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- 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
 - 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

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

Adjourn (4:59 p.m.)