



- a. Report of the Ad Hoc Committee on DEI in Tenure and Promotion
  - i. Senate passed a motion to insert a DEI statement into Faculty Handbook
  - ii. Guidelines propose a requirement to increase DEI at SU
  - iii. Proposal today
    1. To become an Associate Professor, DEI required in teaching
    2. Promoting from Associate to Full Professor, DEI is required in teaching and one other area
    3. This will apply to new and current faculty
    4. Each department should develop their own criteria for DEI
    5. Clarification of implementation – at hiring or two years after adoption of requirements
  - iv. Discussion points shared
    1. Sharing feedback from people across campus
    2. Requiring it can backfire, increase in faculty workload, many examples are not measurable, retroactively required is difficult for current faculty, people may not want to teach here with this requirement
      - a. Make it encouraged, but not required
    3. Addressing concerns – we are not asking faculty to be experts, we are asking for training and units coming up with their own criteria such as making classes accessible
      - a. We have DEI requirements on website and in our handbook so we need to follow up
      - b. Some departments can do this easier than other departments such as the social sciences
      - c. Trying to decide between requiring or not for DEI, department requirements may not be enough
    4. Proposed amendment – rewarding DEI instead of requiring
      - a. Remove expected under #1, Remove #2 and #3  
Guidelines for DEI in T&P changes were made  
Remove example in #6  
Remove #7  
Implementation is changed
    5. Discussion of rewards instead of requirement in the motion
      - a. Senator supports not adding more work
    6. Retroactive application means that people who did DEI work in the past can be considered as new work
    7. There will be lack of uniformity across the university if each department makes decision of DEI – there are no minimum guidelines
    8. Accreditation may limit DEI work
    9. Mutual agreement between faculty and department

10.

7. Unfinished Business and General Orders of the Day – None
8. New Business

Adjourn (4:59 p.m.)