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**S.R. 2018-2019. (Awaiting Code)**

**A Resolution –**

# To be known as “A Resolution calling for the university president to develop a detailed plan for the recruitment and retention of faculty of color” relating to the dialogue and discussion amongst the student body for the desire to see more faculty of color.

**WHEREAS:** The purpose of the resolution is to call upon the university administration to move from dialogue of creating a more inclusive and diversified Texas State University classroom towards the creation of a 5-year plan of action to increase tenure-track/tenured faculty of color, more specifically Black and Hispanic faculty by 50 % for implementation beginning in FY20 with evaluation of the plans effectiveness annually at year two through five.

**WHEREAS:** We acknowledges the importance of the overall growth of a more inclusive and diversified Texas State; however, the focus of this resolution is on faculty and staff of color.

**WHEREAS:** The status of Texas State University is one whose minority population is the majority. The population can be furthered broken down into the following percentages: ~37% Hispanic, ~11% Black, ~1% International, ~5% categorized as Other/Unknown, and ~45% White according to the Fall 2018 Enrollment; and

**WHEREAS:** Despite the growth of the minority population amongst the total student body the growth the growth of minority faculty has not grown in comparison to their counterparts. According to the Fall 2018 records there were 2,225 total faculty and 842 tenure-track/tenured faculty on campus and of that the White/Non-Hispanic tenure-track/tenured faculty consist of 572 or ~68% of the total tenure-track/tenured faculty. The tenured-track/ tenured faculty of color demographics breaks down to 92 Hispanic faculty members or ~11%, 35 Black/African-American faculty members or ~4%, 141 who fall under the other/unknown category of race/ethnicity or ~17%; and

**WHEREAS:** The benefits of acquiring a more diverse faculty:

1. Prepare students for a diverse society,
2. Meet various unique needs of a diverse body of students,
3. Potentially help recruit more faculty and black students
4. Engage in new scholarship and diverse ways of teaching that bring cognitive diversity into higher education institutions, and
5. Enhance faculty relationships and administrative skills through cross-race faculty mentoring (Turner, Gonzales, & Wood, 2008; Vandelinder & Brannan, 2016) and
6. Engage in research that is relevant and impactful to the communities that are served at this university

**WHEREAS:** The current strategic plan regarding diversity and inclusion can be found at [www.txstate.edu/oei/about/diversity-inclusion-initiatives.html](http://www.txstate.edu/oei/about/diversity-inclusion-initiatives.html) and is titled “Diversity and Inclusion Strategic Plan;” and

**WHEREAS:** The current plan specifically has one goal, Goal 5, that addresses or possesses language regarding the diversity of faculty. The goal is titled, “Goal 5: Strengthen the Diversity of Faculty and Senior-level Administrators,” but does not reference specifically the hiring and retention of faculty of color; and

**WHERAS:** There is no plan that unequivocally outlines who is responsible for the recruitment and retention of faculty of color and how recruitment and retention should be fulfilled; therefore

**BE IT RESOLVED**: The Student Government Director of Diversity, Equity, and Inclusion and Director of Student Advancement be charged with establishing a plan to work with the Special Assistant to the Provost for Inclusion and Diversity, the Chief Diversity Officer, faculty, students, and staff to create a unified plan for the representation and treatment of students, faculty, and staff of color to be addressed to the President of Texas State University and the Provost; and

**BE IT RESOLVED:** The Student Government Director of Diversity, Equity, and Inclusion and Director of Student Advancement be charged with establishing a plan to work with the university administration in presenting and promoting the university’s plan for the recruitment and retention of faculty of color; and

**BE IT RESOLVED:** The Student Government Director of Diversity, Equity, and Inclusion and the Director of Student Advancement give a report to the Senate when updates occur or when called to do so by the Senate; and

**BE IT RESOLVED:** That this piece of legislation be sent to the Special Assistant of the President of Texas State University, the Chief Diversity Officer, the Chair of the Faculty Senate, the Chair of the Staff Council, and the President of HPN, and the President of the Coalition of Black Faculty and Staff; and

**BE IT RESOLVED:** The Senate of the Texas State University Student Government encourages the Faculty Senate, Staff Council, HPN, and the Coalition of Black Faculty and Staff to contact the Student Body President on matters relating to this resolution.

**BE IT RESOLVED:** Upon transmission to the Special Assistant to the Texas State University President work with the Chief Diversity Officer, and Special Assistant to the Provost for Inclusion and Diversity, with input from student government create a 5-year plan of action to increase tenure-track/tenured faculty of color by 50 % for implementation beginning in FY20 with evaluation of the plans effectiveness annually at year two through five.

**BE IT RESOLVED:** That the Special Assistant to the President of the Texas State University, Special Assistant to the Provost for Inclusion and Diversity, and the Chief Diversity Office arrange a meeting with the Student Body President, Vice President, Director of Diversity, Equity, and Inclusion, and the Director of Student Advancement to discuss how students can become more engaged in the process.

**BE IT FURTHER RESOLVED:** This legislation be forwarded to the Student Body President, Special Assistant of the President of Texas State University, the Chief Diversity Officer, the Chair of the Faculty Senate, the Chair of the Staff Council, and the President of HPN, and the President of the Coalition of Black Faculty and Staff, and Special Assistant to the Provost for Inclusion and Diversity for further action.