

To: Dr. Tomikia LeGrande, President, Prairie View A&M University
From: Dr. David A. Rembert, Speaker of the Faculty Senate

- This is a resolution. Faculty Senate approved this Resolution on March 10, 2024
- This is a request for information.

Under Faculty Senate's Resolution 23-3, Resolution on Establishing a Senate Bill 17 Hiring Practices Review Committee to Examine Hiring Practices.

Please indicate your action on this form and return it to the Speaker of the Faculty Senate.

David A. Rembert

Dr. David A. Rembert,
Speaker of the Faculty Senate

Tabitha Morton

Dr. Tabitha Morton
Vice Speaker of the Faculty Senate

ACTION of the University President

- This resolution is approved without changes. This resolution is approved with changes.
- This resolution is disapproved.
- This request for information was approved. This request for information was disapproved.

Please provide comments below or attach a statement.

Dr. Tomikia LeGrande, President of Prairie View A&M University

Date

Resolution on Establishing a Senate Bill 17 Hiring Practices Review Committee to Examine Hiring Practices

Preamble

In the enduring pursuit of truth, academic freedom, and the core tenets of higher education, Prairie View A&M University has always strived to uphold an environment conducive to diverse perspectives, backgrounds, and ideas. A diverse faculty body plays an essential role in fostering rich academic discussions, fostering a culture of inclusivity, and ensuring that our students are exposed to a variety of worldviews. At the same time, our commitment to equity, diversity, and inclusion goes hand in hand with our solemn duty to adhere to the laws of our great state.

Recognizing the newly enacted Senate Bill 17 by the State of Texas, which seeks to ensure a level playing field in hiring without undue bias based on race, sex, color, ethnicity, or national origin, we acknowledge the importance of adhering to this legislative mandate. However, we must also be vigilant in ensuring that the spirit of diversity and inclusion, which has been the cornerstone of our institution's success, is not inadvertently compromised.

In light of the concerns raised by some of our esteemed faculty members, and with a steadfast dedication to the principles that guide our institution, we find it imperative to address the implications of Senate Bill 17 and to ensure that our hiring practices reflect both the letter and spirit of the law. Through collaborative efforts, open dialogue, and transparency, we aim to strike a balance between legal compliance and our commitment to a diverse academic community.

It is with this spirit of collaboration, accountability, and commitment to the core values of Prairie View A&M University that we present the following resolution:

WHEREAS the State of Texas has enacted Senate Bill 17 (SB 17), which prohibits preferential treatment in hiring based on race, sex, color, ethnicity, or national origin and will come into effect on January 1, 2024;

WHEREAS Prairie View A&M University is committed to upholding the laws of the State of Texas and fostering a diverse and inclusive faculty body;

WHEREAS some faculty members perceive that certain academic units may be in violation of SB 17 after January 1, 2024;

WHEREAS it is in the best interests of Prairie View A&M University to ensure compliance with SB 17 before January 1, 2024;

NOW, THEREFORE, BE IT RESOLVED,

1. Creation of SB17HPRC:

- A Senate Bill 17 Hiring Practices Review Committee (SB17HPRC) shall be established to thoroughly examine the hiring practices of all academic units within Prairie View A&M University.

- The SB17HPRC will consist of faculty senate members, administration, staff, and internal advisors, with representation from diverse racial, gender, and professional backgrounds.

2. Review and Evaluation:

- The SB17HPRC shall review current and past hiring practices to ensure compliance with SB 17.
- Any perceived or actual instances of non-compliance shall be thoroughly investigated, documented, and reported to the Faculty Senate and University administration.

3. Recommendations and Implementation:

- The SB17HPRC shall provide recommendations to ensure continued compliance with SB 17 and to address any discovered instances of non-compliance.
- The Faculty Senate, Staff Council, and University administration shall work collaboratively to implement necessary changes in hiring practices based on the recommendations of the SB17HPRC.

4. Continuous Monitoring and Reporting:

- The SB17HPRC shall continuously monitor hiring practices and provide regular reports to the Faculty Senate, Staff Council, and University administration.
- An annual report summarizing the activities and findings of the SB17HPRC shall be made publicly available to the Prairie View A&M University community.

5. Communication and Education:

- The Faculty Senate, Staff Council and University administration shall ensure that all faculty and staff are informed about SB 17, its implications for hiring practices, and the role of the SB17HPRC.
- Educational sessions and resources shall be provided to all academic units to promote understanding and compliance with SB 17 immediately.

BE IT FURTHER RESOLVED that this resolution be distributed to the University administration of all academic units, and be made available to all faculty, staff, and students of Prairie View A&M University

On October 27, 2023, the Faculty Senate of Prairie View A&M University adopted the resolution with the following vote breakdown: 40 votes (80%) in favor, 5 votes (10%) against, and 5 members (10%) abstain.

Tabitha Morton

Dr. Tabitha Morton
Vice Speaker of the Faculty Senate

David A. Rembert

Dr. David A. Rembert,
Speaker of the Faculty Senate