

**THE SENATE OF THE ASSOCIATED STUDENTS
CALIFORNIA STATE UNIVERSITY, LONG BEACH**

Bill Number: Senate Resolution # 2020-27
Title: Urge California State University, Long Beach to Commit to Recruiting, Hiring, Retaining and Supporting Latinx Faculty in Proportion to the Student Demographics of CSULB
Sponsored by: Senator-at-Large Citlalli Ortiz
Co-Sponsored by: Social Justice and Equity Committee and Chief Diversity Officer Maythe Alderete
Date Submitted: April 6, 2020
Date Approved: April 29, 2020

- WHEREAS** the Associated Students, Incorporated (ASI) Board of Directors at California State University, Long Beach (CSULB) is the recognized voice for over 37,000 students; and
- WHEREAS** CSU Long Beach has been recognized as a Hispanic Serving Institution (HSI) with at least 43% of students identifying as Latinx;¹ however, this is not proportionally represented in the current faculty and administrator positions; and
- WHEREAS** that an HSI is defined under the Higher Education Act as an eligible institution where at least 25 percent of the undergraduate, full-time enrollment is Hispanic students and at least half of the institution's degree-seeking students must be low-income;²and
- WHEREAS** that HSI designation allows CSULB to compete for federal funding to expand and enhance educational opportunities for their students, including those of Hispanic descent;³and
- WHEREAS** that 43% of students at CSU Long Beach identify as Latinx yet only 9.5% of faculty⁴ and 9% of Academic Senators⁵ are Latinx; and
- WHEREAS** that CSULB has never employed a Latinx executive administrator, as either a President or Vice President, and Latinx make up 0% of senior leadership;⁶and
- WHEREAS** that Latinx students are the largest demographic in California's public colleges and universities and their enrollments will continue to grow as more Latinx students graduate from our State's high schools;⁷and
- WHEREAS** that in the 2018-19 academic year, the Latinx tenured/tenured track faculty was the following: College of Business 1.4%, College of Natural Sciences and Mathematics 4.6%, College of Engineering 5.2%, College of the Arts 12.3% ,College of Health and Human Services 12.6%, College of Liberal Arts 14.3%, and College of Education 18%,⁸which leaves major discrepancies between students and faculty of color; and
- WHEREAS** that proportional diversity is important because students' success depends not only on academic standards, but also on faculty who can provide models of professional success;⁹and

¹ <https://collegecampaign.org/wp-content/uploads/2018/03/2018-Left-Out-Executive-Summary-Final.pdf>

² <https://sites.ed.gov/hispanic-initiative/hispanic-serving-institutions-hsis/>

³ <https://www2.calstate.edu/csu-system/news/Documents/csu-hispanic-serving-institutions.pdf>

⁴ https://data.ir.csulb.edu/t/IRA-Public/views/FacultyData_0/CollegeLevelHeadCountandFull-TimeEquivalentFacultyFTEFbyDemographicandEmploymentCharacteristics?iid=1&isGuestRedirectFromVizportal=y&embed=y

⁵ <https://collegecampaign.org/wp-content/uploads/2018/03/2018-Left-Out-Executive-Summary-Final.pdf>

⁶ <https://collegecampaign.org/wp-content/uploads/2018/03/2018-Left-Out-Executive-Summary-Final.pdf>

⁷ <https://collegecampaign.org/wp-content/uploads/2018/03/2018-Left-Out-Executive-Summary-Final.pdf>

⁸ https://data.ir.csulb.edu/t/IRA-Public/views/FacultyData_0/CollegeLevelHeadCountandFull-TimeEquivalentFacultyFTEFbyDemographicandEmploymentCharacteristics?iid=1&isGuestRedirectFromVizportal=y&embed=y

⁹ <https://www.americanprogress.org/issues/race/reports/2014/05/04/88960/americas-leaky-pipeline-for-teachers-of-color/>

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- WHEREAS** that key factors for undergraduate retention and graduation include experiencing diversity among faculty, staff, and students furthermore, CSULB needs to have an environment for all students to learn and experience diversity among administration, faculty, and staff because students deserve to interact with faculty, staff, and administrators of all backgrounds;¹⁰and
- WHEREAS** that numerous studies conducted have demonstrated that faculty of color have succeeded in improving the academic achievement of students of similar backgrounds and performance gaps of those students can close by 20% to 50% if faculty more closely resemble students;¹¹ ¹²and
- WHEREAS** that it was reported by students the importance of seeing themselves reflected in the faculty and curriculum to which they are exposed to create a sense of belonging and inclusiveness; and
- WHEREAS** that research has shown that having a diverse faculty leads to higher retention and performance of students from minoritized communities;¹³ therefore, the multiple barriers for student success can be eliminated with the increase of faculty, administration, and staff representation; and
- WHEREAS** that according to CSULB’s Diversity and Inclusive Excellence policy, “The Division of Academic Affairs is committed to inclusive excellence including the success of diverse students and faculty. The Division supports academic programs, curriculum, professional development initiatives, and other efforts related to diversity and inclusive excellence;” and
- WHEREAS** by not hiring, retaining and supporting students, faculty, and staff of color, CSULB is not meeting its HSI designation or the commitment of the Diversity and Inclusive Excellence initiative; and
- WHEREAS** according to CSULB’s Diversity and Inclusive Excellence policy, “The University strives to recruit faculty members who will be effective teachers for the diverse students on campus. Fundamental to that endeavor is finding faculty members who will embrace the University’s strong commitment to the academic success of all of our students, including students of color, students with disabilities, students who are first generation to college, veterans, students with diverse socio-economic backgrounds, and students of diverse sexual orientations and gender expressions;”¹⁴and
- WHEREAS** that students along with the Latino Faculty Staff Association have previously raised concerns about the lack of Latinx faculty and senior administration; and
- WHEREAS** that BEACH 2030 imagines the future of this “university, the campus, the curriculums and offerings, as well as our role in the region and the world,” but it does not include how we will support the growing disparity between Latinx students¹⁵ in proportion to Latinx faculty, administrators and staff; and
- WHEREAS** that one of Beach 2030’s Values and Priorities is to be a model of a diverse and respectful community of students, faculty, staff, alumni, and administrators;¹⁶and

