



CALIFORNIA STATE UNIVERSITY, FULLERTON™

A Resolution for Native American Recruitment, Retention and Support
Sponsor: Chase Sheriff

WHEREAS, The Associated Students, Incorporated (ASI) is a 501(c)(3) nonprofit organization that operates as an auxiliary organization of California State University, Fullerton; and

WHEREAS, ASI is governed by ASI Board of Directors, who set policy for the organization, approve all funding allocations to programs and services, and advocate on behalf of student interests on committees and boards; and

WHEREAS, Native American is defined as a member of any of the indigenous peoples of the Western Hemisphere;¹ and

WHEREAS, the Inter-Tribal Student Council, a recognized CSU Fullerton Club and ASI - funded organization from AICA, comprised of Native American students and allies whose mission statement is to promote the success of the indigenous student body and celebrates the diverse cultures that compose it; and

WHEREAS, the Inter-Tribal Student Council has been a recognized CSU Fullerton Club since 1971; and

WHEREAS, the Movimiento Estudiantil Chicano de Aztlan (MEChA), a recognized CSU Fullerton Club and ASI - funded organization from AICA, comprise of Native American ally students whose mission statement is to promote higher education, cultura, and historia as political involvement and education as the avenue for the change; and

WHEREAS, the Movimiento Estudiantil Chicano de Aztlan (MEChA) has been a recognized CSU Fullerton Club since 1969; and

WHEREAS, at the beginning of the 2018-19 academic year, the Inter-Tribal Student Council presented a list of concerns to university administration regarding the decline in Native American student enrollment, and the minimal efforts to recruit, retain and support Native American students, faculty, and staff; and

WHEREAS, the Inter-Tribal Student Council and MEChA have occupied reserved office spaces within McCarthy Hall 104-C and 104-B to serve as a resource to their respective communities and provide a safe space for the student populations affiliated on campus since their inception; and

WHEREAS, the University has made minor recruitment and retention efforts in conjunction with the Inter-Tribal Student Council to target Native American celebration and involvement through events like: Welcome to CSUF Day, Indigenous Round Table Discussions, Indigenous Peoples Heritage Month President's Reception, Native American Fall Luncheon, and Indigenous People's Day Celebration; and

¹ <https://www.merriam-webster.com/dictionary/Native%20American>

WHEREAS, within the California State University system, the enrollment of Native American undergraduate students across the 23 campuses has declined from 0.5% of the total student population in 2009² to 0.1% of the total student population in 2018³; and

WHEREAS, for the past 10 years at CSU Fullerton, Native American enrollment was less than 163 students in fall semester 2009, with the fall semester in 2018 being at a record low of 36 students;⁴ and

WHEREAS, for the 2018-2019 academic year at CSU Fullerton, Native American students made up 0.1% of the total university enrollment, which is projected to continue on a downward trend;⁵ and

WHEREAS, the CSU system and CSU Fullerton as a result is known for being an Asian American and Native American Pacific Islander-Serving Institution (AANAPISI) receiving grant funding to strengthen overall institutional capacity and assist underserved communities;⁶ and

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

WHEREAS, CSU Fullerton does not currently have a strategic enrollment management model for Native American students; and

WHEREAS, Native American faculty at CSU Fullerton are also small in size, with the total number of Native American faculty in Fall 2018 collectively representing 7 individuals (.3%) of the 2,051 currently employed;⁷ and

WHEREAS, in fall 2018 there is only one (1) Native American tenured faculty member residing at CSU Fullerton;⁸ and

WHEREAS, the statistics on Native American faculty at top-tier state and private universities in highly populated areas by Native Americans are as follows: CSU San Marcos (2%)⁹, CSU Humboldt (3%)¹⁰, UC Riverside (.8%)¹¹, University of Oklahoma (4.5%)¹², Southeastern Oklahoma State University (8%)¹³; and

² http://www.calstate.edu/as/stat_reports/2018-2019/feth01.htm

³ http://www.calstate.edu/as/stat_reports/2018-2019/feth02.htm

⁴ <http://www.fullerton.edu/data/institutionalresearch/student/demographics/index.php>

⁵ <http://www.fullerton.edu/data/institutionalresearch/student/demographics/index.php>

⁶ <https://www2.calstate.edu/csu-system/news/Documents/csu-a%E2%80%8Basian-american-native-american-pacific-islander-serving-institutions.pdf> and <http://www.fullerton.edu/dirc/aboutdirc/>

⁷ <http://www.fullerton.edu/data/institutionalresearch/faculty/tenure.php>

⁸ <http://www.fullerton.edu/data/institutionalresearch/faculty/tenure.php>

⁹ <https://www.csusm.edu/ipa/faculty/index.html>

¹⁰ https://ie.humboldt.edu/fast_facts

¹¹ <https://diversity.ucr.edu/faculty-diversity-statistics>

¹² <https://www.collegefactual.com/colleges/university-of-oklahoma-norman-campus/student-life/diversity/>

¹³ <https://www.collegefactual.com/colleges/southeastern-oklahoma-state-university/student-life/diversity/>

