



State University of New York
College of Environmental Science and Forestry

Faculty Governance

Resolution No: _____

A RESOLUTION of the SUNY College of Environmental Science and Forestry Faculty Governance

CONCERNING the Appointment of the Chief Diversity Officer

WHEREAS there has been and continues to be considerable discussion within SUNY and the University Faculty Senate (UFS) to increase awareness and intentionality of diversity related initiatives on its campuses through the “Making Diversity Count” campaign; and

WHEREAS the SUNY Chancellor has called for, in her January 2015 State of the University address, every campus to appoint a Chief Diversity Officer (1); and

WHEREAS the ESF President has recently appointed an interim Chief Diversity Officer in response to the Chancellor’s request;

HOWEVER,

WHEREAS the current Interim Chief Diversity Officer’s description as per the ESF President’s email of Monday, February 9, 2015, is solely student based; and

WHEREAS according to ESF Human Resources, thirty-two percent (32%) of the ESF faculty are women and thirteen percent (13%) of ESF faculty are minorities; and

WHEREAS no climate or workforce surveys have been done since the mid-1990’s and that which was done called for increasing awareness of subtleties of discriminatory language and definitions and the designation of an ombudsman to work with faculty, students and staff in all areas related to bias and discrimination (2); and

WHEREAS the Chancellors address calls for “*a member of the campus leadership team who will work hand in glove with Task Force members to ensure we achieve our goals in recruitment, retention, completion, and success for every member of the SUNY family*”(1);

THEREFORE BE IT RESOLVED that Faculty Governance at ESF encourages the President to broaden the duties of the Chief Diversity Officer beyond just considerations of student diversity, to reaffirm the importance of College-wide diversity and its inclusion in the College’s strategic plan; and

ALSO BE IT RESOLVED that Faculty Governance encourages the President to facilitate the Chief Diversity Officer's development of a College-wide diversity plan that assesses the current climate for women and minorities, and increases the awareness and the intentionality of diversity related initiatives for students, faculty, staff and administrators; and

FINALLY BE IT RESOLVED that the President actively consult with Faculty Governance regarding the appointment of the permanent Chief Diversity Officer in accordance with Faculty Governance Bylaws Section III.B.2. as a Diversity Plan for the campus must include an academic component.

(1) Link to SUNY Chancellor's State of the University Address, January 23, 2015. Section V (A3) specifically addresses the Chief Diversity Officer.

<http://www.suny.edu/about/leadership/chancellor-nancy-zimpfer/speeches/2015-sou/>

(2) Widmayer, Patricia and Nestor, William. **1994**. Report to the ESF Community on the Climate for Women Initiative: Recommendations for an agenda for leadership. Widmayer and Associates, Inc., Chicago Illinois.