

Faculty Senate Minutes

The regular business meeting of the Faculty Senate was held on Tuesday, April 21, 2026 at 3:30pm in Henson Science Hall 103. The Senate President was in the chair and the Secretary was present. The minutes of the April 14, 2026 meeting were approved as written.

Acting Provost Clark made announcements

The Senate President made announcements

After debate, the MOTION to fully integrate LRAP into the Strategic Planning PASSED.

The Faculty Senate urges the Steering Committee to:

1. Invite any and all members of LRAP to an upcoming Steering Committee meeting for a detailed discussion of both the spirit and the letter of LRAP's feedback to the draft Strategic Plan
2. Make a commitment to suspend the Strategic Plan approval process unless and until LRAP has been given this opportunity to participate in the process.

After amendment and debate, the MOTION to amend "Motion for Provision of Data for Transparency and Equity in Salary and Position Growth" from March 11, 2025 PASSED.

The motion for Provision of Data for Transparency and Equity in Salary and Position Growth, passed on 11 March 2025 shall be amended so that it is substituted by the following:

Each year, the VP A&F Office will ensure that an electronic version of the employee salary listing is provided to the Office of the Provost. The Faculty Senate President, the Staff Senate President, and the President of the Adjunct Faculty Caucus may request the electronic file from the Office of the Provost and share the file with appropriate committees. The file should not be shared outside of University employees.

The electronic file of salary data will not include employee names, but for each position/employee, at least the following information should be provided:

- Position/Job Title
- Whether the position is full-time or part-time
- Unit (for example Henson School of Science or Office of the President)
- Department or School or Program (when appropriate – such as HIST, SOWK, or RESP)
- Salary

After amendment and debate, the MOTION to amend "Motion for Transparency and Equity in Salary and Position Growth" from March 11, 2025 PASSED.

The Motion for Transparency and Equity in Salary and Position Growth, passed on 11 March 2025, shall be amended so it is substituted with the following:

The Vice-President of Administration and Finance (VP A&F), **or their designee, will** present a budget update during a special meeting of the Faculty Senate (FS) at least once during each Fall and Spring semester. **At that meeting, the VP A&F may determine the organization of presentation and discussion. However, to provide ample time for faculty to ask questions, at least half the allotted meeting time should involve discussion including faculty questions.** The FS President will schedule the meeting in consultation with the VP A&F and distribute the date to the Faculty at least one month before the meeting. **The VP A&F, or their designee,** will send a detailed budget report to the FS President at least one week prior to the session for distribution to the Faculty. **After consultation with the VP A&F,** if the FS President determines that, for a particular semester, such a meeting need not occur, **then at least a month prior to the expected meeting date,** the FS President will notify the VP A&F of the cancellation **of that semester's meeting and provide a justification for the cancellation.**

In addition, the VP A&F will meet at least bi-annually with the Faculty Financial Oversight Committee (FFOC), providing a budget report and discussing issues of concern with the committee. The Chair of the FFOC will schedule these meetings in consultation with the VP A&F; they may also request specific data be included in the report. These meetings must be scheduled in a manner that permits significant direct discussion with the FFOC.

After debate, the MOTION to combine Honors Convocation Committee and Faculty Awards and Recognition Committee PASSED.

That the Senate Bylaws be changed to strike Article VII, Section 15 (Honors Convocation Committee), that the following sections of the article be renumbered appropriately, and that Article VII, Section 11 (Faculty Awards and Recognition Committee) be modified to the following:

--- Begin Modification ---

Section 11. Awards and Recognition Committee:

The purposes of the committee shall be to:

- A. Receive nominations for Faculty distinctions presented by nonstudent organizations and for student academic honors awarded by Faculty at large.
- B. Develop procedures to evaluate nominations for such distinctions;
- C. Review and submit recommendations for Faculty distinctions and recipients of Faculty at large-led student honors to the relevant parties;
- D. Receive nominations of candidates for honorary degrees to be granted by the University, review them following USM guidelines, and make recommendations to the Provost and President of the University;
- E. Explore and advertise additional means of recognition afforded by both on-campus and off-campus sources; and
- F. Serve as an advisory body in matters related to Faculty at large-led student awards.

The committee shall have six voting members: one tenured full professor elected by and from each Unit except the Library, and one elected at-large. Additionally, Faculty members serving on this committee shall not be eligible for any awards or recognition under the committee's review during the period of their service on the committee.

--- End Modification ---

The membership of the current Faculty Awards and Recognition Committee will continue their service under the new Awards and Recognition Committee.

After debate, the MOTION to send cameras in instructional spaces draft policy to APC was NOT VOTED ON due to running out of time. It will be taken up as Old Business at the next meeting.

The Faculty Senate (FS) President will charge the Academic Policy Committee (APC) to review the 9 Feb 2026 proposed Salisbury University Policy Regarding Video Surveillance in Instructional Spaces and to submit to the FS a policy regarding the use of video surveillance in instructional spaces. At least one week prior to the 2nd Faculty Senate meeting in Spring 2027, the APC will submit a report to the FS President regarding a policy for video surveillance in instructional spaces. A justification will be included for the policy proposed by the APC including for any deviations/revisions from the 9 Feb 2026 proposed policy. Prior to submitting a

proposed policy to the FS, the APC should consult appropriate groups, including the General Counsel, SUPD, and the Office of Access and Accountability (OAA).

The FS President will provide the draft policy to the Faculty Welfare Committee (FWC) and the Academic Freedom and Tenure Committee (AFT) and ask them to identify, by 14 May 2026, via email to the FS President, whether they desire to review and provide input regarding a proposed policy on video surveillance in instructional spaces. The FS President will notify the APC of the decisions of FWC and of AFT regarding video surveillance policy and determine, and share with the FS, a course of action for FWC and AFT regarding a policy on the use of video surveillance in instructional spaces.

Meeting adjourned 5:00pm

Erin Weber, Secretary
Written April 21, 2026