

**Governance and Personnel Policy Committee of Faculty Senate**  
**Tuesday, January 16, 2018**  
**Faculty Collaborative Conference Room, D.H. Hill**

Attendees: Ron Sederhoff, Kerry Havner, Doug Pearce, Marina Bykova, Alton Banks, Phil Sannes

Discussion: Proposed resolution expected to be brought before NCSU Student Senate

- Student Senate is commended for recognizing an important issue facing NCSU and all institutions of higher learning. Our committee sought to offer constructive feedback for Student Senators to consider moving forward.
- Several concerns were raised about the proposal's fundamental premise. The accuracy of the % distribution of the ethnic composition of the state of North Carolina and the NCSU student body was worrisome, as neither added up to 100%. These "statistics" need to be sharpened. An improved, more up-to-date website may be a start, and should be pursued.
- The focus of the document on the ethnicity of full professors and administrators at NCSU fails to recognize significant shifts within the full faculty, whose ethnic composition has changed with new hires in recent years. To be accurate, the most recent statistics on all faculty ranks should be used. Unfortunately, such measures and their attendant implications tend to unnecessarily further politicize the academic environment to the detriment of faculty and students alike.
- It must be appreciated that changes in faculty composition is an ongoing, never ending process, with unpredictable fluctuations and variations in applicant pools and stiff competition for the best candidates. Importantly, some colleges (engineering an excellent example) have made considerable progress, while for others it has been a more challenging proposition. It should be noted that even when applicant pools lack or present few under-represented minority aspirants in some academic areas, University administration – to their credit - have successfully used funds specifically set aside for opportunistic recruitment strategies to hire under- represented minority candidates whenever possible. But it must also be realized that although the efforts are concerted and consistent, desired change takes patience and time. Improvement of faculty and student diversity, regardless of how that is defined, is a moving target.
- Another weakness in the document was what would constitute a resolution to the problem and how to get there. Considerable discussion by the committee focused on how can NCSU create a more welcoming environment to incoming faculty and students – especially for under-represented minorities. This could take many forms, but the university community needs to do more to be successful. For faculty, this includes not just attractive salaries and start-up packages, but a strong mentoring and supportive culture that assures scholarly growth and academic

success. It also takes faculty committed to encouraging and inspiring students to choose graduate school and academic careers, and the support needed to achieve this end.