WHEREAS, key factors for undergraduate retention included high level of faculty-student interaction, integration of academic and social activities, opportunity for involvement, mentoring, leadership experiences, cultural and social support, and use of campus resources and student services;¹⁴ and

WHEREAS, the CSU Fullerton 2018-2023 Strategic Plan Goal 3 and Office of Human Resources, Diversity and Inclusion goal is to recruit and retain a high-quality and diverse faculty and staff;¹⁵ and

WHEREAS, the CSU Fullerton 2018-2023 Strategic Plan Goal 1 sets an objective to support and implement models that build increased cultural competencies and strategize to enhance strategic enrollment management to increase outreach to underrepresented student populations;¹⁶ and

WHEREAS, the goal of the Native American Initiative set forth by the CSU Chancellor's Office in 2006 is to increase the number of students from Tribal Nations who enroll and graduate from the CSU;¹⁷ and

WHEREAS, CSU Fullerton sends one staff liaison to attend meetings for the Native American Initiative, in the Southern California region, but no longer reports back to University Advancement and Student Affairs to give updates; and

WHEREAS, within a 70-mile radius of CSU Fullerton are federally recognized Tribes whose gaming income contributes to an \$8.4B industry within California;¹⁸ and

WHEREAS, these federally recognized Tribes utilize their gaming revenue to fund and sponsor Native American programs to several CSU campuses such as San Bernardino¹⁹ and San Marcos²⁰ for the purpose of recruiting more Native American Students and Faculty; and

WHEREAS, within a 70 mile radius of CSU Fullerton is Noli Indian High School and Sherman Indian High School house and educate Native American youth in preparation for college and beyond;²¹ and

WHEREAS, Walking Shield, American Indian Chamber of Commerce, and Southern California Indian Center are Native American centers in the Los Angeles and Orange County areas dedicated to the support of Native American students and families; and

WHEREAS, the state of California contains the highest population of Native American people in the United States at approximately 720,000 according to the 2010 US Census²²; and

¹⁴ Barbatis, P. (2010). Underprepared, Ethnically Diverse Community College Students: Factors Contributing to Persistence. *Journal of Developmental Education*, 33(3), 16.

¹⁵ <http://planning.fullerton.edu/2018-2023-plan/goal3.aspx>

¹⁶ <http://planning.fullerton.edu/2018-2023-plan/goal1.aspx>

¹⁷ <http://www.calstate.edu/externalrelations/partnerships/native-american.shtml>

¹⁸ <https://www.bizjournals.com/sacramento/news/2018/10/12/california-tribal-casino-growth-outpaces-nation.html>

¹⁹ <https://inside.csusb.edu/content/csusb-receives-960k-grant-increase-native-american-student-enrollment>

²⁰ <https://www.csusm.edu/cicsc/projects/education-report.html>

²¹ <https://bie.edu/Schools/>

²² <http://www.courts.ca.gov/documents/Tribal-ResearchUpdate-NAStats.pdf>

WHEREAS, the population of Native Americans in Orange County was reported to be 37,580 people²³ and the population of Native Americans in Los Angeles County was 140,764 people²⁴ according to the 2010 US Census; and

WHEREAS, the mission statement of University Advancement states to serve CSU Fullerton by building and strengthening relationships with the communities to encourage advocacy, investment and support of the University, its mission, goals and programs in support of student and alumni success;²⁵ and

WHEREAS, the Office of Educational Partnerships provides opportunities aimed at helping students progress onto college and be successful throughout the higher education pipeline. To also foster collaborative relationships with schools, districts, and community organizations to provide enriching educational experiences that impact the lives of students, especially those who come from first-generation, low-income, and underrepresented backgrounds;²⁶ and

WHEREAS, the Office of Outreach, Recruitment, and Orientation provides outreach services to prospective first-time freshmen and transfer students through pre-admission counseling, CSU Fullerton admission presentations, specialized visits to high schools and community colleges, and participate in a variety of local and regional college fairs;²⁷ and

WHEREAS, within the Division of Academic Affairs the Office of Assessment and Institutional Effectiveness has identified the official listed student ethnicity demographics for Spring 2019 CSU Fullerton as Hispanic (41.5%), Asian (20.9%), White (20%), International (7.6%), Multi-Race (4%), Black (1.9%), Pacific Islander (0.15%), and Native American (0.09%);²⁸ and

WHEREAS, the Office of Assessment and Institutional Effectiveness has labeled Hispanic, African American, Pacific Islander, and Native American as ethnic demographics who compose the underrepresented students at CSU Fullerton;²⁹ and

WHEREAS, in Fall 2014 CSU Fullerton has established Diversity Initiatives and Resource Centers to provide support for students to expand their cultural competence and identity development;³⁰ and

WHEREAS, currently Diversity Initiatives and Resource Centers comprises of the following centers such as African American, Asian Pacific American, Chicana/Chicano, LGBT Queer, and Titan Dreamers;³¹ and

