

**ACADEMIC SENATE
OF
CALIFORNIA POLYTECHNIC STATE UNIVERSITY
San Luis Obispo, California**

AS-412-93/DSTF

**RESOLUTION ON
PROMOTING REPRESENTATION AT CAL POLY**

- WHEREAS, Throughout this past decade, the State of California has been reviewing and implementing state policies to increase the participation of its growing ethnic populations; and
- WHEREAS, The Strategic Plan for Cal Poly, Section 5.2, states that "the composition of the Cal Poly community shall reasonably reflect the cultural diversity of those Californians qualified for enrollment or employment at Cal Poly"; and
- WHEREAS, There is a disturbingly low representation of African -American, Latino-American, and Native-American students currently enrolled at Cal Poly; and,
- WHEREAS, There is a disturbingly low representation of African- American, Latino-American, Native -American, Asian-American individuals employed in tenure/track and other positions at Cal Poly; and
- WHEREAS, There is a disturbingly low representation of women employed in tenure/track and other positions at Cal Poly; and,
- WHEREAS, Other institutions of higher education (e.g. UCLA's graduate programs) have focused their attention on those groups most seriously underrepresented; and
- WHEREAS, A common response from individuals of these underrepresented groups who have left Cal Poly indicates "cultural isolation" and "lack of content" in Cal Poly's environment as significant reasons for their leaving; and
- WHEREAS, In an effort to promote the representation of these underrepresented groups and to create a community environment which enhances their success and sense-of belonging; therefore, be it
- RESOLVED: That the university and its departments make a concerted effort to attract and retain students, faculty, and staff from those ethnic and gender groups which remain underrepresented.

Proposed by the Diversity Summer Task Force
September 7, 1993
Revised October 7, 1993
Revised November 1, 1993

State of California

CAL POLY
San Luis Obispo, CA 93407

M E M O R A N D U M

To: Jack Wilson, Chair
Academic Senate

Date: March 14, 1994

From: Warren J. Baker
President

File No.:

Copies: Robert Koob
Anna McDonald
Elaine Doyle
Bob Gish

Subject: **RESPONSE TO ACADEMIC SENATE RESOLUTIONS 411-413**

Resolution 411

It is my intention that this element of the strategic plan continue to be given a high priority by all elements of the campus as your resolution suggests. The suggestion of a visiting professors' program is a good one, and each college has been asked what it plans to do to promote faculty diversity in the next year and beyond.

Resolution 412

Enrollment and employment data will show that the University has established a positive gradient in the change of the numbers of underrepresented people in both the student and staff categories. Trends are less clear with the faculty, but this remains a high priority for me and for the University as this resolution reaffirms.

Resolution 413

I support the formation and operation of an Educational Equity Commission as described in this Resolution. I will take the necessary action to form the Educational Equity Commission as outlined in the next to last resolved clause.

I have transmitted these Senate resolutions to the deans and the program managers along with my response. Thank you very much for your careful consideration of these issues to improve diversity on the campus and promote sensitivity to the changing needs of our students.