

RESOLUTION CONCERNING PROPOSED DIVERSITY INITIATIVES AT THE UNIVERSITY OF CINCINNATI

1. **WHEREAS** the University of Cincinnati is currently engaged in extensive conversations with faculty, students, staff, alumni, and affinity groups concerning our aspirations as a diverse academic community; and
2. **WHEREAS** the University's *Creating Our Third Century* strategic plan will invest \$40 million in building, supporting, and sustaining faculty diversity initiatives; and
3. **WHEREAS** the Strategic Hiring Opportunity Program, which provides bridge funding to colleges to hire underrepresented faculty across the university, has resulted in the hiring of 26 underrepresented minority faculty over the past two years; and
4. **WHEREAS** the University has implemented a Cluster Hiring Program, which supports interdisciplinary collaboration and is a proven strategy for diversifying faculty; and
5. **WHEREAS** President Ono has recently announced a new \$4 million investment to hire six faculty in a cluster initiative called Urban Futures, which will focus on critical issues facing urban centers, including race, social justice, and poverty; and
6. **WHEREAS** each of the six faculty hired under the Urban Futures initiative will be supported by a fully funded Urban Scholar Graduate Fellow and Urban Scholar Undergraduate Research Assistant, which will support the development of faculty for the future; and
7. **WHEREAS** a Student Diversity Programs Team, composed of students, faculty, and staff, will identify programmatic gaps and propose new initiatives to enhance the co-curricular experiences of underrepresented minority students; and
8. **WHEREAS** a planning committee has been formed to review the needs of the African American Cultural and Resource Center; and
9. **WHEREAS** President Ono has asked the Chair of the Faculty Senate to convene an advisory group composed of diverse students, faculty, staff, and administrators to explore diversity and inclusion in the curriculum; and
10. **THEREFORE**, be it resolved that the University of Cincinnati Faculty Senate supports these proposed initiatives, which will support and enhance the University's mission to provide an inclusive environment and strengthen its commitment to excellence and diversity in its students, faculty, staff, and all of its activities.