The Regents of the University of Minnesota reaffirm that it is the policy of the University to provide equal educational access and opportunity to persons of every race and ethnicity, religion and creed, as well as fairness to the individual in the competition for educational opportunity, and the appropriate administrative officers and faculty are directed to continue any admission policies and guidelines necessary to implement this policy; in order to promote ethnic and cultural diversity which will enhance the campus environment, educational programs of the University; in order to increase the representation of minority groups at the highest professional levels, providing encouragement to members of minority groups to seek to attain the highest achievements of which they are capable; to alleviate the shortage of training professionals in diverse fields who will serve the community needs; and, in order to compensate for the inequalities that have existed in the past, the Regents reaffirm and declare that it is the policy of the University of Minnesota to provide equal educational access and opportunity to members of minority groups and the appropriate administrative officers and faculty are directed to develop affirmative action admission policies and to review admission policies to insure that the intent of this policy continues to be implemented.