

Faculty Senate encourages the University Committee on Academic Governance to:

- 1) In coordination with the Secretary for Academic Governance, better publicize the process of academic governance and how people are elected or appointed to academic governance bodies;
- 2) Ask candidates to provide a Diversity, Equity, and Inclusion (DEI) statement as part of the application materials for service on academic governance bodies; and
- 3) Explore the creation of a university standing committee on DEI charged with advancing DEI within academic governance.

Introduced by A. Kepsel

Approved:

Faculty Senate encourages the faculty of Michigan State University to:

- 1) Incorporate diversity, equity, and inclusion into their teaching practices by diversifying readings, case studies, and examples to amplify the voices of women and Black, Indigenous, and people of color (BIPOC), reducing the cost of textbooks and other required class material as much as possible, and removing other barriers to the classroom, including accessibility; and
- 2) Commit to personal development on DEI issues by reading materials from underrepresented authors, participating in trainings on DEI and implicit bias, listening to recommendations from BIPOC, and examining how their own actions and beliefs are part of the problem.

Introduced by A. Kepsel

Approved:

Faculty Senate encourages colleges and departments at Michigan State University to:

- 1) Consider changing college/department bylaws to strengthen diversity, equity and inclusion in the hiring process, such as including at least one person from outside the college/department on search committees;
- 2) Clearly identify, state, and publicize their efforts around DEI initiatives and regularly have those initiatives reviewed by third parties such as the Office for Inclusion and Intercultural Initiatives;
- 3) Conduct exit interviews when faculty and staff leave the college or department to ensure that employees are leaving for better opportunities rather than as a result of a culture that is hostile to their individual identities; and
- 4) Consider how language about whether a candidate is the “right fit” for a college or department environment can be exclusionary and avoid such language as appropriate.

Introduced by A. Kepsel

Approved:

Faculty Senate encourages the administration of Michigan State University to:

- 1) Ask applicants to MSU jobs to include a diversity, equity, and inclusion statement as part of their application materials;
- 2) Examine hiring practices and strategies to increase the number of faculty and staff who are part of underrepresented groups;
- 3) Consider how language about whether a candidate is the “right fit” for a given job environment can be exclusionary and avoid such language;
- 4) Provide additional funding and resources to colleges and departments to hire diversity coordinators and provide ongoing training and opportunities for education on DEI issues;
- 5) Stop using the GRE as a requirement for admission to graduate programs and stop using standardized testing for admission to undergraduate programs;
- 6) Require training on DEI and implicit bias as part of the professional development process and incorporate it in a measurable way as part of the annual goal setting and evaluation process;
- 7) Create or strengthen mentoring programs on campus for those from underrepresented groups, as well as offer training for mentors, strengthen networks across departments and campus, and appropriately match people with mentors that represent their personal and professional goals; and
- 8) Conduct a study of faculty and staff salaries to examine whether there are inequities that negatively impact underrepresented groups.

Introduced by A. Kepsel

Approved: