



Ad Hoc Committee on Promotion and Tenure Revisions:
Diversity, Equity and Inclusion

Changes to P&T Guidelines to Support Diversity, Equity and Inclusion at IUPUI

IUPUI

IUPUI P&T Guidelines p. 6-7

Institutional Values:

Diversity, Equity and Inclusion

IUPUI is committed to providing, nurturing and enhancing a diverse community of learners and scholars in an environment of equity and inclusion.

Faculty work that contributes to the diversity of learners and scholars at IUPUI and that enhances our environment of equity and inclusion is highly valued and should be acknowledged and rewarded in the review process.

Initial

**For your consideration:
Initial steps**

Circular: Recognition of Faculty Activities Related to Diversity Equity and Inclusion in Promotion and Tenure Review. *Draft of 12-20-2020*

1. Initial steps (formulate now)
2. Next steps
3. Definitions, recommendations and examples
4. IU policy language



Initial steps

1. Develop an **integrative case type focused on DEI** with campus guidelines and criteria
2. Charge schools and departments with developing unit-specific criteria for a DEI-focused integrative case
3. Develop **consistent markings** for the IUPUI P&T CV format to indicate activities related to DEI
4. Allow candidates to list and describe DEI work in a separate focused area in the dossier (whether or not they present DEI-integrative cases.)
5. Schools and departments may consider what role DEI activities could play within annual merit reviews (not part of P&T).



1-The “integrative DEI case” option

Candidates can CHOOSE:

- a traditional one-area-excellent case
- a traditional balanced case
- an integrative DEI-focused case

Intended for faculty whose teaching, research/creative activity, and service are holistically entwined and intentionally grounded in diversity, equity and inclusion.



Integrative:

1. Current IU policy language:

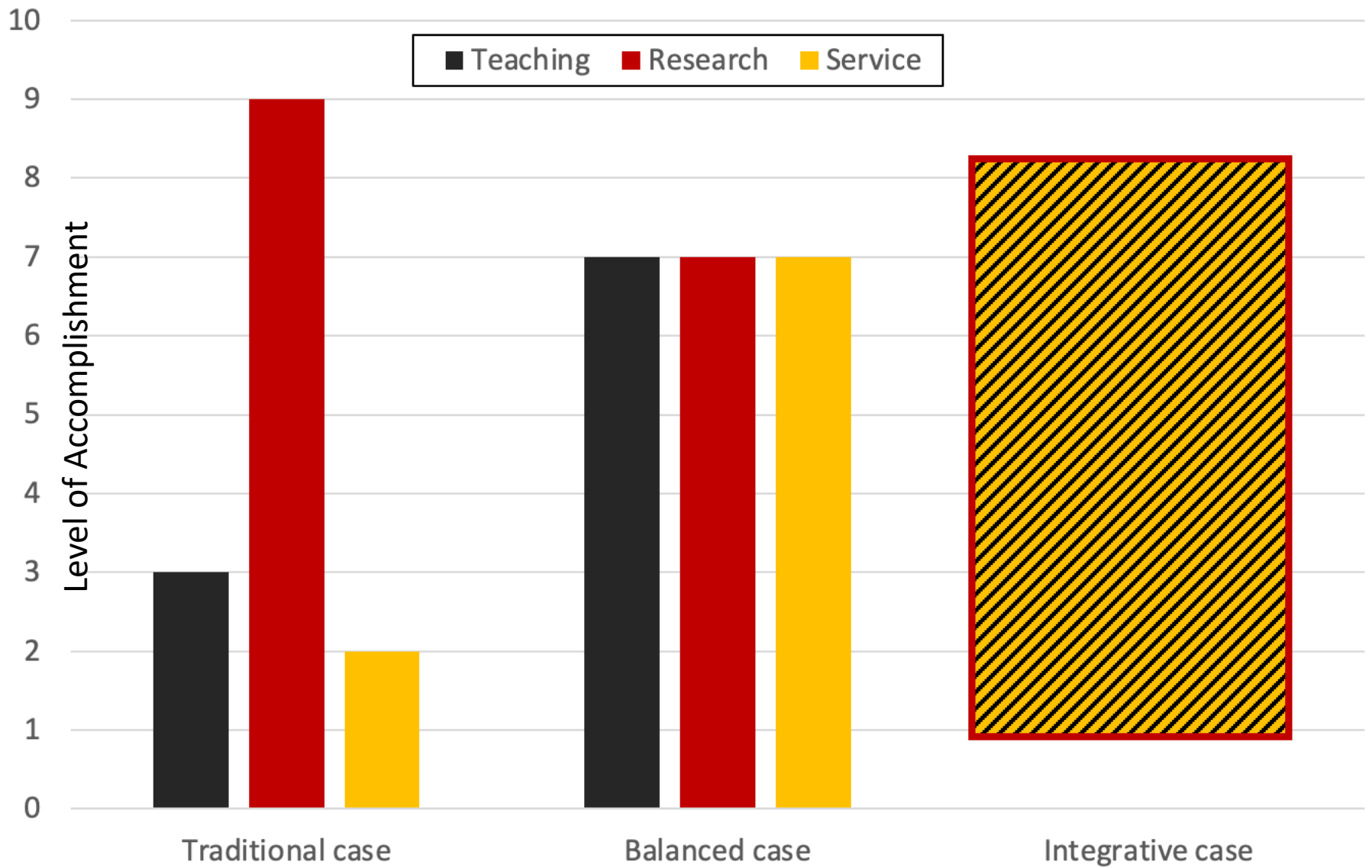
a candidate may present evidence of balanced strengths that promise **excellent overall performance** of comparable benefit to the university.

