Resolution on Diversity

Whereas, at the September 2002 meeting of the Faculty Senate, President Gates described Texas A&M University’s status on diversity as “unacceptable” and identified diversity as one of four imperatives of Vision 2020 he plans to address immediately;

Whereas, our graduates will be expected to excel in environments where awareness and sensitivity is expected when dealing with diverse constituents;

Whereas, the composition of students, faculty and staff at Texas A&M University does not reflect the demographics of either Texas or our Nation;

Whereas, past efforts to increase diversity at Texas A&M University have not achieved stated goals; and

Whereas, the recruitment and retention of a diverse body of students, faculty, and staff are hampered by a number of factors including, but not limited to, the perception by numerous prospective students, faculty, and staff of an inadequate commitment towards diversity at Texas A&M University and the apparent negative effects of the Hopwood decision;

Therefore, the Texas A&M University Faculty Senate, in accordance with the specific goals as well as the spirit of Vision 2020, and because it is the right thing to do, hereby resolves to make every effort to achieve the desired diversity at Texas A&M University by:

Striving to make Texas A&M University competitive with peer institutions in attracting and retaining a diverse body of students, faculty, and staff, but especially positioning Texas A&M University in a leadership role, rather than a reactive mode, with regard to all aspects of diversity.

Striving to align Texas A&M University with the changing demographics of 21st century Texas and the Nation.

Further, we charge the Senate Subcommittee on Minority Conditions to focus on the data, trends, and issues reported in its 2001-2002 report and provide specific recommendations to the Faculty Senate during the 2002-2003 academic year for the Senate’s consideration, and action.

Approved by the Minority Conditions Subcommittee 9/20/2002
Approved by the Faculty Senate Executive Committee 9/26/2002
Approved by the Faculty Senate 10/14/2002