

**SALISBURY UNIVERSITY FACULTY SENATE MOTION**

Submit this form to the Faculty Senate President

TITLE: **Adding “BELONGING” to Faculty Handbook**

SENATOR PROPOSING MOTION: **Memo Diriker**

SENATOR SECONDING MOTION: **Vitus Ozoke**

**MOTION:**

Resolved, that the Faculty Senate recommend the addition of the definition for “BELONGING” in the Faculty Handbook (and other relevant university documents) to accompany the other DEI definitions.

Sample definitions:

1. **Belonging** centers around each person’s experience of feeling accepted at the university. Belonging implies that each person is needed and wanted. Each person should feel that their perspective is valued.
2. **Belonging** is the feeling of security and support when there is a sense of acceptance, inclusion, and identity for a member of a certain group.
3. **Belonging** makes everyone feel welcomed, accepted, valued, and safe.

Also resolved that all references to DEI be replaced with DEIB.

**JUSTIFICATION:**

As was discussed in the *Faculty Development Day* on 8/23 (“Establishing a Community of Belonging”) and as mentioned by Provost Couch at the *Provost’s Welcome* event that afternoon, “Belonging” is a critical factor in promoting success, engagement, and well-being for students, faculty, and staff at a university. We all want experiences that support, connect, and empower us. Salisbury University helps us cultivate belonging by celebrating differences, welcoming contributions, fostering broader connections, and ensuring inclusion and equity. This should be reflected in our key documents such as the Faculty Handbook.

**ANTICIPATED IMPACT:**

Negative: **NONE**

Positive: **Shows institutional commitment to “BELONGING.”**

Is this a recommendation to the Provost? Yes: **X**

No \_\_\_\_\_

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

Yes, to \_\_\_\_\_

VOTE: Number of Senators Present:

Motion Passes or Fails: