

Faculty Senate Notes

March 12, 2024

Holloway Hall 119

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

Deneen Long-White, Dan Ervin, Bart Talbert, Steven Binz, James Fox, Erin Weber, Nicole Kulp, Mark de Socio, Beth Ragan, Vitus Ozoke, Mary DiBartolo, Mia Waldron, Sally Perret, Ellen Schaefer-Salins, Jeff Emmert, Joerg Tuske, David Keifer, Memo Diriker

Call to order (3:30 pm)

1. Approval of minutes
 - a. Minutes from the February 27, 2024 regular business meeting approved as written.
2. Announcements from Provost Couch
 - a. Follow-up regarding Senator's question about whether VP of Inclusion, Access, & Belonging search is for a new position or is a replacement:
 - i. Answer: It is a replacement position.
 - b. Follow-up to 3/5 budget meeting: Senator had asked question on growth of upper-administration salaries vs growth of faculty salaries.
 - i. Answer: Data has been given to Senate President and VP. They can make announcements on that when ready.
 - c. Sent a team to participate in USM Student Success Conference. Rich set of presentations and ideas that team can bring back here.
 - i. Large focus on student mental health.
 - ii. Growing student needs: food and security.
 - iii. Need to make sure we are supporting students beyond their first year.
 - iv. SU is considered a leader in this area because of our strong retention and graduation rates.
 - d. SU hosted Women's Forum in celebration of International Women's Day.
 - i. Great presentations from a variety of perspectives: faculty, staff, and students.
 - ii. Thank you to everyone who put it together.
 - e. Recruitment news: Things going pretty well. Just had Admitted Students' Day and had 519 students. 1284 people including guests.
 - i. Another one coming up.
 - ii. We need to make sure we are 'closing the sale' to encourage students to come here.
 - iii. FAFSA troubles are continuing. We still do not have necessary information to determine complete financial aid packages.
 - iv. We have told students that if they filed the FAFSA and are Pell-eligible, SU will give them at least what they are Pell-eligible for so that they have some guarantee.

- v. We told them that if they deposited by May 15, we would offer them a \$1000 study-abroad scholarship. This will fit in with our new Experiential Learning requirement, and students who study abroad are retained at a higher rate.
 - vi. Doing our best to get deposits so that we have a clearer view of budget for next year.
 - f. A change to the BOR policy on appointment, rank, and tenure of faculty is in progress. The change is about faculty titles.
 - i. There is a new draft that was sent to the Senate President.
 - ii. Changes:
 - 1. Research assistant and research associate professor changing to assistant research and associate research professor.
 - 2. New titles: Assistant, associate, and full field professor; community-engaged assistant, associate, and full professor; principal lecturer.
 - iii. If this policy is adopted by USM, SU could decide if we want to hire anyone in those positions.
 - iv. There is also a change in language for assistant, associate, and full teaching professors.
 - v. Provost will need feedback within next month or so to report back to USM.
 - g. Searches for Deans of Perdue and CHHS
 - i. Perdue semi-finalists have been interviewed. The field has been narrowed down to three finalists to bring to campus after spring break.
 - ii. CHHS semi-finalists are interviewed the week of 3/11. Finalists will come to campus two weeks after spring break.
 - iii. New hires will start on 7/1.
 - h. Question from senator: Is FAFSA stop-gap funding for all students?
 - i. Response: Only for admitted, first-year students. The study abroad bonus is only available to students who commit by May 15
 - i. Question from senator: Where in the budget is that study abroad bonus coming from? Is there a cap on number of students?
 - i. Response: Budget has not been made for next year, so not exactly sure, but it is considered a “strategic initiative.” For budget considerations, we assumed that a larger number of students would get this bonus than we will likely get. We also assumed that not all students will use those funds in the same year.
 - j. Question from senator: Where will study abroad funds go if students do not use it?
 - i. Response: It will be swept back to us.
 - k. Question from senator: Has SU adopted new CDC guidelines on COVID? Who makes those decisions?
 - i. Response: Provost received policy from Dane Foust because he was the point of contact for USM. Not sure exactly what unit will be handling this.
- 3. Announcements from the Senate President
 - a. SU President is in Annapolis giving analysis on capital budget.

