Faculty Senate Resolution Number _____

To: Joe Bertolino, Ed.D., President, Southern Connecticut State University
From: Natalie Starling, Ph.D., President, SCSU Faculty Senate

The attached Resolution of the Faculty Senate is entitled:

RESOLUTION Regarding _____

_____

This Resolution was approved by Faculty Senate on: _____

[ ]   This Resolution is presented for APPROVAL

[ ]   This Resolution is presented for INFORMATION

In accordance with the CSU-AAUP Contract (Article 5.10), "When the Senate makes a written recommendation to the President, the President shall acknowledge and respond to the recommendation in writing within fifteen (15) school days of receiving the Senate's recommendation. "

After considering this resolution, please indicate your action on this form and return it to the President of the Faculty Senate.

_____   _____
Natalie Starling, Ph.D., President, Faculty Senate   Date

cc: Robert S. Prezant, Ph.D., Provost and Vice President for Academic Affairs

ACTION OF THE UNIVERSITY PRESIDENT

Resolution for Approval:
[ ]   Resolution APPROVED
[ ]   Resolution DISAPPROVED (Provide comments below or attach statement)

Resolution for Information:
[ ]   Resolution NOTED (applies to Informational Resolutions only)

_____   _____
Joe Bertolino, Ed.D., President, SCSU   Date

Resolution Regarding Diversity, Equity, Inclusion, and Accessibility (DEIA) In Renewal, Promotion, and Tenure Processes

Whereas, Southern Connecticut State University (SCSU) exists for the primary purpose of furthering academic excellence;

Whereas, SCSU's Faculty Senate is the official representative body of the Academic Faculty;

Whereas, SCSU aspires to be a Social Justice Campus;

Whereas, Having candidates tell their own stories in their files is a major principle in SCSU's renewal, promotion, and tenure processes;

Whereas, Many candidates in their roles at SCSU engage in both "invisible work" and other activities not traditionally identified or valued in renewal, promotion, and tenure processes;

Whereas, To help change the culture at SCSU, various possible activities that deserve credit for renewal, promotion, and tenure need to be publicly communicated (especially to candidates, Department Chairs, DEC members, Deans, P&T Committee members, and others directly involved in renewal, promotion, and tenure processes);

Whereas, The Provost asked, and met with, the Personnel Policy Committee (PPC) to initiate and prioritize changes regarding DEIA in the renewal, promotion, and tenure processes; and

Whereas, The PPC solicited and heeded feedback regarding this resolution from interested and invested faculty bodies, including the Minority Recruitment and Retention Council, the DEI Advisory Council, the Promotion and Tenure Committee, the Racial and Intersectional Justice Group, and the Center for Educational and Assistive Technology; now, therefore, be it

Resolved, That the following language be added to the Promotion and Tenure Procedures document under "Productive Service to the Candidate's Department and University":
> This category also includes forms of service performed by any candidate who formally/informally mentors students/peers who identify as members of under-represented and protected classes (for example, BIPOC individuals, persons with disabilities, mental health conditions, learning differences, etc.), and/or specific forms of service requested due to the unique characteristics of the faculty member (for example, a specific gender, race, ethnicity, religion, etc.);

Resolved, That the following language be added to the Renewal Procedures document under "Productive Service to the Candidate's Department and University":
> This category also includes forms of service performed by any candidate who formally/informally mentors students/peers who identify as members of under-represented and protected classes (for example, BIPOC individuals, persons with disabilities, mental health conditions, learning differences, etc.), and/or specific forms of service requested due to the unique characteristics of the faculty member (for example, a specific gender, race, ethnicity, religion, etc.);

Resolved, That the following language be added to the P & T Guidebook under "Teaching and Load Credit":

When considering advising and/or teaching-related work/activities, when and if applicable, you are encouraged to highlight activities that are often considered invisible labor or hidden work in your advising and teaching, such as Diversity, Equity, Inclusion, and Accessibility (DEIA). Such activities may include (but are not limited to) formal/informal mentoring of students/peers who identify as members of under-represented and protected classes (for example, BIPOC individuals, persons with disabilities, mental health conditions, learning differences, etc.); reviewing applications, letters, resumes/CVs, scholarship materials, etc.; representing the interests of such classes, formally or informally, to departments, university committees, administration or other individuals and groups on campus and within the larger community;

Resolved, That the following language be added to the P & T Guidebook under "Service":

When and if applicable, ensure that you discuss hidden forms of service that include (but are not limited to) formal/informal mentoring of students/peers who identify as members of underrepresented and protected classes (for example, BIPOC individuals, persons with disabilities, mental health conditions, learning differences, etc.), and specific forms of service requested due to the unique characteristics of the faculty member (for example, membership in a specific group); and

Resolved, That we as a University acknowledge that adding this language is only a first step and that many more steps need to be taken in the long journey to change SCSU's culture regarding all aspects of DEIA.