



February 9, 2015

Class C Resolution adopted at the January 29, 2015, Faculty Senate Meeting

WHEREAS, the leadership of the University of Washington is committed to a broad vision of excellence that requires equity, access and inclusion, which is upheld by our institutional Diversity Mission statement: “diversity is integral to excellence. We value and honor diverse experiences and perspectives, strive to create welcoming and respectful learning environments, and promote access, opportunity and justice for all” (UW Diversity Mission Statement 2014); and

WHEREAS, consistent with this vision and mission of excellence, the UW has implemented, with University-wide faculty endorsement, important changes to the Faculty Code related to diversity work in promotion and tenure assessment, an Undergraduate Diversity Requirement, and passed Class C [Bulletin No. 525 Resolution Addressing Faculty Demographic Concerns](#), (November 29, 2012); and

WHEREAS, in order to empower current and future UW faculty to contribute to its dynamic vision and mission of excellence, they must be equipped with resources and skills to achieve our commitment to diversity through the above changes to tenure and promotion assessment and undergraduate teaching, and to respond to UW’s faculty demographic concerns; and

WHEREAS, the UW commitment to diversity work in faculty promotion, tenure assessment and teaching should begin at the point of recruitment and hiring; and

WHEREAS, current research on faculty excellence and diversity suggests that gaps in equity, access and inclusion in hiring are linked to patterns of institutional bias, and that these often unconscious practices can be productively addressed through interactive training that helps committees successfully hire more diverse and excellent faculties; therefore,

BE IT RESOLVED, that all University of Washington faculty search committees be given a mandate and adequate resources to participate in some form of “Equity, Access and Inclusion in Hiring” training developed in collaboration with the Office for Faculty Advancement that informs participants on best practices regarding faculty candidate outreach, assessment, recruitment and retention; and

BE IT FURTHER RESOLVED, that all UW unit heads are accountable to University leadership for making improvements in the area of faculty diversity by reporting unit participation in “Equity, Access and Inclusion Hiring” training efforts as well as reporting diversity hiring activities and outcomes.

Submitted by:
Faculty Council on Multicultural Affairs
Faculty Council on Women in Academia

Approved by:
Senate Executive Committee
January 12, 2015

Approved by:
Faculty Senate
January 29, 2015