

**BHE October 21, 2024**

**Racial Justice, Equity and Inclusion Proposal**

The racial justice, equity and inclusion proposal concerns the universities' commitment, in line with the goals of the Department of Higher Education's racial equity agenda, to identifying and addressing the barriers to success experienced by students of color.

Article II, Fair Practices

Commitment statement regarding dismantling systemic inequalities based on race.

**Academic Experience Proposals**

The academic experience proposals seek to enhance the academic experience in relation to evaluation criteria, including teaching effectiveness and scholarly engagement; providing students with instruction from experts with practical experience; and ensuring that faculty candidates have completed or will complete their terminal degrees upon joining the faculty.

Article VIII (Eval. Criteria)

Recognizes that an important aspect of teaching effectiveness is the extent to which instructors create inclusive learning environments for students; clarifies that an instructor's engagement with audiences outside the university is an important aspect of scholarship.

Article XX (Prof. of Practice)

Creates rank of Professor of Practice; provides students with instruction from faculty with extensive professional practice in the field.

Article XX (Appointment Criteria)

Acknowledging the priority of recruitment efforts and the commitment of a candidate to completion of their terminal degree, and the ability to take action should such commitments not be met.