

**SALISBURY UNIVERSITY FACULTY SENATE MOTION**

Submit this form to the Faculty Senate President

SUBJECT: Guidelines for a DEI requirement in faculty evaluations

SENATOR PROPOSING MOTION: Joerg Tuske

SENATOR SECONDING MOTION: none needed (motion from committee of Senators)

---

MOTION (this section alone will be recorded in the minutes):

Resolved, that the Faculty Senate adopt the attached guidelines on DEI in the Faculty evaluation process.

JUSTIFICATION:

Diversity, equity and inclusion are vital for a flourishing academic community.

ANTICIPATED IMPACT:

Negative: Extra requirement for faculty

Positive: requiring work in DEI will ensure that SU will be a more diverse, equitable and inclusive place to work and learn.

Is this a recommendation to the Provost? Yes  No

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

VOTE: Number of Senators Present:

Motion Passes or Fails:

## Recommendations

The Faculty Senate ad hoc committee, based on the recommendations of the DEI in T&P Working Group, proposes the following changes to the Faculty Handbook, in addition to the two motions already passed by the Faculty Senate. We also propose to adopt the listed recommendations by the Working Group:

- 1. The incorporation of a general statement on DEI expectations in faculty work.** (Suggested location: "Faculty Ranks and Criteria")

### ***Inclusion of DEI in T&P criteria***

*Salisbury University is an intellectual community enriched by diversity across several dimensions, including age, ancestry/national origin, color, ability/disability, education, gender identity/expression, genetic information, marital status, parental status, political affiliation, race, religion, sex, sexual orientation, veteran status, and wealth. This ensures an inclusive learning environment and provides our students with an education rich in perspectives and lived experiences. Creating this rich, collaborative, and inclusive community requires a continued commitment by faculty, staff, and administration. 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 processes.*

- 2. We propose the incorporation of a statement on DEI expectations being communicated clearly in the hiring process** (Suggested location: "Faculty Search Process")

*Contributions to diversity, equity and inclusion as a requirement of tenure and promotion must be clearly delineated in the position description during the hiring process so that newly hired faculty are aware of expectations.*

- 3. Including a subheading for introducing the expectation of DEI contributions in faculty research, teaching, and service for promotion guidelines** (Suggested locations: "Procedures for Promotion of Faculty" and "Comprehensive Review of Tenured Faculty"):

*Contributions that promote DEI are required in the area of teaching and will also be rewarded in the areas of research/creative activities and service in the academic personnel process and should be evaluated and credited in the same way as other faculty achievements.*

- 4. Guidelines for DEI in T&P**

Departments/CHHS schools are required to develop guidelines for DEI work in evaluation and T&P by the beginning of the Fall 2025 semester. Such guidelines shall be part of any faculty recommendation, including post-tenure review. In addition, the guidelines must be developed in such a way that overall faculty workload does not increase when considering the extent of the faculty member's DEI efforts. Further, the amount of DEI efforts by any given faculty member may only be limited by documented reasons related to program accreditation and/or USM guidelines.

**5. We propose incorporating DEI-related sections to Watermark Faculty Success/Digital Measures for tracking evidence of commitment to DEI.**

**6. Implementation of these proposals:**

These guidelines will take effect immediately after the department/CHHS school guidelines are established in so far as they apply to teaching. Retroactive application of the new guidelines in the areas of research/creative activity or service may be considered after mutual agreement between the faculty member and the department/CHHS school responsible for the guidelines.

**7. Faculty development & incentives:**

1. Salisbury University shall provide professional development in the area of DEI for faculty. Professional development should include but not be limited to providing workshops on how DEI can be incorporated in the teaching, scholarship and service. These professional development opportunities should be offered regularly and frequently.
2. DEI-related work shall be considered in sabbatical decisions.
3. The Provost shall establish by Fall 2024 programs and/or incentives for faculty engaging in DEI-related work. Such incentives may include, but not be limited to, providing: funds for professional development related to DEI, funds to present/publish DEI-related work, course release for professional development related to DEI, course release for DEI-related service work, stipends for professional development related to DEI, and stipends for DEI-related service work.

**8. Further recommendations:**

We recommend that the SU administration consider the additional points recommended by the Working Group:

1. Revising the student evaluation process to limit the inherent biases that affect women and minorities at a higher frequency.
2. Delineation of DEI in T&P considerations during the hiring stage (from initial position description through the interview).
3. Guidance for the development of DEI guidelines at the unit level (including faculty evaluation).