

Faculty Senate Notes

December 9, 2025

Henson Hall 103

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

Dave Keifer, Yuki Okubo, Emily Zerrenner, Erin Weber, Mary DiBartolo, Mia Waldron, Memo Diriker, Brooke Rogers, Rich Bowler, Thomas Lamey, Ellen Shafer-Salins, Jose Juncosa, Anita Brown, Sandy Pope, Jim Fox

Call to order: 3:30 pm

1. Announcements from President Lepre

- a. Provost Couch is not returning as provost; Dr. Clark has agreed to stay in interim role through next summer. No decisions have yet been made for the next year; convos will happen in spring; Faculty Senate will be important here. Will share more when it is known.
- b. Q: Who will serve in the interim role after summer? A: Unknown
- c. Q: Do you see a need for an interim acting associate vice provost? A: Still working out details
- d. Q: Will there be a search firm? A: Leaning against search firm and running executive search the way we have run others this year. Will decide in consultation with Senate
- e. Q: Is this Dr. Couch's decision or SU's? Do we have a feeling about the strength or failure of the candidate pool from the last search? A: Unable to discuss personnel issues, but the focus here is SU's future success
- f. Q: Does this imply that Dr. Couch could come back in a non-provost capacity? A: Couch is tenured faculty and that would affect the exit discussions. Would continue to be on leave, would not be assigned classes
- g. Q: Who will make decisions regarding promotion to full professor of faculty grievances? A: Working on details, Dr. Clark is an associate professor and need further clarification to follow Faculty Handbook
- h. Q: As an institutional leader, how would you feel about coming into an institution with a new strategic plan? A: Hope they'll be really excited! Will make this all very clear in the job search process
- i. Q: Do you anticipate more communication to the university community? A: Many factors still in play, would communicate if things change
- j. Q: Who should international faculty contact if issues arise? A: Contract with Fragomen Immigration Firm – their information is in the Faculty Handbook.

- k. Budget timeline – goal is to have workbooks and scenarios out to all budget managers in January prepopulated with current information. Flat budget as starting point. Dr. Clark is setting up conversations around budget.
 - l. Workday continues to be a work in progress. Finance office is working on budget dashboards in Workday that will provide in-depth data. Likely varying levels of permissions once these are set up – lot of heavy lifting up front but will be a useful tool
 - m. Q: Will we continue to link budget line items to strategic plan or Salisbury Seven?
A: Yes, more to come
 - n. Kara Raab and others are working on metrics for how we can measure this strategic plan iteration
 - o. SU student applications and deposits are up year-over-year
 - p. New MD Speaker of the House will likely be Joseline Peña-Melnyk – vote on Dec 16. University leadership sees her as an ally
 - q. Q: Any news about delaying or rethinking the Blueprint? A: Nothing official, looking like full steam ahead on the current timeline
 - r. Parking news: Adding ~15 gravel spots where the art house was. Waiting for finalization of last permit. Q: Will this affect connected lots with Fellowship House? A: Will follow up
 - s. Little robots are part of the DoorDash program through Dining Services to deliver food – six robot pilot program, have been working with SGA.
 - t. Two ongoing searches
 - i. General Counsel, Zoom interviews have narrowed down to 6 candidates who will be on campus January-ish
 - ii. VP for Student Affairs, date of first consideration is December 12
 - u. Q: Since we lost saw you, you've returned two Senate recommendations, can you provide some more context? A: Will discuss with Senate President best way to have a continued conversation
- 2. Approval of minutes from meeting on November 25, 2025
- 3. Announcements from Acting VP Clark (aka The Jessica <3>)
 - a. Thanks Ken Kundell and Senators coordinating communication on Zoom outage
 - b. Ken Kundell has emailed owners of webpages with removed inaccessible files, if you need a document put back temporarily reach out to IT
 - c. Strategic Plan is moving forward
 - d. Budget discussions and priorities will start happening soon
 - e. Office hours in Faculty Lounge 3-4pm Fri Dec 12 and Thurs Dec 18 9:30-10:30am

- f. Q: Is Guiding Principles still a thing? A: This is our plan on record through the system but will be very intentional on figuring out what is too painful and seeing this as a living document
- 4. Announcements from the Senate President
 - a. Working Groups have submitted drafts to Steering Committee, Steering Committee is compiling into full draft to share with governance groups
 - b. Q: How will we handle data collection in strategic plan and non-inequivalence across units? A: Strategic Plan is intentionally broad with specific measurements and metrics left up to departments to figure out what 'counts' in context
- 5. Committee Reports
 - a. Report from LRAP on dual enrollment at SU
 - i. Blueprint does mandate that Dual Enrollment should be the thing. HS students will split into two paths – technical education and college credit
 - ii. Data shows that students do extra things in college (athletics, minors, experiential learning) rather than finishing their degree sooner
 - iii. Main obstacles: central point person, transportation, location and cost-benefit analysis of teaching at SU or at the high schools
 - iv. No motion currently, but LRAP would like to gauge interest in formalizing or standardizing Dual Enrollment through Faculty Senate, particularly in relation to the strategic plan
 - v. In general, we earn about 1/3 money per Dual Enrollment student as opposed to traditional students. \$150/credit hour vs \$600/credit hour (net amount per student is around \$300)
 - vi. Contact Sally Perret (LRAP chair) with suggestions and questions
 - vii. Concerns about dual enrollment students not meeting SU standards, but this could be the case with all transfer credits
 - viii. No mechanism to identify a dual enrollment student enrolled in a class
 - ix. Dual enrollment students are offered full SU services
 - x. Right now, our numbers are small, but that could change. What mechanism for control do we have? Good to consider quality control before it's off the rails
 - xi. Concerns about competing with Wor-Wic
 - xii. Mike Scott has been working on dual enrollment pathways and has been working extensively with LRAP on this issue, Laurie Henry also has extensive experience in this arena
 - xiii. Scaling up requires dedicated staffing and quality mechanisms

xiv. Yield around 22% (dual enrollment students who come to SU)

6. New business

- a. Motion to change last deadline in sabbatical approval process
 - i. How would the earlier deadlines affect tenure/promotion process?
 1. Would know by January 15 and probably sooner
 2. Not allowed to take Sabbatical if they don't have tenure
 - ii. June 15 change would definitely be better for chairs, January 15 likely would but gives us a better starting point
- b. Motion to change timelines of certain parts of tenure and promotion process
 - i. Deadlines can get tight if someone is out or if there's a holiday
 - ii. Dr. Clark's office makes the documents available and sends them on to the next reviewer step
 - iii. Confirmation that Faculty Success system can do this

Adjourn 5:00 pm

