



LEFT OUT

Academic senates are not reflective of the student bodies they serve and have disturbingly low numbers of Latinx, Asian American, Native Hawaiian, and Pacific Islander members

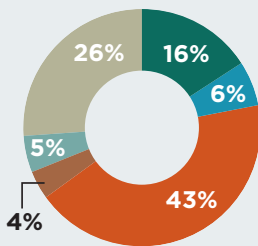


California's colleges and universities are among the most diverse in the nation. More than two-thirds of our college students are Asian American, Native Hawaiian, and Pacific Islanders (AANHPI), African American, and Latinx. Without question, California's present and its future are dependent on the success of our diverse student body. But that success will not be achieved unless we see equitable representation within our college leadership to serve the needs of our diverse student body.

College leaders set the tone, values, and direction of their institutions. When campuses are inclusive and reflective of their students, the culture, practices, and policies align with the needs of African American, AANHPI, and Latinx students. Inclusive college environments improve success for all students. However, a lack of inclusivity holds tremendous implications for all, especially students and faculty of color whose voices and interests are limited by their lack of representation on critical leadership bodies.

ACADEMIC SENATES IN CALIFORNIA'S COLLEGES AND UNIVERSITIES — 2016-17

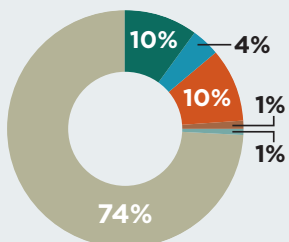
California Undergraduates



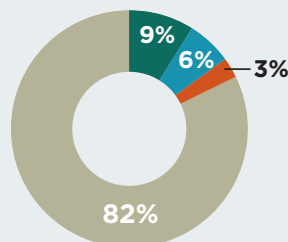
CAMPUS ACADEMIC SENATES

Each of California's 146 public colleges and universities have academic senates that are primarily responsible for setting academic policy for their respective campuses and advise the campus president and senior leadership on budgetary, hiring, and other matters of participatory governance.

Campus Academic Senate Members

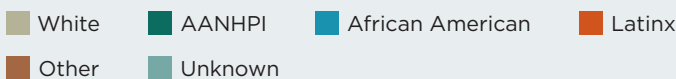


Systemwide Academic Senate Members



SYSTEMWIDE ACADEMIC SENATES

The Academic Senate of the UC, the CSU Academic Senate and the Academic Senate for California Community Colleges are systemwide leadership bodies comprised of faculty representatives from individual campuses who have been elected by their peers to serve as the voice of faculty and address issues of governance and other matters for their respective system statewide.

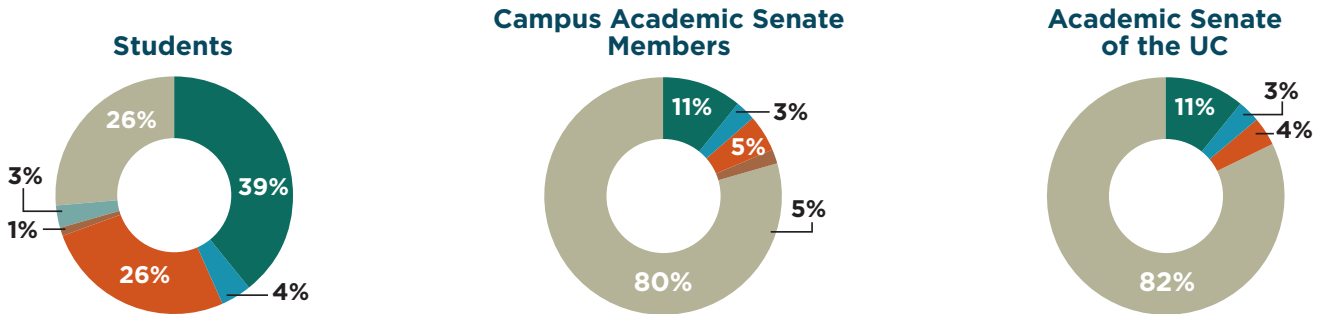




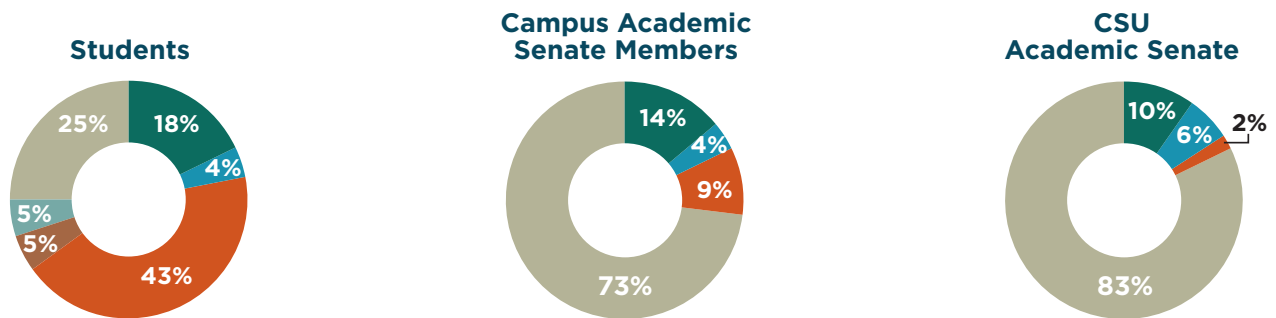
Academic senates are among those critical leadership bodies that exercise significant duties, powers, and privileges across California's 146 public colleges and universities.

Academic senates are empowered by the UC Regents, the CSU Trustees, and the California Community Colleges Board of Governors to make and consult on decisions that directly affect campus policies. And while each academic senate is unique with different histories, traditions, and practices guiding their work, it is clear that the decisions they make impact all college students as they are responsible for standards and policies regarding admissions, student preparation, establishing course prerequisites, developing curriculum, setting grading policies, and course guidelines to award degrees.

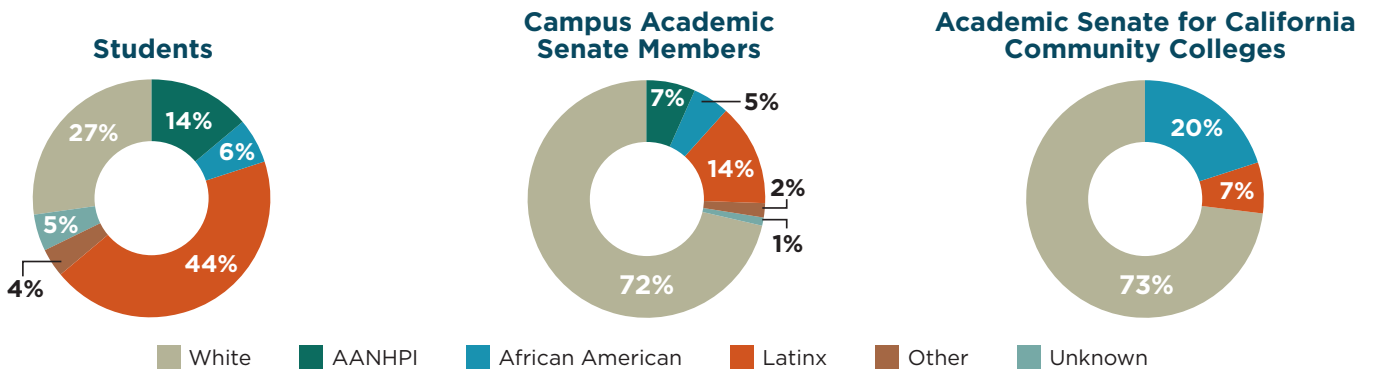
UNIVERSITY OF CALIFORNIA — 2016-17



CALIFORNIA STATE UNIVERSITY — 2016-17



CALIFORNIA COMMUNITY COLLEGES — 2016-17



White AANHPI African American Latinx Other Unknown

Left Out: How Exclusion in California's Colleges and Universities Hurts Our Values, Our Students, and Our Economy
<http://collegecampaign.org/portfolio/left-out-report/>





Our analysis of academic senates at the University of California (UC), California State University (CSU), and the California Community Colleges in 2016-17 reveals both **Bright Spots of Inclusion** and **Challenges to Inclusivity**.

BRIGHT SPOTS OF INCLUSION

- African Americans are at or near proportional representation on the UC (3%), CSU (4%), and Community Colleges (5%) campus academic senates.
- One in five academic senators at the Academic Senate for California Community Colleges is African American.

CHALLENGES TO INCLUSIVITY

- 43% of California public college and university students are Latinx yet only 10% of all campus academic senate members are Latinx. In the statewide academic senates for the UC, CSU and California Community Colleges, the number is even worse — only 4% are Latinx.
- AANHPI are 39% of all students at the UC however they are only 11% of all UC campus academic senate members. There are no AANHPI senators on the statewide Academic Senate for California Community Colleges.
- Of the 7,037 academic senate members, 74% are White (5,200) even though African American, AANHPI, and Latinx comprise 65% of all enrolled students.

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RECOMMENDATIONS FOR MORE INCLUSIVE ACADEMIC SENATES

Academic senates are vastly powerful and influential leadership bodies. And while these are bodies largely led by faculty volunteering to serve, greater efforts must be made by leadership to ensure campus and statewide academic senates are inclusive and more reflective of today's diverse student body.



- Regents, Governors, and Trustees need to set the expectation that all faculty members have an equitable opportunity to participate in governance and will serve on an appropriate number of committees to ensure that a diversity of perspectives are informing decisions.
- Academic senates should promote more inclusive hiring practices that will increase the pool of diverse faculty by which they can draw upon to serve. This will require reviewing current hiring practices to prevent bias against recruiting and hiring a more diverse and culturally competent faculty with the demonstrated ability to ensure student success.
- Academic senate leadership must be more aggressive in reaching out to all members of their academic communities to recruit a more diverse pool of potential academic senate members.
- Academic senate members need to examine structural issues that may prevent more faculty of color from participating in academic senates.
- College presidents and senior leadership need to develop clear pathways to leadership and invest in leadership development opportunities to create a pipeline of faculty from historically marginalized groups to consider and assume leadership positions within their colleges and universities.
- Each academic senate should be responsible for the creation of a Diversity and Inclusivity Scorecard that details membership diversity and inclusion efforts.

This brief has been excerpted from ***Left Out: How Exclusion in California's Colleges and Universities Hurts Our Values, Our Students, and Our Economy*** which includes a campus-by-campus analysis of academic senate diversity. For more information about this analysis and methodology please visit <http://collegecampaign.org/portfolio/left-out-report/>