Adrian Fleissig
Sheryl Fontaine
Mary Ellen Frazier
Tricia Gabany-Guerrero
Christine Gardiner
Phil Gianos

CENTER FOR DEMOGRAPHIC RESEARCH

Sponsors: California State University, Fullerton • County of Orange • Municipal Water District of Orange County
Orange County Council of Governments • Orange County Transportation Authority • Orange County Water District
Southern California Association of Governments • Transportation Corridor Agencies
Contributing Partners: Orange County Local Agency Formation Commission • Orange County Sanitation District

Laura Gil-Trejo
Jennifer Goldstein
Natalie Graham
Owen Holmes
Rachel Junn
Mikyong Kim-Goh
Jeannie Kim-Han
Tom Klammer
Davina Ling
Bill Lloyd
Geoffrey Lovelace

Sinjini Mitra
Megan Moscol
Alan Mucerino
Bo Park
Anil Puri
Carter Rakovsky
Christopher Reese
Greg Robinson
Jill Rosenbaum
Zia Salim
Katie Savant

Joshua Smith
Stacy St. James
Marianne Stewart
Sandra Sutphen
Su Swarat
Frances Teves
Berna Torr
Justin Tucker
Ray Young

Service to the Region & Civic Engagement

1. CDR is a unique research center; no other California county or university has a similar entity
2. CDR's reputation is held in the highest esteem
3. CDR's mission is to provide services in an efficient and cost-effective manner, saving money for both sponsor agencies and those in need of data and mapping services
4. Serves as a bridge from campus to off-campus with an extensive network in the local community that actively works and coordinates with
 - o 34 cities in Orange County
 - o County of Orange
 - o OC Transportation Authority and Transportation Corridor Agencies
 - o 32 Orange County water agencies
 - o OC Sanitation District
 - o OC Local Agency Formation Commission
 - o Southern California regional planning body (SCAG)
 - o 15 Southern California subregional planning bodies
5. Responds to on-demand information requests from media, agencies, and public; these are sometimes published in reports or news publications
6. Presents on CDR work and Orange County demographics to government agencies and in response to other requests from media, universities, task forces, and committees
7. Produces products, data, and information with student involvement that are used by off-campus agencies, the very definition of applied research
8. Bulk of CDR's funding comes from off-campus; multiple agencies have partnered with CSUF for 28 years to host CDR
9. Structure is the epitome of collaboration across agencies and disciplines
10. Innovative, cost-effective structure allows for additional services to on- and off-campus persons/agencies that bring in additional revenue to campus
11. Projects and services provided to a client and partner list of 100+ agencies/departments, primarily in Orange County and Southern California; these include sponsoring agencies and others, including learning institutions such as CSSA, CSU Chancellor, community college districts, Cal Poly Pomona, and the Braille Institute
12. 460+ individual, funded projects, including multiple campus projects with or led by CSUF faculty and staff, the vast majority of which were funded by and for local agencies
13. Hosts information and data on CDR's website
14. Serves as Orange County's official affiliate in the U.S. Census Bureau's California State Data Center network

CENTER FOR DEMOGRAPHIC RESEARCH

Sponsors: California State University, Fullerton • County of Orange • Municipal Water District of Orange County
Orange County Council of Governments • Orange County Transportation Authority • Orange County Water District
Southern California Association of Governments • Transportation Corridor Agencies
Contributing Partners: Orange County Local Agency Formation Commission • Orange County Sanitation District

Diversity, Equity, and Inclusion & Integrity

1. CDR provided data analysis to support CSUF's original designation as a Hispanic-Serving Institution
2. With its own guiding principles, CDR
 - Aspires to the highest degree of integrity, honesty, trust, and respect in all our interactions
 - Strives to reach the CDR's goals through cooperative efforts and collaboration with each other and our sponsors
 - Aspires to produce demographic estimates and projections that are valid, accurate, independent and objective
3. CDR follows CSU, ASC, state, and federal EEO and DEI and hires a diverse staff with goals of long-term retainment
4. CDR staff are encouraged to take professional and technical training courses to enhance skills
5. Three of five full-time staff have been with CDR for at least 10 years

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