2. Current IUPUI P&T language:

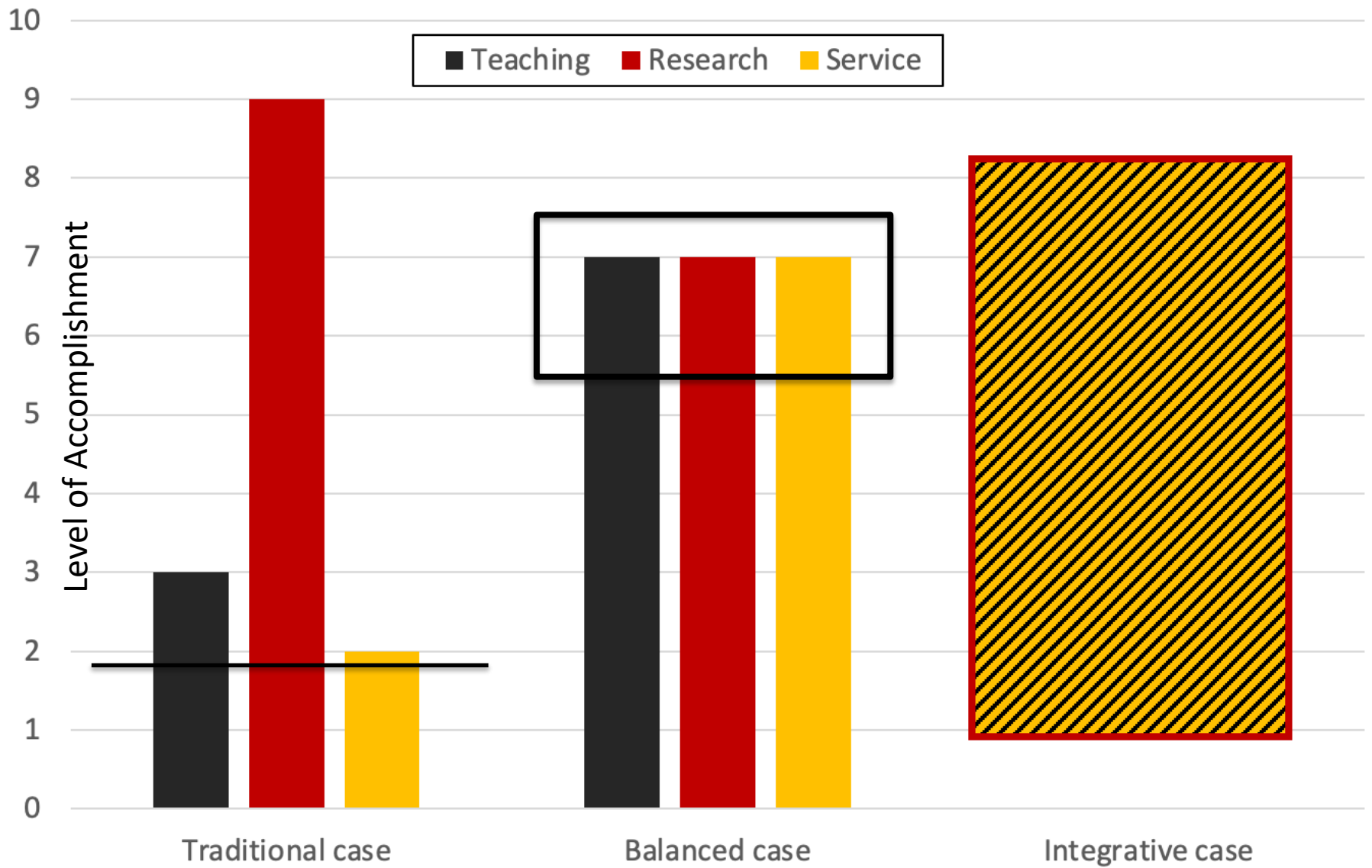
The Candidate's Statement should address the interrelated aspects of a whole, **integrated career**. Few candidates make sharp distinctions among the various aspects of their work as they do it, and the statement should indicate how the candidate views the integration of these aspects, even while assessing achievements in each. Special attention should be given to work that cuts across specializations and disciplines and that helps integrate and apply knowledge to broad patterns of intellectual activity.



Comparing Case Types



Comparing Case Types



3-Specific markings for IUPUI P&T CV

Current markings:

Author, in-rank

* Student co-author

Possible:

Diversity-related

Course re-design: LIS S506: added section on bias in research population selection

External funding. Established scholarship fund for diverse graduate students.

Chair of School of XXXX Diversity Strategic Plan Committee



quickly

Process and timeline

Next steps for this proposal:

FEEDBACK from IFC / others to this:

- Via the Office of Academic Affairs [website](#)
- To your school's representative at the Campus P&T Committee
- To your school's representatives at the IFC
- To Rachel Applegate rapplega@iupui.edu

Ad Hoc Working Group finalizes a proposal

IFC Executive Committee determines:

- Refers to committees?
- Brings to IFC directly

The IFC will vote on any final formal proposal.



When would this go into effect?

2021-2022 promotion and tenure candidates:

- Formatting changes for the CV and e-dossier
 - marking DEI items
 - providing a special DEI reflection if desired

No penalty for not using these markings.

2022-2023 promotion candidates:

- Integrative DEI case *opt-in*

Tenure candidates may use tenure criteria from when they were hired OR may opt into later standards. The integrative case is not mandatory for anybody.



Not done yet:

1. Are there other integrative case types that may be useful? (e.g. community engaged faculty?)
2. How would this apply to non-tenure-track cases?
3. What do units and the campus want in terms of diversity, equity and inclusion for all faculty, during annual reviews?
4. How do we account for, measure, and value, items that are primarily local? That are not grants, publications, or presentations?

ALREADY AVAILABLE:

There are many resources already available to assist faculty in considering how to more fully engage with diversity, equity and inclusion in their research, teaching and service.



Comments, questions?