**Sense of the Senate Resolution to Support Equitable Promotion and/or Tenure**

Promotion and Tenure (P&T) Committee

Faculty Senate

February 12, 2024 Meeting

Ohio University

*Whereas* the Ohio University Faculty Handboook states, “The criteria used to make decisions on promotion and tenure must originate in the department or school in consultation with the dean” (*Section II.C.7.d*).

*Whereas* the Ohio University Faculty Handboook states, “Transparency, clarity, consistency, timeliness, and fairness should be overriding goals for all colleges, schools, and departments as they establish guidelines and procedures governing tenure and promotion” (*Section II.E.10*).

*Whereas* the Ohio University Faculty Handboook states, “The departmental/school criteria for promotion and tenure should be reviewed periodically (at least every five years)” (*Section II.E.10.c*).

*Whereas* the 2022-23 Diversity, Equity, Inclusion, Accessibility, and Belonging (DEIAB) Faculty Affairs Council produced a report titled Recommendations for Equitable Promotion & Tenure.

*Whereas* the Recommendations for Equitable Promotion & Tenure report recommended academic units (departments, schools, and/or colleges) six criteria considerations and five process considerations for improving equity in promotion and tenure.

*Whereas* the Faculty Senate Promotion & Tenure Committee endorses fairness as an overriding goal for all college, school, and department guidelines and procedures governing tenure and promotion.

*BE IT RESOLVED* that Faculty Senate encourages academic units (departments, schools, and/or colleges) to review and revise (as appropriate) their promotion and/or tenure guidelines for fairness and equity.

*BE IT FURTHER RESOLVED* that Faculty Senate encourages academic units (departments, schools, and/or colleges) to consider the criteria and process considerations outlined in the Recommendations for Equitable Promotion & Tenure when reviewing and revising their promotion and/or tenure guidelines for fairness and equity.