



teaching. Such demands are likely to further increase, as more SUNY campuses have Diversity, Equity, and Inclusion as part of their strategic goals; and

**WHEREAS** HUF do a lot of invisible labor, advising and mentoring historically underrepresented students who often feel more comfortable talking to them than their actual advisors<sup>4</sup>; however, HUF themselves often have limited opportunities for meaningful and effective mentorship from senior faculty who understand the struggles specific to historically underrepresented groups at predominantly white institutions<sup>5</sup>; and

**WHEREAS** the extensive workload of historically underrepresented faculty is not widely recognized and considered in reappointment, continuing appointment, and promotion<sup>6</sup>; and

**WHEREAS** HUF are often constrained in their choice of scholarly pursuits and may not receive a fair evaluation of their scholarship.<sup>7</sup>

**WHEREAS** the advancement of HUF is of great value to campuses: HUF a) provide role models to historically underrepresented students and help them succeed; b) contribute diverse perspectives to research and teaching and help create inclusive campus climates; c) impact curricular offerings and course content<sup>8</sup>; d) help build pathways of access and opportunity to historically underrepresented students; and e) are often particularly willing to try new pedagogical approaches<sup>9</sup>;

## RESOLUTION:

**THEREFORE BE IT RESOLVED** that the SUNY University Faculty Senate recommends that Campus Governance Leaders, with Campus Governance Bodies, work with their respective administrations to

- develop programs and policies that address challenges to effective mentoring and that offer HUF opportunities equitable to those of their colleagues;

- review and, if necessary, revise to incorporate DEI principles into policies for reappointment, continuing appointment, and promotion;

- direct the bodies that evaluate faculty for reappointment, continuing appointment, and promotion to consider the work that HUF do outside of their academic obligations;

- raise awareness of the disadvantages that HUF experience;

- review and, if necessary, take measures to balance the workload of HUF; and

## **BE IT FURTHER RESOLVED**

State book and requests that her Executive Budget includes

