

Committee Members:

Amanda Byron

Esperanza De La Vega

Priya Kapoor

Alma Trinidad

Sonja Taylor

Ad-hoc Committee to add Diversity, Equity and Inclusion Language into the P&T Guidelines

Framing quote

“Racial oppression should always be an emotional topic to discuss. It should always be anger inducing. As long as racism exists to ruin the lives of countless people of color, it should be something that upsets us. But it upsets us because it exists, not because we talk about it.”

– Ijeoma Oluo, *So You Want to Talk about Race*, 2018

Overview

Charge from senate

Process

Suggested changes

Questions

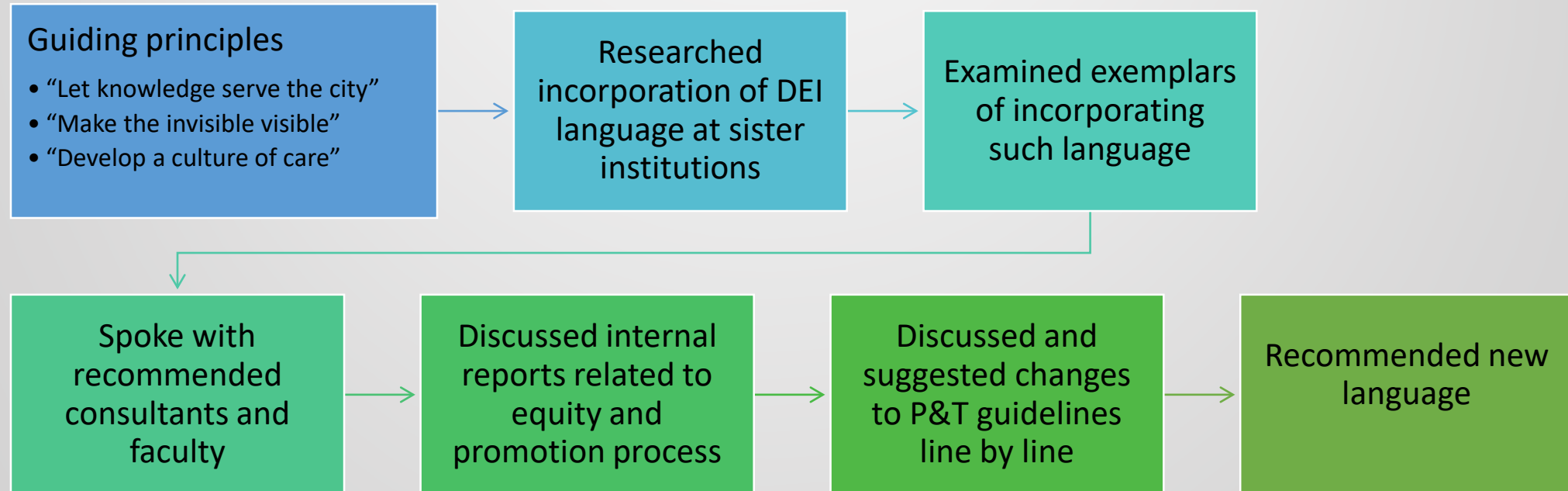
Senate Charge

Determine locations within the existing University Promotion and Tenure Guidelines at which language about diversity, equity, and inclusion should be included

Write new language to insert into the University Promotion and Tenure Guidelines

Liaise with the ad-hoc committee working on NTT teaching faculty ranks regarding any overlap in their work

Process



In undertaking this work we recognized two ways where issues of equity might come up

Changes

(see attached document for specific changes)

- Conflation of research and scholarship (reported anecdotally, documented in literature and addressed in new P&T language at some institutions)
 - Our suggested changes introduce language emphasizing the broad spectrum of scholarship

Changes (cont'd)

(see attached document for specific changes)

- Misalignment between departments and university P&T guidelines that may happen because each department articulates their own process and their requirements are not standard across campus
 - Our suggested changes here emphasize the importance of alignment with university mission and vision, particularly around equity

Questions?

- Thank you for your time!
- Please feel free to ask us any questions