Faculty Senate Notes
November 23, 2021, 3:30pm
Via Zoom Webinar: https://salisbury.zoom.us/j/97044643449
FS website: http://www.salisbury.edu/campusgov/facsenate/

Quorum: 16 of 18
Leonard Arvi, Anita Brown (President), Mark deSocio, Jeffrey Emmert, Christina Harper (Webmaster), Jose Juncosa, James Fox, Thomas Lamey, Deneen Long-White (Secretary), Jennifer Martin (Vice-President), John Nieves, Vitus Ozoke, John Raley, Ellen Schaefer-Salins, Ron Siers, Teddy Stocking, Bart Talbert

Called to order (3:30 p.m.)

1. Remarks from President Wight
    1. President Wight stated that he appreciated the work the Faculty Senate (FS) has done to move the new general education curriculum forward as well as the attention being paid to the Tenure and Promotion D&I workgroup recommendations.
    2. Questions (Q) – No Questions.
2. Approval of Minutes from November 9, 2021.
    1. The Minutes were passed as amended.
3. Announcements from Provost Olmstead (see Attachment 1 for written announcements)
    1. Fall Mini-Break
        i. There is strong interest in having a fall mini break similar to spring break where the campus would not be closed but classes would not be held.
        ii. The provost is looking for an endorsement to bring proposals to the FS.
        iii. Comments (C): This is a great idea. It is similar to what other universities have done. To counter Thanksgiving, they had off Monday and Tuesday, so it was not the same days off.
        iv. Response (R): Yes, we will look at the options. Do I have your endorsement to do this?
        v. (Q): Can you provide data or a report that shows that the breaks work?
        vi. (R). Yes, we will do that. Do we need a motion for that?
        vii. (R): You should collect more data and then come back to the FS.
    2. Information Request from the FFOC
        i. The provost is happy to work on the request but there is no way she will be able to have it by have it by the December date. She can have it done by the beginning of January. She will reach out to the committee to meet with them.
    3. Faculty Handbook
        i. There are two chapters to give comments on or approve. Second, the provost is recommending that we link directly to Board policies without noting changes, because Board policies' changes are memorialized in Board policies. For University policies (i.e., smoke free campus), indicate the date of approval and a link to the policy.

ii. The provost has been reviewing several faculty handbooks (e.g., Alleghany College) for how we might add changes. She is asking for feedback on those changes and on chapter 6 and 11.
iii. (C): I can no longer see chapter 11. I did see it but is gone now.
iv. (R): I can open it back up.
v. (C): I had a few comments such as typos in chapter 6. I will put it in the comments.
vi. (C): I assume you saw my comments.
vii. (R): Yes. Thank you for the feedback.
viii. (R): We would like to make the online version available for everyone to look at (Faculty Senators and designated committees). Please submit comments on chapters 6 and 11 via email, chat, and the MyClasses site. Once that is done, we will seek the seal of approval.

4. Presidential Search
    i. There are no updates on the search.
5. COVID Questions and Answers
    i. Low positivity rates. We are offering booster clinics. We are working on a clinic with Wicomico County for non-university individuals.
    ii. (C): The University is providing boosters appointments to all students not just those in clinicals or student employees. The event with Wicomico County on campus will target individuals ages 5-11 and be open to the general public including children of our faculty, staff, and students. Campus Health is reviewing our mask policy once we see what rates look like after winter, but we will be wearing masks for coming into spring. The USM is having conversations about future COVID policies.
    iii. (C): Questions?
    iv. (C): It made sense to move chapter 10 into chapter 6. Maybe we can have a navigation/navigating the faculty handbook session at the new faculty training.
    v. (R): Yes.

