

FACULTY SENATE EXECUTIVE COUNCIL

***Resolution on Faculty Commitment to Diversity and Affirmative Action
[as amended]***

Preamble: Faculty at Southern Illinois University Carbondale are committed to hiring and advancing individuals of the highest quality. We recognize that individuals from social identity groups that have been traditionally underrepresented and historically discriminated against continue to face obstacles in achieving full inclusion in university environments. We recognize that women, racial-ethnic minorities, religious and sexual minorities, older adults, individuals with disabilities, individuals from any national origin and veterans¹ bring experiences, skills, abilities, perspectives and values that are critical to the success of achieving SIUC's educational, research and outreach missions. We also recognize that Affirmative Action plays an important role in helping to redress the powerful and lingering effects of historic and contemporary racism, sexism and other forms of explicit and implicit discrimination. Thus, special attention should be paid to selection and advancement decisions regarding groups that are particularly targeted for Affirmative Action.

Therefore, we offer the following resolution:

WHEREAS: The Faculty Senate has affirmed its support for Affirmative Action, Diversity and related concerns in prior resolutions and statements (see attached); and

WHEREAS: The number of women and minorities in Academic Affairs administrative positions, especially above the Chair level, is significantly below national norms; and

WHEREAS: Women and minorities are underutilized in many faculty and administrative positions, according to the 2008 SIUC Affirmative Action Plan;²

THEREFORE BE IT RESOLVED that the faculty of Southern Illinois University Carbondale reaffirms its commitment to (a) fostering a climate of respect for diversity as broadly defined above, and (b) maintaining and strengthening its Affirmative Action goals, plans and procedures, including the goal to increase the number of women and minorities in administrative and leadership positions.

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¹ Although flawed, a common shorthand is to refer to these groups collectively as "women and minorities," which we adopt for the remainder of this resolution.

² <http://www.siu.edu/~affact/Affirmative%20Action%20Plan%2008.pdf>