Motion: Prioritizing Diversity, Equity and Inclusion of Tenured and Tenure-Track Faculty in the Department of Biological Sciences, Texas Tech University

REAFFIRMING Texas Tech University’s commitment to inclusive excellence\textsuperscript{1,2};

APPRECIATING that a diverse faculty increases success of our students and research agenda;

NOTING that the Department of Biological Science’s student body is diverse\textsuperscript{3} and that TTU is a Hispanic Serving Institution (HSI);

RECOGNIZING that the tenure-track faculty in the Department of Biological Sciences at Texas Tech University lacks diversity of race, ethnicity, and gender and does not mirror the student body\textsuperscript{4};

FURTHER RECOGNIZING that the Department of Biological Sciences currently has no Black or Indigenous faculty;

NOTING that the DBS has plans to hire new faculty;

The Department of Biological Sciences (DBS):

1. EMPHASIZES Diversity, Equity, and Inclusion (DEI) in faculty hiring processes;

2. REQUIRES DBS faculty search committees to: i) require and strongly weight a diversity statement from all candidates and provide an evaluation rubric; ii) provide questions to all candidates prior to off-campus interviews; iii) provide a report to the DBS faculty that includes diversity metrics and a report on the evaluation of the required diversity statements and strategies implemented.

3. CHARGES the DBS Diversity Committee to work with the Division of Diversity, Equity & Inclusion to identify and provide advice for implementing evidence-based strategies that support an equitable hiring process and URM retention, such as: (1) broad job descriptions; (2) cluster hires; (3) active advertising to encourage applications from underrepresented or minoritized individuals (URM); (4) consideration of candidates’ non-traditional achievements such as DEI outreach;

4. COMMITS to recognizing, acknowledging, and rectifying individual conscious and unconscious biases and institutional barriers to diversity in faculty hiring and merit decisions;
5. CALLS ON the Dean of Arts of Sciences, the Provost and President to support the DBS strategic approach to increasing DBS faculty diversity, including by providing competitive salaries and start-up funding for new and current hires;

6. COMMITTS to support URM faculty by creating an inclusive environment and providing active mentorship.

This motion applies to all departmental searches except those exempted in OP 32.16 (spousal, targeted), and OP 70.03 (non tenure-track)5

Sources
1. https://www.depts.ttu.edu/diversity/staff.php
4. http://techdata.irs.ttu.edu/FactBook/Faculty/FACTCOLLDEPTETHTEN.aspx. As of fall 2020, only ~2 of 33 tenured/tenure-track professors are individuals from underrepresented or minoritized groups as defined by the National Science Foundation Diversity Statement (https://www.nsf.gov/statistics/2017/nsf17310/digest/introduction/) and 8 are female. https://www.insidehighered.com/views/2020/02/06/how-cluster-hires-can-promote-faculty-diversity-and-inclusion-opinion
5. TTU’s Operating Policies and Procedures http://www.depts.ttu.edu/opmanual/contents.php#hr