

MEMORANDUM

TO: Dean of Students Dr. Margarita Arellano
Assistant Dean of Students Kathryn Weiser

DATE: Monday, May 13, 2019

FROM: Corey Benbow, Student Body President *(B)*

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 form faculty that

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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.



X

Corey F. Benbow

Student Body President '20



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AUTHOR

Ex Officio Senator Gonzales, Matthew - Director of Student Advancement
Senator Perrodin, Jules - Director of Diversity, Equity, and Inclusion

LEAD SPONSOR

Senator Wicker, Catherine - Director of Student Services

SPONSOR

Senator Jourdan Spence Director of Freshman Leadership
Senator Pat Blanchard
Senator Brittlin Richardson
Senator Julie Martin
Senator Nicolis Cantu
Senator Cody DeSalvo
Senator Berkeley Lashley
Senator Eduardo Camargo
Senator Kalee Schoonmaker

Date of First Reading: May 8th, 2019
S.R. 2018-2019.06

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.

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

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

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

18 **WHEREAS:** Despite the growth of the minority population amongst
19 the total student body the growth of minority faculty has not
20 grown in comparison to their counterparts. According to the Fall
21 2018 records there were 2,225 total faculty and 842 tenure-
22 track/tenured faculty on campus and of that the White/Non-
23 Hispanic tenure-track/tenured faculty consist of 572 or ~68% of
24 the total tenure-track/tenured faculty. The tenured-track/
25 tenured faculty of color demographics breaks down to 92 Hispanic
26 faculty members or 11%, 35 Black/African-American faculty
27 members or 4%, 141 who fall under the other/unknown category of
28 race/ethnicity or 17%; and

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

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

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

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

50 **WHEREAS:** There is no plan that unequivocally outlines who is
51 responsible for the recruitment and retention of faculty of
52 color and how recruitment and retention should be fulfilled;
53 therefore,

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

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

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

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

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

84 **BE IT RESOLVED:** That the Special Assistant to the President of
85 Texas State University, Special Assistant to the Provost for
86 Inclusion and Diversity, and the Chief Diversity Office arrange
87 a meeting with the Student Body President, Vice President,
88 Director of Diversity, Equity, and Inclusion, and the Director

89 of Student Advancement to discuss how students can become more
90 engaged in the process; and

91 **BE IT FURTHER RESOLVED:** That upon passage and signature from the
92 Student Body President, this legislation be forwarded to the
93 Special Assistant of the President of Texas State University,
94 the Chief Diversity Officer, the Chair of the Faculty Senate,
95 the Chair of the Staff Council, and the President of HPN, and
96 the President of the Coalition of Black Faculty and Staff, and
97 Special Assistant to the Provost for Inclusion and Diversity for
98 further action.