4. Announcements from the Senate President
    1. Procedures for FS Faculty Zoom Meetings: The FS President explained how FS meetings will work, i.e., taking questions, counting votes.
        i. When we take a vote, unless it is a 2/3rds vote, the majority will be based on those present, whether they abstain or vote.
        ii. There were 16 senators present. Therefore, a majority vote will require 9 and 2/3 will be 11.
    2. Meetings for Spring 2022:
        i. There is one FS meeting left for this semester. It has been suggested that since we are already in the webinar mode, we should stay in the webinar mode for the spring semester. There were no objections to this.
    3. APC Policies Passed 28 Sept 2021 being added to Faculty Handbook:
        i. The APC policies (exam schedule, option for a minor academic misconduct choice, how to handle outside the classroom requirements) passed in September were sent to the provost and they will be included in the handbook (chapter 6).

4. Letter submitted regarding SU Presidential Search Committee:
    i. A letter was submitted to the Chancellor; it was noted that the FS may be able to meet with and Regent Brown requesting faculty representatives from each academic unit and at least one faculty senator.
    ii. In the meeting with the Chancellor, he indicated that the FS would meet with the Chancellor, Regent Brown and the head of the search firm to learn more about what the FS believes should be the characteristics of the next president of SU. The FS President also requested to have input before the ad was placed. The letter which listed preferred qualities of the next president that the FS submitted in 2017 will be redistributed to the senators for comments. We can have discussions via email or in a meeting. Perhaps we can meet after break (November 30th).
5. Council of University System Faculty (CUSF) update:
    i. Shared CUSF report from Senator Schaefer-Salins. The report identifies the major topics discussed at the CUSF meeting including academic integrity issues and the impact of COVID on those, racial inequities among professors and a town hall meeting on the topic in the spring with the retiring president from UMBC, sending out a COVID survey, and possible faculty salaries increases.
6. Faculty Financial Oversight Committee (FFOC) meeting with Provost:
    i. The provost covered this in her remarks.
7. Website and Status of General Education Transformation:
    i. We have placed some information on the homepage of the FS website.
    ii. We need to remove "alternate" from the title general education model and call it approved. Included on the site is the timeline, bylaws language, and language on the standing rules for the subcommittees.
    iii. (R): A web request was sent in to get the language fixed.
    iv. (Q): Is this for senators or open to all?
    v. (R): It is open to everyone.
    vi. (C): I suggest that we write the acronym of GEOC we define it "General Education Oversite Committee" and then refer back.
    vii. (C): We have been discussing having another website with Academic Affairs to provide more detailed information on general education.
    viii. (R): We would be happy to do that. We have a link that can be put on the FS page.
    ix. On April 28, 2021, the faculty voted to adopt the new general education model. The FS should execute the will of the faculty and make the transformation happen. Prior to the vote there were faculty senators who discussed how to move forward if the vote was in favor of a new model. To make sure the faculty had a standing elected committee the FS proposed the establishment of the GEOC. The ad hoc Committee has worked since July to develop the GEOC and provide Bylaws to create the GEOC and as well as establish the subcommittees. The Bylaws were approved by the faculty on

November 9th. On May 3rd, the FS officers notified the M&E chair to run the Bylaws referendum and GEOC election by the end of fall 2021 should the faculty pass the Bylaws. Around August 23, 2021, this was confirmed with M&E. On October 26th the FS finalized the documents which were forwarded to M&E with the request to begin the process of approving the Bylaws and seat the GEOC. Around November 11, the FS officers met with members of M&E to discuss a plan to hold elections for the unit seats run by the end of fall 2021 and to have at large seats election early in February. If the GEOC is not seated until March it will possibly delay implementing the general education transformation possibly by a year.

5. Committee Report
    1. (C): The original charge for the ad hoc committee for the development of the GEOC required that a second report be done regarding scheduling, transition processes, etc. and presented by the end of November. The Committee asks that the deadline by extended to the last FS meeting on December 14th. The report is a data dump for the GEOC so they can get to work without having to spend a lot of time doing research.
        i. MOTION by Senator Stocking and seconded by Senator Nieves.
        ii. (C): Should the motion be rewritten to be more actionable? Senator Juncosa suggested a friendly amendment: "The ad hoc committee's deadline for their second report for the GEOC will be extended to the December 14 Faculty Senate Meeting." (See Attachment 2)
        iii. There was no objection to the amendment to the motion.
        iv. Vote on amended motion. 15 yes 0 nay. The motion passed.
    2. Discussion on Election for GEOC
        i. The chair of M&E was present and promoted to Panelist to speak on the email sent to the FS President.
        ii. (C): The Committee met and we are in the process of hashing out a few points such as which positions are vacant, what does being vacant mean, etc. We can report back the week after Thanksgiving.
        iii. (Q): When can you run the elections?
        iv. (R): I do not know. When we met with you there was talk of doing it now. However, when the Committee met there were issues that came up that need to be answered. I can send the information to you in an email.
        v. (Q): Are you indicating that you would not open the elections before the end of the semester, before finals week?
        vi. (R): I do not know. Let the Committee discuss everything and lay out all the points.
        vii. (Q): When would that come to me?
        viii. (R): The end of Thanksgiving break, next week. We just met and we need to hash these things out. We want to make sure all the points are laid out.
        ix. (C): In terms of the timeline, I am trying to find out whether you would run elections before the end of the semester.

x. (R): Give us until the end of Thanksgiving to get back to you.
xi. (C): Because of the importance of this to the general education transformation, what should we do?
xii. (C): The senate Bylaws do not clearly say when a committee is formed when they should get started. By default, it is the fall. Since there are no clear guidelines, we are asking M&E to make up things as they go. We should not have elections during exam week. It is better to have it during the spring semester. This is too important an issue.
xiii. (Q): Once the Bylaws were passed by the senate did the GEOC now exist even though the seats were vacant?
xiv. (R): Yes, once the Bylaws were passed by the faculty, the GEOC existed.
xv. (Q): At this moment, the GEOC exists and if it had members seated, they could meet at its leisure.
xvi. (R): Correct.
xvii. (Q): It's not necessary for an election to be held for them to start in the fall? Is there a timeline for a committee to start its work in the bylaws?
xviii. (R): That is correct, if it is a special election. If they are elected as part of a general election, members take their seats on August 15th. For special elections, members take their seats immediately. We are asking M&E to run a special, special election to fill the vacancies.
xix. (Q): Is the problem that M&E cannot create a new committee?
xx. (R): I don't know. I would like to wait to get the email to Anita.
xxi. (C): Brian Hill, the past chair for M&E, is here. We can elevate him to a panelist position to speak.
xxii. (R): The question was when you run an election for a new committee like this if that would be a special election that would be done by people nominating themselves and M&E drawing out of a hat or is it a different process?
xxiii. (C): We are still working on this because there is nothing in the bylaws on how to create a committee. If the committee was established on November 9th and they are all vacant we have a process for filling vacancies. The vacancies need to be staggered. Some of the vacancies will be fall 21- spring 22 terms. Two seats will need to be filled by email. If more than one person sent in their name, we would draw by hat. The others would be filled by the normal process. It is not clear to the Committee if we are filling vacancies or electing members. The bylaws don't provide guidance on this.
xxiv. (R): In this case we should have an emergency meeting on the 30th to get things going. We do not want the new gen eds to start during the centennial. We need to do everything we can to stay on track with the timeline.
xxv. (C): So you think we need to meet as a senate to hash out things to have elections this semester.
xxvi. (R): Yes, it would not need to be a full meeting.

xxvii. (Q): If we have elections in the spring what would the timeline look like? Would that move things back?

xxviii. (R): The current timeline hinges on the requirements and guidelines for updating courses for the new gen ed and the new gen ed courses being decided by June 2022. In order for courses to be coded and distributed to faculty so that faculty have a year to develop courses in time for approval for Fall 2024.

xxix. (C): If the elections are run in the spring and the Committee is seated in March, the Committee will only have about a month or a month and half to develop guidelines and everything; or everything is pushed back one semester and faculty only have one semester to develop courses; or the third option is everything gets pushed back a year.

xxx. (C): I do not think you can start a new gen ed in the middle of an academic year. It is all or nothing – a full year or not.

xxxi. (C): Yes, so that will mean 2025.

xxxii. (C): We are on contract in January.

xxxiii. (C): Yes, we are on contract. If we have an election in January, faculty may be upset. Faculty may be teaching abroad.

