

Date: March 14, 2016

Resolution: #16-03

Sponsors: Aditi Dinakar, Heider College of Business, CSU Representative

Collin Amundson, College of Arts and Sciences

**Purpose**: To create and hire a new university position Director of Diversity and Inclusion (DDI) reporting directly to the president to oversee the improvement of faculty diversity, student diversity, and other diversity related issues on Creighton’s campus.

**Whereas**: “Cultural diversity,” is listed as one of Creighton’s core values in the school’s mission statement.

**Whereas**: The Jesuit value of Men and Women for and with Others supports the idea of diversifying our university, as it promotes students learning about different perspectives and standing in solidarity with others.

**Whereas**: In the spirit of Fr. Pedro Arrupe, SJ’s address to the *Tenth International Congress of Jesuit Alumni of Europe* in 1973*,* Women and Men For and With Others means the Gospel of the Lord is to make our University comprised of individuals from diverse backgrounds to allow access to Creighton’s excellence and privilege for people from all backgrounds.

**Whereas**: The gender and ethnic diversity of Creighton’s faculty and students is lacking in comparison to like institutions.

**Whereas**: Out of all part-time and full-time Creighton Faculty in 2014, only 43.9% are Women, according to the Creighton University Common Data Set for 2014.

**Whereas**: The percentage of women faculty is lower than at least six other comparable Big East and Jesuit, and area institutions, including Loyola Chicago, Rockhurst, Regis, Xavier, Seattle University, and Drake.

**Whereas**: Out of all part-time and full-time Creighton Faculty in 2014, only 10.0% are Minorities, according to the Creighton University Common Data Set for 2014.

**Whereas**: The percentage of minority faculty is lower than at least nine other comparable Big East, Jesuit, and area institutions, including Saint Louis University, Marquette, Loyola Chicago, Xavier, Rockhurst, Seattle University, University of Nebraska - Omaha, and Drake University.

**Whereas**: Out of all of Creighton undergraduate students, 23% identify as a minority, according to the Creighton University Common Data Set for 2014.

**Whereas**: The percentage of minority undergraduate students at Creighton is lower than at least six other Big East, Jesuit, and Omaha-area institutions, including Saint Louis University, Georgetown, Loyola Chicago, Regis, and Seattle University.

**Whereas**: According to UCLA graduate school professor Dr. Mitchell James Chang in his 2011 publication through the Kirwan Institute, campus diversity significantly contributes but is not limited to learning improvements in cognitive outcomes, personal growth and development, prejudice reduction, pluralistic orientation, social agency and civic development, retention, well-being, and satisfaction with college.

**Whereas**: The presence of student diversity is important to Creighton’s capacity for inclusion and exposure to different cultures. As we are challenged in the recent Creighton Global Initiative, we should learn in a culturally diverse university environment in order to be more globally minded.

**Whereas**: Hiring a DDI would enable more attention on improving the diversity of faculty and students. Having a full-time administrator whose job is dedicated to diversity allows for more time, accountability, effort, and attention to be paid to this issue.

**Whereas**: The Office of Equity and Inclusion’s scope of issues is quite broad, and adding diversity to the mix may be overwhelming, and proper attention will not be paid to all issues.

**Whereas**: A DDI who reports directly to the President or directly to the Provost shows that the increase of diversity is a university-wide institutional priority.

**Whereas**: The DDI must also have a budget to support the positions initiative, which may include programming, assessment of current needs, and coordination of efforts across campus.

**Whereas**: Possible job duties may involve but are not limited to, working with Admissions on recruiting, working with Human Resources on revision of hiring pools and diversity hiring practices, and working with the Office of Equity and Inclusion on diversity-related complaints.

**Whereas**: This initiative is strongly supported by the Eileen B. Lieben Center for Women, an organization that stands for women’s rights and gender equality.

**Whereas**: Father Daniel Hendrickson announced on February 4th during the convocation ceremony that the University is starting the search process for this position.

**Whereas**: We request that interested students excited about the addition of the DDI position have the opportunity to be a part of the hiring process.

BE IT ENACTED THAT: The Creighton Students Union urges the university to hire a Director of Diversity and Inclusion. This position should be awarded a budget and report directly to the President or the Provost, to emphasize the importance of diversity on campus and invest in our core values of “appreciation of ethnic and cultural diversity.” CSU also respectfully requests the presence of a student voice in the search committee process.

BE IT ENACTED THAT: A copy of this resolution be sent to President Fr. Daniel Hendrickson, Provost Dr. Ed O’Connor, Vice Provost for Student Life Dr. Tanya Winegard, Senior Vice President of Operations Mr. Dan Burkey, Associate Vice President of Human Resources Mr. Jeff Branstetter and Director of Human Resource Services, Ms. Janel Allen.