

To: The University Senate
From: Equity and Diversity Committee
Subject: Recognizing and Valuing the Voices and Contributions of Black and Underrepresented Faculty & Staff
Reference: [University Policy III.C.2](#)
Disposition: University Senate for Discussion and Adoption

Rationale: The Equity Task Force continues as charged, its work to “support more equitable experiences and opportunities across campus.” The recently announced \$75 million dollar investment undergirding this mission encompasses faculty, staff, and student (undergrad and grad) commitments. The number of Black faculty, for example, only comprised 2.8% of the faculty at Purdue as of 2018-19, which is below the Big Ten average of 3.6%, Purdue has recently committed itself to expand its diversity through a 40 faculty line commitment.

It is important for the Purdue Senate to recognize and affirm this effort, as well as to commit to expanding, complementing, and supporting on the ground what the institution is doing by encouraging faculty and staff to diversify with intentionality at every new hiring opportunity.

Furthermore, targeted, active participation, through increased awareness and sensitivity throughout the Purdue community, is a critical element toward achieving social justice and professional equity in campus.

Proposal: Purdue shall adopt policies to recognize and value the contributions of Black and underrepresented faculty and staff, which shall consist of the following specific measures:

1. For administrators to fully support relevant equity-minded professional development opportunities for faculty and staff – for example, incorporating equity-minded pedagogical frameworks as part of the IMPACT program for improved teaching.
2. For department heads to audit service obligations of faculty, with particular attention to invisible labor from Black and underrepresented scholars, and all faculty of color, especially those tied to diversity work and mentoring students and colleagues of color; to ensure that service expectations are updated to reflect diversity, inclusion, and equity efforts needed,

- and ensure equitable balancing of effort across those in the same rank and position.
3. To instate and leverage institutional resources and support for all faculty, administrators, and staff to increase their awareness and sensitivity to provide appropriate support to their Black and underrepresented colleagues affected by bias and structural barriers in all forms, including but not limited to treating them and their work with fairness and sensitivity.
 4. Since Black faculty only comprise 2.8% of the faculty at Purdue as of 2018-19, below the Big Ten average of 3.6%, it is critical for all department and college administrators, senior faculty and staff to create a strategic plan, and allocate additional resources to both attract and retain Black and underrepresented faculty and staff, providing equitable salaries, and substantially enhancing resources to ensure welcoming environments for these scholars as a component of successful retention. This should particularly include considering Black and underrepresented scholars fully in all decisions in hiring, tenure, and promotion (including named and distinguished professorship).
 5. To follow the recommendations of the Provost's Advisory Committee on Diversity and Inclusion, in order to foster a climate of belonging.
 6. For at least the next five years, the Provost's office will provide a formal, public, annual written report to the University Senate regarding progress on all items above in this resolution.

References:

1. Diversity and Inclusion: Campus Population Overview, Purdue University. URL: <https://www.purdue.edu/diversity-inclusion/about-us/stats.html>. Last accessed: November 3, 2020.
2. United States Census, Quickfacts - Indiana. URL: <https://www.census.gov/quickfacts/IN>. Last accessed: November 3, 2020.
3. The Souls of Black Professors, Chronicle of Higher Education. URL: <https://www.insidehighered.com/news/2020/10/21/scholars-talk-about-being-black-campus-2020>. Last accessed: October 21, 2020.
4. Undue Burden, Chronicle of Higher Education. URL: <https://www.insidehighered.com/news/2019/06/04/whos-doing-heavy-lifting-terms-diversity-and-inclusion-work>. Last accessed: November 3, 2021.
5. What is Faculty Diversity Worth to a University, the Atlantic. URL: <https://www.theatlantic.com/education/archive/2016/11/what-is-faculty-diversity-worth-to-a-university/508334/>. Last accessed: November 3, 2021.
6. Making the Invisible Visible, Chronicle of Higher Education. URL: <https://www.insidehighered.com/advice/2021/05/28/why-and-how-colleges-should-acknowledge-invisible-labor-faculty-color-opinion>. Last accessed: November 3, 2021.

7. Report of the Provost's Advisory Committee on Diversity and Inclusion. Purdue University. URL:
https://www.purdue.edu/provost/documents/ACD_Report_2016-04-28.pdf
Last accessed: November 3, 2021

Committee Votes:

For:

Faculty

Bharat Bhargava
Peter Bermel
Ximena Bernal
Neil Knobloch
Klod Kokini
Brian Leung
Oana Malis
Rose Mason
Terrence Meyer
Rodolfo Pinal
Sandra Rossie
Kevin Stainback

Students

Julia Pirrello

Advisors

Megha Anwer

Against:

Abstained:

Advisors

Alysa Rollock

Absent: