

**To: Salisbury University Faculty Senators From: Faculty Welfare Committee (FWC)**

**Date: 4/7/2023**

**Re: FWC DEI Report**

### **Background**

In November, the Faculty Senate passed a motion requiring 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.” The Provost approved this motion on January 20.

The motion includes a provision that “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.”

In accordance with the above, the Faculty Welfare Committee is charged with reviewing their operating documents (standing rules, guidelines, etc.) and drafting any changes needed to bring said operating documents into alignment with the passed motion. These proposed revisions are to be submitted to the Faculty Senate President by April 20, 2023, so that they can be taken up at the April 25, 2023 (second-to-last) meeting. If the committee finds that no changes are needed, a statement to that effect should be submitted to the Faculty Senate president by April 18, 2023.

### **Report**

Upon Review, the FWC does not find it necessary to make any changes to our “Operating Documents”.

The new motion on DEI is consistent with the existing guidelines as spelled out in the Senate Bylaws.

*”Article VII, Section 7, Faculty Welfare Committee:*

The purposes of the committee shall be to:

- A. Study and make policy and procedural recommendations concerning salary schedules, contracts, insurance, retirement, sabbaticals, merit pay increases, and related matters;
- B. Receive and study individual problems related to Faculty welfare, and then offer its recommendations to appropriate agencies; and
- C. In accordance with the University Grievance Policy, hear all formal Faculty grievances except for those dealing with academic freedom and tenure or with retrenchment

appeals.”

Faculty Welfare Committee

Angeline Prichard, Claudia Burgess, Echo Weaver, Lisa Seldomridge, Matt Bailey (Chair), Tom Goyens