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 DE academic freedom, we agree that DE work should be *Recognized*