xxxiv. (C): I think if M&E has the system ready to go at the beginning of the spring semester the GEOC could be seated in March.

xxxv. (C): I do not think that from March to June is going to be enough time for the GEOC and subcommittees to get their work done. If we have the elections in the spring and keep the deadline, either we give the committees less time or we give the faculty only one semester to get their courses ready and submitted by spring 2023. Neither of the options is good.

xxxvi. (C): We can wait a year to implement the new gen ed. It is better to do it right than fast.

xxxvii. (C): Keep in mind, if we are talking about delaying, students want to see this gen ed and they want to see it now. They are already mad that we had to delay this to 2024. If we delay another year, they may actually go to the press with it. They are that upset.

xxxviii. (C): I support what the previous senator said. The students are eager to see the model implemented particularly because of three areas of civic engagement, environmental sustainability, and inclusion and diversity. Pushing it off to two years will create blowback.

xxxix. (C): First, the language that the faculty voted for was 2023. If we delay to 2025, do we need to ask the faculty for a delay, or can we just decide because we want to? M&E has known about this for a while, couldn't this have been figured out before this?

xl. (C): You cannot play a game without knowing the rules. There are no written requirements. If your course proposal is not submitted by the first week of October, your course will not be in system until Fall 2023 not 2022. Unless you fix this structural issue, it will not work.

xli. (Q): Can the senate decide on special guidelines for elections now and tell M&E how it will work?

xlii. (R): Yes, the senate could pass guidance, but we do not know what guidance they want.
xliii. (Q): Would M&E find that helpful?
xliv. (R): Yes, once we have a clear understanding of what we need guidance on. We are working on that now.
xlv. (C): M&E has said that they are working over Thanksgiving to figure out what they need clarification on. They are going to bring this to us within 5 or 6 days, then we can move forward.
xlvi. (C): We should wait to hear from M&E.
xlvii. (C): I would like to make a motion to call an emergency meeting on November 30th to handle the report from M&E. We should not guess. We should know the issues.
xlviii. (C): The only person who can call a special meeting is the president. There is the option to have an adjourned meeting which is an extension of this meeting.
xlix. (C): I am willing to call a special meeting for November 30th if that is what the FS wants. I am seeing 5-6 senators saying they want to do that. Therefore, I am calling for a special meeting for November 30th.
l. (C): I want to make sure we get the report from M&E before the meeting.
li. (C): We should have at least a day before the meeting to read it.
lii. (Q): Are we allowed charge M&E to get the report to us?
liii. (R): Yes, we are. It sounds like that is their plan, but I would recommend asking them.
liv. (Q): Are you asking if we can get you the report by Monday? I will take it to the Committee.
lv. (Q): Is there a backup plan if they do not get it to us in time?
lvi. (R): The only official day that senate can do business is November 30th.
lvii. (R): Technically you can call a meeting at any time, but we need a quorum.
lviii. (R): We could call one on December 7th, but I believe it will be too late to have an election this semester.
lix. (C): Senator Martin - In the interest of time, I move that we end this discussion. Seconded by Senator Juncosa. A majority vote is required. Vote – 12 yes.
lx. (C): The discussion is ended for today. We will have a special meeting on November 30th at 3:30 to provide guidance to M&E.

6. New Business
    1. Reconsideration of 13 April 2021 FS Recommendation to the Provost
        (i) (C): When reconsidering a motion, we have a few options (1) the FS can discuss it and consider whether or not to make changes, make changes and send back to the provost; (2) send to a committee such as the Faculty Welfare Committee; and (3) do nothing and send it back to the provost stating that we are sending back as it was the first time. Call for discission.
        (ii) (C): (from the provost) I want to make sure everyone can see the comments I provided which includes why it was sent back.

(iii) (Q): Can you elaborate on your comment regarding fellowship and teaching "that from the dean it is not appropriate for Perdue faculty"?

(iv) (C): The Perdue School's accreditation has specific rules as what qualifies as quality research. We must publish in one of the approved journals. It must be applied or relevant discovery research. Pedagogical research is not a part of that. You can do pedagogical research, however, if you do not publish in your area, such as finance, you will not qualify for tenure.

