Resolved, That we, the Faculty Senate, make a formal resolution to our incoming provost, Dr. Teresa Woodruff, to take the following four specific steps in support of Michigan State University faculty, and particularly faculty of color upon her arrival to MSU.

Number one, we would like to ask that Dr. Woodruff commit to refrain from reducing budgets of any programs which are focused on diverse populations, programs, or initiatives for a period of no less than two years.

Number two, we would like to request a review and possibly increase of budgets whenever possible for programs which impact minorities for the same period. Too often, programs affecting marginalized populations are hit hardest when cuts are made. It is the programs which serve the underserved that are often asked to work on shoestring budgets or are phased out when financial difficulties arise. Sacrifices are sometimes made at the expense of careers and career progress. And invariably, we are moved around, but not up. Just as sometimes less value is often placed on the lives of black men and women, so too go our programs. So, for indigenous peoples, for black, for brown, and Asian Pacific Islander Desi Americans, we ask that you not cut and be consciously aware of the dynamics in play when you do make those necessary reviews.

For the third step, we ask that Provost Woodruff commit to the development, review, and expansion of an even more intensive plan than that which currently exists for the recruitment of faculty of color and faculty members from other marginalized groups, as well as a review of our retention efforts.

Lastly, we respectfully request that Provost Woodruff will commit to the Michigan State University community that the efforts of our new, much-desired and looked-forward-to Provost to work on behalf of diverse or marginalized populations will not be limited, as some have feared, to just women and STEM, but rather will be more broad-based during her tenure at Michigan State University. Included will be members of the LBGT community, ethnic minorities, underrepresented identities, and persons with disabilities.