THE FACULTY SENATE RESOLUTION CONCERNING THE DECLINE IN BLACK FACULTY

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, historically, has always espoused a mission to be inclusive of Blacks and other minorities; and

WHEREAS the overall decline in Black faculty decreased from six percent in 2007 to four point seven percent today and is now below the State and National average for Black faculty\(^1\); and

WHEREAS the gap between Black faculty and the Black student population is larger than that of other race/ethnic distributions:\(^2\) and

WHEREAS the University considers itself an urban university with a diverse student population that needs a representative faculty; and

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

THEREFORE BE IT RESOLVED that the Faculty Senate is requesting that the President of the University, along with the Vice President for Health Sciences and the Provost and Vice President for Academic Affairs, immediately establish the issue of Black faculty decline as a major university-wide priority; develop strategies to recruit and retain Black faculty; and begin implementation of these strategies by August 2015."

Approved by the Faculty Senate on January 27, 2015.

\(^1\) 2014 National Center for Education Statistics as well as the Digest of Educational Statistics 2103.

\(^2\) Office of Planning and Decision Support 2014 report.