

**RESOLUTION ADOPTED BY THE BOARD OF TRUSTEES OF THE  
UNIVERSITY OF ALABAMA AT ITS SEPTEMBER 19, 2003 MEETING**

WHEREAS, as noted by Trustee John H. England, Jr. in comments at the June 2003 Board of Trustees meeting, this year's celebration of the 40th anniversary of the Opening of the Doors of The University of Alabama to all was a moving tribute to the Pioneers involved in overcoming discrimination; and

WHEREAS, more than a decade ago, the Federal court applauded the University for its "affirmative efforts to deal positively with its segregative past," and declared the University to be "in many respects, on the fore of university race relations nationwide"; and

WHEREAS, over the past several years, The University of Alabama System has made progress in increasing representation of blacks in its three campuses' student bodies, faculties, and high-level administrative staffs; and

WHEREAS, over the last ten years, The University of Alabama System Minority Participation Reports have reflected that System-wide black representation, between 1993 and 2002, has increased:

- in the student body from 12.21% to 17.29%
  - in the faculty from 2.88% to 4.49%
  - in the executive/administrative/managerial staff from 5.43% to 9.73%
  - in the faculty and executive/managerial staff combined, from 3.23% to 5.17%;
- and

WHEREAS, The University of Alabama System 2003 Minority Participation Report, presented by Vice Chancellor for Academic Affairs Dr. Charles R. Nash, reflects continued progress in the representation of minorities in our institutions;

NOW, THEREFORE, BE IT RESOLVED that The Board of Trustees of The University of Alabama accepts The University of Alabama System 2003 Minority Participation Report.

BE IT FURTHER RESOLVED that the Board recognizes that progress in minority representation has occurred due to committed leadership at The University of Alabama, The University of Alabama at Birmingham, and The University of Alabama in Huntsville, working to ensure that students, faculty, and staff at all three institutions are fully able to participate in and learn from the robust exchange of ideas that occurs within a diverse and inclusive campus community.

BE IT FURTHER RESOLVED that the Board embraces the development of a diverse learning environment, which enhances the quality of the educational product, and the Board applauds those individuals on each campus who have shown their dedication to increasing diversity.

BE IT FURTHER RESOLVED that the Board is staunchly committed to promoting diversity in its educational mission, and that it likewise remains committed to increasing African-American and other minority representation within its campus communities.