(v) (Q): Are there no journals that are accredited that accept scholarship of teaching research?

(vi) (Q): You can publish in teaching journals.

(vii) (Q): Does the accreditation agency have zero journals that accept scholarship of teaching research?

(viii) (R): I do not know. If I only publish in pedagogical research and nothing about finance itself, it is not sufficient to get tenure and promotion in the Perdue School. We would need to change the list of journals we are allowed to publish in.

(ix) (Q): If an accreditation society says that it is okay, why is not okay?

(x) (C) (Dean Weer): Pedagogical research can be in the portfolio, but it cannot be the majority of a person's research. We would lose our accreditation.

(xi) (C): Senator Martin: I would like to move two amendments to the memorandum. The first addresses a comment Provost Olmstead made. Strike the word "more" in the sentence "The Boyer model of scholarship should be more faithfully applied." The second amendment is to append to the last sentence "to the extent that accreditation allows". See Attachment 4.

(xii) (Q): This is a proposed amendment to the motion. How should this be handled? Do we treat this as a friendly amendment?

(xiii) (R): Roberts Rules does not have rules for returned motions. It can be handled in two ways (1) as a fresh motion along the line as if a motion to reconsider had been passed or (2) having to amend something that had been previously passed. Since the bylaws state that the provost can return things for reconsideration, I would be inclined to treat it as if a motion to reconsider had been passed and in which case it is treated as a fresh motion. If people feel differently, we should have a discussion.

(xiv) (C): Is there a consensus among the FS to treat this as a friendly amendment and call for accepting it or discussing it. Is anyone opposed to treating it as a friendly amendment? No hands where raised. Therefore, it will be considered a friendly amendment.

(xv) (C): Can I make friendly amendment. Change "should" to "can" in the sentence "In such cases, the scholarship of teaching should be considered".

(xvi) (C): The chair of Faculty Welfare could not be here but there are senators here who are members of the committee. They are free to speak.

(xvii) (C): I object to the amendment. This is meant to be guidelines to help people who were impacted by COVID. It was written as "should" to be a strong statement. Everyone affected should be given that leeway and not be left up to the committee to decide who benefits.

(xviii) (C): My objection is that "should" allows this type of work to be considered as an alternative. Anything beyond accreditation would not be

allowed under this wording. “Can” would allow certain departments and certain schools to not allow any of this type of work that they deem okay. It can always be less but I am against the word “can”.

(xix) (Q): I am open to “should”. However, if this motion passes as is, it may not happen but if people choose to take advantage of this, what will be the role of the tenure and promotion committee? It may go to a grievance process. It does not serve the accreditation process in the business school. I am not convinced we need this since everyone gets an extra year.

(xx) (C): It is 5 o’clock. Do I have a motion?

(xxi) (C): Motion to adjourn by Senator Harper and seconded.

(xxii) (C): We will discuss this at the next meeting. I will send out an announcement about the special meeting.

Adjourned (5:00 p.m.)

ATTACHMENT 1

Provost's Announcements to the Faculty Senate
November 23, 2021

1. Fall Mini-Break: Given concerns expressed by students and faculty alike, we are looking at establishing a mini-break (2 days) in October as part of our permanent calendar going forward. This Fall Mini-Break would be much like Spring Break; campus would not be closed but no classes would be held (residence halls would remain open). There are several challenges to this (e.g., instructional time, laboratories/clinicals, impacts of possibly needing to use Labor Day or Reading Day, etc.). The Registrar and Provost's Office will be developing a few scenarios. FS Action Requested: Endorsement of moving forward on Fall Mini-Break scenario development and advance thinking on constraints around using different days for the break, need to start semester earlier, etc.

2. Information Request from the FFOC: Given the volume of data requested, I will not be able to provide this in 10 working days. Instead, I plan to request a meeting with the FFOC in December with delivery of requested data by the first of the year. FS Action Requested: None, but can take any feedback or questions.

