



May 06, 2017

Resolution in Support of Black and African American Students Recruitment and Retention in the California State Universities

WHEREAS, the California State Student Association (CSSA) is the single recognized voice of the 474,000 students in the California State University (CSU); and

WHEREAS, it is the purpose of CSSA to foster and coordinate communication among campus student organizations to develop unity in addressing campus and statewide issues that affect CSU students and the CSU system; and

WHEREAS, the CSU prides itself on broad access and diversity amongst all campuses; and

WHEREAS, within the CSU system, the enrollment of black undergraduate students across the 23 campuses has declined from 6.1% of the total student population in fall 2008¹ to 4.2% of the total student population in fall 2016²; and

WHEREAS, for the last eight years in the CSU system the enrollment of black undergraduate students has declined from 22,167³ students in the fall of 2008 to 17,763⁴ students in fall of 2016; and

WHEREAS, black student enrollment for first-time freshman, from California high schools, have declined from 3,633 students in 2008 to 2,615 students in 2016⁵; and

WHEREAS, the enrollment, recruitment, and retention efforts of a university are tied to whether or not the university has a centralized enrollment management model; and

WHEREAS, The CSU Trustee Policy and enrollment management principles specifies that campuses must maintain a balanced program and achieve diversity as admission priorities are implemented;⁶ and

WHEREAS, the CSU Trustee Policy was passed and implemented in 2002; and

WHEREAS, black faculty for the *tenured instructional category* within the CSU system, in the year 2015, is also small in size, with black faculty comprising approximately 3.4% of the total faculty throughout the

¹ http://www.calstate.edu/as/stat_reports/2003-2004/FETH03TOC.shtml

² http://www.calstate.edu/as/stat_reports/2016-2017/feth16toc.shtml

³ http://www.calstate.edu/as/stat_reports/2014-2015/feth01.htm

⁴ http://www.calstate.edu/as/stat_reports/2016-2017/feth01.htm

⁵ http://www.calstate.edu/as/stat_reports/2016-2017/feth09.htm

⁶ https://www.calstate.edu/acadres/docs/CSU_Enroll_Mngment_Policy_Practices.pdf



system according to the U.S. Department of Education's Integrated Postsecondary Education Data System (IPEDS)⁷; and

WHEREAS, CSU outreach, admission, and retention policies shall continue to provide encouragement, support, academic and counseling services, and access to students traditionally underrepresented in California higher education toward the goal of enrolling a student population reflective of campus's local regions and California's growing diversity⁸;

WHEREAS, the statistics on black faculty at top-tier state and private universities are as follows: Emory (6.8 percent), Columbia University (6.2 percent). University of North Carolina, Chapel Hill (5.9 percent). University of Michigan (5.4 percent). Northwestern (4.6 percent). University of Virginia (3.8 percent). The Ohio State University (3.7 percent). Harvard (3.1 percent). University of California, Los Angeles (3 percent), Yale University (2.9 percent), and University of California, Berkeley (2.7 percent);⁹ and

WHEREAS, human development models suggest that faculty and staff, particularly those who share the same identity as their students, can help establish surroundings where students are valued, feel safe and accepted, and have social networks;¹⁰ and

WHEREAS, positive faculty-student relations can combat racism, promote a healthier campus climate, and ensure student academic success, especially for black students; and

WHEREAS, the CSU has recognized the need for and is committed to the enrollment of black students through the CSU African American Initiation;¹¹ and

WHEREAS, the CSU African American Initiative puts on Super Sunday where the Chancellor, Trustees, and University Presidents visit more than 100 churches across the state to encourage youth to pursue a higher education;¹² and

WHEREAS, the African American Faculty and Staff Association (AAFSa), provide services that meet the needs of African American students as they progress through their college experience that enhance and support the academic mission of the University; and

⁷ <https://nces.ed.gov/ipeds/Home/UseTheData>

⁸ https://www.calstate.edu/acadres/docs/CSU_Enroll_Mngment_Policy_Practices.pdf

⁹ Straus, Valerie. (2015). Washington Post. "It's 2015. Where are all the black college faculty?" Web. <https://www.washingtonpost.com/news/answer-sheet/wo/2015/11/12/its-2015-where-are-all-the-blackcoliece-faculty/>. Retrieved February 5, 2017

