

Faculty Senate Notes

March 14, 2023

Met in Person - Henson 103

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

Jennifer Martin, Deneen Long-White, Ellen Schaefer-Salins, Beth Ragan, Dan Ervin, Jeffrey Emmert, Mark de Socio, Memo Diriker, Vincent Genareo, Jose Juncosa, Joerg Tuske, Thomas Lamey, James Fox, Bart Talbert, David Keifer, Vitus Ozoke, Ron Siers, Nicole Kulp

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

1. Approval of Minutes
 - a. Approved as written
2. Provost Announcements
 - a. Mentioned March 2020 responding to COVID
 - b. Preparing for Middle States is well underway
 - c. Process for updates for Faculty Handbook
 - d. COVID test kits can be picked up for Spring Break
 - e. SU budget history can be seen online
 - f. Faculty teaching difficult topics – racist word used in narrative was questioned
 - i. No guidance around this issue
 - ii. Discuss best practices about terms that are racist, ableist, and more when teaching
 - iii. Senator thanked the Provost for acknowledging use of terms and the student incident.
 - iv. There should be some process for discussions with students.
 - v. Some thought the amount of time that people spoke at the forum showed some bias.
 - vi. The issue was speaking the racist word aloud
 - vii. Provost will look at best practices
3. Announcements from the Senate President
 - a. Should we charge AFT to create guidelines for the use of offensive language in the classroom?
 - i. The Senate responded affirmatively.
 - b. Request for extension on defining “integrity” from the Ad Hoc Committee on the Faculty Handbook
 - i. Asked for meeting in May for extension – working with APC on this and there may be more extensions asked for
 - ii. Extension approved

- c. Provost candidates are tentatively expected to be on-campus the week of March 27. Sessions for just faculty will be scheduled
- 4. Committee Reports
 - a. Motion to remove DEI motion from table
 - i. Addressed amendment to motion (yellow). The amendment does not pass
 - ii. New amendment about requiring DEI in teaching and they could do in additional area also
 - 1. Guidelines will be developed within two years
 - 2. Discussion on amendment
 - 3. Amendment was voted down
 - 4. Then amendment was changed in wording. “Contributions that promote equal opportunity and diversity are required in the area of teaching”
 - a. Motion to amend passes
 - 5. Amendment to re-insert paragraph on telling new hires about DEI requirement passed
 - a. More discussions on amendments – looking at how depts develop guidelines
 - b. Provost read what is in the faculty handbook – responsibility of tenured faculty in the department

(Electricity went off and internet is down)

- c. Discussion on motion continued
- d. Additional amendment to “require” DEI and not “reward” passed
- e. Amendment to adjust wording to “Departments/CHHS Schools” passed
- f. Amendment to change “equal opportunity” to “DEI” passed
- g. Question on recognition about service and research – we can do recognition “and reward”
- h. Friendly amendment of just reward – take out recognition passed
- i. Person in audience asked about Point of REQUIRING DEI as opposed to just saying it is done
- j. Response – question about reward or require from faculty
- k. Many did not want requirements in research or service but there should be requirement in teaching

