MEMORANDUM

DATE: July 15, 2019

TO: Dr. Joanne Smith  
Vice President for Student Affairs

FROM: Dr. Gene Bourgeois  
Provost and Vice President for Academic Affairs

SUBJ: SR 06 A Resolution Calling for the University President to Develop a Detailed Plan for the Recruitment and Retention of Faculty

Thank you for the opportunity to respond to S.R. 06, A Resolution Calling for the University President to Develop a Detailed Plan for the Recruitment and Retention of Faculty. I appreciate the perspectives embodied by this resolution, as they are reflective of the university’s long-standing commitment to a diversity of people and ideas, a spirit of inclusiveness, and a sense of community as essential conditions for campus life.

We concur with the development of a plan for increasing the number of faculty of color on campus. A plan would likely include goals, opportunities and challenges, accountability processes, and activities that reinforce the university’s commitment to diversity and inclusion. Ongoing initiatives, which would be part of the plan, include:

- The Special Assistant to the Provost for Inclusion and Diversity is developing a faculty recruiting toolkit for the university community that emphasizes strategies for finding, attracting, and retaining diverse candidates to Texas State. Among other duties, the special assistant leads professional development workshops, conducts exit interviews with departing faculty members, and participates in the Council for Inclusive Excellence.

- AA/PPS 04.01.01, Faculty Hiring, describes the search and hiring process, with an emphasis on the importance of diversity in applicant pools and the university’s commitment to achieving diversity. A link embedded in the policy provides additional information to search committees, Guidelines for Recruiting and Hiring a Diverse Faculty.
- Because the hiring market for tenured and tenure-track faculty is national in scope, advertising for positions is placed in publications and websites that reach a large audience. These include the *Chronicle of Higher Education* and HigherEdJobs as well as discipline-specific publications and websites.

- Through various offices, there is ongoing training for faculty and others on diverse and inclusive hiring, faculty mentoring, implicit bias training, and curriculum development related to diversity.

Thank you for your commitment to innovation and diversity.

GBisr

cc: Dr. Debbie Thorne
Dr. Scott Bowman
TO: Dean of Students Dr. Margarita Arellano
     Assistant Dean of Students Kathryn Weiser

FROM: Corey Benbow, Student Body President

DATE: Monday, May 13, 2019

SUBJECT: S.R. 06 A Resolution Calling for the University President to
Develop a Detailed Plan for the Recruitment and Retention of Faculty
of Color

I approve of this legislation passed by the Student Government Senate
which is to relate to the dialogue and discussion amongst the student
body for the desire to see more faculty of color.

Furthermore, adding more tenured track/tenured faculty of color is
essential to improving the overall campus climate. The
disproportionality that exist among the student population served and
the faculty of color teaching, providing mentorship, and developing
students is unequivocally unjust. As a university it is essential that
our faculty is proportionate to the population we serve. I believe the
university administration should move to enact this legislation. I
want to reiterate the benefits of acquiring a more diverse faculty.

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

Students are more successful when the faculty at the university
mirrors their makeup. They are more often than not able to relate and
are more comfortable seeking out help and advice from faculty that
look like them. It is important that as a university we take our pledge of diversity, equity, and inclusion serious. I hope that you will join the Student Government Senate and marginalized students on our campus and enact this legislation.

Corey F. Benbow
Student Body President '20
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 acknowledge 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 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 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
WHEREAS: 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 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: The Senate of the Texas State University Student Government encourages the Faculty Senate, Staff Council, HFN, and the Coalition of Black Faculty and Staff to contact the Student Body President on matters relating to this resolution; and

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 five-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; and

BE IT RESOLVED: That the Special Assistant to the President of 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; and

BE IT FURTHER RESOLVED: That upon passage and signature from the
Student Body President, this legislation be forwarded 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
Special Assistant to the Provost for Inclusion and Diversity for
further action.