¹⁰ Allen, W. R. (1992). The color of success: African American college student outcomes at predominantly white and historically black public college and universities. Harvard Educational Review, 64 (1), 26-44. retrieved February 5, 2017

¹¹ <http://www.calstate.edu/externalrelations/partnerships/african-american.shtml>

¹² <http://www.calstate.edu/supersunday/>



WHEREAS, the AAFSA is only present on at CSU East Bay, Fresno, Fullerton, San Bernardino, and San Marcos due to the association being a voluntary basis; therefore let it be

RESOLVED, that with the adoption of this resolution, CSSA recognizes the need to recruit and retain black students, faculty, and staff on campus; and let it be further

RESOLVED, that CSSA recommends that the CSU Board of Trustees are to review, and revise as needed, the policy concerning enrollment management policy and practices, and begin to maximize the CSU's resources in yield efforts towards the recruitment, inclusion, and retention of black students to meet the current needs of this demographic; and let it be further

RESOLVED, that CSSA recommends that the CSU Board of Trustees continues to update policies in order to outreach, enroll, and retain students, such as but not limited to support of academic and counseling services and have access to higher education; and let it be

RESOLVED, that CSSA urges the creation of programs that will more aggressively recruit black students to the Cal State System; and let it be further

RESOLVED, that CSSA recommends that the Chancellor and the Board of Trustees work towards an enrollment that is reflective of the campus's local regions and California's growing diversity¹³; and let it be

RESOLVED, that CSSA strongly encourages the chancellor to support all standing Offices of Diversity (Equity) and Inclusion, establish the offices on CSU campuses where they are currently not present, and require that the Directors of these offices serve as Advisors to the University Presidents in all matters of diversity, equity, and inclusion; and,

RESOLVED, that CSSA reminds the chancellor and the trustees to implement the goals of the CSU's strategic enrollment management policies and begin to maximize the CSU's resources by yielding efforts towards recruitment, inclusion, and retention of black students to meet the current needs of this demographic;

RESOLVED, that CSSA urges the creation of programs that will more aggressively recruit and retain black students to enroll in the California State University System; and let it be further

RESOLVED, that CSSA urges that each CSU, their Division of Academic Affairs and the Division of Student Affairs, particularly the Office of Admissions and Records, Office of University Outreach and New Student Programs, and Diversity Initiatives and Resource Centers, actively engage with their campus AS/ASI and Black Student Union in producing or developing other solutions to prioritize black student enrollment, recruitment, and retention; and let it be further

¹³ https://www.calstate.edu/acadres/docs/CSU_Enroll_Mngment_Policy_Practices.pdf



RESOLVED, that CSSA urges the Chancellor to contact each CSU Provost and Vice President for Human Resources, Diversity, and Inclusion and work to increase the number of full-time black tenured faculty at each CSU by training deans and department chairs on the importance of representation on campus; and let it be further

RESOLVED, that CSSA urges that the Statewide Academic Senate Preparation and Education Programs Committee to explore more ways to diversify our faculty in order to create a culture of diversity and inclusion throughout the CSU system; and let it be further

RESOLVED, that CSSA create a partnership with the African American Faculty and Staff Association (AAFSA) to support their mission and further promote awareness of the needs of its members, and to advance the interests of Black faculty, staff, and students; and be it further <http://www.calstate.edu/acadsen/committees/aep/index.shtml>

RESOLVED, that the requests and expectations outlined in this resolution are adequately carried out, and the CSSA President, collaborates with the CSU Chancellor and Board of Trustees, to provide a status updates to the CSSA Board of Directors each January plenary until no further action is required; and let it be finally

RESOLVED, that this resolution be distributed widely, including, but not limited to; the Office of the Chancellor, CSU Chancellor Timothy White, each CSU Presidents, the CSU Board of Trustees, the CSU Student Affairs Vice Presidents, each of the 23 CSU Associated Students, and Associated Students Incorporations, California state senators and assembly members, the Student Affairs Vice Presidents of each of the 23 CSU campuses, the CSU Statewide Academic Senate, and the statewide student associations.

A handwritten signature in black ink, appearing to read "D. Lopez", is written over a light gray circular stamp.

David M. Lopez, President 2016-17