

Faculty Senate Diversity, Equity, and Inclusion Annual Report
2021-2022

During AY 2021-2022, the Faculty Senate Diversity, Equity, and Inclusion committee

(a) Met monthly to discuss DEI programming with Dr. Christine Taylor, Vice President and Associate Provost for Diversity, Equity, and Inclusion;

(b) Considered (and tabled) developing a training module to help faculty learn about DEI classroom practices; and

(c) Was charged by Dr. Taylor to begin work on the first bullet point under 'Faculty Specific Initiatives' in the Path Forward Diversity Report (<https://diversity.ua.edu/path-forward-diversity-report/>). That bullet point reads

Conduct, with the leadership of the provost, a review of the tenure and promotion process to re-value the service performed by faculty in the interest of advancing racial equality. The review would take into account such work as mentoring of underrepresented students or performing service to underserved communities. Units should ensure that these highly valued contributions of the tenure and promotion process do not prohibit faculty from advancing in rank in a timely manner.

To begin this process, the DEI committee drafted copy that merges material from the 'Service' section of the draft Faculty Handbook (p. 33) with language from the Path Forward report. Changes are shown in yellow.

Each successful candidate must show evidence of a continuing record of responsible service/academic citizenship appropriate to the candidate's area, as defined at the departmental and divisional levels. These activities include, but are not limited to, work on departmental, college, and university committees and projects; mentoring students and advising student groups, including the mentoring of underrepresented students and/or performing service to underserved communities; providing service and education to other external groups; engaging in partnerships with target groups on enterprises aimed at problem-solving; working to advance the profession by serving on editorial boards; serving in leadership roles at the state, national, regional, and/or international levels; providing expert testimony on matters of professional expertise; serving as invited or elected members of boards, panels, and commissions; community engagement; clinical service and training; and enhancing the visibility and mission of the University by work outside the classroom. All units are expected to ensure that all of these contributions to the tenure and promotion process are (a) highly valued and (b) do not prohibit faculty from advancing in rank in a timely manner.

These and any additional revisions will go into next year's Faculty Handbook.

Respectfully submitted,

Luke Niiler, Co-Chair

5/12/22