

# **Council of Graduate Students**

## **Michigan State University**

**Resolution:** 19-FS-22

**Title:** A Resolution in Support of Including Diversity Statements in Faculty Promotion/Tenure Review and in Annual Reports

**Introduced by:** President Abel

**Introduced on:** December 4, 2019

### **THE COUNCIL OF GRADUATE STUDENTS OF MICHIGAN STATE UNIVERSITY ENACTS:**

WHEREAS, Faculty members engage in unrecognized work to promote diversity, equity and inclusion (DEI) at MSU; and,

WHEREAS, This work includes, but is not limited to, engaging in inclusive teaching practices, mentoring underrepresented students and junior faculty, and performing outreach to underserved communities; and,

WHEREAS, Several U.S. Research 1 Universities<sup>1</sup> have implemented DEI statements as part of the tenure/promotion process as a mechanism to acknowledge and reward this previously unrecognized service; and,

WHEREAS, DEI statements ask the faculty member to reflect on their contributions to promoting diversity, equity, and inclusion as an educator and scholar; and,

WHEREAS, Implementation of DEI statements as a portion of annual reports and the promotion process would encourage faculty to consciously reflect on their efforts to promote diversity, equity, and inclusion and plan for future initiatives; and,

RECOGNIZING, Graduate students directly benefit from learning and working in a diverse and inclusive environment; and,

RECOGNIZING, Graduate students are more likely themselves to promote diversity, equity, and inclusion as future faculty if they see it modeled by their mentors; therefore, be it,

RESOLVED, The Council of Graduate Students encourages MSU to adopt diversity, equity, and inclusion statements in the promotion/tenure process and as a part of annual faculty reports; and, be it,

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<sup>1</sup> Ex. Cornell, UCLA, University of Oregon

RESOLVED, Faculty should be provided with a clear definition of diversity, equity, and inclusion, guidelines for composing the statement, and examples of applicable practices; and, be it,

RESOLVED, This resolution will take effect at the end of the Full Council meeting in which it was adopted.

VOTED ON: 12/4/19

VOTE:

31 FOR  
3 AGAINST  
4 ABSTAIN

  
Recording Secretary


  
President

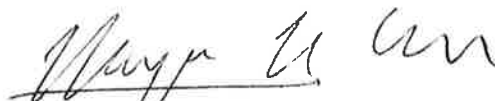
An amendment was made to change Diversity, Equity, and Inclusion statements to Equity and Inclusion Statements.

Voted on: 12/4/19

VOTE:

20 For  
10 Against  
9 ABSTAIN

  
Recording Secretary

  
President