Faculty Senate Notes
March 26, 2024
Holloway Hall 119
https://www.salisbury.edu/administration/campus-governance/faculty-senate/

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Call to order (3:31 pm)

1. Approval of minutes
   a. Minutes from the March 5, 2024 special topics meeting on the budget approved as written.
   b. Minutes from the March 12, 2024 regular business meeting approved as written.

2. Announcements from Provost Couch
   a. Dean searches:
      i. Candidates for Perdue will be here this week and next.
      ii. Candidates for CHHS will be here weeks of 4/8 and 4/15.
      iii. Faculty will receive emails notifying them of these visits. Candidate CVs will be available temporarily through a link in the email.
   b. Board of Regents Faculty Awards: Three SU faculty received awards.
      i. Alexander Pope for Excellence in Public Service.
      ii. Timothy Stock for Excellence in Teaching.
      iii. Hong Yao for Excellence in Mentoring.
   c. Working on new budgeting process launching next year.
      i. Using a zero-based budgeting approach. Starting from scratch to decide what is needed rather than looking at historical allocations.
      ii. Identifying university-wide strategic investment guidelines to prioritize. From there, Dean's Council met to consider Academic Affairs priorities and identified 7 priorities. Deans were asked to think about essence of SU experience for students, faculty, and staff to make sure we protect those things. Academic Affairs priorities were listed as:
         1. High-interaction, personalized attention through educational experiences.
         2. Mentoring and HIPs (including undergrad research).
         3. First-rate tools and technology for learning, including library resources.
         4. Support academic development of students and growth of faculty.
         5. Initiatives that promote how we are connected to community (civic engagement).
         6. Promote teacher-scholar mentality and freedom of discovery for faculty.

7. Support real-world career readiness. A lot of emphasis was on general education to help us do that.

iii. Institutional priorities are a separate list

iv. Deans will need to try to figure out how much money is needed to prioritize those things, then funds will be allocated accordingly.

d. Working on retention and recruiting campaigns.

i. Big uptick in submission of midterm grades, which is helpful for intervening with struggling students and congratulating succeeding students.

ii. Big uptick in alerts about struggling students through Navigate from faculty, which translated to additional requests for support through CSA.

1. Response: Static number of requests to University Writing Center

iii. Positive signs that retention will be strong. Example: Returning housing applications are strong.

iv. Thanks for faculty for working on some of these things.

e. Tracking Maryland legislation regarding ability to put forward new graduate programs.

i. President's Chief of Staff discussed this…

1. Status of the bill can be found at https://mgaleg.maryland.gov/mgawebsite/Legislation/Details/hb1244

2. This legislation does not yet have consensus between both chambers of General Assembly.

3. The bill would restrict new graduate program development to HBCUs and College Park.

4. Essentially SU would not be able to submit new graduate programs for two years. HBCUs and College Park could look back at whether we are duplicating programs, in which case we would need to get rid of it.

5. A lot of support at the state level in the House but not yet in the Senate.

6. USM is adamantly opposed to the bill, including HBCUs because they do not want the pressure of having to develop all the new programs.

7. SU is worried about being on forefront of opposition because this is coming from a committee that has control over our budget.

8. Legislative session will end soon, so they may run out of time to pass this.

9. Question: Isn't there already a process for dealing with program duplication?

a. Answer: Yes. Towson University started a program and had students enrolled. Morgan State University objected. MHEC had approved program, but then Maryland attorney general removed that approval and changed the rules. Maryland legislature started all this by trying to improve this process, but it ended up going in different direction.

10. Question: Does 'program' just means majors, or minors, or what?

a. Answer: Right now these restrictions are just about graduate program majors. A lot of this would be to allow Morgan State to become R1. Morgan State is not part of USM, but is a public

institution within Maryland. This bill would include all public and private institutions in Maryland.

    f.   Enrollment update: Indicator of first-year class enrollment is activity of admitted students. Admitted Student Day has a large commitment, so that is a good sign.
- i. FAFSA delays are still challenging. SU got first batch of data, but software required to read it requires Oracle to put in a patch, which they have not done yet.
- ii. If all goes well, should be able to put out financial aid offers within three weeks, which will allow for more deposits and stuff.
- iii. Will have more details after Admitted Student Day.

    g. Question: Is disaster with Key Bridge likely to impact state budget and trickle to us?
- i. Answer from Provost: We have not heard.
- ii. Answer from Senator: President Biden says federal funds will cover it.

    h. Question: Follow-up to question from earlier meeting CDC recommendations regarding COVID
- i. Answer: We have new guidance. All offices are looking at it. Should receive something within days. Must make sure it aligns with all other campus policies.

    i.   Question: In Navigate, is library included in getting alerts from students? And if not, can they be?
- i. Answer: Not right now, but Provost will talk to team about that.

    j.   Question: Regarding the budget, what is the timeline for departments to submit their requests?
- i. Answer: Departments are in the process now, so now would be the time for faculty to provide input.

    k. Question: Senate Committees have been requesting finance info from Administration & Finance Offices and have hit a roadblock. They were told they must get info from Provost's Office.
- i. Answer: Provost is not aware of these cases. It may be that they need to focus on budget and have not had the time to respond to those requests.

    l.   Question: Any prohibition on Senate Committee requesting info from Administration & Finance Offices?
- i. Answer: No prohibition, but they may just not have time.

