

## Senate Recommendation to the Provost

**Originating Body:** Faculty Senate

**Originator:** José I. Juncosa, Jr.

**Date Submitted:** 11/28/2022

**Requested Effective Date:** immediate

**Recommendation:**

It is the determination of the Faculty Senate that work in Diversity, Equity and Inclusion must be recognized within Teaching, Scholarship, and/or Service for the purposes of Tenure and Promotion to the maximum extent allowable by any relevant accreditation bodies. Such work will be evaluated and credited in the same way as other faculty achievements. Each department within the University will develop guidelines that clarify and justify any required limits and delineate specific conditions for DEI work to comport with accreditation requirements, if applicable.

All Faculty Senate committees impacted by this determination are instructed to revise their operating documents and submit them to Faculty Senate for any necessary approval by the second-to-last meeting of the Spring 2023 semester. The Faculty Handbook shall also be updated accordingly.

**Date Approved by the Faculty Senate:** 11/22/2022

Jennifer M. Martin

11/28/2022

President, Faculty Senate

Date

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**Action Taken by Provost**

**Date:** 1/20/23

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