

Faculty Senate Notes

November 11, 2025

Henson Hall 103

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

Dave Keifer, Brian Flores, Jim Fox, Sandy Pope, Anita Brown, Jose Juncosa, Thomas Lamey, Ellen Schaefer-Salins, Rich Bowler, Bart Talbert, Brooke Rogers, Memo Diriker, Mary DiBartolo, Yuki Okubo, Erin Weber, Emily Zerrenner

Call to order: 3:30 pm

1. Announcements from President Lepre's proxy, Acting VP Clark
 - a. Q: How was the decision regarding keeping commencement on campus made? A: Many stakeholders consulted including SGA, Grad Student Council, Family Advisory Council, Staff Senate, Extended Cabinet. Weighed pros (revenue generation, campus camaraderie, alumni donations, more control) and cons (staff time, cost, ongoing logistical problem-solving)
 - b. Q: Will commencement get less expensive over time? A: Expected yes with increased revenue generation as well
 - c. Q: What is the weather backup plan? A: Ponchos or grad walks instead
 - d. Comment: There were concerns about accessibility on the football field, Acting VP will bring up
 - e. Comment: December graduates are disappointed
 - f. Q: At what point does graduation get large enough that we need more than one? A: Administration will be evaluating each year
 - g. Q: Is there a possibility of smaller college ceremonies for graduate students? A: Have been discussions but barriers with cost, logistics, staffing
 - h. Comment: Live stream in the GAC Assembly Hall ran smoothly last year
2. Approval of minutes from meeting on October 28, 2025
3. Announcements from Acting VP Clark
 - a. Office hours in the GAC Faculty Lounge tomorrow Nov 12 from 11:30-12:30 and then following Wednesday Nov 19 from 10-11
 - b. Restarted First Monday newsletter - send ideas, announcements, etc to VP Clark to be included
 - c. Digital Accessibility
 - i. Many thanks to IT, ID&D, IAB, OAA for getting resources and training together and to the hard work already put in by faculty and staff

- ii. MyClasses UDOIT accessibility audit – initial scores look strong. UDOIT suggests ‘high impact’ areas to address, focus on those first.
- iii. January 8-9 USM-wide accessibility cleanup
- iv. Highlights: good faith effort, iterative change, admin and USM understands the weight and work of this process
- v. Q: What kind of assistance can ID&D offer? A: Partnership – ID&D liaisons, showing tools, making suggestions, department-wide training, working through specific challenges, helping shift the culture to “born-accessible” and understanding the why and how
- vi. Q: What about 3rd party vendors? A: Not prevented from using but should make a good faith effort to address if possible. These vendors should also be held to the same accessibility standards – consider reaching out to them and see if they’ll work with us.
- vii. Q: Can you clarify timeline? A: Final deadline is April 2026 but more emphasis on ongoing good faith effort rather than 100% completion
- viii. Q: What is the communication strategy to ensure all faculty are aware of and working on this? A: ID&D and IT have sent several messages, VP Clark will include info in First Monday newsletter, departments are encouraged to contact their ID&D liaison to set up training
- d. Foundation Professional Development Grants open
- e. Faculty Development Committee Travel Grants open

4. Announcements from the Senate President

- a. Table of Motions updated - Administrative Position Justifications (President did not accept) and Mutual Budget Challenge Considerations (President returned to Senate for further review)
- b. President Lepre has encouraged Senate to work through and with Strategic Plan Working Groups to highlight priorities and help guide decision-making
- c. Send questions to President Keifer by Nov 19 for President Lepre to address at Nov 25 meeting

5. Committee reports

- a. Promotions Committee report on Professors of Practice and Clinical Faculty in the Faculty Handbook
 - i. Several unanswered questions and conflicting information, working to get answers from Acting VP Clark and others
 - ii. PC recommends creation of Ad Hoc Committee to address concerns

6. Unfinished business

- a. Motion to add Gen Ed Program Director to UAAC & GEOC as ex-officio member
 - i. Question called to vote, motion passes

Adjourn 4:27 pm