

CALIFORNIA POLYTECHNIC STATE UNIVERSITY
San Luis Obispo, CA 93407
ACADEMIC SENATE

Minutes of the ACADEMIC SENATE
Friday, July 2, 1993
01-409, 9:00-11:00am

- I. Minutes: none
- II. Communication(s) and Announcement(s): none
- III. Reports:
 - A. Academic Senate Chair: none
 - B. President's Office: none
 - C. Vice President for Academic Affairs: none
 - D. Statewide Senators: none
 - E. CFA Campus President: none
 - F. ASI representatives: none

IV. Consent Agenda:

V. Business Items:

Diversity: The discussion regarding issues of diversity opened with the acknowledgment that the efforts/activities which have been occurring in this area be centralized. Hazel Scott stated that the Education Equity Committee had pulled together a great deal of information regarding the university's outreach activities, academic support, and retention efforts; but, generally, there has been a lack of information on campus as to what services/activities are being offered. The structures that house various activities are not well-coordinated (Equal Opportunity Advisory Committee, Educational Equity Committee, various Student Affairs committees, Cultural Relations Committee, numerous student cultural clubs, Multicultural Center, Center for Women and Ethnic Issues, individual department/college efforts, recruitment activities, curriculum inclusion, WOW programs, workshops, seminar series, etc.) The proposal was made to designate one body to organize these activities. There would be Senate representation on this body.

President Baker noted that areas beyond the six identified in the Academic Senate's current resolution (low graduation rate of ethnic minorities, need to increase the number of underrepresented students, need to create ways to retain underrepresented students, need to increase the number of underrepresented faculty, need for curriculum changes to reflect ethnic diversity, and the need for faculty cultural sensitivity) needed to be identified in order to focus on problem sources. We also need to see what areas have had success in this regard.

Scott stated that information statistical data could not provide was how minority students feel on this campus. These students are not feeling welcomed and supported. Faculty need to be sensitized to the issues and perceptions of our minority students. Students have voiced their feelings that interaction with faculty was imperative to this effort. Baker added that the rapid cultural mix of students at Cal Poly is not happening at the same rate in the faculty makeup. Problems of racism, mistreatment, stereotyping, and classroom discrimination have been a serious problem. The suggestion was made that formal programs be developed that provide sensitivity training for small groups of faculty at a time. Anna McDonald felt an existing problem was faculty opinion that minority students are underqualified to be here and that qualified students could be here if it weren't for the minority students being accepted. Fetzer commented that getting a person to recognize what s/he has done in the classroom that separates or reinforces stereotypes is difficult. Often this is done with no intended malice. Baker asked how we might get closer to a mentoring system to correct this occurrence.

The efforts to hire underrepresented faculty has been difficult for several reasons. The budget has not allowed the Affirmative Action and Faculty Diversity programs to sustain themselves. Students have specifically requested that hiring be focused on African-American, Mexican-American, and women hires. It is not a broad-based representation being sought by students. Other hiring

problems include the workload at Cal Poly which keeps minority faculty from even interviewing, the few number of minorities who choose higher education teaching as a profession, and the location of the campus--SLO is not urban or diverse; their aren't ethnic communities.

The following suggestions were offered: (1) an ongoing series of workshops throughout the year, (2) incentives for faculty participation in these workshops, (3) individual leadership within a college/department to promote diversity awareness and participation within that college/department, (4) a traveling workshop that attends all department meetings, (5) department discussions, (6) an Academic Senate public statement which states what it is doing to address the concerns in this area and what it will do to help correct existing conditions, (7) brown bag lunches with small groups of senators and students to develop ideas, (8) recognizing faculty who contribute to this type of education in Retention, Promotion, & Tenure criteria (this should also be recognized in WASC's identification of "quality"), (9) allocate funds for decreasing the workload of minorities until they've made adjustments (this has worked for other campuses), (10) provide new minority faculty with a mentor from the same department to support that person in developing her/his teaching skills, and (11) recognize the potential of new graduate minority candidates as a criteria of "quality" instead of measuring "quality" as years of experience.

Scott affirmed that this was a complex problem that needed to be tackled in many different ways. The ultimate result of these efforts should be a difference in how faculty are interacting with minority students. Students need to address how they feel to THEIR faculty.

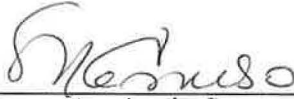
Baker asked that the grassroot suggestions that had been offered be put in the form of recommendations in order to get the ideas in place. He hoped to see several proactive suggestions that would bring faculty and students together discussing these issues.

Interested students will be invited to the next Executive Committee meeting to discuss these issues. Implementation meetings (between members of the Executive Committee and interested students) will commence after this next meeting.

VI. Discussion:

VII. Adjournment: The meeting was adjourned at 11:20am.

Recorded by:



Margaret Camuso, Academic Senate

State of California

California Polytechnic State University
San Luis Obispo, California 93407

M E M O R A N D U M

Date: June 23, 1993

To: ACADEMIC SENATE EXECUTIVE COMMITTEE:
Jack Wilson, Craig Russell, Wendy Reynoso, Reg Gooden, Tim Kersten,
James Vilkitis, Robert Koob, David Hannings, David Dubbink, Dan
Bertozzi, Chuck Dana, Phil Fetzer, Ron Brown, Julia Waller

From: Margaret Camuso
Academic Senate

Subject: EXECUTIVE COMMITTEE MEETINGS

The Academic Senate Executive Committee will be meeting next week at the following times:
Please let me know if you are unable to attend either of these meetings. Thank you.

Tuesday, June 29, 1993 3 to 5pm Bldg 38 (M&HE) - room 145

AGENDA: Continue discussion of charter campus.

Friday, July 2, 1993 9 to 11am Bldg 01 (Adm) - room 409

AGENDA: Discussion of diversity issues with President Baker and Vice President
Koob. Phil Bailey and Bob Gish have also been invited to attend.