



FACULTY SENATE

## Faculty of Color Retention Efforts Resolution

Last modified November 2<sup>nd</sup> 2020

Whereas the University of Vermont current Strategic Vision for UVM to Amplify our Impact<sup>1</sup> states “we must: provide an environment that fosters diversity of all kinds”;

Whereas according to the 2019 demographics, excluding LCOM faculty<sup>2</sup>, there are **114** faculty of color out of 898 total faculty (**12.7%**) representing only a .7% increase from 2015 demographics;

Whereas the current 12.7% is a relative underrepresentation of the nation-wide average of about 25% for faculty of color<sup>3</sup>;

Whereas many faculty of color have left UVM in recent years citing competitive tenure track positions at institutions such as Arizona State, Yale, Penn State, Georgetown, Harvard, and University of Oxford;

Whereas UVM is the largest higher ed institution in the predominantly white state of Vermont;

Whereas the Academic Success Goals<sup>4</sup> call for the use of “cluster hires” and to “identify key content areas for faculty development in diversity and inclusive excellence;”

Therefore, Be It Resolved that the University of Vermont Faculty Senate will support and commit to accomplishing the ASGs, specifically regarding DEI efforts, and asks that both senior and middle administration (President, Provost, Vice Presidents, Vice Provosts, and Deans) redouble their efforts in the following:

1. Faculty Senate recommends the creation of a Faculty Affairs or DEI Subcommittee to specifically address faculty concerns;
2. Faculty Senate recommends all faculty, Chairs, and Deans help increase faculty of color demographics to, at minimum, 25% in the next 3-5 years as identified in the Academic Success Goals (ASGs). Since the 25% is university-wide (including LCOM), Faculty Senate recommends that at least 15% includes faculty of color hires not including LCOM (see note 2);

<sup>1</sup> <https://www.uvm.edu/president/amplifying-our-impact-strategic-vision-uvm>

<sup>2</sup> While part of the same campus community, faculty in LCOM and other UVM colleges have significantly different teaching, research and service responsibilities. LCOM has been particularly successful in recruiting FOC over the past five years. Thus, we seek to look at their experience as a model for increasing recruitment and retention across the rest of UVM. Given the differences in size, faculty responsibilities and contexts, we feel that it is useful to disaggregate LCOM and other UVM faculty numbers for the purpose of this resolution. According to 2019 OIR data, there are 865 faculty in LCOM (including 667 full-time) while there are 898 faculty across all other UVM colleges (685 full-time).

*UVM Faculty of Color by College*

Year	CALS	CAS	GSB	CESS	CEMS	RSENR	LCOM	CNHS	Ag. Ext.	Library	TOTAL
2019	14	57	4	9	14	5	95	8	2	1	209
2015	13	58	5	3	14	7	59	7	1	0	167

<sup>3</sup> Data is from the National Center for Education Statistics. <https://nces.ed.gov/fastfacts/display.asp?id=61>.

<sup>4</sup> <https://www.uvm.edu/provost/academic-success-goals>

3. Faculty Senate recommends the Provost provide larger start-up packages for faculty of color to remove some of the additional burdens regarding grants expected of junior faculty and the extra advising/mentoring/service work that faculty of color are often asked to do beyond the norm;
4. Faculty Senate recommends the Provost develop and use dual hire and opportunity hire programs (academic and non-academic hires) for recruitment and retention of faculty of color;
5. Faculty Senate recommends the Provost provide annual resources of \$25,000 to the Faculty of Color group that aides in such recruitment and retention efforts such as the annual retreat, social and community-building gatherings, professional development, etc.;
6. Faculty Senate recommends that all Chairs and Deans support and incorporate expectations and evaluation of Diversity, Equity, and Inclusion (DEI) work in tenure and promotion guidelines and annual activity reports to value and incentivize DEI work for all faculty;
7. Faculty Senate recommends the President and Provost identify, support, and resource faculty of color leadership development and advancement;
8. Faculty Senate recommends that the Provost and Deans support and create an independent body of elected representatives (1 BIPOC representative from each College) who will provide input to administration regarding how aforementioned recommendations are carried out as well as monitor and make accountable the implementation of said efforts.