

Report to the Faculty Senate Executive Committee 2018-2019

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Mid-year report

Year-end report

Date: 2/23/2019

Committee Name: Committee on the Status of People of Color

Chair or Co-Chairs: Melody White

Meetings for the term/year: 2/5/2019 4/5/2019

Membership and Attendance:

Group Represented, committee	Name	Department	Term End
Chair	Melody White	ITDS	2020
Group I	Divesh Ojha	Mktg	2021
Group II	Daniella Smith	IS	2021
Group III	Melody White	ITDS	2020
Group IV	Veronica Jones	CHE	2020
Group V	Aleshia Hayes	LTEC	2021
Group VI	John Martin	LIBR	2019
Group VII	Roberta Calderon	HIST	2021
Group VIII			
At-large	Damian Torres		

Accomplishments:

- The committee studied the COACHE data that is most concerning to the Provost.
- The committee sponsored a forum for the faculty of color.

Ongoing/future projects:

- An additional forum will be held in the Fall and Spring
- Identify ways to support faculty of color.
- Continue collaboration with other Senate committees.
- Continue maintaining a list of resources for faculty of color was created and distributed. It is currently available on the Libraries website: <http://guides.library.unt.edu/faculty-of-color/home>

Notes from forum held on April 4, 2019

Issues raised during the discussion:

- We'd like to advocate for more required training related to multicultural issues: professional or gender-appropriate language, unconscious bias, micro-aggressions, harassment, discrimination, etc.; "optional trainings" should be strongly encouraged by departments and/or the Faculty Senate; perhaps every other year?
- Arguments in favor of additional training/discussions/forums: Disparities between white faculty and POC attitudes on the climate survey; noted the disparity between our status as a Minority-Serving/Hispanic-Serving institution and the lack of faculty diversity; connect to research on student outcomes with or without faculty of color in the classroom

- One participant noted that the Office of Institutional Equity & Diversity's Climate Survey was only answered by less than 24% of the faculty; some had privacy concerns, others may have felt survey fatigue or apathy
- Faculty would like to see more channels for reporting issues related to conflicts, grievances, or tensions within their departments or workgroups

Common sources of dissatisfaction of faculty of color:

- Professional behavior/language in the workplace, micro-aggressions, unconscious bias
- Lack of trust/lack of representation, especially in positions of power
- Uncertain role in governance structure
- Concerns about inequitable rewards/recognition for work and contributions
- How value is communicated by chairs, administrators, peers, etc.—Is work disproportionately done by faculty of color (student advising, diversity initiatives, community work, etc.) being valued or rewarded? Is scholarship on multicultural issues given equal consideration?
- Having our professional actions/choices/opinions interpreted through the filter of our minority status, rather than being given equal or objective weight.
- Apparent apathy or obliviousness of white faculty towards many issues affecting faculty of color (i.e. their lack of participation in things like the Equity & Diversity Conference or the climate survey)
- Lack of visibility of these issues in broader campus conversations; lack of understanding about how diversity impacts students.
- Lack of accountability, especially in terms of policy, procedures, evaluation practices, and oversight.

Concerns about retention of faculty of color:

- Salary inequities only addressed in terms of “compression” rather than discrimination
- Lack of rewards/recognition/respect for unique contributions
- Need for more support and concrete forms of empowerment
- More representation in governance; more accountability for inequities
- More visibility and acknowledgement of unique challenges faced by faculty of color
- Is there a long-term plan for FOC retention? We need a strategic plan that includes searches & hiring, promotion & tenure, governance roles, and grievance processes

Some recommendations:

1. Long-term strategic plan for diverse faculty recruitment and retention (see last point above).
2. Diversity Statement requirement for all new hiring candidates.
3. Trained diversity & equity observers on all university hiring committees.
4. Required training for all search committee members within the last two years.
5. Required training for all faculty on multicultural issues, every 2-3 years.
6. Regular forums to address FOC questions or concerns.

The Committee on the Status of People of Color has a meeting scheduled for September 6, 2019 @ 11 am to discuss the next forum and the current recommendations.

Humbly Submitted,

Melody White

Chair of the Committee on the Status of People of Color