



From the Ad Hoc Committee to Revise Promotion and Tenure Guidelines

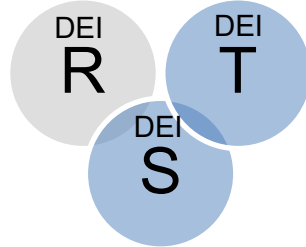
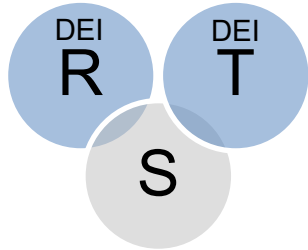
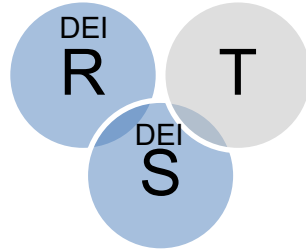
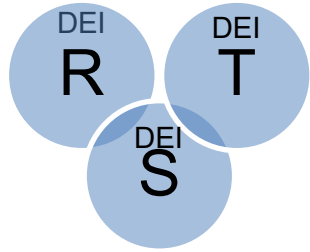
Integrative Diversity, Equity and Inclusion Promotion and Tenure Case Type

Proposal:

1. Balanced Case: Integrative DEI *for tenure-track faculty*
 - Holistically excellent in diversity, equity and inclusion, to include DEI philosophy, integration, scholarly activity, local impact, independence
2. Language affirms the requirement for all faculty to be at least satisfactory in all areas of responsibility: *DEI cases present a comprehensive argument for excellence across an integrated array of scholarly activities aligned with DEI; most cases will emphasize activities across teaching, research and service activities. However, in the case that only two of the three areas are the focus for DEI-related work, DEI candidates must demonstrate at least satisfactory performance in the third area. (circular)*
3. Optional (or if required by school or department):
 - Place DEI statement at the end of the candidate statement
 - Mark DEI items with a # in the CV



Possible DEI Cases



 = satisfactory performance



For librarians:
Excellence in performance,
beyond satisfactory in either professional development or service
satisfactory in the other

All other tenure-track cases remain

Research excellence (satisfactory in teaching, service)

Teaching excellence (satisfactory in research, service)

Service excellence (satisfactory in research, teaching)

Balanced-Binned (highly satisfactory in research, teaching and service, as defined in current standards)

Balanced-Integrative DEI (holistic excellence considering all areas)

School and department standards to be developed: may be more specific and/or more rigorous than campus, but not less.

2021-2022: school/department DEI case standards; school/department/campus expectations, in annual merit review criteria, for all faculty for DEI; non-tenure track DEI case types; other integrative case types)



Questions from town halls etc.

1. Yes, all tenure-track faculty will do research\creative activity and have peer-reviewed dissemination.
2. Yes, all DEI-case faculty activity will be at least satisfactory in all areas; required evidence is stipulated in the guidelines.
3. Cumulative DEI work across all areas (or two out of three) would amount to excellence in value to the university. *If seen in only one area, would not be an 'integrative' case.*
4. Recognize DEI work/workload in other ways? the IFC Ad Hoc Committee and DEI Committee propose to embed the recognition in the core reward system of academia.



A YES vote

- Adds the Balanced-Integrative DEI case as an option. (Candidates may not proceed until their units either adopt campus standards as their own or develop specific implementations.)
- Allows for the option (or requirement, depending on unit) of a DEI statement from all candidates, placed at the end of the Candidate Statement; and use of # to denote DEI activities in the CV.