

Faculty Development

* DEI work requirements in annual reviews/tenure/promotion (Fall 2025)

- Major initiatives aiming to ensure inclusion and equity:
 - [ACUE Partnership](#)
 - Effective Teaching Practices (60 faculty, 25-week course)
 - Fostering Culture of Belonging (120 faculty/staff)
 - "Every Person, All Day, Every Day" in-person training pilot (ODI)
 - [National Center for Faculty Development & Diversity](#) membership
 - [ODI Faculty Fellows program](#)
 - [Faculty Learning Communities](#) (including DJAM, TwINS)
 - [Open Educational Resources](#) Initiatives and Resources
 - [Inclusive Pedagogy](#) Initiatives and Resources

- Events and Resources Shared:
 - Faculty Development Day
 - [Reparative Humanism in Higher Education: Recasting Agreements to Humanize Teaching & Learning](#) (Imad, 2024)
 - [Co-Creating Communities of Belonging](#) (Obear, 2023)
 - Anti-Racism Summit
 - Justice and Equity Forum (UMES partnership)
 - [Teaching & Learning Conference](#)
 - 2024:
 - Alphabet Soup: Letters of Nourishment (Cristea, Antrum, Henry)
 - Who am I and Why Do I Do What I Do?: Helping Students Understand the Importance of Positionality (Hill)
 - Documenting Injustice: Photovoice for Teaching Students to See Unseen Faces, Hear Muted Voices (Forte)
 - Who's in Class, Empowering Education: Starting Your Journey into Inclusive Pedagogy (Clark)
 - 2023:
 - Exploring Our Identities (Antrum)
 - Who's in our Classroom? (Clark)
 - Managing and Using Intergenerational Classroom to Foster DEI (Ozoke)
 - Mindful of Cultural Diversity in the Classroom (Koko)
 - Shifting Campus Culture: How the Deaf Studies and Disability Studies Minors Foster Diversity (Schaefer-Salins, Henry)
 - Unequal Chances, Diverse Pathways: Teaching the Intersectional Life Course Perspective (Forte)
 - Open Pedagogy in Action: Insights from SU's Inaugural Open Pedagogy Fellows Cohort (Clark, Wight, Okubo, Cox, Nobiling)
 - 2022:
 - Belonging & Inclusive Teaching Fundamentals: Pilot program reflection (Clark, Leaver, Burns, Sokoloski, Jung)
 - Using Open Educational Resources to increase student equity and success (Clark, Hardy, Silverstrim, Townsend)
 - Stories from GULL Week Data: Inclusion & Diversity Assessment (Winger, Dorsey)

- Empowering Students to Engage in Critical Discussion Regarding Antiracism (Hill)
- Learning and Teaching as an International: SU Faculty's Lived Experiences (Kulavuz-Onal, Eksi, Han, Lu, Sen, Chakraborty)
- Marginalized Students' Barriers to Education During COVID-19 (Fritz, Steele, Okubo)
- 2020-2021:
 - Black Lives Matter at Salisbury University (Stutelberg, Prichard, SETT-SU FLC Members)
 - SU Inclusive Mentoring Models (Clark & Egan)
 - Teaching with International Students: Essential Considerations (Kulavuz-Onal, Chakraborty, Hill, Peixoto)
 - Equity and Inclusion: The data and student perceptions (Woodis, Hall, Fleming)
 - Cultivating a Classroom Climate of Inclusion & Belonging (Johnson)
 - Creating Universal Design Classrooms for Culturally Responsive Teaching (Barry, Cristea, Anthony, Schaefer-Salins)
- [CAFE resources](#) for teaching and learning during challenging times

Institutional Structure and Resources that support our DEI work

- Vice President of Inclusion, Access, and Belonging (cabinet-level)
 - Office of Diversity and Inclusion (ODI)
 - Center for Equity, Justice and Inclusion
 - Disability Resource Center
 - Multicultural Student Services
- Academic & Curricular
 - Programs:
 - New General Education DEI requirement
 - Deaf Studies Minor
 - Disabilities Studies Minor
 - Asian Studies Minor
 - Africana Studies Track and Minor
 - Latin American Studies Minor
 - Gender and Sexuality Studies Minor
 - Student Support Programs
 - Powerful Connections mentoring
 - DRC STARS program
 - TRIO Student Support Services
 - Sea Gull Pell Promise Program
 - First Generation student initiatives