

Diversity, Equity, and Inclusion in Tenure & Promotion
Workgroup Report and Recommendations to the Salisbury University Faculty Senate
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Workgroup Members

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Charge to Workgroup

With the approval and assistance of the Faculty Senate, Provost Olmstead established a workgroup of DEI in May 2021

- activities in T&P processes;
- 3) recommend specific criteria that could be adopted at the University level to recognize and reward DEI contributions in the T&P process;
 - 4) review best practices and make recommendations regarding how to best support DEI-related faculty work; and
 - 5) Report findings and make recommendations to the Faculty Senate in the form of a brief report.

Rationale for the Work

The rationale for this work was to:

- 1) support underrepresented faculty in the T&P process by increasing clarity of expectations and process;
- 2) promote recognition and reward for DEI-related work by all faculty; and
- 3) clarify the institutional commitment to advancing and advocating for increasing diversity, equity, and inclusion at Salisbury University.

The Workgroup Process

The Workgroup met three times over the summer after an initial meeting to make introductions

- How to evaluate/track this work?
- What determines excellence in research, teaching, and service?

Action Tasks for the second meeting: Workgroup members were specifically tasked with researching and drafting either a mission statement, definitions, or examples of inclusion of DEI criteria in T&P.

The second meeting (7/19/21) focused on:

Charge 3) Recommend specific criteria that could be adopted at the University level to recognize and reward DEI contributions in the T&P process.

Action: Incorporating the recommendations that workgroup members compiled individually (on mission statement, definitions, and examples of inclusion of DEI criteria in T&P) into a single draft document for each area.

Action Tasks for the third meeting: 1) Review and add suggestions to all draft documents for finalizing, 2) Explore ways that DEI is assessed and tracked in the T&P process.

The third meeting (8/5/21) focused on:

Charge 3) Recommendations of specific criteria that could be adopted at the University level to recognize and reward DEI contributions in the T&P process.

Charge 4) Review best practices and make recommendations regarding how to best support DEI

4. We propose the incorporation of a statement on DEI expectations being communicated clearly in the hiring process (Suggested location: 2-2 Section A-4)

Contributions to equity, inclusion, and diversity 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.

5. We recommend the following expectations:

From Assistant to Associate Professor (Suggested location: 12 Section C-c-6 AND 2-19)

Examples of DEI in faculty work

Contributions in all areas of faculty achievement that promote equal opportunity and diversity should be given due recognition in the academic personnel process and should be evaluated and credited in the same way as other faculty achievements. These contributions to diversity and equal opportunity can take a variety of forms including efforts to advance equitable access to education, public service that addresses the needs of Salisbury University's diverse population, or research in a scholar's area of expertise that highlights inequalities. Examples of activities include but are not limited to:

Teaching:

- x Ensuring equity at 29.2

- 2) Delineation of DEI in T&P expectations during the hiring stage (from initial position description through the interview).
- 3) Guidance for incorporation of DEI expectations at the unit level (including faculty evaluation).
- 4) Expectations for instructors to incorporate DEI into their teaching.

Examples of university approaches to incorporate DEI in T&P criteria

[IUPUI Modification of Promotion, Tenure, and Merit Review: Promotion and Tenure: Faculty Affairs: Office of Academic Affairs](#)

[MSU Appointment, Reappointment, Tenure, and Promotion Recommendations](#)

[Dartmouth Efforts to advance diversity, inclusion, and equity](#)

[UCSD Evaluating contributions to DEI](#)

[Addressing racial inequities on campus – Office of the Chancellor – UW–Madison](#)

[Making Diversity, Equity, and Inclusion in Promotion, Tenure, and Re-Appointment Decisions Visible | DU VPFA](#)

[Examples of contributions - UCLA Equity, Diversity & Inclusion](#)

[University of Oregon Faculty Equity Statements for Tenure, Promotion and Review | Equity and Inclusion](#)

[Faculty Code | Whitman College](#)

[SUNY Stony Brook DEI in Review of Academic Personnel | Office of the Provost](#)

[Reporting Diversity and Inclusion Activities | Faculty Affairs | Virginia Tech](#)