

## Faculty Senate Notes

November 22, 2022 Via Zoom

<http://www.salisbury.edu/campusgov/facsenate>

/

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

Jennifer Martin, Deneen Long-White, Beth Ragan, Dan Ervin, Jeffrey Emmert, Mark deSocio, Memo Diriker, Vincent Genareo, Jose Juncosa, Joerg Tuske, Ron Siers, Thomas Lamey, Vitus Ozoke, James Fox, Bart Talbert

### 1. Remarks from President Lepre

- a. Thank you to Provost for her service as she is retiring at the end of the academic year.
- b. Thank you to Jennifer Martin for being co-chair of new Provost Search Committee
- c. Notes on Provost Search
  - i. Faculty will have opportunity to give feedback with open forums for Provost search
    1. Some in-person and some online
    2. There will be a set of open forums and some will be for faculty only
    3. People can also send anonymous feedback by e-mail to search firm
  - ii. Two other Provost searches within USM
  - iii. Trying to start search at beginning of December
  - iv. Interviews will take place first two months of the 2023
  - v. A new Provost will be hired before the end of the Spring '23 semester.

### 2. Approval of Minutes – approved with no changes

### 3. Announcements from Provost Olmstead

- a. Commencement coming up on December 21
- b. Ward Museum issues were explained as there are problems with the building.
- c. Thank you for the Board of Regents faculty award nominations
- d. Steering committee and working groups for Middle States evaluation will be set up soon
- e. GenEduary – training for development of Gen Ed. Courses will happen in January
- f. Transfer with Success Act question – Legislation explaining that SU should accept as much transfer credits as possible from community colleges
  - i. Important to explain why a course may not be transferable
  - ii. Look at similar courses and need to accept even at different levels
  - iii. Look to transfer high schoolers taking college credit dual enrollment

- 1 Maybe looking at a prep year at SU
  - 2 The Blueprint for Maryland's Future is the program for dual enrollment with high school students.
4. Announcements from the Senate President
  - a. Ad Hoc Committee on the Faculty Handbook – committee has been constituted and charged
  - b. Provost Search Committee nominations – thank you to senators for helping to pick nominees
  - c. Middle States self-study Working Groups – Spring 2023 to Spring 2025 and looking for volunteers for 5 working groups
    - i There is a list of 15 things we need to do for the Middle States evaluation.
    - ii One faculty senator should be on each of the 5 committees
    - iii Deneen will be FS representative for Steering Committee and we need more FS representation on other committees.
5. Committee Reports
  - a. APC: Automatic Change of Catalog
    - i Senator explains Major or minor changes in catalog is confusing
    - ii Students did not know about how to change catalogs for requirements
      - 1 Use academic advising center
    - iii Students will be caught in Gen Ed changes
      - 1 Senator confused about graduation requirements. Students will have to drop minors and will have extra classes if they change to new Gen Ed.
        - a Important to inform students
      - 2 New programs are starting which can be confusing with new Gen Eds
        - a People are working on these issues on campus
  - b. APC: Emergency Absence Policy
    - i Motion with this policy
    - ii Senator explains that emergency absence policy has a lot of misunderstandings. This leads to problems with SU Cares and their help
    - iii This motion proposes that SGA and faculty senate make definitions of what is part of this policy and how it works
    - iv This was being worked on and then COVID hit. Campus health can override campus policy with COVID
    - v SU needs a better long-term absence policy
    - vi Senate will create and Ad Hoc committee with SGA
      - 1 An example of a questionable issue is that currently “breaking an ankle” is not a medical condition.