- b. Council of University System Faculty (CUSF) emailed Senate President to announce 'Incorporating Generative AI into Learning Experiences' showcase: a Zoom meeting on 4/26 from 10:00 am – 1:00 pm. The email is appended to the minutes.
- c. Faculty Lounge will be closed on 3/25 for maintenance.
- d. Senate Committee annual reports are due by 6/1. Designated senators: Please make sure that your committees get it done
- e. Outstanding charges to some committees: Try to get them in by end of semester. Senate President will be contacting those chairs and designated senators.
- f. Reminder: Raise hand once speaker is finished. Talk when recognized.

4. New business

a. Technology Fluency MOTION

- i. Question from Senator: Was the Provost's Office included in developing this response? That was a recommendation in the charge.
 - 1. Response: That was in the second part of the charge, which is still outstanding.
- ii. Question: The wording confused me. Do individual departments have broad leeway in determining their requirements, or are departments required to adopt these fluencies?
 - 1. Response: The language in that part of the statement is a holdover from the old statement. This statement is meant to be aspirational but does not have any authority behind it.
- iii. Comment: We must clear up whether this is aspirational or prescriptive. Technology is changing so fast that it is hard for faculty to keep up with these changes.
- iv. Approved amendments to statement...
 - 1. Breaking up overall statement using subheadings. Approved subheadings were "Purpose" and "Digital Fluency Fundamentals."
 - 2. Changing "the policy of Salisbury University" to "a goal of Salisbury University"
 - 3. Adding "Academic departments may wish to consider the following information when determining how to meet their digital fluency goals."
 - 4. Deleting "Three" from "These three fluencies."
 - 5. Deleting paragraph beginning with, "The specific expression of each of these fluencies."
- v. Comment: Statement was well-written.
- vi. Amendment to motion: add "as amended" to end.
 - 1. Amendment passes.
- vii. MOTION passes

b. MOTION to write governing documents for SU's IRB (Institutional Review Board)

- i. Comment from senator who made motion: SU's IRB follows the Belmont Report and BOR policy IV-2.10. Those provide general guidelines for how to constitute

and operate an IRB, but they are not specific to SU. This motion would codify the particulars of how SU's IRB operates.

- ii. Comment: The IRB rules used to be whatever the IRB chair said the rules were. IRB members were more interested in reviewing methodology than doing what an IRB was really supposed to do. I am in support of this motion.
 - iii. Question: Is the IRB broken?
 - 1. Response: No, we should just codify this so that the IRB's operation does not unintentionally change over time.
 - iv. Comment: We may be skipping steps. Perhaps we just should get a report from IRB first so we know what needs to change, if anything.
 - v. Comment from IRB member: Perhaps we just need to ask IRB to provide info rather than forming this committee.
 - 1. Response: Having this stuff codified would help faculty understand why they are having troubles when it is tough to get stuff through IRB.
 - vi. Amendment: Charge the IRB chair rather than creating a committee.
 - 1. Comment: The FS cannot charge the chair of the IRB. It is out of our purview.
 - 2. Comment: There should be a committee that would write this up and decide whether the current operation is good.
 - 3. Comment: Should withdraw overall motion and ask IRB for information.
 - 4. Amendment withdrawn (was never seconded).
 - vii. Comment: Will vote this motion down for now and try to get info from IRB first.
 - viii. MOTION does not pass.
- c. MOTION to extend deadline for Faculty Welfare Committee's charges
- i. Amendment: Provide specific date for second extension, "the second Senate meeting of October 2024."
 - 1. Amendment passes.
 - ii. Amendment: Changing "The FWC would like an extension" to, "The FWC is granted an extension."
 - 1. Amendment passes.
 - iii. MOTION passes.
- d. MOTION to get Senate President to work with IRB to obtain information on SU's specific IRB operating policies.
- i. Amendment: Change "regarding operating procedures relating to IRB membership and membership roles" to "regarding SU specific operating procedures of the IRB."
 - 1. Amendment passes.
 - ii. MOTION passes.

5. Motion to adjourn approved

Adjourn (4:57 pm)