

JOINT STUDENT GOVERNMENTS

Annual Joint Student Governments Session

J.R. 2

Sponsor: UISG Senator Chloe Cable and GPSG Diversity Committee Chair
Laurence Chan

Referred to the Academic Affairs Committee

Joint Senate Action: Passed/Failed/Tabled

A Resolution

Stating the Graduate and Professional Student Government's and the University of Iowa Student Government's support of endeavors aiming to promote the hiring of diverse staff and faculty.

1 **Section 1. Short Title**

2 This resolution may be cited as the "Joint Resolution for a More Diverse Faculty
3 and Staff Workforce"

4 **Section 2. Strategic Plan's Goals and University of Iowa's Current Standing**

5 The strategic plan strives to improve the University of Iowa so as to make it a
6 destination for individuals seeking to learn a broad range of skills and perspectives
7 in a welcoming and open-minded environment.

8 Currently, only 11.6% of the University's total workforce identify as racial
9 minorities¹. In comparison to our peer group, as of Fall 2014, UI employs only 18.5%
10 full-time tenured or tenure track faculty that identify as a racial minority as
11 compared to an average of 21.5% at our peer institutions².

12 **Section 3. The Case for Increased Diversity on Campus**

13 Our nation is changing, and institutions of higher education need to reflect this
14 diversity. In an attempt to increase the support of, and therefore the retention of
15 students who identify as racial or ethnic minorities, UISG and GPSG support the
16 diversification of UI's workforce. A diverse workforce can result in a more culturally
17 competent community that facilitates innovation, creativity, and collaboration and
18 cooperation among faculty, staff, and students to increase the awareness and the
19 understanding of these different perspectives. Students are more successful when
20 they can identify with mentors, professors, staff, or peers who come from similar
21 backgrounds and are enduring the same triumphs and hardships (for Review³).
22 While underrepresented groups are closing the education gap, there are still many
23 disparities in higher education. Currently, 6-year undergraduate graduation rates
24 for the entering class of 2009 still demonstrate a disparity of 7.7 percentage points

25 for non-ethnic or racial minority (72.9%) vs. ethnic or racial minority students
26 (65.2%)⁴, with similar trends seen in graduate student graduation rates.

27 Increased diversity on campus can also bring substantial benefits for majority
28 students. Students, can explore topics and participate in discussions that will
29 encourage inclusiveness of other groups and challenge their personal attitudes; this
30 is especially important in Iowa, when many of our students grow up in majority
31 non-minority communities. Now, therefore, be it

32 *Resolved*, the University of Iowa Student Government and the Graduate and
33 Professional Student Government jointly support UI initiatives for the hiring
34 and retention of faculty and staff from diverse backgrounds and traditionally
35 underrepresented groups.

_____, **Speaker of the Senate**
Titus Hou

I hereby attest and certify that this resolution originated from the 2016-2017 Joint Governments Session.

_____, **Secretary**
Sheng Hao Lu

APPROVED on _____, Year

_____, **UISG President**
Rachel Zuckerman

_____, **GPSG President**
Josh Schoenfeld

¹University of Iowa Annual Equal Employment Opportunity and Affirmative Action Workforce Report, November 2015:

https://diversity.uiowa.edu/sites/diversity.uiowa.edu/files/wysiwyg_uploads/bor_2015_report.pdf

²Board of Regents, State of Iowa Annual Diversity Report, February 2016:

http://www.iowaregents.edu/media/cms/DiversityReport2016_F7221321D123D.pdf

³Milem, J.F. (2003). The educational benefits of diversity: Evidence from multiple sectors. In Chang, M.J., Witt, D., Jone, J., & Hakuta, K. (Eds.), *Compelling Interest: Examining the Evidence on Racial Dynamics in Colleges and Universities* (pp. 126 – 169). Stanford, CA: Stanford University Press

⁴Umbach, Paul, D. (2006) The contribution of faculty of color to undergraduate education. *Research in Higher Education*. 47(3):317-345

⁵Board of Regents, State of Iowa Annual Report of Student Retention and Graduation Rates, May 2016:

<http://www.iowaregents.edu/media/cms/0516-asac03-pdf7BDF25F2.pdf>