

## Promotion Committee response to the DEI in T&P Working Group Report

The Promotion Committee applauds the effort of the Working Group and is in broad agreement with the findings of the report. We have the following suggestions:

1. At the end of the report under “Additional Items to Consider,” point 3 states “Guidance for incorporation of DEI expectations at the unit level (including faculty evaluation).” The Committee believes that this is crucial for the incorporation of DEI into the T&P process. Departments and Schools need to develop their discipline-specific criteria which could then be used in the evaluation process.
2. The Committee suggests not incorporating the lists of examples of DEI work in the Faculty Handbook but allowing Departments/Schools to develop their own lists of examples. Any lists should be in accordance with the Boyer model of scholarship and teaching.
3. SU needs to clarify whether DEI work will be used as a criterion for evaluation for new faculty only or whether it will also apply retroactively. If the latter, we need to set reasonable expectations for faculty who have already started their work towards tenure.
4. We need to insure that requiring the inclusion of DEI into scholarship does not interfere with academic freedom. Requiring that DEI be incorporated in all 3 areas of evaluation for promotion from Associate Professor to Professor might interfere with academic freedom.
5. The report says that evidence of DEI work is “expected” in promotion “dossiers.” We should clarify that it is “required.”