

## SALISBURY UNIVERSITY FACULTY SENATE MOTION

Submit this form to the Faculty Senate President

SUBJECT: Recognizing work in Diversity, Equity and Inclusion within Tenure and Promotion

SENATOR PROPOSING MOTION: José I. Juncosa, Jr.

SENATOR SECONDING MOTION:

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MOTION: It is the determination of the Faculty Senate that work in Diversity, Equity and Inclusion must be recognized within Teaching, Scholarship, and/or Service for the purposes of Tenure and Promotion to the maximum extent allowable by any relevant accreditation bodies. Such work will be evaluated and credited in the same way as other faculty achievements. Each department within the University will develop guidelines that clarify and justify any required limits and delineate specific conditions for DEI work to comport with accreditation requirements, if applicable.

All Faculty Senate committees impacted by this determination are instructed to revise their operating documents and submit them to Faculty Senate for any necessary approval by the second-to-last meeting of the Spring 2023 semester.

ANTICIPATED IMPACT:

Negative: Certain departments might have to modify their current guidelines to include DEI efforts in aspects of their Teaching, Scholarship, and/or Service Requirements. DEI effort recognition might be limited by Accreditation requirements in certain disciplines.

Positive: DEI work by Faculty members will be recognized as part of their requirements for evaluation, as well as Tenure and Promotion. Faculty will be free to work on DEI issues as much as they desire knowing that all their work will be evaluated as any other for evaluation, Tenure and Promotion, meaning they will not feel forced to divert from their efforts to progress their academic career. Accreditation of programs will not be negatively impacted by these changes.

Is this a recommendation to the Provost? Yes X No     

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

DATE: Number of Senators Present:

Votes in Favor:

Motion Passes or Fails: