

**SALISBURY UNIVERSITY FACULTY SENATE MOTION**

Submit this form to the Faculty Senate President

SUBJECT: Guidelines for a DEI requirement in faculty evaluations

SENATOR PROPOSING MOTION: Joerg Tuske

SENATOR SECONDING MOTION: none needed (motion from committee of Senators)

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MOTION (this section alone will be recorded in the minutes):

Resolved, that the Faculty Senate adopt the attached guidelines on DEI in the Faculty evaluation process.

JUSTIFICATION:

Diversity, equity and inclusion are vital for a flourPositive: requirement to the DEI will Yes\_X that NSU will be more diverse, eq  
Is this a recommendation to someone else? No\_X Yes, to \_\_\_\_\_

VOTE: Number of Senators Present:

Motion Passes or Fails:

## Recommendations

The Faculty Senate ad hoc committee, based on the recommendations of the DEI in T&P Working Group, proposes the following changes to the Faculty Handbook, in addition to the two motions already passed by the Faculty Senate. We also propose to adopt the listed recommendations by the Working Group:

1. **The incorporation of a general statement on DEI expectations/guidelines in faculty work.**  
(Suggested location: "Faculty Ranks and Criteria")

Inclusion of DEI in T&P criteria:

Salisbury University is an intellectual community enriched by diversity across several dimensions, including age, ancestry/national origin, color, ability/disability, education, gender identity/expression, genetic information, marital status, parental status, political affiliation, race, religion, sex, education,

addition, candidates are required to meet all other unit and university requirements for promotion.

**4.3.** 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



- ~~• Serving as an advisor to programs such as Women in STEM or other similar professional organization.~~
- ~~• Signing DEI related documents, including Student Success Association (SSA) forms.~~

7.5. We propose incorporating DEI related sections to Watermark Faculty Success/Digital Measures for tracking evidence of commitment to DEI.

8.6. Implementation of these proposals:

For future faculty hires these guidelines will take effect with the beginning of their employment at SU. For will ~~be~~ ~~related~~