

Faculty Senate Notes

May 13, 2025

Henson Hall 103

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

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

1. Announcements from President Lepre

- a. Should motion on sabbaticals pass, Jason Curtin and Advancement have pledged to fundraise to cover the money
- b. Met with Senator Brown and supports her motion
- c. System met; UMB and UMES laid out their proposals which include layoffs and remote work plan for utilities savings – Salisbury remains in a different position partially because our loss of federal funds has been minimal
- d. Q: Salisbury is not considering layoffs or furloughs still, correct? A: Correct
- e. Q: Will we get commencement instructions? A: Yes, coming very soon
- f. Q: What is our progress towards the budget cuts? A: Continuing to make progress, more information pieces have made full picture clearer
- g. Q: Will the cuts from each area be released? A: Yes, working on figuring out how best to organize and communicate
- h. Q: Is the 1% COLA still a thing? A: Yes
- i. Q: Have we heard anything about the state releasing COLA and merit for this year? A: Yes, planning to use that money to pay ahead big ticket items and make investments that will save money in the long run

2. Approval of Minutes from May 6, 2025 meeting

3. Announcements from Provost Couch

- a. Academic Affairs budget notes
 - i. Have released a small number of faculty positions
 - ii. Have lost 3 federal grants – looking at ways to support this work
 - iii. Considering items we can pay forward to help offset next year's budget – will report when decisions are finalized
 - iv. Cancelled a few high-dollar contracts
 - v. Watching freshmen enrollment very closely
- b. Congrats to new VP of CUSF, Maida Finch
- c. Brian Stiegler has decided to return to his faculty status in the higher ed master's program – leaves a hole for the Center of International Education, expect call for a new director very soon
- d. Q: Is it true that there is some money that's been made available for travel and professional development? A: Most Dean's held back some funds for travel in

addition to Foundation funds, CAFE funds, and Provost's office funds. Trying to figure out a way to streamline application process; this would be a Senate conversation when applicable

- e. Call is out for [Faculty Travel Grants](#)
 - f. Q: What is the timeline to get a new VP of International Affairs? A: Dr. Stiegler's intended transition date is August 14, goal is to hire internally and plan for an immediate hand off where outgoing and incoming VP can meet
4. Announcements from the Senate President
- a. Follow up on shared governance survey – CUSF has said this is for the officers to fill out. Deadline is May 15, share any feedback on teams
 - b. Welcome new Senators – Diriker and Flores reelected, new Senators Juncosa, Schafer-Salins, D. Weber, Rogers, Ervin, and Lamey
 - c. Presentation of gift to outgoing Senate President Tuske
5. Election of new officers (VP to preside)
- a. Webmaster nominees Brown & Zerrenner – Senator Brown elected 9-5
 - b. Secretary nominee E. Weber – Senator Weber elected
 - c. VP nominee Lamey – Senator Lamey elected
6. New Business:
- a. Motion to keep faculty involved in budget decisions during the summer
 - i. Asks for notes to be released from Summer Advisory Committee
 - ii. Specifies work to involve full Senate participation, if possible
 - b. Motion to restore sabbaticals for spring 26
 - i. 8 applications that would go forward
 - ii. Sabbaticals for this year have been submitted but not reviewed
 - iii. Questions about faculty who might have applied for sabbatical but budgetary reasons kept them from doing so
 - c. Motion to commit to keeping FTNTT positions
 - i. Another thing senate working group has created in conjunction with university admin to avow continued support for FTNTT faculty
 - d. Motion to reduce time to PIN for FTNTT Faculty
 - i. Updated motion that removed mentions of searches for clarity
 - ii. USM Policy: PINs are given to regular faculty and regular faculty must be hired through a search
 - iii. Q: If FTNTT faculty were hired through a search, do they automatically get a PIN? A: Customary at Salisbury, but not policy
 - iv. Meant as a steppingstone to remove barriers for FTNTT faculty
 - v. Questions about search processes and what that means for FTNTT

- vi. If a search doesn't happen, FTNTT faculty don't undergo any change and it's treated as a renewal of contract, but there are past instances where there was no PIN available and the faculty were released
- vii. [Policy BOR policy II-105](#)
- viii. System uses the same language for regular and FTNTT faculty
- ix. Local counsel and attorney general have weighed in on this issue and affirmed a search is required, motion uses "eligible" as a catchall for various legal issues and requirements
- x. Q: Does giving a PIN cost more than the 7.25% raise? A: Yes
- xi. Considerations of motion's intent and legal specifications
- xii. Q: Are there FTNTT hired under emergency procedures still here without a search? A: Yes
- xiii. Understand further revisions may be necessary to align with policy
- e. Motion for clearer communication and cooperation in decision making
 - i. Comment that a visit from the university Provost and President would be valuable
 - ii. Discussion about language around extenuating circumstances and how binding it would make the motion

(Adjourn 5:14pm)

During the 24-25 year, Senate passed motions on:

- Guidelines for early promotion
- Creation of an Ad Hoc Committee on Faculty Pay and Benefits
- Modifying the Religious Accommodation Policy
- Accepting the APR Guidelines
- Recommending that departments and/or schools discuss the report on the Use of Student Evaluations of Teaching in Faculty Evaluations and make revisions to the school or department tenure and promotion guidelines
- Recommending giving the SU Center for International Education more of a platform at annual campus-wide meetings
- Data transparency for salary and position growth
- Budget transparency from the Vice-President of Administration and Finance
- Administrative Positions Justifications (Administration will work with the Faculty Financial Oversight Committee (FFOC) to develop a mechanism to share a justification for a position)
- Decoupling merit pay and training
- Amending the structure of the Salisbury University Consortium
- Recreating the Ad-Hoc Committee Faculty Pay and Compensation working group in the fall 2025 semester to continue working on the questions included in their report
- Avow support for Full Time Non-Tenure Track Faculty
- Action Plan for Faculty not meeting expectations
- Approving assessment changes for General Education designated courses
- Keeping faculty involved in budget decisions during summer
- Restoring first-time sabbaticals
- Retaining SU's FTNTT Faculty
- Reducing time-to-PIN for FTNTT Faculty
- Reaffirming Senate core responsibilities and institute a process to explore "ways to improve communication and collaborative decision making between all levels of the University"
- Mutual budget challenge considerations

Additionally, Senate held special sessions on:

- Belonging at SU
- Reforming the SU Governance Consortium

