

Resolution: Call to increase the diversity of faculty

Session: 2013-14 Number: 006

Authors: Merita Bushi (AAC Chair), Alvin Kim (Student Liaison to the Board of Trustees)

Sponsors:

WHEREAS Macalester College emphasizes multiculturalism as a value and expects students to embrace this pillar through requirements such as US Identities and Difference (formerly known as Multiculturalism), and;

WHEREAS the percentage of Macalester's domestic faculty of color as a whole is lacking (22% full time, tenure/tenure-track; , 20% part time; 13% visiting), and;

WHEREAS the percent of newly hired domestic faculty of color who are tenured or tenure-track at Macalester is the same in 2013-2014 as it was in 2001-2002 (25% of all faculty hires), and;

WHEREAS in the last 13 academic years, Macalester has had 8 total years with no African American/Black hirings, 7 total years with no Asian American hirings, 6 total years with no Hispanic/Latin@ hirings, and 13 total years with no Native American hirings, and;

WHEREAS the total number of Native American faculty members has decreased from 3 (2001-2002) to 1 (2013-2014), and;

WHEREAS the total number of African American tenured or tenure-track faculty has stayed the same at 7 total from 2001 to 2013, and;

WHEREAS the absence of faculty of color negatively affects students by giving the perception that specific disciplines are strictly and homogeneously white, and;

WHEREAS having little to no faculty of color in a majority of departments forces many students to feel silenced, threatened, isolated, or made invisible because their identities or experiences are not represented, and;

WHEREAS students and faculty alike want to create more tangible changes regarding diversity in the classroom;

THEREFORE BE IT RESOLVED by the Macalester College Student Government that:

1. We strongly urge the Strategic Planning Committee to make recruitment of faculty of color a major priority with the following recommendations:
 - a. Designate 7-10 tenure-track positions explicitly and exclusively for new faculty of color hires over the next 3-5 years
 - i. This can be designated through either tenure-track lines or new tenure-track allocations
 - b. These tenure-track lines and allocations should be placed in areas where they

have not been traditionally represented. Potential suggestions include the following departments: Anthropology, Art and Art History, Biology, Chemistry, Classics, Economics, Educational Studies, English, Environmental Studies, French and Francophone Studies, Geography, Geology, German & Russian Studies, Hispanic and Latin American Studies, History, International Studies, Linguistics, Math/Statistics/Computer Science, Music, Philosophy, Physics and Astronomy, Political Science, Psychology and Neuroscience, Religious Studies, Sociology, Theatre and Dance. which is not an exhaustive list.