

Faculty Senate Special Meeting Notes

April 18, 2023

Henson 103

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

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

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

- 1) Motion on DEI lifted from the table and opened for discussion
- 2) DEI Motion
 - a) Amendments – 8 (3) – Change “unit” to “Department/CHHS school level”
 - i) Question on this amendment as to the meaning
 - ii) Explanation given
 - b) Amendment - 8 (3) – “Guidance” change to “Provide resources”
 - c) Question about 8 (1) and discussion of student evaluations being part of tenure and promotion
 - i) There is an Ad Hoc Committee looking at student evaluations now
 - ii) Does not pass
 - d) Amendment 8 (1)– Adopt the advice provided by the Faculty Senate Ad Hoc Committee on student evaluations of faculty regarding the revision of the student evaluation process
 - i) Does not pass
 - e) Amendment to remove 8 (1) from the motion. PASSES
 - f) Amendment 7(2) – Change “considered” to “given equal consideration to other work”. PASSES
 - g) Section 3 – change “should” to “shall”. PASSES
 - h) Section 3 beginning change – “Evidence of commitment to serving a diverse student body and creating an inclusive and equitable teaching and learning environment is required in faculty evaluations and in the tenure and promotion process. Other contributions that promote DEI will be rewarded in the academic personnel process and shall be evaluated and credited in the same way as other faculty achievements.” PASSES
 - i) Looking at Faculty Handbook section for the motion to apply to.
 - j) Section 3 – Striking “for promotion guidelines”. PASSES
 - k) Add to Section 3 “And Evaluation of faculty”
- 3) Discussion in general on concerns of faculty toward this motion
 - a) People are still asking for an all-faculty vote, not comfortable with motion, Junior faculty worried, short on-ramp for when requirements will begin

- b) Senators are still worried that people don't understand this.
- c) Provost – We cannot wait till people understand. Need to have a goal so that people will work toward it. Take advantage of faculty development
- d) We need to show students we are committed to this.
- e) A Senator explained we should not have an all-faculty vote – discussion of pros and cons continue
- f) How do we give faculty information on DEI
- g) Change DEI to add belonging?
- h) Motion to change DEI to DEIB (Diversity, Equity, Inclusion, and Belonging)
 - i) Motion does not Pass
 - ii) There is no explanation of the term "belonging" in the Faculty Handbook currently.
- 4) The Question was called to vote on the Motion that will require DEI in Tenure and Promotion as amended
 - a) The motion PASSES with 9 YES votes, 4 NO votes, and 4 abstentions out of a total of 17 senators.

Meeting adjourned (4:50 p.m.)