

To: The University Senate

From: Equity, Diversity, and Inclusion Committee

Subject: Equity, Diversity, and Inclusion as a distinct item for promotion consideration

Reference: University Policy on Equal Opportunity, Equal Access and Affirmative Action, Interim (III.C.2)
University Policy on Academic Tenure and Promotion (I.B.2)
University Senate Document 20-25

Disposition: University Senate for Discussion and Adoption

Rationale: Purdue University seeks to develop and nurture its diversity. The University believes that diversity among its many members strengthens the institution, stimulates creativity, promotes the exchange of ideas and enriches campus life.

Purdue serves diverse populations of Indiana, the nation, and the world through discovery that expands the frontiers of knowledge, learning that nurtures the sharing of knowledge, and engagement that promotes the application of knowledge.

Work done by Faculty members in the area of Diversity and Inclusion should be considered as a distinct and important area of work that benefits the University.

Proposal: The Purdue University Promotion Nomination Form (Form 36) shall allow for explicit highlighting of a nominee's work in the area of Diversity and Inclusion in the section(s) of the form (Discovery, Learning, and/or Engagement) most appropriate for the work completed by the nominee.

In addition, work in the area of Diversity and Inclusion should be considered in the annual review and raise decisions.

Committee Votes:

For:

Peter Bermel
Ximena Bernal
Bharat Bhargava
Sammy Bonnet
Alex Griffin-Little
Lowell Kane
Neil Knobloch
Klod Kokini
Rodolfo Pinal
Mandy Rispoli
Sandy Rossie
Audrey Ruple
Kevin Stainback
Susan Watts
Kip Williams

Against:

Abstained:

De Bush
Alysa Rollock

Absent:

Terrence Meyer
Val Schull