

SS-S96-3

At its meeting of March 18, 1996, the Academic Senate approved the following Sense-of-the-Senate Resolution presented by Ken Peter for the Executive Committee.

**A SENSE OF THE SENATE RESOLUTION  
RECOMMENDING PRIORITIES FOR THE IMPLEMENTATION  
OF SS-S95-5, "THE DIVERSITY RESOLUTION"**

Whereas, The Senate unanimously adopted SS-S95-5, which initiated the development of policy proposals designed to foster an appreciation of diversity at SJSU; and

Whereas, The policy committees of the Senate have spent one semester consulting with a plethora of campus experts and have reviewed a wide range of worthwhile proposals designed to implement the broad ranging vision of the "Diversity Resolution"; and

Whereas, The Ad Hoc Priorities Committee has reviewed these proposals, has consulted campus experts, has examined independent cost estimates, and has written this "Priorities Resolution" as called upon by SS-S95-5; and

Whereas, SS-S95-5 calls upon the Senate to set clear priorities "to stand as the Senate's advice by which to guide the implementation of this package of initiatives"; now, therefore, be it

Resolved, That the Senate adopts the following report as its best current advice for the next stage of policy development and implementation of the vision of SS-S95-5; be it further

Resolved, That the Senate affirms its earlier views that it is SJSU's highest aspiration to foster "a supportive learning environment that serves all" members of our diverse student body "equally well, and that budgetary priorities should be arranged to help the University achieve that aspiration."

Approved by the ad hoc Priorities Committee, by consensus; February 7, 1996

Members present: Shifflett, Peter, McNeil, Fimbel, Campsey, Dorosz, Milnes, Jochim.

Endorsed by the Executive Committee, February 12, 1996. Minor changes approved February 26, 1996.

Financial impact: See details in attached report.

Contact: Chair Bethany Shifflett, 42440

**REPORT**

**BY THE AD HOC "DIVERSITY RESOLUTION" PRIORITIES COMMITTEE;**

**ENDORSED BY THE EXECUTIVE COMMITTEE;**

**TO THE ACADEMIC SENATE**

**RECOMMENDING PRIORITIES FOR THE IMPLEMENTATION**

**OF SS-S95-5, "THE DIVERSITY RESOLUTION"**

**SS-S95-5 (aka "The Diversity Resolution"), which was passed unanimously by the Academic Senate in the Spring of 1995, declared that SJSU's budgetary priorities should be arranged to help the University achieve its highest aspiration--fostering a supportive learning environment that serves all members of our diverse student body equally well. The resolution also initiated a series of specific measures designed to help achieve that aspiration. At the time the resolution was passed, however, it was clear to the Senate that there would be a need to evaluate which of the**

to provide the best possible estimates--for both the proposals which follow, as well as the proposals which were not included in the final list of priorities. By being very selective, and by choosing those options that seem to us to promise the most benefits for the most reasonable costs, the Priorities Committee recommends the implementation of programs that will cost the University a small fraction of what a full and immediate implementation of all the-3(a)

**Committee and with Faculty Affairs to find common ground between the program for staff and the programs for faculty (below.) The Senate requests the VPA to provide**

4) For such other diversity related scholarly uses as deemed appropriate within the department.

**Funding:** Funds available for "diversity follow-up grants" shall total \$200k per year for academic years 1997-98, 1998-99, and 1999-2000. Funds shall be allocated to departments in the amount of \$725 per regular faculty member over the three year period (1997-2000). Individual tenure-track and tenured faculty awards will be limited to an accumulated maximum of \$725. Departments and Colleges are encouraged to supplement funds as budgets permit, and faculty are encouraged to use them as seed money for continuing funding opportunities.

**Outcome Requirement:** All faculty members shall be required to disseminate to their colleagues, and insofar as possible to incorporate into their academic assignments, the outcomes of the diversity grants. Such dissemination might take the form of seminars, training workshops, teaching materials, films, or such other informational vehicles as seem appropriate to the particular discipline.

c. *Temporary Faculty Orientation.* All temporary faculty and Te



**g. It should support the efforts of advisors by providing them with seminars, materials, etc. that may enhance their advising skills.**

**h. It should coordinate and supervise a system of orientation. Students who do not complete one of the currently**

**institution's public image and establish the tone for campus climate."**