

Faculty Senate Notes

April 14, 2026 | Henson Hall 103

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

Brian Flores, Jim Fox, Sandy Pope, Anita Brown, Amit Poddar, Jose Juncosa, Thomas Lamey, Dave Keifer, Rich Bowler, Bart Talbert, Memo Diriker, Brooke Rogers, Yuki Okubo, Erin Weber, Emily Zerrenner

Call to order: 3:30 pm

1. Announcements from President Lepre

- a. End of legislative session: two new items related to collective bargaining awaiting Governor signature
 - i. Full-time and part-time non-tenure track faculty as well as adjuncts, apply to all public universities in the state, summer 2026
 - ii. College Park and UMBC grad assistants collective bargaining, 2028
 - iii. Union agreements might include not only compensation but hours, benefits, overlap coverage, etc.
 - iv. Finance is investigating possible effects on budget
 - v. Restored \$2mil to expenditures across campus – distributed across campus proportional to cuts; academic affairs got about 70% (\$1.4million) to deans and Provost's office. 160K to Enrollment Management, 225K to Facilities, 75K to Student Affairs
 - vi. Q: Todd Lepre is now listed in the directory; what is his status and compensation? A: USM Policy designation for presidential spouses engaged in volunteer activities, not receiving compensation
 - vii. Q: Is collective bargaining at system level or individual universities? A: Still figuring but if it's the same as staff it will be system
 - viii. Q: How does the dynamic change if FTNTT/adjunct chooses to unionize? A: Cannot be represented by shared governance, all negotiations would go through the union
 - ix. Q: Is this all or nothing, all FTNTT faculty unionize together? A: With current understanding of legislation, yes
 - x. Q: Different unions mentioned? A: Several unions around the country will be vying to represent, SU non-exempt staff and police are currently represented by different unions
 - xi. Q: Can groups hold a vote to unionize each year? A: Once legislation is in effect can unionize at any time

- xii. Q: Will there be a system discussion around additional costs incurred due to unionization? A: We'd certainly like to have those discussions but so far that seems unlikely
 - xiii. Q: Can you talk about moving parts of the bookstore into the library? A: Discussions happening over the past 2.5 years, bookstore is a trickle-down trigger for other spaces on campus to move, 'Sammy's Supplies coming soon' sign is now up in NW corner of GAC 1st floor. Many small spirit stores in the stadium, GSU, Blackwell; with books/ instructional supplies in the GAC
 - xiv. Q: Why are department administrative assistants now responsible for I-9 forms instead of HR? Lots of concerns about putting more work on admin assistants with I-9s, serving multiple departments, doing more work for less pay, and the extreme pressure and fear of making a mistake on a federal form. Also worried those concerns are getting lost because admin assistants are unionized and not represented by shared governance. A: Attempt to give departmental control for onboarding and hiring and align HR and departments; attempt to streamline Workday workflow. Will need to clarify language around how much authority administrative assistants have on compliance and enforcement. Will provide an updated agreement shortly.
 - xv. Q: How do adjunct contracts work with add/drop in special sessions; lots of issues with adjuncts teaching before they're officially on contract? A: Finance working on this, hard question to answer because cases are rare. Concerns that per-head compensation is not known until after some of the class has already elapsed due to add-drop period. Currently two potential strategies to handle this - either by hire date or through PAP processing. You can hire someone, get them background checked and ensure they are safe for the classroom before issuing a PAP contract. For efficiency, most people do this all together. Will look into this to rectify the situation.
 - xvi. Q: If a class doesn't make, do adjuncts not get paid? A: Get paid a percentage per contract clause, but cancellation for adjuncts is rare
 - xvii. Q: Who plans 3rd Friday and why is it the same day as SUSRC? A: The city plans 3rd Friday, tough time of year with lots of activities, also trying to avoid Relay for Life
- b. Announcements from VP of Administration and Finance related to recording on budget workbooks - put together a presentation, encourage questions

2. Approval of minutes from meeting on March 24, 2026
3. Announcements from Interim Provost Clark
 - a. Admitted Students Day success, shaping up to be a large freshman class
 - b. Money that came back to Academic Affairs – considering strategic ways to use with faculty input
 - c. Q: Was there any way to free this money up earlier? A: Not really, but we're going to move quickly to leave no penny unturned
 - d. Q: What sort of spending limits? A: No labor, one-time use, use by June 30
 - e. Q: Do products purchased need to be on campus by June 30? A: Little bit of flexibility if you can get a purchase order with exact price
4. Announcements from the Senate President
 - a. Additional meeting next Tuesday April 21
 - b. Designated senators complete short annual report on committee activities
 - c. Senators Lamey, Schaefer-Salins, Flores, Zerrenner, Rogers, Brown for Summer Advisory Council
 - d. AI Task Force reports
 - i. Asking shared governance bodies to accept report so on record
 - ii. Suggest 3-tiered syllabus AI framework for fall
 - iii. Report includes other suggestions and avenues of future AI consideration including related to budget
 - e. Notes on unit town halls about the Provost search
 - f. Senate officers have been working with President Lepre on how to represent faculty on Provost Search Committee. Aiming for 9 faculty on the committee (15 total, 1 fewer than last time). Asking for self-nominations with a form coming soon, submit self-nomination by Monday, April 20. Senators will have a chance to provide feedback by Wednesday, April 22 via Teams, then Senate Officers will use that feedback to provide final list to President Lepre
5. Committee Reports
 - a. Report from LRAP: Response to the March 2026 Strategic Plan draft
 - i. Received Steering Committee feedback with minimal changes
 - ii. Working on formulating response to that feedback
 - iii. Steering Committee is meeting twice next week to work through full campus feedback, edits not done just started with LRAP
 - b. Report of Ad-Hoc on Faculty Pay and Benefits
 - i. Discrepancy in how much overload time is involved vs compensation

6. Unfinished business

- a. Motion to send SGA resolution to senate committees for review
 - i. SGA got more complaints related to this in the past few semesters
 - ii. Students don't have an indication of their standing when withdrawal date arrives
 - iii. Students are most concerned about assignments completed weeks earlier with no grade assigned
 - iv. Discussion on how many days prior to withdrawal date is reasonable
 - v. Discussion on how to deal with multiple committee responses

Adjourn 5:00 pm