

## Faculty Senate Notes

November 8, 2022

Via Zoom

<http://www.salisbury.edu/campusgov/facsenate/>

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Call to order (3:30 p.m.)

1. Remarks from President Lepre
  - a. Passed Mid-way point of semester and looking at student mental health
  - b. Uptick in students with serious mental health incidents.
    - i. SU is prepared with resources like Counseling Center and online Timely Care and other virtual options
    - ii. 50/50 split of student preference for in-person or virtual appointments
    - iii. If you see concerning behavior or changing personality of a student then please reach out.
    - iv. Academic struggles also after COVID
    - v. Went to Homecoming and Family Weekend and it was exciting
    - vi. First - First Year Seminar was approved about Storytelling
2. Approval of Minutes
  - a. Question about whether seconds were needed in minutes – answer was no
3. Announcements from the Senate President
  - a. Senate meeting modality for Spring is in-person and will be held in Henson 103
  - b. Go out and vote!
4. Committee Reports: none
5. Unfinished Business and General Orders of the Day: none
6. New Business
  - a. Motion to add a diversity statement and definitions to the Faculty Handbook
    - i. Motion was seconded with amendment to add immigration status to list of statuses
    - ii. Comment to put identities for diversity in alphabetical order
    - iii. Senator asked if this applies to discrimination in grading
    - iv. Senator proposed amendment to add “inappropriate” discrimination
    - v. Other senators discouraged adding “inappropriate” to the motion
    - vi. A senator said we don’t need both prejudice and discrimination
    - vii. A senator explained that prejudice is the thoughts and discrimination is the actions of a person.

- b. Motion to add “inappropriate” does not pass
- c. Question about equity part
  - i. Senator says that university addresses equity
  - ii. Senator asked to add immigration status to motion
- d. Suggestion to strike part of the equity part
  - i. Discussion of wording for equity
  - ii. Moving a sentence to clarify meanings
- e. After discussion, amendment to move sentence is not approved
- f. Motion to move sentence “to achieve equity” is not approved
- g. Looking at italicized sentence under equity and what should be there.
- h. Veteran status or military status question
  - i. Does veteran include active military too
  - ii. Amendment – veteran or military status
    - 1. Question to say veteran or active duty status
    - 2. The term military covers active and reserve duty

Motion to add to handbook was approved

Senate has consented to discussing reports from recommendations of faculty

- a. Senator wants more feedback from CHHS
- b. Senator will share more information from CHHS
- c. Senator complained that DEI will it clash with academic freedom
- d. Some faculty want an all faculty vote on this motion
- e. Many support to sending it to faculty for a vote
  - i. Senator is concerned that DEI becomes a checklist of requirements
  - ii. All faculty vote – faculty can call for it with a collection of signatures
- f. Senator recommends training for faculty in this area so they can understand DEI requirements better
- g. Once you vote for ad hoc committee then you can’t vote for anything else so motion for adding DEI to tenure and promotion should be first. These are the motions that were on the agenda:
  - i. Motion to require diversity, equity, and inclusion work to be recognized as teaching, scholarship, and/or service for the purposes of tenure and promotion
  - ii. Motion to send the “Diversity, Equity, and Inclusion in Tenure & Promotion Workgroup Report and Recommendations” and feedback thereon to an ad hoc committee
- h. Ending debate was voted down.
- i. Senator says that the campus is against requiring DEI from the top on down. Is it a suggestion for DEI or required?

- j. Associate Provost said that there was a workgroup that collected best practices from other institutions and help SU to allow for increasing success of faculty doing work and helping students
- k. Senator asked if this is not required and just suggestions then why are we hurrying to do this
- l. Associate Provost said they are trying to get things meaningful for everyone
- m. Provost Olmstead – charge to workgroup developed in collaboration by faculty senate that university guidelines were silent of on work of DEI of faculty. This should be owned by the faculty. It is not mandated from top down. University was silent on this important issue
- n. Motion to end open debate – motion denied
- o. Senator said we should be careful not to rush into it
- p. Senator explains that a report shows support to include DEI in T and P but left up to individual issues to decide of what each unit does
- q. People were told that DEI would not help with tenure and promotion and they left the university
- r. Senator re-states that faculty should have opportunity to vote
- s. Senator wonders what are we asking faculty and how it will be worded

Meeting adjourned at 5:00

Written by Ellen Schaefer-Salins  
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