

Clarion African-American Caucus Position Statement on the Workforce Plan

Clarion faculty are passionate about the university continuing as a leader in providing comprehensive, affordable, high quality education to the community. Therefore, we strongly suggest the President work closely with the community's collective wisdom to devise a new plan and throw out the current proposal. We call on the President to look for a new way, perhaps a third way to ensure a bright future for Clarion. Look beyond the numbers, look beyond the data, beyond the axe-men, clean the house paradigm of Wall Street. Create a new way that saves our students, a way that saves our community and preserves the values of the little college on the hill. Come together and devise a courageous and inspiring plan with the community.

The Caucus recommends that the new collaboratively crafted plan promote a diverse student body and employee workforce that advances the university. The current plan will significantly impact the diverse workforce of the university. In fact, the plan as presented could result in a 50% decrease in numbers of African American faculty, resulting in a devastating long-term impact on the university. What is the economic impact of firing minorities? If we lose 4 or 5 more minorities due to this plan, what will we lose in performance funding from the state? How does this plan fit into the Clarion University Presidential 500 Day Plan V.2 - Priority #2: Equity & Diversity: Create equitable, diverse environments? The proposed Workforce Plan dismantles the long-standing inclusive and progressive values of Clarion University. We challenge you to collaborate with the Caucus to create a plan that elevates the values of diversity, community spirit, commitment to our students and encouragement.

Perhaps a plan that focuses on advancement will suffice in these austere times of government funding. The Caucus proposes that we come together to examine all avenues to promote financial stewardship. Further, the caucus proposes that we ask all those connected to this little college on the hill to join hands, dig deep, and provide the sustenance to nurture the institution. We call upon the community to pledge support of the university. The Caucus and its constituents will work to produce the support that allows Clarion University to grow and thrive into the next millennium.

The Caucus pledges to support strategic planning initiatives with the Office of Admissions. Our goal is to increase the numbers of males, Hispanics, African-Americans, Asian-Americans, Native-Americans and groups not well represented on campus.

Clarion's current and future students deserve to receive a transformative education. We have been given an opportunity to be a leader amongst our State System sister schools. Let us transform this plan and work together with our community to create the inclusive, high impact environment that will be a beacon to others. The Caucus endeavors to protect the University's integrity and the livelihoods of the community. We hope that you will join with us and develop a new metric, an inclusive vision, an innovative design that will ensure Clarion University remains a first-class institution of higher learning.

Sincerely,

Joseph Croskey
President of Clarion University African-American Caucus