

v. 9/20/23

## **Proposed Updates to Faculty Handbook Language on DEI in P&T Under “Criteria for Promotion and Tenure”**

The current handbook language describing OSU’s commitment to DEI and the expectations of faculty contributions to DEI appear in the [Faculty Handbook](#) in the section titled “Criteria for Promotion and Tenure.”

### **Current Language:**

Oregon State University is committed to maintaining and enhancing its collaborative and inclusive community that strives for equity and equal opportunity. All faculty members are responsible for helping to ensure that these goals are achieved.

Stipulated contributions to equity, inclusion, and diversity should be clearly identified in the position description so that they can be evaluated in promotion and tenure decisions. Such contributions can be part of teaching, advising, research, extension, and/or service. They can be, but do not have to be, part of scholarly work. Outputs and impacts of these faculty members’ efforts to promote equity, inclusion, and diversity should be included in promotion and tenure dossiers.

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### **Proposed Language:**

Oregon State University is committed to maintaining and enhancing a culture and environment that promotes [diversity, equity, inclusion \(DEI\)](#). As a land grant institution, OSU’s mission contributes to the prosperity of communities in Oregon, the nation and the world through teaching, research, extension and engagement, service, and other scholarly and creative activities. DEI is embedded in OSU’s [mission and values](#) and all faculty members are expected to contribute to this aspect of the University’s mission.

To that end, faculty members’ DEI efforts must be reported in promotion and tenure dossiers and evaluated during review processes. Contributions can be made through any of a faculty member’s responsibilities, whether teaching and advising, research, extension and engagement, service, or other scholarly and creative activities. Examples of the varied ways OSU faculty members have engaged in DEI efforts can be found in the OSU Resource Guide for Planning and Reporting DEI Activities for P&T [add hyperlink].

## **Under “Candidate Statement” (Dossier Preparation Guidelines, Part V)**

The current language about how to include DEI contributions in faculty dossiers appears in the [Candidate’s Statement](#) section of the Faculty Handbook within the Dossier Preparation Guidelines section.

### **Current Language:**

## **V. CANDIDATE’S STATEMENT**

**PART A:** The candidate should include a statement (three page maximum, single-spaced, 12 point font, one inch margins) that addresses the individual's contributions in the areas of teaching, advising and other assignments; scholarship and creative activity; diversity, equity and inclusion; and service.

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**Proposed Changes:**

**V. CANDIDATE'S STATEMENT**

**PART A:** The candidate must include a statement (three-page maximum, single-spaced, 12- point font, one-inch margins) that addresses the individual's contributions in their primary assigned duties (e.g., teaching and advising; scholarship and creative activity; service and/or other assignments), including DEI. DEI efforts can be reported in the context of position duties as applicable or as a separate category.

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