

Proposed Senate Resolution on Diversity among Faculty

Whereas Maya Angelou stated, “in diversity there is beauty and there is strength”;

Whereas diversity is expressed in myriad forms, including race and ethnicity, gender and gender identity, sexual orientation, socioeconomic status, language, culture, national origin, religious commitments, age, and (dis)ability status;

Whereas the Faculty Senate recognize the efforts to increase the diversity among the student body has led to improvements, including the approaching milestone of being a Hispanic serving institution;

Whereas representation among African American, Hispanic, Indigenous, and Asian American faculty at FGCU are low. As of 2019, eligible faculty at FGCU consisted of less than 4% African American, 0.05% American Indian/Alaska Native, 4.7% Hispanic, and 8.3% Asian American.¹ These numbers are significantly out of balance with the diverse population within the United States²;

Whereas in 2019, of the 29 new faculty positions, 27 were filled by men, raising concerns about hiring and retention of female faculty.³

We resolve the need to investigate representation across positions of various ranks and level;

We further resolve that faculty and administration work with Human Resources and Office of Institutional Equity and Compliance to increase efforts to recruit and retain a more diverse faculty. Hiring a diverse faculty is not enough. Retaining diverse faculty requires creating a campus community where diverse peoples are welcome and comfortable, with active mentorship from within departments;

We further resolve our appreciation for the administration’s support for the creation of the Center for Critical Race and Ethnic Studies. We call for this support to continue in future administrations.

¹ Precious Gunter, Director of Equity, Ethics, and Compliance, and Title IX Coordination, “2020 Florida Educational Equity Report for Florida Gulf Coast University,” 45

² <https://www.census.gov/quickfacts/fact/table/US/PST045219>

³ Gunter, “2020 Florida Educational Equity Report,” 45.