

REPORT OF THE FACULTY SENATE COMMITTEE ON THE STATUS OF PEOPLE OF COLOR

2014-2015

The following report constitutes the major efforts and outcomes for the Faculty Senate Committee on the Status of People of Color (CSPC) during the academic year 2014-2015.

Officers

V. Barbara Bush, Chair
Roberto Calderon, Vice Chair
Jennifer Callahan, Secretary

Other Members

Cheyron Brown (Administrative Representative), Xiangli Gu, Endia Lindo, Daniella Smith, Melody White

Salary Data

The CSPC addressed the following faculty salary issues resulting in support of the Committee on the Status of Women (CSW) letter sent to the Provost in December 2014:

- Why are the data so hard to get? The data should be transparent.
- Who is responsible for maintain the data? Why is this such a difficult request?
- Faculty members have looked at salary data, but are concerned that it is outdated and incorrect.
- Xiangli Gu agreed to work with Ami Moore of the CSW to analyze the data.
- CSW is sending to the Provost another letter of advocacy to obtain salary data that were requested years ago.

Equity Issues

Lecturers are concerned about equity issues. The new Policy 15.0 for promotion, reappointment, and tenure will support greater representation of lecturers and clinical faculty in decisions regarding their evaluation and promotion.

Committee Involvement

- Members of the CSPC were involved in the relevant search committees and participated in the on-campus interview sessions.
- As chair of the CSPC, V. Barbara Bush was appointed to the President's Advisory Council. The first meeting of the Council was held on December 2.
- The Committee supported the letter to be sent to the provost by the Committee on the Status of Women.

President's Faculty of Color Reception

Roberto Calderon represented the Committee at the President's Reception on May 5. The Committee endorsed a letter drafted by faculty of color at UNT. The letter outlined conditions that would help to create a more supportive environment for faculty of color.

Future Projects

The CSPC will continue work to accomplish the following:

- Establish an exit interview process for faculty who leave the university
- Address the university's Climate Survey to improve its participation rate from people of color
- Establish a connection with the VP for Diversity and Inclusion, especially with the issue of recruitment and retention of faculty of color
- Address Opportunity Hires and their role in increasing and retaining people of color
- Explore issues surrounding the pipeline of graduate students
- Complete analysis of salary data

Report submitted by V. Barbara Bush, Chair
