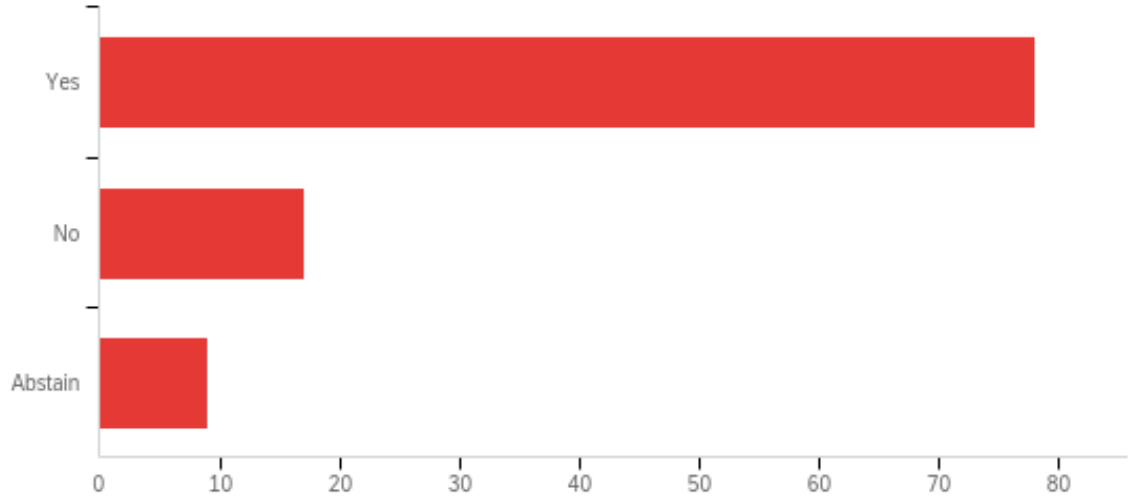


Are you in favor of proposed resolution regarding Structural Equity and Inclusion for Research, Teaching, and Extension ("RTE") faculty including addendum of examples presented at May 10, 2023 Faculty Senate meeting?



#	Answer	%	Count
1	Yes	75.00%	78
2	No	16.35%	17
3	Abstain	8.65%	9
	Total	100%	104

Comments

This is a start, but very non-specific for proposed actions to achieve Structural Equity and Inclusion for RTE; the input I have received is that it is hoped that work on this will continue and result in meaningful changes and progress in this area.

This resolution is a good start. Moving from a two-tier to a three-tier title system for RTE faculty is extremely important to improve equity across the university.

It is not clear what is meant by “comparable structural equity and inclusion to the tenure-track and tenured faculty.”. The lack of precision may result in confusion and unequal application across campus. By not defining the rights, it basically provides no particular rights – leaving interpretation to the individual.

The resolution is too vague.

Thank you for moving this through and for the listening session and list of examples

I'm in favor of improving working conditions for RTE faculty. I think more inclusion is important. However, I need more clarity on what this means in concrete terms: "RTE faculty have comparable structural equity and inclusion to the tenure-track and tenured faculty". Some specific examples would be very useful. Because of this I don't support the resolution in its current form.

Very much in support of RTE faculty and their role on campus, but the resolution is unclear in specifics of how and which forms of structural equity need to be addressed. If this resolution fails, it will likely not be a reflection of lack of support, but rather of the vagueness of the wording and types of inequities listed that include both intangible and structural. Future resolutions would benefit from listing concrete actions that can be addressed, versus non-tangibles like prestige.

I appreciate the examples given both at the Faculty Forum and the recent Senate meeting, but the language in the resolution remains too broad for me to support. I would support a resolution spelling out more clearly (or enhancing, if need be) the procedures for RTE faculty to grieve local inequities like not being invited to meetings. However, other issues (e.g. job security) are too complex to be addressed university-wide by a brief, broad resolution like this.

The resolution is not specific regarding the meaning of "Structural Equity and Inclusion," nor how this avoids the slippery slope leading to an institution dominated by contingent faculty.

I am worried about the breadth of the proposed resolution. "comparable structural equity and inclusion" to tenured faculty members is at once too broad and not specific enough. It is helped by the specifics that were mentioned at the recent faculty senate meeting.