¹⁰ <https://files.eric.ed.gov/fulltext/EJ942872.pdf>

¹¹ <https://www.americanprogress.org/issues/race/reports/2014/05/04/88960/americas-leaky-pipeline-for-teachers-of-color/>

¹² <https://www.pewresearch.org/fact-tank/2019/07/31/us-college-faculty-student-diversity/>

¹³ <https://www.pewresearch.org/fact-tank/2019/07/31/us-college-faculty-student-diversity/>

¹⁴ <http://www.csulb.edu/office-of-the-provost/diversity-and-inclusive-excellence>

¹⁵ <https://www.csulb.edu/beach-2030>

¹⁶ <https://www.csulb.edu/beach-2030/beach-2030-values-and-priorities>

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- WHEREAS** that CSULB must reconsider its leadership in order to serve its primary stakeholders because students do not see themselves represented in the professors that teach them nor in the administrators and this can pose as an issue; now therefore, be it
- RESOLVED** that CSULB ASI urges the university to continue to commit to an equitable hiring process where a strategic outreach plan is created to reach candidates of diverse backgrounds; and be it further
- RESOLVED** that CSULB ASI urges the university to create hiring search committees that accurately represent student demographics; and be it further
- RESOLVED** that CSULB ASI is committed to creating outreach plans to reach candidates of diverse backgrounds whenever there is a vacancy; and be it further
- RESOLVED** that CSULB ASI urges the university to create outreach plans in collaboration with the ASI President and have this plan presented to the ASI Senate and ASI Cabinet for recommendations, to ensure we reach candidates of diverse backgrounds; and be it further
- RESOLVED** that CSULB ASI urges the university to create a strategic plan to recruit, retain and support Latinx tenured/ tenured track faculty and have this plan continuously updated as demographics change to ensure that lack of correlation between students and faculty demographics are reduced; and be it further
- RESOLVED** that CSULB ASI urges the university to follow through with the process of publicly displaying a bi-annual analysis of leadership, faculty, and Academic Senate diversity by race, ethnicity, and gender that includes the goals for improving inclusivity¹; and be it further
- RESOLVED** that President Conoley and senior leadership “provide clear, unambiguous guidance to hiring committees about Proposition 209 compliance while ensuring an understanding for how to identify and recruit diverse applicants;”¹ and be it further
- RESOLVED** that President Conoley should continue to “require diverse applicant pools and have the leadership to start searches over again if the applicant pool for a position has not resulted in an adequate number of competitive candidates from diverse backgrounds;”¹ and be it further
- RESOLVED** that CSULB ASI urges the university to include an increase in Latinx tenured/ tenure-track professors as a BEACH 2030 goal and priority; and be it further
- RESOLVED** that ASI recognizes the need for more culturally competent faculty to improve the outcomes of Latinx students, therefore, the ASI Executive Officers along with the Chief Diversity Officer and the Commissioner for Cultural Affairs will continue to host regular meetings with the University President and Provost to exclusively discuss updates regarding the issues outlined in this resolution; and be it further
- RESOLVED** that the ASI President and the Chief Diversity Officer will provide one update per semester to the ASI Senate on any progress made by the University regarding the issues outlined in this resolution indefinitely until no further action is required; and be it finally

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RESOLVED that an electronic copy of this resolution, upon approval by the ASI President be distributed to CSULB President Jane Conoley, Interim Vice President for Student Affairs Mary Ann Takemoto and incoming Vice President for Student Affairs Beth Lesen, Dean of Students Piya Bose, Provost Brian Jersky, all college deans, Chair of Academic Senate Jessica Pandya, all search committees for faculty positions, the Cal State Student Association, all current and future ASI Officers, the Daily 49er, and 22 West Media.

DocuSigned by:

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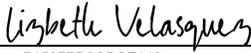
Leen Almahdi, Vice President &
Chair, Associated Students Board of Directors

Delivered to the President of the Associated Students on:

4/30/2020

Date
4/30/2020

Date

DocuSigned by:

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Lizbeth Velasquez, Associated Students President

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