

Faculty Senate Minutes

March 8, 2022

The regular business meeting of the Faculty Senate (FS) was held on Tuesday, March 8, 2022, at 3:30 p.m., via Zoom. The SU President made announcements and answered questions. The Provost was not able to attend due to a Middle States Site Team Visit meeting. The Assistant Provost for Faculty Success, Dr. Jessica Clark, was present to discuss the Provost's announcements and answer questions. The Senate President was in the chair and the Secretary was present. The minutes of the 2/22/2022 business meeting were approved. The Senate President made announcements and answered questions. After the FS President made announcements, the FS discussed old and new business.

The motion by Senator Juncosa and seconded by Senator Martin, "Resolved, that the Faculty Senate submit the Ad-Hoc committee report on Diversity, Equity and Inclusion in Tenure and Promotion, its associated Senate Subcommittee reports and a clarification document from the Workgroup to each Unit's Dean for distribution to each department or subdivision for feedback, including suggested modifications. The Faculty Senate requests that the Deans collect the feedback and forward it in written form to the President of the Senate by Friday, October 28, 2022." passed with 13 yes votes and 1 no vote. See Attachment 1 for the motion.

The motion by Senator Martin and seconded by Senator Ragan, "Resolved, that the Faculty Senate hold a Faculty town hall in early October 2022 to hear Faculty input on the proposed addition of Diversity and Inclusion criteria to the tenure and promotion process. The date of the October Town Hall shall be decided at the first meeting of the Faculty Senate in Fall 2022", passed with 14 yes votes and 0 no votes. See Attachment 2 for the motion.

The meeting adjourned at 5:02 p.m.

Deneen Long-White, Secretary

Attachment 1
SALISBURY UNIVERISTY FACULTY SENATE MOTION
 Submit this form to the Faculty Senate President

TITLE: Faculty and Unit input on DEI in T&P

SENATOR PROPOSING MOTION: Jose Juncosa

SENATOR SECONDING MOTION: Jennifer Martin

MOTION (this section alone will be recorded in the minutes):

Resolved, that the Faculty Senate submit the Ad-Hoc committee report on Diversity, Equity and Inclusion in Tenure and Promotion, its associated Senate Subcommittee reports and a clarification document from the Workgroup to each Unit's Dean **for distribution to each department or subdivision for feedback**, including suggested modifications. **The Faculty Senate requests that the Deans ~~compile~~ collect the feedback and submit forward it in written form to the President of the Senate by ~~Tuesday, August 30, 2022~~ Friday, October 28, 2022**

JUSTIFICATION:

The proposed changes will likely have different impacts on various disciplines, so asking each unit to provide feedback, where they can hear from individual department, will give the Senate a more thorough understanding of all the consequences (intended or unintended) that would occur if the current language on DEI in T&P were to be adopted.

ANTICIPATED IMPACT:

Negative: The inclusion of DEI in T&P would be delayed for a few **months**.

Positive: The Senate will have a clearer picture of the effects of the language in the functioning of all Units and Departments within our institution. Therefore, all Senators will be better able to make an informed decision on adopting this language, or proposing modifications, if needed.

Is this a recommendation to the Provost? Yes ___ No X

Is this a recommendation to someone else? No X Yes, to _____

VOTE: Number of Senators Present: Motion Passes or Fails:

Attachment 2
SALISBURY UNIVERSITY FACULTY SENATE MOTION
Submit this form to the Faculty Senate President

TITLE: Faculty Town Hall on DEI in T&P

SENATOR PROPOSING MOTION: Jennifer Martin

SENATOR SECONDING MOTION: Elizabeth Ragan

MOTION (this section alone will be recorded in the minutes):

Resolved, that the Faculty Senate hold a Faculty town hall in ~~September~~ **early October** 2022 to hear Faculty input on the proposed addition of Diversity and Inclusion criteria to the tenure and promotion process. **The date of the ~~September~~-October Town Hall shall be decided at the first meeting of the Faculty Senate in Fall 2022.**

JUSTIFICATION:

The proposed changes have broad impact, so it would be beneficial to hear from as many Faculty as possible about how this might impact them.

ANTICIPATED IMPACT:

Negative: None.

Positive: Faculty have a chance to be heard more broadly and Faculty Senate has more information to work off of in making their decisions.

Is this a recommendation to the Provost? Yes___ No__X__

Is this a recommendation to someone else? No__X__ Yes, to _____

VOTE: Number of Senators Present: Motion Passes or Fails: