

## Faculty Senate Notes

March 28, 2023

Henson 103

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

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

1. Remarks from President Lepre
  - a. Renovating Blackwell Hall funding was approved
  - b. Provost search happening now
  - c. VP for Financial Affairs search will begin
2. Approval of Minutes
  - a. Approved as written
3. Announcements from Provost Olmstead
  - a. Middle States Self Study
    - i. Meetings about the process have begun
  - b. Ward Museum – has been on old site for 30 years and expensive to repair
    - i. Moving to Powell Building in downtown Salisbury to a smaller space
    - ii. It will cost millions to fix the old building and SU doesn't have the money
    - iii. Question – Who decided to move to a new location?
      1. Decision to move was made by group on campus coordinating with the Ward Foundation
    - iv. Need to look at security in new location
    - v. The Ward Foundation has financial issues
    - vi. Question - Who decided where to move?
      1. Administrators Ward Foundation Board and Clifton Griffin and Bea Hardy from SU
      2. Downtown site was agreed on
      3. No immediate plans to sell current building
    - vii. Question – Do we have to address DEI in self-study for Middle states?
      1. We need to attend to that very specifically to middle states
      2. Middle States is an institutional accrediting body looking at student experiences, faculty experiences, how do we know we are on the right track as a university
        - a. DEI is in mission and value statement. We have to show how we are achieving it.

4. Announcements from the Senate President
  - a. More Provost Candidates are coming – please attend candidate presentations
  - b. Reminder of CUSF Shared Governance Survey – fill out by April 5
  - c. Reminder of Faculty Friday – April 7
  - d. Administrator evaluations need to be filled out by faculty
5. Committee Reports
  - a. Request for extension from the LLRC on their charge to review sections of the Faculty Handbook – first week of May extension agreed on by all
  - b. Report of the Ad Hoc Committee on the Faculty Handbook
    - i. Charge 11 – Faculty Handbook should be re-written
    - ii. Charges 1 and 4 for T&P should be more transparent
    - iii. There are no rules for Tenure and Promotion
      1. Faculty should be given time for rebuttal
      2. Charge 5 – Can't ask for more documents such as more evaluation
      3. There is nothing defined about the annual review
    - iv. More changes were explained to several different charges
  - c. **Motion** that Senate accept report of the Ad Hoc Committee on the Faculty Handbook and move forward to look at how to implement changes
    - i. Senator – we need to change a few things about the handbook before we move forward
      1. Example – Student evaluations, scholarship and creative activity
        - a. Answer – student evaluation – doesn't mention specific but can become part of the annual review
      2. Question – Is Faculty Handbook updated regularly?
        - a. Provost – there is a staff member who can work on this
          - i. What is the update process?
          - ii. What needs to be changed? When do we do changes? Yearly or anytime?
          - iii. There is little feedback from faculty on Faculty Handbook
      - b. Recommendation to hire someone to work on changing Handbook
        - i. That will have to be a recommendation to the Provost
      - c. Chapter 2 needs to look at percentages of time for teaching, scholarship and service
      - d. Committee Member explained that percentages are used on the non-tenured evaluation but not on the tenured evaluation
      - e. Must align numbers with USM
      - f. **MOTION PASSES** that Senate accept report and move forward to look at how to implement changes
  - d. FWC report on Summer/Winter compensation

- i. In 2015 a different method than one from faculty handbook was developed for compensation and has not changed
- ii. Recommendation is to take current model and add COLAs to it
  - 1. Back-pay for people that taught Winter 2023. There is no back-pay for others who taught before Winter 2023.
  - 2. MOTION that faculty senate make a recommendation to provide back-pay to winter 2023 professors. Motion was ruled out of order due to no change in pay being recommended yet.
  - 3. **Motion** - move that we accept Model B as proposed by Faculty Welfare Comm.
    - a. Discussion on motion
    - b. Not good that we did not know of changes in 2015.
    - c. Model B was a change that we did not know about. This may come from a tuition generated model in 2015
      - i. Why were COLAs cut off in 2019?
        - 1. There were no COLAs 2015-2018.
      - ii. Any difference in model for 10 month vs 12 month or graduate?
        - 1. This is for undergraduate. Full Professors are paid more than Associate for overtime courses.
    - d. **Amendment** to continue to update with COLAs
    - e. This should include COLAs since April 2019 plus backpay (backpay and COLA should be inserted as amendment)
    - f. Request that Provost update faculty handbook accordingly
  - 4. **Motion with amendments states** – That we accept Model B as proposed by the Faculty Welfare Committee (see below), including COLAs from April 2019 forward, and ask the Provost to continually update the model to match COLAs and that the Faculty Senate send the recommendation to the Provost to provide backpay to faculty who taught Winter 2023 to match the updated Special Session compensation model. In addition, we ask that the Provost update the Faculty Handbook accordingly.
  - 5. Overload Pay question – charge to FWC to look at overload pay
  - 6. **Motion** for the FWC to look into aligning overload pay.
    - a. And to evaluate graduate student assistantships, chair compensation and graduate director compensation. (All come from same pool of money)
      - i. Study being done for release time for chairs in the past? Has that been completed?
    - b. Amendment to not add graduate students – not passed
    - c. Amendment to have consultation with graduate council – **Passes**
    - d. Motion pass as amended

- e. Tabled motion was removed from the table: Report of the Ad Hoc Committee on DEI in Tenure and Promotion
  - i. Senator explained that they are disheartened the way it is going with the DEI. We are talking about Equity, promotions committee agreed with findings in original report. Each department should have their own standards for expectations.
  - ii. Students talked about DEI requirements and explained why DEI is important to them and how they are being discriminated against by professors due to their gender and disabilities.
  - iii. Motion to extend meeting by 10 minutes to continue discussion on DEI
  - iv. Motion about DEI was tabled again and will be brought up at the next meeting.
- 6. Unfinished Business and General Orders of the Day – none
- 7. New Business - none

Meeting Adjourned (5:10 p.m.)