3. Announcements from the Senate President
   a. Consortium Coordinating Committee meeting will be 4/10 at 2 pm, Holloway 248. Governing groups will meet with chairs of Consortium Committees to see how those committees can get their seats filled and get their jobs done.
   b. Joint meeting of shared governance: 4/24 at 3:30 in Perdue 156.
      - i. First time in several years that all five governing bodies will come together to share with each other what we are doing.
      - ii. It is open to members of all five governing bodies.
      - iii. SU President, Provost, Chief of Staff, and Budget Office staff will be there.
      - iv. Senate President encourages faculty to attend.

c. Reminder: Annual Senate Committee reports due 6/1, so designated senators should work with committee chairs to make sure that gets done.

d. Reminder to Senators: Provide feedback on draft policy for appointment, rank, and tenure. Senate President wants feedback by 4/8 so Provost can provide feedback to USM by 4/15.

e. SU hosting next CUSF meeting on April 25. Hybrid meeting: some universities on Zoom and others on campus.

f. Results of Senate elections: At some point we need to have conversation about how we can encourage more participation on Faculty Senate and Senate Committees.
   i. What might that take? Perhaps stipend from Provost or President to encourage participation.

4. New business

   a. MOTION on SU In courses
      i. Senator has received feedback and would not like to make the motion yet.
      ii. Will bring back a revised motion at future meeting.

   b. New MOTION: "Resolved, that the Faculty Senate discuss, in chambers, promoting participation in shared governance, particularly on Senate Committees."
      i. Motion to call the question passed.
      ii. MOTION passes, so discussion can commence.
      iii. Senator: This is a long-running issue, but COVID and other factors have exacerbated this and made people's plates overflow. Vacant seats on committees can be troublesome. For example, APC ought to have a member from every school so that the committee is aware of how teaching tools are used, whether they are known to be biased, etc. Otherwise these tools and teaching strategies are hard for the APC to evaluate. There seem to be units that actively discourage participation in shared governance.
      iv. Senator: Incentives are great, but before we get to that, can we require people to serve on committees? It is frustrating as a department that is understaffed and still signing up for committees to hear that other units are not filling seats.
         1. Response: The way service is encouraged is highly dependent on departments and units. When people go up for T&P, shared governance service is weighted differently by different units.
      v. Senator: Every chair who has evaluated me has said that I have done too much service. So it is actually disincentivized.
      vi. Senator: Shared governance should really matter, but there is already so much on our plates that departments and schools need done that it is hard to dedicate time to university-level service.
      vii. Faculty: It is obvious by looking at M&E results which schools are not carrying their weight. It is important to hold those schools accountable before considering incentives. Also, people know the reputation of the Faculty Senate and therefore do not want to join it. The motions that come through, and the discussions during the meetings, need to change so that other faculty are more

willing to get involved. People do not see the upside of participating or the downside of not participating.

    viii. Senator: Positive news: Two or three groups in Seidel took a personal approach to encouraging participation on Senate committees. Faculty were approached individually who people thought would be effective. 12/13 Seidel positions in most recent elections were filled.

    ix. Senator: This problem exists in many universities. Maybe we need to reevaluate the structure of our committees. Are all these committees necessary? Can committee work be combined so that fewer positions needed? Right now we seem to be more worried about making sure every school is represented rather than just getting the job done. Other institutions have created a working group to see what works at other places and model our governance based on that. We need to investigate how we structure things and how we pitch how important the work is.

    x. Senator: Committees without participation from every school have to make decisions. Schools not participating then complain about those policies but were not willing to serve themselves.

        1. Response: One solution is to keep a temporary position open so that when particular issues come up, that temporary position can be filled by someone from an affected unit.

  c. MOTION: "Resolved, that the Faculty Senate appoint a working group to propose potential solutions to the problem of limited participation in shared governance, particularly on Senate Committees. At least 1 Senator from each Unit shall be on the working group. The working group shall submit its report to the Faculty Senate by the second Senate meeting of April 2025."

    i. Amendment: Remove "Senator" and change it to "representative, preferably a Senator."

    ii. Friendly amendment: Specify that it's "Faculty representative."

        1. Friendly amendment and previous amendment pass.

    iii. MOTION passes.

    iv. Senate President will send out email calling for volunteers.

5. Motion to adjourn approved

Adjourn (4:32 pm)