

SALISBURY UNIVERSITY FACULTY SENATE MOTION

Submit this form to the Faculty Senate President

TITLE: Enforcing the completion of required trainings

SENATOR PROPOSING MOTION: Jennifer Martin

SENATOR SECONDING MOTION:

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

Resolved, that, beginning in August 2022, a single check box to indicate completion or non-completion of all required trainings shall be added to Faculty evaluation forms and to Faculty Librarian evaluation forms. Be it further resolved that, beginning in August 2022, 0.5% shall be subtracted from the merit raise percentage (for example, a merit raise of 2% would be reduced to 1.5%) of any Faculty, including Faculty Librarians, who do not complete all required trainings during the merit period but who are otherwise meritorious.

JUSTIFICATION: The completion of these required trainings has not been incorporated into the evaluation of Faculty, even though completion of the trainings is a job requirement. This motion closes that gap. In addition, this motion establishes a penalty for failing to complete this job requirement, in line with how there are penalties for failing to complete other types of job requirements.

ANTICIPATED IMPACT:

Negative:

Positive: Any Faculty who have not been taking the required trainings will have more motivation to complete them. We will be consistent in enforcing that these trainings are in fact a required part of Faculty jobs.

Is this a recommendation to the Provost? Yes X No

Is this a recommendation to someone else? No Yes, to

VOTE: Number of Senators Present:

Motion Passes or Fails: