

THE DECLINE IN BLACK FACULTY RESOLUTION

Virginia Commonwealth University Faculty Senate

WHEREAS Virginia Commonwealth University prides itself on being one of the most diverse institutions in the State; and

WHEREAS the University, includes in its mission statement and its core values all forms of diversity; ; and

WHEREAS the University has not always taken all the actions necessary to maintain a sustainable/viable Black faculty ; and

WHEREAS the overall decline in the percentage of Black faculty decreased from six percent in 2007 to 4.7 percent today; and

WHEREAS the ratio of Black faculty and the Black student population is very high at 45.7: 1; and

WHEREAS the University considers itself an urban university with a diverse student population and needs a representative faculty that can relate in the classroom, in residence halls, and administratively; and

WHEREAS the Faculty Senate recognizes that a decline in Black faculty is having a negative effect throughout the University and compromises its mission; and

THEREFORE BE IT RESOLVED that the Faculty Senate is requesting the President of the University to require the Vice President of Health Systems and the Provost of the Academic Campus to establish the issue of Black faculty decline as a major priority immediately, and to develop strategies and take actions to recruit and retain Black faculty by August of 2015.

Approved by the Faculty Senate on-----