

## Faculty Senate Notes

February 13, 2024

Holloway Hall 119

<https://www.salisbury.edu/administration/campus-governance/faculty-senate/>

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Call to order (3:30 pm)

1. Announcements from President Lepre
  - a. Thanks Faculty for meeting with her over break. Two topics came out of those meetings.
    - i. Faculty want to find better ways to support LGBTQ+ community. One response already implemented is signage outside restrooms to help find gender-neutral restrooms using QR codes. Other responses are forthcoming.
    - ii. Policy for under what circumstances SU will make public statements about world events.
      1. Current policy is to follow Chicago principles. Approved by USM in June 2019. SU policy is on publications page.
      2. President asks FS to re-investigate what we want SU's policy to be on this stuff. Still needs to be aligned with USM.
  - b. President's staff brainstormed different ways to communicate with campus community
    - i. Tuesday reports will come out every other Tuesday: Based on book "Smart Brevity"
      1. Highlights from those reports: Beginning stages of search for VP of Inclusion, Access, and Belonging. Search committee has been formed.
      2. Call for Inclusion, Access and Belonging Working Group had a very large response of >110 people interested, including >40 students.
      3. New HR website is out. President would appreciate feedback.
  - c. Budget
    - i. Governor has included additional \$19.2 M in capital budget for improvements to Blackwell, so no internal funds needed
    - ii. Complications for this year and future:
      1. Governor has rebased this year's budget based on another formula for allocations. They pulled \$5 million from what our year's allocation should have been. President is advocating to get that back. This is money to cover COLA adjustments from July 2023.
        - a. If SU does not get it back, then we would need to rework funds to pay for those raises, perhaps by not adding to our required fund balance.
      2. Aurora got names from Deans for a few faculty to meet in small groups to brainstorm ideas for how to address upcoming challenges.
        - a. This is an effort to improve communication and transparency.

- iii. President appreciates that we moved the 2/20 meeting to 3/5 so that President could attend legislative hearings on budget.
    - iv. Strategic Innovation Funds will be held for this year and put towards basic operating funds for this year.
      - 1. Projects that have already been funded will maintain funding.
  - d. Question from Senator: Can we codify nighttime colors of bell tower to correspond to weather reports? Color would reflect predicted weather.
    - i. Response: Easy to change colors. Tower colors are often dedicated to various causes, so it might be confusing. Perhaps a solution can be found.
  - e. Question from Senator: Can we get a copy of the Princeton Review's "LGBTQ-Unfriendly" report?
    - i. Answer: Yes, it is available.
- 2. Approval of minutes
  - a. Minutes from the December 12, 2023 regular business meeting approved as written
- 3. Announcements from Provost Couch
  - a. Update on Dean searches in CHHS and Perdue...
    - i. Gathering applications; committees are about to start reviewing candidate materials.
    - ii. For CHHS, priority deadline for candidate submissions is end of February. Initial screening interviews on Zoom mid-March and on-campus interviews end of March or beginning of April.
    - iii. For Perdue, priority deadline is week of 2/12. Review of materials will begin on 2/19. Zoom screenings after that, then on-campus visits in same time frame as for CHHS.
  - b. There is a focus within Academic Affairs on enrollment management and how budget impacts enrollment choices.
    - i. Provost's Office is brainstorming ideas to increase number of students and increase retention. Currently checking into what resources would be needed and when they could be implemented.
    - ii. Stuff to do this semester that are low-cost.
      - 1. Faculty calling admitted students to encourage them to attend SU.
      - 2. Implementing VIP events for high-achieving students who normally opt to go elsewhere.
      - 3. Three retention campaigns. Provost has met with department chairs and school directors.
        - a. Want to increase number of Navigate reports from faculty on struggling or high-achieving students, after which students get connected with care to various offices on campus. Then faculty get response that case was worked.
        - b. For at-risk first year students, there is a predictive analytics package to identify those students. Asking department chairs

and school directors to contact those students and connect with them from their own discipline.

