

Dr. Anita Brown

Faculty Senate President

Salisbury University

Re: DEI in T&P

Dear Dr. Brown:

The Academic Freedom and Tenure Committee (AFT) has been charged by the Faculty Senate at Salisbury University to review the Diversity, Equity, & Inclusion in the Tenure & Promotion Process (DEI in T&P) Work Group Report and report recommended actions. The AFT has carefully and thoroughly read, reviewed, and deliberated the DEI in T&P Work Group Report.

As proponents of both DEI *and* academic freedom, we agree that DEI work should be **Recognized** as one possible avenue for tenure and promotion. This approach was adopted at Indiana University-Purdue University Indianapolis (IUPUI). However, we believe that **Requiring** DEI work in all three areas of Teaching, Research (Scholarship), and Service may infringe on the Academic Freedom of the Faculty, whether intentionally or unwittingly. Of particular concern is the area of Research and Scholarship. Faculty sometimes engage in controversial subjects that could be misconstrued as insensitive to the cause of DEI. We propose that, as in any endeavor, it is prudent to embark on the DEI in T&P cause incrementally. Let us start by implementing the recognition of DEI in T&P as one possible avenue for tenure and promotion. In addition, we recommend that in the area of teaching, it seems reasonable to expect faculty applying for T&P to demonstrate how they engage with a diverse student body. The success of these initial steps will then inform us how best to tweak and enhance the remaining recommendations of the DEI in T&P Work Group Report.