



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

- 1) Including at least one person from outside the college/department on search committees to avoid conflicts of interest;
- 2) Clearly identifying, stating, and publicizing their efforts around DEI initiatives and regularly having those initiatives reviewed by third parties such as the Office for Inclusion and Intercultural Initiatives;
- 3) Stopping use of the GRE as a requirement for admission to graduate programs and stop using standardized testing for admission to undergraduate programs, instead prioritizing a more holistic admission process;
- 4) Conducting exit interviews when faculty, staff, and graduate students 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
- 5) 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.