

FACULTY SENATE

SOUTHEAST MISSOURI STATE UNIVERSITY

FACULTY SENATE RESOLUTION 25-6

Approved by the Faculty Senate
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IN SUPPORT OF DIVERSITY, EQUITY, INCLUSION, AND ACCESSIBILITY

WHEREAS: In *Wieman v. Updegraff*, 344 U.S. 183 (1952), Justice Frankfurter established the four essential freedoms of a university: “to determine for itself on academic grounds who may teach, what may be taught, how it shall be taught, and who may be admitted to study,” and Frankfurter’s opinion was upheld by the U.S. Supreme Court in *Sweezy v. New Hampshire*, 354 U.S. 234 (1957).

WHEREAS: in *Keyishian v. Board of Regents*, 385 U.S. 589 (1967), First Amendment protection was explicitly extended to academic freedom;

WHEREAS: the federal and state executive orders calling for the elimination of all diversity, equity, inclusion, and accessibility programs is a violation of academic freedom;

WHEREAS: applying the federal and state executive orders calling for the elimination of all diversity, equity, inclusion, and accessibility programs to curriculum is also in direct violation of academic freedom;

WHEREAS: the elimination of all diversity, equity, inclusion, and accessibility programs is contrary to the university’s student-centered mission and stated values;

WHEREAS: the elimination of all diversity, equity, inclusion, and accessibility programs weakens our community and sends a message to historically underrepresented and marginalized groups of people that this university does not care about them and will not protect them;

WHEREAS: the anti-“DEIA” language used by the federal and state government accuses those historically underrepresented and marginalized groups of people of being unqualified and asserts that they would not earn their place in a supposed “color-blind meritocracy;” and

WHEREAS: compliance with mandates to eliminate diversity, equity, inclusion, and accessibility efforts renders the university complicit in the further marginalization and erasure of underrepresented voices in academia;

THEREFORE, BE IT RESOLVED: Faculty Senate calls on the administration to reverse any actions taken to eliminate all diversity, equity, inclusion, and accessibility programs, including but not limited to:

1. Re-opening the equity office and restoring the position Assistant to the President for Equity Initiatives.
2. Re-opening the LGBTQ+ Resource Center.

- 30 3. Restoring university ties with the LGBTQ+ Employee Alliance and the Black Faculty
31 and Staff Alliance.
32 4. Restoring faculty control of curriculum in accordance with academic freedom.
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Action	Date
Introduced to Senate	4/23/2025
Faculty Senate Vote	