Dr. Anita Brown

Faculty Senate President

Salisbury University

Re: D目 in T&P

## Dear Dr. Brown:

The Academic Freedom and Tenure Committee (AFT) has been charged by the Faculty Senate at Salisbury University to review the Diversity, Equity, & Inclusion in the Tenure & Promotion Process (DEI in T&P) Work Group Report and report recommended actions. The AFT has carefully and thoroughly read, reviewed, and deliberated the DEI in T&P Work Group Report.

As proponents of both DEI and academic freedom, we agree that DEI work should be as one possible avenue for tenure and promotion. This approach



Jathan Austin, Ph.D.

Associate Professor of Mathematical Sciences



William Folger, DMA

Professor of Music

Tom Goyens, Ph.D.

Associate Professor of History

Eric Rittinger, Ph.D.

Associate Professor and Chair of Political Science