



TO: SUNY University Faculty Senate
FROM: Colleges of Technology
RE: Resolution to Increase Diversity among Faculty in the Colleges of Technology
DATE: Spring Plenary, April 22, 2023
LOCATION: Upstate Medical University, Syracuse NY

Resolution #: 194-04-1

Vote: For: 44 / Against: 0

RATIONALE:

WHEREAS the SUNY Board of Trustees September 10, 2015 Resolution “Diversity, Equity and Inclusion Policy” desires to make “SUNY the most inclusive higher education system in the country,” and states within the Guiding Principles that “SUNY’s statutory mission makes clear its responsibility to provide the broadest possible access, fully representative of all segments of the population of New York State”[1]; and

WHEREAS SUNY’s diversity, equity, and inclusion must be supported and enhanced to attain Governor Hochul’s goal of making SUNY “the nation’s top public university system” (170) and “the world’s leader in innovation, equitable economic growth, and upward mobility” (181)[2]; and

WHEREAS Governor Hochul recognizes this fact when she sets out to “significantly diversify the SUNY workforce,” and increase “the number of full-time faculty of color” at SUNY through “competitive salaries and benefits and significant investments in professional development, technology, infrastructure, fellowships, and learning labs” (185); and

WHEREAS Colleges of Technology campuses serve a substantial and increasing number of BIPOC students, but have the lowest percentage of BIPOC faculty among the sectors; and

WHEREAS recruiting and retaining BIPOC faculty to the Colleges of Technology campuses is particularly difficult, due in part to the rural locations of many of our campuses, frequent displays of racist language and imagery in the communities surrounding our campuses, and the inability of our campuses to offer competitive salaries to BIPOC candidates; and

WHEREAS the PRODiG program has not sufficiently helped to diversify the faculty of Colleges of Technology; and

WHEREAS Colleges of Technology are not included in the Pipeline to PRODiG Fellows Program[3], which is limited to Comprehensive Colleges; and

WHEREAS Colleges of Technology cannot afford to sponsor international candidates who need work visas, which radically limits the candidate pools in faculty searches,

RESOLUTION:

THEREFORE, BE IT RESOLVED that the SUNY University Faculty Senate requests that the Chancellor work with SUNY Academic Affairs either to include the Colleges of Technology campuses in the Pipeline to PRODiG Fellows Program or to create a similar program to increase sector campuses' opportunities to hire BIPOC* faculty; and

BE IT FURTHER RESOLVED that the SUNY University Faculty Senate requests that the Chancellor create funding and resources to help Colleges of Technology campuses to support visas for international candidates; and

BE IT FURTHER RESOLVED that the SUNY University Faculty Senate requests that the Chancellor direct the SUNY CDO to work closely with Colleges of Technology campuses to help create system-wide and on-campus mentorship structures and other support for BIPOC faculty.

[1] Diversity, Equity, and Inclusion Policy. (2015, September 10).

https://www.suny.edu/sunypp/documents.cfm?doc_id=804.

[2] Governor Kathy Hochul. (2022). State of the State Book

<https://www.governor.ny.gov/sites/default/files/2022-01/2022StateoftheStateBook.pdf>.

[3] Pipeline to PRODiG - Fellows Program <https://workflow.suny.edu/view.php?id=123601>