



TO: SUNY University Faculty Senate
FROM: Equity, Inclusion, and Diversity Committee
RE: Resolution: Successful Implementation of the SUNY General Education Category
"Diversity: Equity, Inclusion, and Social Justice"
DATE: 190th Plenary, January 20-22, 2022
LOCATION: Online via Zoom
RESOLUTION #: 190-02-1
VOTE TALLY: For: 41 / Against: 1 / Abstain: 3

RATIONALE:

WHEREAS the SUNY Board of Trustees in their September 10, 2015 Resolution, "Diversity, Equity and Inclusion Policy," desire to make "SUNY the most inclusive higher education system in the country," and state within the Guiding Principles that "SUNY's statutory mission makes clear its responsibility to provide the broadest possible access, fully representative of all segments of the population of New York State"¹; and

WHEREAS the 2021 SUNY Diversity, Equity, and Inclusion Action Plan aims to "Create a More Inclusive Culture at SUNY" and to "Embed Racial Equity into Curriculum and Toward Racial Equity"²; and

WHEREAS SUNY's diversity, equity, and inclusion must be supported and enhanced to attain Governor Hochul's goal of making SUNY "the nation's top public university system" (170) and "the world's leader in innovation, equitable economic growth, and upward mobility" (181)³; and

WHEREAS Governor Hochul recognizes this fact when she sets out to "invest in the SUNY DEI Phase I Action Plan" (193), "recruit and retain top faculty and staff" at SUNY, "significantly diversify the SUNY workforce," and increase "the number of full-time faculty of color" at SUNY through "competitive salaries and benefits and significant investments in professional development, technology, infrastructure, fellowships, and learning labs" (185), as well as improve "faculty compensation and faculty diversity" at university centers (188); and

WHEREAS Governor Hochul's Executive Budget provides \$53 million to SUNY "to hire additional full-time faculty at both four-year colleges and community colleges" (104) and takes action to ensure a "more diverse and inclusive state workforce" (89); and

WHEREAS the new SUNY General Education Framework approved by the SUNY Board of Trustees, effective Fall 2023 (Fall 2024 for AOS and AAS programs), includes the category of "Diversity: Equity, Inclusion, and Social Justice," which all students in both two-year and four-year programs are required to take⁴; and

WHEREAS many campuses in the SUNY system do not have enough faculty with expertise in teaching about issues pertinent to the learning outcomes of the category "Diversity: Equity, Inclusion,

¹ Diversity, Equity, and Inclusion Policy. (2015, September 10). https://www.suny.edu/sunypp/documents.cfm?doc_id=804.

² SUNY Diversity, Equity, and Inclusion Phase One Action Plan <https://www.suny.edu/media/suny/content-assets/documents/diversity/suny-dei-final-action-plan.pdf>

³ Governor Kathy Hochul. (2022). State of the State Book <https://www.governor.ny.gov/sites/default/files/2022-01/2022StateoftheStateBook.pdf>.

⁴ SUNY Board of Trustees Resolution 2021-48, November 9, 2021. <https://system.suny.edu/academic-affairs/acaproplan/general-education/suny-ge/>

and Social Justice” and many campuses currently do not have sufficient funding to hire faculty with such expertise⁵; and

WHEREAS interested faculty may feel insecure or uncomfortable to teach courses in the subject areas of Equity, Inclusion, and Social Justice; and

WHEREAS the teaching and/or research load of faculty across campuses generally does not allow for the kind of extensive professional development to gain the knowledge and/or comfort required to successfully teach courses in the required General Education Diversity category⁶;

RESOLUTION:

THEREFORE BE IT RESOLVED that the SUNY University Faculty Senate requests that the Governor and the Interim Chancellor work together to **rapidly** create a pool of funding and **appropriate** resources for hiring full-time and/or tenure-track faculty with expertise in teaching courses that fulfill the learning outcomes of the new SUNY General Education Framework category of Diversity: Equity, Inclusion, and Social Justice **on campuses that currently have little teaching expertise in this area**; and

BE IT FURTHER RESOLVED that the SUNY University Faculty Senate requests that the Interim Chancellor create funding and resources to cover faculty course releases so they can complete the “Critically Reflecting on Diversity and Teaching in SUNY” and “Teaching for Racial Equity” courses of the SUNY CPD Diversity, Equity, and Inclusion in Teaching and Learning Certificate, and/or similar coursework that fosters faculty expertise in this area; and

BE IT FURTHER RESOLVED that the SUNY University Faculty Senate requests that the Interim Chancellor fully fund the SUNY CPD Diversity, Equity, and Inclusion in Teaching and Learning Certificate to ensure a sufficient number of cost-free seats for interested faculty.

⁵ The need for substantial training of faculty interested in teaching courses in the Diversity category is evident from the Implementation Guidance for the new SUNY General Education, as the guidance for this category reads: “SUNY System Administration will work with campuses to ensure that faculty have the training and resources to support the teaching and learning needs in this category.” [Memorandum from Dr. Shahedipour-Sandvik, Provost-in-Charge, to SUNY Presidents, December 21, 2021.](#)

⁶ Marcus, John (2021) “Some universities’ response to budget woes: Making faculty teach more courses.” *The Hechinger Report*. <https://hechingerreport.org/some-universities-response-to-budget-woes-making-faculty-teach-more-courses/>