

Portland State University Faculty Senate Motion

Ad Hoc Committee to Add Diversity, Equity, and Inclusion in University Promotion and Tenure Guidelines

Background, rationale, and preliminary discussions

Numerous Senate resolutions and committee reports* emphasize the urgency to combat racism and discrimination at Portland State University. The steps proposed here to modify the University Promotion and Tenure Guidelines will reinforce our efforts to bring more focus to diversity, equity, and inclusion in our documents, processes, and practices.

Motion presented by the Faculty Senate Steering Committee

The Faculty Senate appoints an Ad Hoc Committee to Craft Language on Diversity, Equity, and Inclusion for the University Promotion and Tenure Guidelines.

The committee will

- **Determine** locations within the existing University Promotion and Tenure Guidelines at which language about diversity, equity, and inclusion should be inserted
- **Write** new language to insert into the University Promotion and Tenure Guidelines
- **Update** Steering Committee in December on their progress
- **Liaise** with the Ad Hoc committee working on NTT Teaching Faculty Ranks regarding any overlap in their work
- **Complete** the work by March 1, 2021, in the form of suggested revised wording for the University Promotion and Tenure Guidelines to present to Senate for consideration.

The Faculty Senate Ad Hoc Committee to Add Diversity, Equity, and Inclusion in University Promotion and Tenure Guidelines will consist of five (5) members appointed by the Committee on Committees, with no more than one (1) from any of the Senate divisions. The Office of Academic Affairs will appoint up to two (2) consultants to the committee. The Office of Global Diversity and Inclusion, The Diversity Action Council, PSU-AAUP, and PSU-FA will each appoint one (1) consultant.

Presented to the Senate on October 5, 2020

Approved/ Denied by the Senate on _____

* Resolutions, statements, and reports related to diversity, equity, and inclusion include the following, which are available in a [shared Google folder entitled "Faculty Senate – DEI resources"](#):

- PSU President's African American, African, and Black Student Success Task Force Report, 2017
- Faculty Senate Resolution Regarding PSU's Diversity, Equity, and Inclusion Issues, March 2020
- DAC Committee on Recruitment and Retention of Diverse Faculty – Report, June 2020
- Faculty Senate Statement and Resolution Against Racism and Discrimination and in Support of Underrepresented Faculty, Students, and Staff, June 2020