

Faculty Senate Notes

February 10, 2026

Henson Hall 103

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

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Call to order: 3:30 pm

1. Approval of minutes from meeting on December 9, 2025
2. Announcements from Interim Provost Clark
 - a. Thank you for your flexibility during a wonky first week
 - b. Sabbaticals
 - i. All 17 meritorious sabbaticals funded this round
 - ii. Hoping to work with FWC, FDC, and FFOC on further sabbatical guidelines and budgeting going forward
 - iii. Working to get better data on how much the sabbaticals are costing SU, lots of intangible factors to consider
 - c. Enrollment
 - i. Holding steady for spring
 - ii. Up ~1.3% for fall
 - iii. Applications are up significantly
 - iv. Student Success Team has been looking at the data for past spring admits related to their success and retention
 - v. Issues around GENL 103 and spring admits being unable to take study skills course; considering things like summer bridge programs
 - d. Ongoing searches
 - i. General Counsel in finalists
 - ii. Registrar position being finalized
 - iii. AVPHR – search firm will conduct this one for free because prior position-holder was in the position less than a year
 - iv. VP of Student Affairs in finalists
 - v. Q: Is there a reason the VP of Student Affairs CVs were not made available to faculty? A: Aware and apologizes, currently investigating
 - e. Strategic Planning
 - i. Started the process roughly a year ago

- ii. 30 listening sessions with faculty, staff, students, community
- iii. Steering Committee compiled the data from sessions
- iv. Working Groups formed related to 5 pillars of the university based on those listening sessions
- v. Steering Committee used Working Group pillars to create a draft that has been submitted to Dr. Lepre
- vi. Lepre has provided initial feedback and has now gone to constituent stakeholders including LRAP, Faculty Senate, Staff Senate, SGA, Grad Student Association, Adjunct Caucus – hoping to get written feedback by Wednesday Feb 18
- vii. Pillars -> Goals -> Strategies
- viii. Plans to unveil at the State of the University address, March 11
- ix. Then work begins at the unit and department level. Specifics of how the plan will be implemented and measured through unit-specific initiatives and work. Local decisions about metrics and success benchmarking.
- x. The plan is wrapped in SU-specific context; location and local community
- xi. Q: Will Faculty Senate be involved in coming up with the specifics of the metrics? A: Primarily departments, but yes, lots of ways to be involved
- xii. Q: Should we expect a change to our mission, vision, values? A: Not yet but likely coming, has to go through MHEC so no rush
- xiii. Q: Will there be an adjustment to funding based on the strategic plan? A: Similar to how we have aligned strategic goals to the budget previously, largely left up to the unit level. Will allow space for units to question what they would like to continue, grow, stop, adjust.
- xiv. Q: What's the vision? Where will we be in 5 years and how does the strategic plan support that? A: The plan allows lots of department flexibility to set that vision
- xv. Q: Where does the Salisbury Seven fit into this? A: Values incorporated throughout the plan
- f. Provost office hours coming up; get with Savannah Brimer if you have confidential concerns to discuss
- g. Q: What's percentage of SU faculty with terminal degree? A: Will follow up

2. Announcements from the Senate President

- a. Thanks Interim Provost Clark on working with Senate Officers related to snow week
- b. Shared Governance Consortium groups voted to revise the Governance Consortium Bylaws effective July 1

- i. Big change was to get rid of consortium standing committees and replace with a new mechanism
 - c. Call for membership on a new Ad Hoc Committee related to updating the Faculty Handbook for mentions of Clinical Faculty and Professors of Practice – hoping to have Clinical and Professors of Practice represented
 - d. Interim provost ability to review promotions to Full Professor – no USM or SU procedural reason why this can't happen
 - e. Digital Accessibility
 - i. Progress not perfection
 - ii. Do faculty need to remove inaccessible materials by the April 24 deadline? No, see above point
 - iii. Received some guidance from Ken Kundell on archived web content
 - f. Rules for voting on Senate committees
 - i. Particularly related to 'majority' and 'voting members in attendance'
 - ii. Needs more than half of voting members present
- 3. Unfinished business
 - a. Report from Ad Hoc Committee on Limited Faculty Involvement in Shared Governance
 - i. Looks at perceived issues and solutions posed by other universities
 - ii. Between Consortium and GEOC changes, there are lots of committee seats that are about to be moot BUT these issues have a much longer history than these relatively recent committees
 - iii. Discussion related to FTNTT, potential motions, ways to break down considerations
- 4. New business
 - a. Motion on policy for required trainings
 - i. Discussion on ways for IT and administrative offices to find ways for continuous training or ways for folks to "pre-test" out
 - ii. Completion rate across the university around 94%, as high or higher for faculty
 - iii. Discussion around number of total and required trainings
 - iv. Staff Senate does require training for merit pay, so this could create some division
 - v. Suggestion to require training and cut off IT access if uncomplete
 - vi. Report includes suggestion for faculty to have a way to review that required trainings have been satisfactorily completed

- b. Motion to change Faculty Senate bylaws to account for title changes
 - i. Question related to voting and ex-officio members. According to Senate Bylaws, ex-officio are non-voting unless specified otherwise
- c. Motion posed to get UAAC a copy of the strategic plan
 - i. Discussion related to purview of this recommendation and necessity of UAAC involvement at this time

Adjourn 4:52pm