

1. GENERAL

Sam Houston State University endorses the views of the United States Supreme Court in *Grutter v. Bollinger* (2003) that the educational benefits of diversity “are not theoretical but real;” that they include “cross-racial understanding;” the breaking down of racial stereotypes; and the promotion of learning outcomes. Founded as a normal school for white teachers over a century and a quarter ago, the University’s considered academic judgment is that the antiquated biases of the majority-dominant nineteenth century have no application or relevance in a twenty-first century of global cultures and marketplaces and that a diverse faculty best prepares students to meet those challenges; that “the skills needed in today’s increasingly global marketplace can only be developed through exposure to widely diverse people, cultures, ideas, and viewpoints;” and, that “[e]ffective participation by members of all racial and ethnic groups in the civic life of our Nation is essential if the dream of one Nation, indivisible, is to be realized.”

1.01 This revised policy statement incorporates the provisions of Academic Policy Statement 810729, Affirmative Action Procedures for Filling Faculty Positions, which has been rescinded.

2. INSTRUCTIONAL STAFFING

2.01 The University assumes responsibility for instructional staffing, and it is expected that all instructional personnel shall be employed in accord with the procedures established in this policy.

2.02 Instructional personnel are defined to include those persons who are employed principally to perform instructional duties, i.e., classroom teaching and the directing of research.

3. COMMITMENT TO DIVERSITY

3.01 The overall responsibility for the implementation and administration of Diversity Plans is included in the job duties of the President of Sam Houston State University. As the chief administrator, the President has delegated to the vice presidents, deans, directors, department/school chairs, the authority and responsibility for diversity plans and procedures at each corresponding level. Each of these individuals is expected to put forth a good-faith effort to ensure

the success of this plan, and each will be evaluated as to their diversity efforts and results on the same basis as other work performance criteria.

3.02 For purposes of clarification, the term “academic administrative unit” and herein also referred to as “academic unit” and “hiring unit” is:

a. An academic department/school, the administrator of which is a chair; or

b. The Newton Gresham Library, the administrator of which is a director.

c. A chair reports to the Provost and Vice President for Academic Affairs through the appropriate academic dean; the Library Director reports directly to the Provost and Vice President for Academic Affairs.

3.03 Sam Houston State University, as part of its Diversity Plan, is committed to a rigorous recruitment and selection system to ensure the consideration of a diverse pool of candidates for each vacant faculty, teaching assistant, and laboratory assistant position. It is expected that consideration will be given to attracting and selecting qualified candidates reflective of the diverse populations that comprise the State of Texas.

4. POSITION ALLOWANCE

A position allowance is defined as an authorized allocation for faculty staffing which provides the basis for the assignment of instructional personnel to academic program areas of the University.

5. TYPES OF POSITION ALLOWANCES

5.01 Each position allowance shall be categorized as either a tenured position, a tenure-track position, or a term position.

5.02 A tenured position is one in which the occupant holds tenure as a member of the faculty of the University in accord with established tenure policy.

5.03 A tenure-track position is one in which the occupant is expected to progress toward a tenure decision in accord with established University policy.