- c. Plan to work on increasing number of mid-term grade submissions. This plan was already in the works when students asked for this via SGA forum. Best practice is that students who receive mid-term grades (for good and bad) tend to make behavior decisions based on that.
  - c. Question from Senator: Students the Senator called through Slate are concerned about FAFSA. What advice can we give to students?
    - i. Response: Education Department will start getting info out to universities mid-March. Hopefully SU can get out financial aid packages mid-April, but that is assuming we get student info mid-March.
    - ii. Tell students that FAFSA can be submitted now. SU will continue to communicate with students and families. Merit scholarships have been decided and communicated to students.
    - iii. Administration is proactively trying to figure out what info we can tell students given the nebulous environment.
    - iv. Returning students will be told mid-summer, as usual.
  - d. Question from Senator: What factors are used to determine at-risk first-year students?
    - i. Response from CSA: Pre-enrollment we look at high-school GPA, high school they came from, ethnicity, age during first term, etc. Those factors are less important once they have been here awhile. Then things like GPA, major, credits taken per term, etc. are weighted more heavily.
      - 1. Model can be changed across time. If those predictors are not predictive, we can change model.
    - ii. Predictive model then puts students into high support, moderate support, or low support needed. Most students in 'low support needed' category, but meaningful numbers are in moderate and high support groups.
  - e. Question from Senator: Are mid-semester grade reports used in any way?
    - i. Students with Ds or Fs are reached out to for care. For example, if F students are not attending class, CSA can approach that conversation a certain way. Mid-semester grades do not affect financial aid or anything like that.
4. Announcements from the Senate President
- a. Special topics meeting moved from 2/20 to 3/5 in Assembly Hall of GAC.
    - i. Senate will provide questions to President and Provost in advance so they can prepare responses.
    - ii. Senate President wants to send list of questions to them by 2/16.
  - b. Dr. Angela Freeman met with President about Princeton Review's "LGBTQ Unfriendly" report. Many faculty are concerned that response by university was not adequate. faculty can share concerns about LGBTQ+ issues with Dr. Freeman.
    - i. Faculty should share concerns with Dr. Freeman and with Senate because Senate is voice of the faculty.
  - c. Reminder to wait until speaker is done before raising hand to be called on.

5. Committee reports
  - a. Motion to suspend rules to talk about committee report at end of meeting so we can go into closed session.
    - i. Motion passes.
  - b. At end of meeting, the motion to go into closed session also passes.
  
6. Unfinished business and general orders of the day
  - a. MOTION on updating Curriculum Approval Guide
    - i. Proposer: For faculty putting things through gen ed approval, faculty are having problems. Being told they need to make revisions multiple times. Faculty are not adequately informed about what needs to be in proposals to be successful. Some faculty think some GEOC subcommittees are overstepping and evaluating courses rather than evaluating whether proposal meets necessary SLOs.
    - ii. Motion passes.
  
7. New business
  - a. MOTION on Clinical Faculty and Professors of Practice
    - i. Proposer: Those sections should be more generic, not about particular school.
    - ii. Question: What would happen to the part of chapter 2 about CHHS Promotions Committee? Should it be deleted? Remove "CHHS" so it applies for all clinical faculty?
      1. Response: That section in handbook was written for CHHS faculty because it seemed at the time that clinical faculty were only in CHHS.
    - iii. Amendment: At end of motion, "except where specific policies and practices of particular units are discussed."
      1. Question: Would other schools with no specifics in Handbook need to have something in there?
      2. Question: Do other school have clinical faculty?
        - a. Response: Yes, Seidel does.
      3. Suggestion from Senator to withdraw motion.
        - a. Response: Perhaps no need to withdraw because the motion still does something.
      4. Senator: Motion is not specific enough right now for Provost's office to know what to do. They would have to make judgment calls that Senate is unaware of.
      5. Question: Should any mention of particular schools even be in there? Each school/department might have their own requirements, but Handbook is a place for general info
        - a. Response: Library, for example, has specific info on their own that's not in Handbook.
      6. Senator: Amendment should be withdrawn because it muddles things
      7. Amendment withdrawn

- iv. Suggestion: Maybe send to Academic Policies Committee (APC) or Promotions Committee to figure out specific changes rather than using this motion.
- v. Question: Can we reach out to Seidel or other schools with clinical faculty to see if CHHS stuff currently in there applies to their schools as well?
- vi. Provost: Any school or college can have these positions, so we need to make sure they are all covered.
- vii. Motion does not pass.

b. MOTION to send a charge to APC and Promotions Committees

- i. "Resolved, that the APC and Promotions Committees be charged with the investigation of all mentions in the Faculty Handbook of particular schools concerning Clinical Faculty and Professors of Practice. The committees will recommend specific revisions to the Faculty Handbook."
- ii. Friendly amendment, adding "if any" after "specific revisions."
  - 1. Amendment passes.
- iii. Friendly amendment, adding "as a single report."
  - 1. Amendment passes.
- iv. Senator: Motion should have a deadline.
  - 1. Suggestion: End of semester so it is ready for next promotion cycle?
    - a. Response: No need because this motion would not change any of that process.
- v. Amendment, "The report shall be due by the first Senate meeting in October 2024."
  - 1. Senator: Perhaps they can get to it this semester
  - 2. Response: APC and Promotions Committee both have outstanding charges, so they cannot do it this semester.
- vi. Friendly amendment, remove "s" from end of "Promotions Committees."
- vii. Motion passes.

8. Motion to adjourn approved

Adjourn (5:00 pm)