



CALIFORNIA STATE UNIVERSITY, FULLERTON • 800 N. STATE COLLEGE BLVD. • FULLERTON, CA 92831-3599 • ASI.FULLERTON.EDU

A Resolution in Support of Black Student Success at California State University, Fullerton

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, at the beginning of the 2016-17 academic year, the Black Student Union, an ASI-funded council of black student organizations, presented a list of concerns to university administration regarding the decline in black student enrollment, and the minimal efforts to recruit and retain black students, faculty, and staff;¹ and

WHEREAS, within the California State University system, the enrollment of black undergraduate students across the 23 campuses has declined from 5.8% of the total student population in 2004 to 4.6% of the total student population in 2013;² and

WHEREAS, for the past three years at CSU Fullerton, black student enrollment for first-time freshman was less than 450 students, with the fall semester in 2015 being at a record low of 354 students;³ and

WHEREAS, for the 2015-16 academic year at CSU Fullerton, black students made up 2.3% of the total university enrollment, which is projected to continue on a downward trend;⁴ 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, CSU Fullerton does not currently have a strategic enrollment management model; and

¹ Interview with Black Student Union Administrative Chair, retrieved April 22, 2016

² <http://www.latimes.com/local/education/la-me-calstate-sunday-20150218-story.html> Article on demographic changes, and the recession's lingering effects contributing to the decline in black enrollment within the CSU system, retrieved April 22, 2016

³ <http://www.fullerton.edu/analyticalstudies/student/enrollments/parented.asp> Database that support data-informed decisions by providing data, research reports, models, and other analytical works that inform campus assessment, planning, and effectiveness efforts, retrieved April 22, 2016

⁴ Ibid.

WHEREAS, black faculty and staff at CSU Fullerton are also small in size, with black faculty comprising approximately 3% of the total faculty on campus outside of the African American Studies Department;⁵ and

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);⁶ 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;⁷ and

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

WHEREAS, the University has recognized the need to support and retain black male students in particular, and therefore has implemented a plan to hire a full-time Director for the Male Success Initiative by June 1st of 2016; and

WHEREAS, the University has recognized the need for and is committed to the development of a peer-lead mentoring program across the Diversity Initiatives and Resource Centers, beginning with a pilot in the African American Resource Center and the Chicana/o Resource Center; and

WHEREAS, the University has current yield efforts, some targeting black students, through events like Fall in Love With Fullerton Day!, the Phone Outreach Program, Welcome to CSUF Day!, and upcoming programs including a two-day Overnight Orientation Pilot Project, and the development of a Viewbook Publication to begin in Summer 2016; and

WHEREAS, the President has created Commission on Equity and Inclusion, in which members of the campus community can contribute to the campus culture around diversity; and

WHEREAS, the University has implemented a Black Excellence Committee that includes students, staff, faculty, and administration that encourage the collaboration, educational advancement, retention, campus and community involvement, and ability to impact the black community at large; therefore let it be

RESOLVED, that with the adoption of this resolution, ASI officially supports the Black Student Union in its efforts to raise awareness and prioritize the issue of black student enrollment at CSU Fullerton; and let it be further

⁵ <http://www.fullerton.edu/analyticalstudies/faculty/tenure.asp>, retrieved April 22, 2016

⁶ Straus, Valerie. (2015). Washington Post. "It's 2015. Where are all the black college faculty?" Web. <https://www.washingtonpost.com/news/answer-sheet/wp/2015/11/12/its-2015-where-are-all-the-black-college-faculty/>, retrieved April 22, 2016

⁷ 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.

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

RESOLVED, that ASI recommends that the University implement a strategic enrollment management model, which will maximize the University's resources in yield efforts towards the recruitment, inclusion, and retention of black students; and let it be further

RESOLVED, that ASI encourages the creation of programs that will more aggressively recruit black students to CSU Fullerton; and let it be further

RESOLVED, that ASI recommends that areas within the 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 ASI and the Black Student Union in producing or developing other solutions to prioritize black student enrollment, recruitment, and retention; and let it be further

RESOLVED, that ASI recommends that the Provost and Vice President for Human Resources, Diversity, and Inclusion work to increase the number of full-time black 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 ASI recommends that the Academic Senate task its committee on diversity and inclusion with exploring ways to diversify our faculty in order to create a culture of adequately addressing these important issues on campus; and let it be further

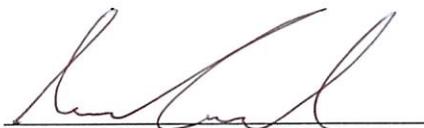
RESOLVED, that in order to ensure that adequate progress is made on the expectations outlined in this resolution, the ASI President, in collaboration with the University, shall provide one status update to the ASI Board of Directors per semester and continue until no further action is required; and let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

RESOLVED, that this resolution be distributed to the California State University 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 Office of the Provost, the President's Advisory Board, the Academic Senate, Academic Advisement, Academic Affairs, the Office of the Vice President for Student Affairs, Office of the Vice President of Administration and Finance, Office of the Dean of Students, Division of Human Resources, Diversity and Inclusion, Office of Government and Community Relations, Office of Student Life and Leadership, The Title IX Program Administration, Office of Admissions and Records, and the Office of Diversity Initiatives and Resource Centers.

Adopted by the Board of Directors of the Associated Students, California State University, Fullerton, Inc., on the tenth day of May two thousand and sixteen.



Joseph Valencia
Chair, Board of Directors



Michael Badal
President/CEO



Gabriel Sedeño II
Vice Chair, Board of Directors