



# WVU Black Faculty Association Annual Update

Number 1

July 2009

## Vital Statistics (2008):

Number of Black Full-time Instructional Faculty: **18**

Percent of Full-time Instructional Faculty who are Black: **2.1**

Number of Black Graduate Students: **161**

Percent of Graduate Students who are Black: **2.9**

Number of Black Undergraduates: **719**

Percent of Undergraduates who are Black: **3.3**

*Note:* Full-time Instructional Faculty includes all ranks. Attempts to find data on the number and percentage of Black classified staff were unsuccessful. All data are in reference to the WVU main campus only.

*Sources:*  
Faculty data/WV HEPC  
Student data/WVU Planning and Treasury Operations

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## Supporting Faculty Recruitment

The interview process can be daunting, but the process can be exponentially so for prospective Black faculty contemplating positions where they may be the first or first of a very few people of color joining a department. This is the situation many Black faculty candidates face at WVU, but it does not have to work to our disadvantage.

The Black Faculty Association has attempted to let all deans and department chairs know to contact us when

they are interviewing Black candidates so that those candidates can ask all of the pressing questions they have about climate and community.

We sit down with candidates over a meal and provide honest answers to their questions. In the process, they get a sense of who we are—their potential support system—and they leave with fewer questions and concerns about the institution.

Since 2007, the BFA has met formally with eight candidates. Seven of those candidates have or will soon join the WVU faculty. Some of them credit the BFA's Q&A session with their decisions to join our faculty.

We are excited to welcome these new members of the WVU faculty and look forward to supporting them as they integrate themselves into the larger university community.

## Officers Elected

In the Spring of 2009, the WVU Black Faculty Association elected its first slate of officers.

Florita Montgomery, Ed.D., was elected president. Dr. Montgomery is Extension professor in Extension communications.

Todd McFadden, associate director of the Center for Black Culture and Research, was elected president-elect.

Charline Barnes, Ph.D., was elected treasurer. Dr. Barnes is associate professor of Lit-

eracy Studies in the Department of Curriculum Studies/Literacy Studies/Social and Cultural Foundations in the College of Human Resources and Education.

Adriane Williams, Ph.D., was elected secretary. Dr. Williams is assistant professor in the Department of Education Leadership Studies in the College Human Resources and Education.

Maria Watson, in University Advising was elected assistant secretary.

BFA president Dr. Montgomery appointed three additional members to the BFA Steering Committee: Elizabeth A. Dooley, Ph.D., associate provost for Undergraduate Academic Affairs, Marjorie Fuller, director, CBC&R, and Doris Nicholas, Ed.D., asst. professor, Division of Social Work.

All voting BFA members are welcome to volunteer for standing committees. Please contact Dr. Montgomery for more information.

# From the BFA President

Florita Montgomery, Ed.D.



BFA representatives have met with eight candidates. Seven of those candidates have come or will be coming to WVU.

The West Virginia University Black Faculty Association began as a group of faculty and staff who started meeting informally in 2006 to address challenges facing faculty, staff, and students. That series of meetings led to the creation of the WVU Black Faculty Association in 2007.

Guided by our mission to support Black faculty, staff, and students, BFA members are building a viable and relevant advocacy network and beginning to meet a number of needs. Our accomplishments include:

**Establishing a protocol for candidates' campus visits.** Working with college and unit search committees, BFA representatives meet with Black candidates during their campus visits to give candidates opportunities to ask questions about campus and community life. BFA representatives have met with eight candidates. Seven of those candidates have come or will be coming to WVU. Some candidates report that these sessions helped them decide to accept offers to join WVU's faculty.

**Creating an informal 'buddy system' for new Black faculty.** BFA will continue to lobby for mentoring programs within individual colleges. BFA members met with Dr. C.B. Wilson and Dr. Jonathan Cummings to offer their assistance in recruiting and retaining faculty and students. While new faculty need mentoring programs within their colleges, BFA members believe they can address some faculty needs by being available to answer questions and guide faculty to other resources.

**Preparing recommendations for diversity.** In the fall of 2007, at the request of WVU President Mike Garrison, BFA members prepared a set of recommendations on improving diversity at WVU. The recommendations were delivered to President Garrison, who agreed to meet with BFA members in the spring of 2008. Although that effort was halted by challenges facing that administration, the assignment led to the BFA's recognition of the need for a Chief Diversity Officer. A critical element in our future recommendations, therefore, will be the selection of a Chief Diversity Officer who holds a terminal degree, has academic experience, and serves at the vice presidential level.

**Supporting programs at the Center for Black Culture and Research.** Individual faculty members' commitments to participate in CBC&R activities have led to a formal commitment by BFA to work with the center to sustain its campus and community outreach.

**Developing community outreach programs.** BFA members planned, received funding for, and implemented a two-week summer enrichment program in June 2009 in Fairmont, W.Va. The Technology, Science, Literacy & Integration Program—funded in part by an AT&T grant—strengthened elementary students' inquiry and literacy skills.

