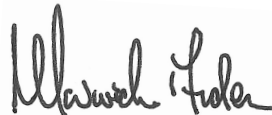


MEMORANDUM

TO: Doneka Scott, Vice Chancellor and Dean, Division of Academic and Student Affairs,
Co-Chair
Jai Jackson, Assistant Vice Provost for Faculty Engagement, Institutional Equity and
Diversity, Co-Chair
Pamela Banks-Lee, Textile Engineering, Chemistry and Science, Integrated
Manufacturing Systems Engineering Institute
Carolyn Bird, Professor, Agricultural and Human Sciences, College of Agriculture and Life
Sciences
Deanna Dannels, Dean, College of Humanities and Social Sciences
Joel Ducoste, Professor and Associate Dean for Faculty Advancement, College of
Engineering
Joy Gaston Gayles, Professor and Senior Advisor for Advancing Diversity, Equity and
Inclusion, College of Education
Stephanie Helms-Pickett, Associate Vice Provost, Office of Institutional Equity and
Diversity
Tamah Morant, Teaching Professor of Economics, Poole College of Management
Stacy Nelson, Interim Associate Dean for Diversity and Inclusion, Professor, College of
Natural Resources
Juliana Nfah-Abbenyi, Associate Dean of Diversity, Equity and Inclusion, College of
Humanities and Social Sciences
Sheri Schwab, Vice Provost for Institutional Equity and Diversity
Jamila Simpson, Assistant Dean for Inclusive Excellence, College of Sciences
Katharine Stewart, Senior Vice Provost for Faculty and Academic Affairs

FROM: Warwick A. Arden
Executive Vice Chancellor and Provost



SUBJECT: Black Faculty Retention and Success Task Force

DATE: October 24, 2022

In 2013 the Black Faculty Representation Working Group made a series of recommendations to me regarding recruitment and retention of Black faculty. Although I have implemented several of those recommendations, the social and political climate has changed substantially in the U.S. and in North Carolina since that time. It's crucial to our mission as a land-grant research intensive public institution that NC State creates a culture and community where Black faculty can thrive. As you well know, we have seen a concerning number of Black faculty leave the institution over the last year. Although many of those individuals have gone on to exciting new opportunities, it is of great importance to me and other university leaders that we do everything we can to make NC State a place where all faculty members' careers can flourish.

I am asking you to consider serving on this important task force, which will be led by Vice Chancellor and Dean Doneka Scott and Associate Vice Provost Jai Jackson, who have agreed to co-chair the group. I am asking this task force to bring me recommendations that support the retention, success and well-being of Black faculty at NC State across all ranks and tracks. Please review and incorporate the shared

experiences of Black faculty colleagues, available institutional data, recommendations from the 2013 Black Faculty Representation Working Group, and evidence-based and innovative practices from higher education institutions around the country into your work. Specifically, I welcome your recommendations regarding strategies we can undertake at department, college and university levels.

I ask that you send your recommendations to me by April 1, 2023. I have asked Kelly Wick to provide staff support for this task force. Please confirm your willingness to participate by the end of day Friday, October 28.

cc: W. Randolph Woodson, Chancellor
Paula Gentius, Chief of Staff and Secretary of the University
Kelly Wick, Chief of Staff, Director of Projects and Planning, Office of the Executive Vice
Chancellor and Provost