

Faculty Senate Minutes

March 3, 2026

The Special Topics meeting of the Faculty Senate was held on Tuesday, March 3, 2026 at 3:30 pm in Henson Science Hall 103. The Senate President was in the chair and the Secretary was present.

The meeting consisted of a discussion related to SU's Strategic Plan, the LRAP report on the Strategic Plan draft, process considerations going forward, and associated motions.

After amendment and debate, the MOTION for additional LRAP involvement related to the Strategic Plan PASSED.

Faculty acknowledges and supports the request regarding the process and timeline for feedback on the Strategic Plan draft. Specifically, Senate recommends that:

1. The Strategic Planning Steering Committee commits a response to LRAP feedback.
2. LRAP be given the opportunity to provide feedback on the response.
3. The deadline for initial feedback on the provided Strategic Plan draft be extended to allow the above.
4. LRAP make reasonable efforts to keep the planned Strategic Plan release date of May 1, 2026, which is the revised timeline as communicated by President Lepre to the Faculty Senate President on March 3, 2026.
5. Senate share a revised draft with all faculty for greater faculty review and feedback to LRAP, increasing potential buy-in overall.

After amendment and debate, The MOTION to make the Draft Strategic Plan available to all faculty PASSED.

The Faculty Senate requests that President Lepre and the Strategic Planning Steering Committee work with the Faculty Senate to revise the proposed 2026-2031 strategic plan so that the plan reflects what the Faculty Senate agrees would be appropriate Faculty input, guidance, and vision.

Thus, the Faculty Senate requests that President Lepre and the Strategic Planning Steering Committee agree to have the following occur before the current draft of the 2026-2031 strategic plan becomes accepted as SU's actual strategic plan.

- The current draft plan be distributed to all faculty as soon as possible, as far in advance of 11 March 2026 as possible.

- Feedback on the plan (including the vision/purpose and the goals and strategies) from all faculty is collected.
- The vision/purpose of SU be described in a manner that is clearly consistent with SU's stated mission and that is appropriate from the Faculty viewpoint.
- The concerns with the draft plan (available on the Faculty Senate website March 3, 2026 special meeting) already presented by the Long Range Academic Planning Committee, LRAP, and any significant concerns determined in the feedback from all faculty are addressed in a manner agreeable to the Faculty Senate.

The Faculty Senate also suggests that the proposed plan be released to the entire campus community and feedback be collected from the campus community with a mechanism to adjust the draft based upon any significant issues identified.

After amendment and debate, the MOTION on shared governance and the Strategic Plan was NOT VOTED ON due to running out of time. It will be taken up as Old Business at the next regular Senate meeting.

As Faculty Senators, entrusted with representing the interests and perspectives of the entire faculty at Salisbury University, we feel compelled to register a serious concern about the lack of transparency in the recent handling of the Strategic Plan draft. Specifically, we are troubled that the document was distributed in a confidential manner to only select shared governance groups, rather than being shared openly and equitably across the full range of faculty representatives. This selective and restricted circulation undermines confidence in the process, limits meaningful faculty input, and is inconsistent with the principles of shared governance.

In addition, the Faculty Senate was encouraged by the recent timeline course correction, including the decision to share the draft plan more broadly to the release of the final Strategic Plan, and looks forward to continue collaboration with the President and Strategic Planning Steering Committee throughout the rest of this process.

Meeting adjourned at 4:59pm

Erin Weber, Secretary
Written March 3, 2026