WHEREAS, within the Diversity Initiative and Resource Centers there is a space for almost all underrepresented students at CSU Fullerton, however there is no center for the Native American student population;³² therefore let it be

²³ <https://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?src=CF>

²⁴ <https://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?src=CF>

²⁵ <http://www.fullerton.edu/advancement/mission.aspx>

²⁶ <http://www.fullerton.edu/partnerships/>

²⁷ <http://www.fullerton.edu/oro/events/>

²⁸ <http://www.fullerton.edu/data/institutionalresearch/student/demographics/index.php>

²⁹ <http://www.fullerton.edu/data/institutionalresearch/student/demographics/index.php>

³⁰ <http://www.fullerton.edu/dirc/aboutdirc/>

³¹ <http://www.fullerton.edu/dirc/aboutdirc/>

³² <http://www.fullerton.edu/dirc/aboutdirc/>

RESOLVED, that with the adoption of this resolution, ASI officially supports the Inter-Tribal Student Council in its efforts to raise awareness and prioritize the issue of Native American student enrollment at CSU Fullerton; and let it be further

RESOLVED, ASI recognizes the cultural spaces inhabited by the Inter-Tribal Student Council and MEChA within McCarthy Hall as a foundational piece of history to CSU Fullerton and have been serving students for approximately 50 years; and let it be further

RESOLVED, ASI urges that the University shall not relocate or remove the cultural spaces inhabited by the Inter-Tribal Student Council and MEChA within McCarthy Hall 104C and 104B in order to serve as historical landmarks and independent offices for these clubs to operate from; and let it be further

RESOLVED, ASI urges University Advancement to engage with tribal communities and nations to seek partnership and branding opportunities with CSU Fullerton in order to fund programming towards the goal of recruiting more Native American students and faculty to campus and to support Student Affairs services for future Native American programming; and let it be further

RESOLVED, ASI recognizes the need to recruit and retain Native American students, faculty, and staff on campus; and let it be further

RESOLVED, ASI urges Vice President of Student Affairs and Diversity Initiatives and Resource Centers to incorporate a space in addition to the club spaces for Native American Students to improve the ethnicity disparity in representation as imposed on by the CSU Fullerton demographics recorded by the Office of Assessment and Institutional Effectiveness; and let it be further

RESOLVED, ASI strongly recommends that the Division of Student Affairs by Spring 2020 create a strategic enrollment management model, which will maximize the University's resources in yield efforts towards the recruitment, inclusion, and retention of Native American students; and let it be further

RESOLVED, ASI urges more aggressive recruitment of Native American Students through the creation of programs within the Office of Outreach, Recruitment and Orientation to engage with local tribal nations, boarding schools, community colleges and high schools with high Native American Enrollment; and let it be further

RESOLVED, ASI urges the Office of Educational Partnerships through contacting local Tribal Nations, boarding schools, and surrounding high schools with high Native American enrollment to foster collaborative relationships to provide enriching educational experiences to aid in preparation for college; and let it be further

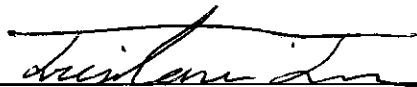
RESOLVED, ASI recommends that areas within the Division of Student Affairs, particularly the Office of Outreach, Recruitment and Orientation Programs, Office of Educational Partnerships and Diversity Initiatives and Resource Centers, actively engage with the ASI Chief Inclusion and Diversity Officer and Inter-Tribal Student Council in producing or developing other solutions to prioritize Native American student enrollment, recruitment, and retention; and let it be further

RESOLVED, ASI recommends that the Provost and Vice President for Human Resources, Diversity and Inclusion work to increase the number of full-time Native American tenured faculty at CSU Fullerton by training deans and department chairs on the importance of representation on campus; and let it be further

RESOLVED, that in order to ensure that adequate progress is made on the expectations outlined in this resolution, the ASI President and Chief Inclusion and Diversity Officer, in collaboration with the University, must provide one status update to the ASI Board of Directors per semester and continue until no further action is required; and let it be finally

RESOLVED, that this resolution be distributed to the California State University Chancellors Office, California State University Board of Trustees, California State Student Association, and the following CSU Fullerton departments, divisions, and/or entities for their support and consideration: Office of the President the President's Advisory Board, the Office of the Provost and Vice President for Academic Affairs, the Office of the Vice President for Student Affairs, Office of the Vice President of Administration and Finance, the Office of Vice President for Human Resources, Diversity and Inclusion, the Office of the Vice President for University Advancement, Office of the Dean of Students, Office of the Associate Vice President Government and Community Relations, Office of Student Life and Leadership, and the Office of Diversity Initiatives and Resource Centers, Daily Titan and the Academic Senate.

Adopted by the Board of Directors of the Associated Students Inc. California State University, Fullerton on the thirtieth day of April in the year two thousand and nineteen.



Tristan Torres
Chair, Board of Directors



Maria Linares
Vice Chair/Secretary, Board of Directors

Associated Students Inc., California State University, Fullerton President, does hereby approve / refuse to approve this resolution.



Ana Aldazabal
ASI President

4/30/19

Date