Faculty Senate Notes
November 14, 2023
Holloway Hall 119
https://www.salisbury.edu/administration/campus-governance/faculty-senate/

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Call to order (3:30 pm)

1. Announcements from President Lepre
    a. President thanks all who attending State of the University address, including many students. President highlighted parts of the address:
        i. President thanks Faculty and Deans for new programs (engineering, music therapy, public communication)
        ii. President commends every person who helped an SU student become a Rhodes finalist, the only student in the USM to be a finalist this year
        iii. President accepted 'We the People' award from AASC&U on behalf of PACE director
    b. Copies of Annual Report are available and will be brought to Dean's offices
        i. Budget information in back of report
    c. Still working through processes in HR to streamline them (such as position requests)
        i. VP of Administration and Finance is working on that as her biggest project
    d. More information is upcoming about distribution of supplemental funds
    e. Judy Jackson, a prominent, long-time supporter of SU's music program, passed away and will be missed

2. Approval of minutes
    a. Minutes from the October 24, 2023 regular business meeting approved as written

3. Announcements from Provost Couch
    a. Sabbatical numbers
        i. Provided sabbatical numbers since AY19-20, which are included in the minutes
        ii. Concerns had been raised about whether administration denied sabbaticals for budget reasons
            1. Budget was not an issue
            2. No concern from Provost about being able to continue funding sabbaticals
    b. Provost is interested in newly recruited students' desired to be employable
        i. They are concerned about finances, ability to get job, and flexibility in moving between jobs
        ii. Provost says we should be conscious of benefits students get from our education

iii. Provost is trying to pilot a project to audit skills of a few programs by deep-diving into curriculum to find how skills are being taught and how we are accountable to that
    1. Wants to identify ~5 programs to do this deep-dive into
    2. Will report more by Spring 2024

c. Academic Policies Committee (APC) is looking at Religious Accommodations Policy
    i. SU had to put draft policy in place for this semester, but APC is working on updating it
    ii. USM is making their own revisions. Provost will send any changes to Faculty Senate
d. In years past, we had a campus-wide process for selecting commencement speaker
    i. Process suspended during pandemic, but Provost wants to bring a revised version back up for Spring
    ii. Wants faculty to serve on selection committee: let Provost or Senate President know if interested
e. USM received request from UMBC to change titles of FTNTT ranks
    i. Three titles being proposed: 'principal lecturer' to 'teaching professor,' 'senior lecturer' to 'associate teaching professor,' 'lecturer' to 'assistant teaching professor'
    ii. UMBC wants to signal that FTNTT are more involved in life of departments than 'lecturer' denotes
    iii. According to UMBC proposal, SU can choose whether or not to adopt
    iv. SU needs to provide any additional feedback within ~3 weeks
f. Supplemental funds are being worked through
    i. One of Provost's high priority requests was backpay for previous winter session based on discrepancy in pay from Faculty Handbook guidelines
        1. This has been funded. Currently calculating how much to pay each Faculty member
g. Question: Any plans to bring back Honors Convocation?
    i. Not from the Provost
h. From senator: Thanks for securing backpay
i. Question: Why were some sabbaticals denied?
    i. Decisions were made based on strength of proposals, before budget was considered
    ii. All proposals that reached the budget decision stage were approved

4. Announcements from the Senate President
    a. Recommendation for Graduate School that FS sent forward to Provost: Provost has approved. It has been sent to President
    b. There will be a special topics meeting on Feb 20, 2024 covering budget
        i. Faculty Financial Oversight Committee (FFOC) will work on pulling together questions faculty would like answers to
        ii. Other senators invited to provide questions and to get feedback from constituents

