



(Suggested locations: "Procedures and Policies for Granting of Tenure to Faculty" and "Procedures for Promotion of Faculty"):

*Evidence of commitment to increase diversity, equity and inclusion are, at a minimum, required in promotion and tenure dossiers in the area of teaching. Evidence of commitment to increase diversity equity and inclusion in this area should be a necessary condition for tenure and promotion. In addition, candidates are required to meet all other unit and university requirements for tenure & promotion.*

(Suggested location: "Procedures for

Promotion of Faculty"):

*Evidence of commitment to increase diversity, equity and inclusion are, at a minimum, required in promotion and tenure dossiers in the area of teaching plus in one of the other two areas (scholarship/creative activity or service). Evidence of commitment to increase diversity, equity and inclusion in these areas should be a necessary condition for tenure and promotion. In addition, candidates are required to meet all other unit and university requirements for promotion.*

4. Including a subheading for introducing the expectation of DEI contributions in faculty research, teaching, and service for promotion guidelines (Suggested locations: "Procedures for Promotion of Faculty" and "Comprehensive Review of Tenured Faculty"):
 

*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.*
5. Guidelines for DEI in T&P
 

Departments/units/schools are required to develop guidelines for DEI in T&P. Such guidelines shall be part of any faculty recommendation, including post-tenure review.
6. Including a list of examples of DEI in faculty research, teaching, and service (Suggested location: "Procedures for Promotion of Faculty")

*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:*

- *Ensuring equal representation of diverse people/participants in cases studies, graphics and other media, presentations, etc.*
- *Incorporating a diversity/inclusion section in your syllabus to ensure that the DEI culture of your classroom is clear and respected.*
- *Fostering an inclusive classroom environment that values diversity, takes into consideration students from a broad variety of backgrounds and learning styles and challenges students to their best efforts.*
- *Ensuring equity in the classroom by removing barriers that might otherwise prevent students from being able to participate.*





*and inclusive community requires a continued commitment by faculty, staff, and*

7. Faculty development & incentives:

1. Salisbury University shall provide professional development in the area of DEI for faculty. Professional development should include but not be limited to providing workshops on how DEI can be incorporated in the teaching, scholarship and service. These professional development opportunities should be offered regularly and frequently.
2. Salisbury University shall provide funds to present/publish DEI-related work.
3. DEI-related work shall be considered in sabbatical decisions.
4. Salisbury University shall provide course release for professional development or DEI-related service work (mentoring, initiative building, outreach, etc.).
5. Salisbury University shall provide stipends for professional development or DEI-related service work (mentoring, initiative building, outreach, etc.).

8. Further recommendations:

