

## Resolution on Student & Faculty Diversity at the Graduate Center

Passed on December 18, 2015

Plenary	WHEREAS, the Doctoral Students' Council represents and advocates for over 4,000 students at the Graduate Center of the City University of New York in their roles as students, teachers, workers, family members, New Yorkers, activists, and academics; and
Executive Committee	WHEREAS, President Chase Robinson has publically stated that "The Graduate Center strives to create an inclusive environment that removes barriers, affords opportunity and celebrates difference," thus recognizing the importance of diversity in academia <sup>1</sup> ; and
Steering Committee	
Constitution and Bylaws	WHEREAS, the diversity of the students and faculty of the Graduate Center should reflect the diversity of the City University of New York as well as the New York City community whose mission it is to serve; and
Grants	
Health & Wellness	WHEREAS, the Graduate Center on average, in the last decade, has enrolled about 7% Black students (a 4 percentage point increase since 1967) and about 9% Hispanic students (a 7 percentage point increase since 1967), and the CUNY system on average has enrolled about 25% black students and about 29% Hispanic students <sup>2</sup> ; and
Outreach	
Student Services	WHEREAS, 55% of CUNY students identify as Black or Hispanic <sup>3</sup> , but only about 20% of the Graduate Center's students are people of color <sup>4</sup> ; and
USS Advisory Committee	
Advocate Advisory Board	WHEREAS, only about 14% of GC full-time faculty are of color, and only about 38% of GC full-time faculty are women <sup>5</sup> ; and
OpenCUNY Board	
Governance Task Force	WHEREAS, no current senior administrators serving as Vice President or Dean are of color, only one person on the President's cabinet is a woman with an interim position, only about 16% of the Executive Administrators are of color <sup>6</sup> , and almost all Executive Officers are white, which reflects the imbalanced hiring practices that result in and from a lack of diversity; and
EDLAB	
Student Tech Fee	WHEREAS, a lack of diversity among doctoral students disproportionately affects groups who historically have not had access to higher education; and
	WHEREAS, the administration's campaign to recruit 'excellent' and 'exceptional' candidates of color compels programs to admit exceptional students of color from other universities

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<sup>1</sup> <http://www.gc.cuny.edu/About-the-GC/Provost-s-Office/Diversity-and-Inclusion>

<sup>2</sup> Office of Institutional Research, CUNY

<sup>3</sup> Profile of Undergraduates at CUNY Senior and Community Colleges: Fall 2013

<sup>4</sup> Office of Institutional Research, CUNY

<sup>5</sup> CUNY Workforce Demographics, Fall 2014

<sup>6</sup> CUNY Workforce Demographics, Fall 2014

while systematically overlooking students of color who do not meet those stringent criteria, especially those educated at CUNY colleges; and

WHEREAS, the current funding system forces applicants of color to compete for a small number of MAGNET fellowships; and

WHEREAS, the sudden changes in the funding packages to the Dean K. Harrison Fellowships, granted by the Office of Educational Opportunity and Diversity, disproportionately affected students of color who were unexpectedly left without the funding they had come to rely on; and

WHEREAS, despite claims that the Graduate Center seeks to recruit diverse students, through the lack of adequate funding, and lack of mainline faculty of color who can serve as mentors and advisors, students of color receive inadequate support once they enroll in the Graduate Center; and

WHEREAS, the lack of reliable statistics on time to degree correlated to race, likelihood of continuation of students in the program, and reasons for drop-out and push-out demonstrates the lack of accountability and importance the Graduate Center places on actually retaining and raising the number of students of color; and

WHEREAS, the number of students of color who received doctoral degrees 20 years ago is used as the metric in hiring practices for hiring faculty of color now; and

WHEREAS, increasing the enrollment of students of color in doctoral programs will provide for the future sustainability of a diverse faculty; and

WHEREAS, attempts by students and programs to hire diverse faculty candidates are often blocked by a discourse that references a CUNY-wide "hiring freeze", despite the recent addition of two new administrative positions, as well as other selective faculty hires, at the Graduate Center; and

WHEREAS, students of color often seek out faculty of color from the campuses that have a slightly higher pool of diverse faculty; and

WHEREAS, the Spring 2015 COACHE Survey measuring faculty perceptions of academic work life by professorial rank, gender, and race reveals that CUNY's faculty of color experience greater dissatisfaction with work resources, promotion, governance trust, and tenure clarity and policies than both faculty of color in comparable institutions, and their white CUNY colleagues<sup>7</sup>, thus highlighting the roadblocks to professional development faculty of color face; and

WHEREAS, the workload and experiential disparities between affiliate faculty and mainline faculty exacerbate the burden on both students and faculty of color; and

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<sup>7</sup> 2015 COACHE Faculty Satisfaction Survey, Office of Institutional Research and Assessment, CUNY

WHEREAS, the above stated statistics and experiences demonstrate the Graduate Center's failure to meet its stated goals of creating and maintaining a diverse student body, a diverse faculty, and a diverse senior administration.

THEREFORE, BE IT RESOLVED that the Doctoral Students' Council calls on President Robinson and the Graduate Center administration to admit and support more students of color, and hire and support more faculty of color; and

BE IT FURTHER RESOLVED that the DSC calls on President Robinson and the Graduate Center administration to provide more funding streams to students of color, especially students of color who have graduated from CUNY colleges; and

BE IT FURTHER RESOLVED that the DSC calls on all programs to report on their specific plans to successively increase, every year, the number of students of color; and

BE IT FURTHER RESOLVED that the DSC calls on the Graduate Center administration to make public the report of the Diversity Task Force; and

BE IT FURTHER RESOLVED that the DSC calls on the Graduate Council to form a standing committee on diversity; and

BE IT FURTHER RESOLVED that the DSC calls on the Committee on Structure of the Graduate Council recommend a standing committee on diversity in its program governance documents; and

BE IT FURTHER RESOLVED that the DSC calls on President Robinson to hold a community wide meeting about Diversity in Hiring, Student Support, and Consortial faculty at the start of the Spring 2016 semester; and

BE IT FURTHER RESOLVED that the DSC calls on President Robinson and the Graduate Center administration to give serious consideration to candidates of color for the upcoming Provost search, and in any future senior administration searches; and

BE IT FINALLY RESOLVED that the DSC calls on President Robinson and the Graduate Center administration to create an Institute on Diversity that includes students as voting members on its board which is tasked with collecting, analyzing and presenting data on diversity every semester, and making the data, methods and reports available publicly on the GC website.