As our membership grows, we will continue to pursue our mission by supporting each other as a community and helping West Virginia University to reach its full potential as an institution that embraces diversity. We are looking forward to another fruitful year.

Membership in the BFA is open to any Faculty or Faculty Equivalent Academic Personnel (FEAP) member who is interested in the pursuing our mission. Affiliate membership is also open to WVU staff and graduate students. Please visit our website at [bfa.wvu.edu](http://bfa.wvu.edu) to find out more about joining us. And feel free to contact any officer if you have questions about the organization.

## The BFA-CBC&R Partnership

During the 2008-2009 year, the WVU Black Faculty Association and the Center for Black Culture & Research formalized our relationship to bolster each organization's efforts at promoting the success and well-being of Black faculty, staff, and students at WVU and assisting the larger WVU community in its pursuit of diversity-related goals.

This relationship is a formal acknowledgement of the work we have done and are doing with the CBC&R. BFA members have coached writing sessions for doctoral students at the center; assisted with and helped document CBC&R's Black history research tours to New York City in

2008 and through several Southern states in 2009; helped organize the annual Martin Luther King Jr. observance programs, and helped the center update its strategic plan.

From this point forward, the CBC&R director or her designee will serve on the Steering Committee of the BFA and a BFA Steering Committee member will serve on the CBC&R's Advisory Board. In addition to our mutual commitment to the vitality and success of our organizations, these positions will serve as our means of formal connection and will facilitate our regular communication.

## Planning for the Future

Having established ourselves as an organization, the BFA turned to creating an action plan for realizing our mission. We have set out four goals for ourselves and will work with the general membership over the next year to flesh out our action plan and work the plan.

Our four goals are to:

**Promote** the professional development of Black faculty and serve as advocates for academic excellence and educational equity.

**Advocate** for the recruitment and retention of Black faculty and graduate students; be a liaison between Black faculty and the University administration.

**Hold the University accountable** for its own stated mission and strategic plans regarding matters of diversity and keep the issues of diversity, inclusivity, and equity at the forefront of policy making at the University. We are particularly interested in the hiring a Chief Diversity Officer who holds a terminal degree, has academic experience, and serves at the vice presidential level.

**Partner** with local, state, and national organizations that share similar missions.

The BFA looks forward to welcoming new members in the fall and partnering with individuals and groups on campus who are committed to similar goals.

### BFA Celebrations

Dr. Elizabeth A. Dooley, a founder of the BFA, became associate provost for Undergraduate Academic Affairs.

Todd McFadden, associate director of the CBC&R and BFA president-elect, was elected vice-president of the National Association for Black Culture Centers.

Dr. Florita Montgomery, BFA president, was promoted to Extension professor this year in Extension Communications.

### Professional Development

#### Faculty Evaluation, Promotion, and Tenure for All Faculty

Thursday, September 17, 2009

3:00 - 4:30 p.m.

Monongahela Room, Mountainlair

The 2009-10 version of the 1997 document, "Policies and Procedures for Annual Faculty Evaluation, Promotion and Tenure," is the basis for the faculty evaluation process. This session will provide an opportunity for faculty, including members of evaluation committees, to ask questions about the policies and procedures as they apply to the present cycle. This session is for ALL faculty including NEWER members in tenure track and other promotable positions.

With **Jane Martin**, Interim Provost and Vice President for Academic Affairs and Research and **C. B. Wilson**, Associate Provost for Academic Personnel.



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## 2009-2010 Calendar

### **BFA FRIDAYS**

First Friday of the month (Sept-May) at the Chop House, 156 Clay St.

### **GENERAL MEETINGS OF THE BFA**

First Friday of November, February, and May prior to our social hour. Location TBA.

### **STEERING COMMITTEE MEETINGS**

Every third Thursday of the month. If you would like to be added to the agenda, please contact the Secretary, Adriane Williams, at least one week prior to the meeting. Location: Blue StoneRoom, Mountainlair. Time: Noon.– 1:30 p.m.

Make sure you're on the mailing list for other events.

## BFA Vision and Mission

### **VISION**

The members of the West Virginia University Black Faculty Association believe that West Virginia University with its many resources will become a model for the pursuit of diversity in land-grant institutions. Through the creation and implementation of a comprehensive plan that is well-evaluated, the West Virginia University will increase the number of Black faculty recruited, hired, and retained successfully through the promotion and tenure processes.

It is our continuing vision to be a supportive, viable organization within the University that is understood to be critical to the success of the institution in pursuit of its diversity objectives. We are committed to establishing working relationships with key administrators and operating units on campus.

### **MISSION**

The mission of the WVU Black Faculty Association is to enhance the well-being and quality of work life of Black faculty, staff, and students by ensuring that West Virginia University is aware of and responsive to the needs of Black faculty, staff, and students.