To: Salisbury University Faculty Senators

From: Faculty Welfare Committee (FWC)

Date: 2/8/2022

Re: Recommendations on DEI in Tenure & Promotion Workgroup Report

Members of the FWC meet on two occasions to review the Workgroup Proposal and discuss recommendations. The members of the Workgroup clearly put a significant amount of time and thought into their report.

Our recommendations are as follows:

1. Individual Units/Departments/Schools should have the ability to determine the DEI expectations as appropriate for their fields. Applications for Tenure and/or Promotion should be measured on those departmental expectations as what is appropriate or applicable in one unit might look quite different in another (STEM vs Humanities, for instance). The guidelines need to fit the field and that needs to be recognized at the University level as well.
2. It should be clarified whether faculty are required to meet DEI expectations in all three areas each year or if a consistent pattern of incorporation across the three levels (teaching, service, scholarship) needs to be evident. The balance between areas may differ for individuals or by Unit/Department/School, but evidence of all three is expected for both promotion and permanent status. This recommendation is geared more towards the expectations for moving from Associate to Full Professor in the promotions process.
3. We propose that the list of examples of DEI work be aligned with the Boyer model of scholarship, so that, for example, "curricular design" falls under "Research and Creative Activity" instead of "Service."
4. A clear process for integrating DEI into the Tenure & Promotion process should be outlined. Units/Departments/Schools need time to develop their expectations and faculty need time to conscientiously incorporate DEI into their work at the teaching, service, and scholarship levels. How would this affect reviews for faculty going up for Tenure and/or Promotion within the first year or two that these guidelines are in place? What resources will be available to faculty to assist with incorporation or education about how to implement quality ideas?
5. To increase transparency in the T&P process, all negative decisions/recommendations, at any stage of the decision-making process, should require a rationale that goes beyond the declaration of an agreement with a decision/recommendation by a previous evaluator in the process. Regardless of whether the negative decision/recommendation is based on DEI or other matters.