- 2 A senator suggested an odd number of people on committee with one more faculty member than student
    - a Amendment: Provide one less student than faculty on committee
    - b Friendly amendment to change “less” to “fewer”
  - 3 Motion passed – Ad hoc committee will be formulated to update the Emergency Absence Policy
6. Unfinished Business and General Orders of the Day: none
7. New Business
  - a. Motion on compensation for Winter Session 2023
    - i Motion seconded
    - ii Senator explained that pay for winter and summer should be tied to tuition increases. That stopped in 2015 and postponed due to COVID
    - iii People want back pay for what they should have been paid for.
    - iv Senator found documents that show you get a certain percentage of pay for the first 10 students. Before there was a flat fee. Then changed to sliding scale that would go up and scale did go up till 2015.
    - v Provost discussed budget allocations and that current chair of Faculty Welfare Committee will work on this
      - 1 They will look at overload compared to special course compensation
      - 2 Eager to work on this issue and come up with a solution
      - 3 Back pay is unlikely to happen
      - 4 Provost put this in Handbook and wants to work with committee
    - vi Senator proposed friendly amendment in motion to change “able” to “allow” to change contract
    - vii Friendly amendment in “last resolve statement” to change to Winter 2023
    - viii Senator asked if updated schedule will be applied to this winter term?
      - 1 Provost - Needs to look at motion to decide whether to support recommendations at this time. And will work with Faculty Welfare committee on this issue.
      - 2 There are many issues to consider including compression, student load in classes doesn’t change pay, overload is a favor to chair, should be equal winter to summer
      - 3 Senator asked a point of order – does motion represent the will of the Faculty Welfare Committee?
        - a The Faculty Welfare Committee offered a motion and the proposing senator made some changes
    - ix Senator says there may be flaw in recommendation and recommended to table this and go back to committee

- 1 Motion to table does not pass
- x Motion to end debate was passed
- xi Motion passes as amended and sent as recommendation to Provost
- b. Motion to require diversity, equity, and inclusion work to be recognized as teaching, scholarship, and/or service for the purposes of tenure and promotion
  - i Reports back from all schools – most schools like the recognition of DEI in T and P.
  - ii Senator asked for clarification of different department guidelines
    - 1 DEI should be justified as part of T and P
  - iii Amendment – Faculty Handbook should be updated accordingly
  - iv Question – what does this amendment do procedurally?
    - 1 Faculty Senate will forward this to department T and P committees and ask each department to follow these requirements
    - 2 President Martin explained it will be distributed to the Deans then to the Chairs
    - 3 A Senator explained that they like the way it was worded but faculty wants to vote on it themselves so they will abstain in the voting.
  - v Motion passes with amendments – this is a recommendation to Provost
- c. Motion to send the “Diversity, Equity, and Inclusion in Tenure & Promotion Workgroup Report and Recommendations” and feedback thereon to an ad hoc committee
  - i Setting up an Ad Hoc committee to require DEI in tenure and promotion. Committee will set up guidelines based on feedback received. Better to do in committee than regular senate meeting.
  - ii Friendly amendment in light of faculty feedback **“and previous senate pre-determinations”** is added
  - iii Senator asked about timing of motion that says beginning of Spring 23 semester
  - iv Change to end of Spring 2023 semester
    - 1 Objection – it should stay beginning of Spring 2023 semester
    - 2 Amend to second senate meeting of Spring 2023
    - 3 Another senator says wait till end of semester
    - 4 Amendment passes to change beginning to second senate meeting of the 2023 semester
  - v Would passing this motion make it so faculty cannot vote?
    - 1 After report from ad Hoc committee there still could be an all faculty vote.
  - vi Motion passes with amendments so Faculty Senate will be formulating and Ad Hoc committee of senators

d. Motion on the final exam schedule

- i In response to faculty who have more than one final exam on the last day of finals week
- ii Exam schedule seems to have been changed
- iii Faculty Senate representative of APC says that they have addressed issues of final exam schedule
  - 1 Recommends change of tight time schedule for getting grades in is something to look at plus requirement to be at graduation.
  - 2 Requirements are activities during final week
  - 3 Provost says that final schedule is set a year in advance
  - 4 Martin Hunter is working on Fall of 2024 schedule right now for finals and does it randomly
    - a This was a bad year due to USM schedule and winter break timing.
    - b Will work with faculty individually too if there are conflicts.
  - 5 Discussion ended due to meeting ending at 5:00.

Adjourn (5:00 p.m.)

Written by Ellen Schaefer-Salins, Secretary  
11/30/22