3. Faculty Handbook: The Faculty Handbook (FH) can be available for review in Acalog next month by FS or FS committee members. For ease of reading, we recommend indicating updates of policies/procedures as follows:

a) For changes to USM BOR policy/procedures, make no specific reference since this is included in the webpage for the USM policy;
b) For changes made to general SU policy, make no specific mention in FH because referenced webpage would indicate date of approval (e.g., Acceptable Computer Use Policy);
c) For policies/procedures that change as a result of Faculty Senate action, recommend adding Summary of Recent Changes section to the FH (Major and Minor changes; see this example at Alleghany College). For initial launch, would go back three years to capture changes during revision process (FH will be annually archived).

FS Action Requested: Seeking feedback and approval of Chapter 6 (contents that were formally in Chapter 10) and Chapter 11 and consideration of recommendation regarding how to document FH changes.

4. Presidential Search: Academic Search and USM representatives plan to meet with shared governance groups after the Thanksgiving break. Information about the search process is available at the Presidential Search website. FS Action Requested: Happy to take any questions or feedback.

5. COVID Questions & Answers: Booster shots are available on campus (info here). As of 11/11/21-11/11/17, the campus positivity rate was 0.48%. A vaccination clinic (Wicomico County) for community members (including children) is in development. Although we have not confirmed that points of contact were on campus, we have been monitoring the number of breakthrough cases among Academic Affairs employees (including those at satellite sites). Since 9/7/21 (when this type of monitoring began), fourteen total cases in the more than 870 fully vaccinated employees in

Academic Affairs have been reported (none currently). FS Action Requested: Happy to take any questions or feedback.

ATTACHMENT 2

SALISBURY UNIVERISTY FACULTY SENATE MOTION

TITLE: Motion to Extend Ad Hoc General Education Oversight Committee Second Report Deadline

SENATOR PROPOSING MOTION: Teddy Stocking

SENATOR SECONDING MOTION: John Nieves

MOTION (this section alone will be recorded in the minutes):

The ad hoc committee's deadline for their second report for the GEOC will be extended to the December 14 Faculty Senate Meeting.

JUSTIFICATION:
While the ad hoc committee continues to meet and work diligently, General Education reform is intricate. The request would give the committee much need time to draft its second report.

ANTICIPATED IMPACT:
Negative:
Should not delay overall GEOC timeline greatly.

Positive:
Information to senate will be complete and actionable

Is this a recommendation to the Provost? Yes____ No____
Is this a recommendation to someone else? No____ Yes, to _____

VOTE: Number of Senators Present: Yes: 15 Nay: 0
Motion Passes

Attachment 3 (Original)
SALISBURY UNIVERSITY FACULTY SENATE MOTION
Submit this form to the Faculty Senate President

SUBJECT: **Endorsement and Recommendation of the Faculty Welfare Committee (FWC) Report on "Recommendations on accommodations for faculty applying for tenure and promotion due to the impact of the COVID-19 pandemic"**

SENATOR PROPOSING MOTION: Adam Wood

SENATOR SECONDING MOTION: Kathleen Shannon

MOTION: To endorse and recommend the report of the FWC on "Recommendations on accommodations for faculty applying for tenure and promotion due to the impact of the COVID-19 pandemic". (*Contents of the FWC report are found at the end of this document).

JUSTIFICATION: N/A

ANTICIPATED IMPACT: N/A

Is this a recommendation to the Provost? Yes_X__No____
Is this a recommendation to someone else? No___Yes____

DATE: Number of Senators Present: 17 Votes in Favor: Motion Passes or Fails: Passes
*Contents of FWC Report:

"**Memorandum**

March 23, 2021

From: Faculty Welfare Committee
To: Faculty Senate

Re: Recommendations on accommodations for faculty applying for tenure and promotion due to the impact of the COVID-19 pandemic

The FWC recommends that faculty whose professional activity has been negatively affected by the pandemic be granted accommodations which could include the following:

- The ability to postpone tenure and promotion from Assistant to Associate Professor by one year. This should only apply to faculty who apply for tenure and promotion within the same year. If the future financial situation allows, we also recommend that faculty who postpone their application for promotion be considered for back pay in order to make up for the loss due to the delayed promotion.
  While we encourage making reasonable accommodations for faculty applying for promotion

from Associate Professor to Professor (or faculty who apply for promotion from Assistant to Associate Professor more than one year after being awarded tenure), we do not recommend a specific postponement period in this case because promotion to Professor (or to Associate Professor for tenured Assistant Professors) can happen at any time after the minimum period.

- The Boyer model of scholarship should be more faithfully applied. This is particularly important in cases where non-tenured faculty spent more time on preparation for teaching as a consequence of transferring instruction to online formats as a consequence of Covid-19, or on managing hybrid or F2F courses in an ever-changing and challenging pandemic environment and, consequently, scholarship and creative works were detrimentally affected. In such cases, the scholarship of teaching should be considered as an alternative to more traditional research endeavors.
- Consider adjusting the workload percentages taken up by the three areas of evaluation (teaching, professional activity and service) in order to minimize the impact on overall faculty performance. According to the faculty handbook, teaching makes up 65-77%, professional activity 15-25% and service 5-15% of the workload for tenure-track faculty. Given the negative impact on professional activity, for some, and the high demands on teaching due to the pandemic, we encourage departments to consider counting teaching for 77% and professional activity for 15%, where helpful and appropriate. The guiding principle for any such adjustments ought to be "do no harm to the faculty member applying."

We acknowledge that departments and tenure/promotion committees are responsible for applying their own guidelines. However, we would encourage everybody involved in the tenure/promotion process to take these recommendations into consideration and to consider mitigating any faculty hardships related to the Covid-19 pandemic. These recommendations should only be applied to applications genuinely affected by the pandemic and not to applications where problems were apparent before the pandemic.

Attachment 4
(Amended motion to continue to discuss at the next Faculty Senate Meeting)
(Proposed Amendments in Red)

SALISBURY UNIVERSITY FACULTY SENATE MOTION
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MOTION: To endorse and recommend the report of the FWC on "Recommendations on accommodations for faculty applying for tenure and promotion due to the impact of the COVID-19 pandemic". (*Contents of the FWC report are found at the end of this document).

JUSTIFICATION: N/A

ANTICIPATED IMPACT: N/A

Is this a recommendation to the Provost? Yes_X__No____
Is this a recommendation to someone else? No___Yes____

DATE: Number of Senators Present: 17 Votes in Favor: Motion Passes or Fails: Passes
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from Associate Professor to Professor (or faculty who apply for promotion from Assistant to Associate Professor more than one year after being awarded tenure), we do not recommend a specific postponement period in this case because promotion to Professor (or to Associate Professor for tenured Assistant Professors) can happen at any time after the minimum period.

- The Boyer model of scholarship should be ~~more~~ faithfully applied. This is particularly important in cases where non-tenured faculty spent more time on preparation for teaching as a consequence of transferring instruction to online formats as a consequence of Covid-19, or on managing hybrid or F2F courses in an ever-changing and challenging pandemic environment and, consequently, scholarship and creative works were detrimentally affected. In such cases, the scholarship of teaching ~~should~~ can be considered as an alternative to more traditional research endeavors to the extent that accreditation allows.
- Consider adjusting the workload percentages taken up by the three areas of evaluation (teaching, professional activity and service) in order to minimize the impact on overall faculty performance. According to the faculty handbook, teaching makes up 65-77%, professional activity 15-25% and service 5-15% of the workload for tenure-track faculty. Given the negative impact on professional activity, for some, and the high demands on teaching due to the pandemic, we encourage departments to consider counting teaching for 77% and professional activity for 15%, where helpful and appropriate. The guiding principle for any such adjustments ought to be "do no harm to the faculty member applying."

We acknowledge that departments and tenure/promotion committees are responsible for applying their own guidelines. However, we would encourage everybody involved in the tenure/promotion process to take these recommendations into consideration and to consider mitigating any faculty hardships related to the Covid-19 pandemic. These recommendations should only be applied to applications genuinely affected by the pandemic and not to applications where problems were apparent before the pandemic.