c. At Consortium Coordinating Committee meeting, there may be a joint meeting between all shared governance bodies
    i. Topic might perhaps be on budget, but this is yet to be determined
d. At Consortium Coordinating Committee meeting, bylaws changes discussed at the October 24, 2024 Faculty Senate meeting were discussed
    i. The Faculty Senate had incorrect information at the October 24 meeting. In fact, both the Adjunct Faculty Caucus and the Faculty Senate voted against the changes, so the changes were not approved
    ii. Consortium Coordinating Committee looking for feedback for what changes need made to get it passed because several of the current standing committees have unfilled spots and are not meeting
e. Presentation on recycling initiative from the Director of the Campus Sustainability Program
    i. Found that a lot of recyclable materials were put in trash across campus
    ii. Also found that a large number of bin liners are disposed of daily on campus (>1000 on average)
    iii. Trying to engage whole community in sustainability goals
    iv. Pursuing National Wildlife Federation's Plastics Reduction Partner Certification
    v. Goals
        1. increase recycling rate
        2. decrease waste to landfills
        3. reduce amount of single-use plastics
    vi. Strategies
        1. Get staff and faculty involved with mini trashcan program
            a. Recycle bin with trash insert will be added to each office in academic and administrative buildingts: no bin liners
            b. User of each office will service their own bins
            c. Piloted in Fulton: substantially decreased number of bin liners and recycling thrown in trash
            d. Strategies to avoid grossness
                i. Put stuff in communal bins in hallway rather than right in office
                ii. Put coffee liners in bottom to absorb moisture
            e. Working with ADA people so offices of people who would have trouble servicing their own bin will be listed as essential offices and will still be serviced
        2. Get students involved with 'Leave No Trace' initiative
            a. Classrooms that generate a lot of trash (labs, etc) will be kept
            b. Classrooms with only a bit of trash will no longer have trash cans. Students will be asked to take trash out of room and put in communal bin
            c. SGA is on board with this initiative
    vii. Intends to implement new program in Spring 2024
    viii. Question: How to keep bins washed out? Where to wash?

1. Each person will do it themselves
2. In special cases, a facilities person will clean it

ix. Question: Why can facilities people not continue to service?
1. Additional work for them
2. Want buy-in from faculty

5. Unfinished business and general orders of the day
   a. MOTION to extend deadline for Ad Hoc Committee on Student Evaluations of Faculty Teaching
      i. Amendment: Change deadline to first meeting in April because many reports are due last meeting in April already
         1. Amendment passes
      ii. Motion passes

   b. MOTION on ad hoc committee for revising Emergency Absence Policy
      i. This committee has had trouble making progress due to delay in placing students on committee. Also trouble getting faculty to chair the committee
      ii. This motion required that Consortium bylaws had been changed. Since the bylaws have not changed (see notes above), motion should be amended to send this charge back to APC
         1. Since those bylaws had not been changed, the current motion is not feasible because an ad hoc committee could not be created
      iii. Amendment: Send this to APC to propose revisions to Emergency Absence Policy
         1. Amendment to amendment: Adding deadline of first FS meeting in April 2024.
            a. Amendment to the amendment passes.
         2. Amendment passes.
      iv. Motion passes

   c. MOTION for International Education Committee
      i. Question: Can charge include things that are not specifically in motion?
         1. Parliamentarian: Yes, but it is suggested that the charge mirrors the motion
      ii. Comment from Senator on the committee: This has been discussed within a school-level committee on international education, and the charge is welcome
      iii. Question: What is reason for this motion? Assistant Provost for International Education could perhaps give info to FS to resolve some of the issues rather than requiring faculty to work on this committee
         1. Answer: From faculty perspective, a lot of things have not been running smoothly regarding international education since COVID. Needs to be more efficient and less onerous for faculty. Faculty are often told what they can and cannot do changes rapidly.

iv. Comment from Senator: Issues are not Assistant Provost's fault but are due to lack of budget. Also, part of problems come from students studying abroad who could be learning the same stuff here or who are Zooming into classes here.
v. Question: Should the motion be made more specific so that the committee has more direction?
    1. Answer from Senator on a school-level committee: No, this breadth is needed.
vi. Comment from Senator: Working with faculty and students learning internationally, many of them requested that this Senator second the motion.
vii. Comment from Senator: Grades from study abroad take a long time to post, which can inhibit people graduating
viii. Comment from Senator on this committee: Would like to stay action on this motion because it is a major escalation. Would prefer the chance to bring this to committee informally first because it may be seen as an attack on the committee
    1. Answer: This motion is urgent. Faculty currently have had plans for international education getting revoked at the last minute
    2. Answer: This motion is to help the committee, not attack them
ix. Comment from Senator: Lack of communication since COVID has caused some of these issues. We need to work on this aspect
x. Amendment: Change 'investigating' to 'reviewing' so that the motion seems less accusatory or aggressive
    1. Amendment passes.
xi. Amendment: Change due date to first meeting in April to avoid pileup at last April meeting
    1. Amendment passes
xii. Motion passes

d. Motion on faculty concerns
    i. Privileged motion: Move to closed session
        1. Motion passes

6. Motion to adjourn approved

Adjourn (5:10 pm)