



OREGON STATE ADVANCE

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To: Edward J. Ray, President
Ron Adams, Interim Provost and Executive Vice President
Angela Batista, Interim Chief Diversity Officer
Kate Halischak, Faculty Senate President
Janine Trempy, Faculty Senate President Elect

The undersigned, in the spirit of and commitment to the efforts of OREGON STATE ADVANCE, recognize that the work of advancing diversity and inclusion in the name of institutional transformation requires a commitment both to individual and institutional action throughout Oregon State University. To achieve such important transformation, the June 2016 ADVANCE Seminar cohort proposes development of the following two university-wide initiatives.

Promotion and Tenure Advocacy Program

The shifting roles for faculty at OSU, including the increasing emphasis on job descriptions and diversity and inclusion activities beyond the “traditional research, teaching, service load” (i.e., 50-40-10), and the recent Faculty Senate expectation/requirement that all faculty engage in diversity and inclusion efforts means the rules for promotion and tenure must align with shifting institutional priorities. To that end, the cohort suggests the development of a P&T Advocacy Program, quite similar to the Search Advocate Program, to ensure there is a group of trained, tenured faculty who can advocate for the full recognition of diversity and inclusion efforts over the course of specific tenure deliberations. We recommend that P&T Advocates be full members of tenure committees, similar to Search Advocates in search committees.

OREGON STATE ADVANCE College Advocates

To take advantage of the knowledge gained by those faculty who have participated in OREGON STATE ADVANCE summer workshops, we recommend the creation of a program to ensure that there is at least one, but hopefully several, college-level advocates who are available to other faculty who seek advice or guidance on difference, power, and discrimination issues they may face within their unit or college. Ideally, these ADVANCE advocates, including those on P&T committees, might be organized through a similar system currently used to bolster Broader Impact efforts university-wide – the OSU Research Impact Network (ORIN) is designed using a community-of-practice approach.

These types of advocacy efforts are examples of the most intensive, and often overlooked, emotional labor and service commitment that faculty make so we anticipate that in order for this work to be fully recognized, the time commitment should be compensated. Examples the group supported by consensus include: providing FTE support for both advocacy programs, providing support for teaching or research load reduction for those serving as ADVANCE college advocates, and continuing OREGON STATE ADVANCE efforts beyond the grant cycle to provide program support and infrastructure.

We offer these as two specific examples of initiatives to help progress the university’s commitment to advancing diversity and inclusion efforts within OSU. These are the kinds of institutional efforts that are

necessary to create a university climate that supports and enables our individual efforts to lead change within our spheres of influence. These university initiatives will require both financial support and advocacy from leadership. The initiatives (along with estimates of the necessary resources and responsibilities) will need to be further defined and developed through collaborative work by the Faculty Senate and university leadership, and we recommend that the Interim Provost and the President of the Faculty Senate charge a group to work with these ideas.

Sincerely,

Ronald L. Mize and Michelle Bothwell
Co-Facilitators, OREGON STATE ADVANCE June 2016 Cohort

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