

Faculty Senate Notes

May 9, 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. Thank you to all for participation in the inauguration activities last week.
 - i. Special thanks to Jessica Clark, Karen Olmstead, and Jennifer Martin for greatly helping with, and participating in the events.
 - b. Call for proposals for SU Strategic Innovation funds
 - i. Proposals evaluated on potential impact
 - ii. Accepted through September 1 so they can start Fall 2023
 - c. Equity increases for next pay cycle
 - i. Every person on campus was reviewed and their pay was compared to similar positions on other campuses, and this campus.
 - ii. Increases addressed people who fell below the median
 - iii. This is not the last time salary equity will be looked at.
2. Approval of Minutes – minutes approved as written
3. Announcements from Provost Olmstead
 - a. Enrollment is down 3% but hoping for more
 - b. Equity pay adjustments were worked on by department and independently across campus
 - i. 96 faculty will receive salary adjustments
 - c. Gullnet will show if you have an adjustment
 - d. 17 to 19 faculty searches approved for starting August 24
 - e. There may be adjustments to all state employee salaries. Non-exempt employees may receive changes for salaries. HR will communicate about that.
4. Announcements from the Senate President
 - a. Thanks to all faculty senators this year
 - b. The Faculty Senate has done 30 motions. Thank you to standing committees and who gave reports.
 - i. 4 ad hoc committees were established this year
 - ii. Special thanks to the executive committee
 - iii. Thank you to Provost Olmstead

- iv. The Faculty Senate thanked the President, Jennifer Martin for her hard work and great organization this year
 - c. Faculty Senate President's Award for Outstanding Service to the Faculty
 - i. Matt Bailey
- 5. Election of Officers for 2023-2024. Elected Officers are as follows:
 - a. Web Master – Jeffrey Emmert
 - b. Secretary – David Keifer
 - c. Vice President – Joerg Tuske
 - d. Deneen Long-White will be President as she is moving up from being the Vice President this year.
- 6. Committee Reports
 - a. Report and motion from APC on avoiding multiple finals on the last day of finals
 - i. Report received
 - ii. The Senator explained that exam times will be known before professors pick classes
 - iii. This is just a recommendation
 - iv. MOTION PASSES
 - b. Motion from APC on changing the credit threshold for Latin honors eligibility –
 - i. MOTION PASSES
 - c. Motion from APC requesting an extension on the deadline for the academic integrity policy revisions
 - i. MOTION PASSES
 - d. Report and motion from LRAP requesting certain charges
 - i. Amendments were made to motion
 - ii. Questions about what clinical faculty is
 - iii. Are we meaning tenure track or full-time faculty
 - iv. Head of LRAP Comm talked about being careful not to increase adjunct responsibility
 - v. Clarify that 75% of instruction across the university is tenure track faculty
 - 1. This means student credit hours
 - 2. Will clinical faculty not count as the 75%?
 - vi. Helping to ensure that tenure will continue at the university
 - vii. Amendments of teaching targets for the future.
 - 1. What does this mean?
 - 2. Amendment did not pass
 - viii. We are currently around 70% of tenure track faculty as professors
 - ix. MOTION WITH AMENDMENTS PASSES
 - e. Report of AFT on academic freedom and offensive language
 - i. Report received
- 7. Unfinished Business and General Orders of the Day – none

8. New Business
 - a. Motion on faculty service
 - i. Discussion of Motion to help faculty do service but not exceed 100% work load
 - ii. Possibly allow people to serve on more committees – this is to help fill positions
 - iii. Discussion about workload time and amendments on the motion
 - iv. MOTION PASSES after Amendments – 8 to 2 and 5 abstentions
 - b. Motion to create an ad hoc committee to create a FTNTT section in the Faculty Handbook
 - i. Amendment to push deadline to Spring 2024
 - ii. MOTION PASSES WITH AMENDMENT
 - c. Motion to create an ad hoc committee to advise on the creation of a new Faculty Handbook
 - i. MOTION DOES NOT PASS
 - d. Motion to charge the Promotions Committee with specific revisions of the Faculty Handbook
 - i. MOTION PASSES
 - e. Motion to charge the FWC to create a system to quantify faculty workload across teaching, research/scholarship/creative activity, and service. (Ran out of time so this was not discussed.)
9. Matt Bailey came late and received the service award!

Adjourn (5:00 p.m.)