

Resolution on Non-Tenure Track Faculty Diversity Issues

This resolution was initiated by the Faculty Senate Diversity and Inclusion Committee, co-sponsored by the Faculty Senate Non-Tenure Track Faculty Issues Committee, and approved by the Faculty Senate Executive Council on April 19, 2021.

WHEREAS hiring of non-tenure track faculty is most often given an exemption to the requirement to work with the Office of Equity and Diversity during the search and hiring process, effectively leaving no accountability for [inclusive hiring](#), and

WHEREAS the [Diversity and Engagement Annual Report](#) includes numbers for the race of combined faculty but does not report these data separately for non-tenure track and tenure track faculty, limiting the understanding of the racial diversity of non-tenure track faculty, and

WHEREAS initiatives were undertaken to understand the experiences of tenure-track faculty of color who left the university over the last few years but not for non-tenure track faculty of color who left, and

WHEREAS the focus of improving faculty diversity appears to emphasize tenure-track faculty exclusively in practice;

THEREFORE, BE IT RESOLVED that the UTK-UTIA Faculty Senate calls on the Provost to adopt universally the faculty hiring practices outlined in the [2018 Diversity Champions Report](#), collect data to understand the racial demographics of non-tenure track faculty, and develop initiatives to foster a better sense of community among faculty of color regardless of track.