

Faculty Senate Minutes

September 8th, 2026

The regular business meeting of the Faculty Senate was held on Tuesday, September 8th, 2026, at 3:30 p.m. The Senate President was in the chair and the Secretary was present. The minutes of the May 12, 2026 meeting were approved as written.

SU President Carolyn Lupre made announcements and answered questions.

Interim Provost Jessica Clark made announcements and answered questions.

The Senate President made announcements.

SGA Vice President and Treasurer Annielice Libertin addressed the Faculty Senate.

The Summer Advisory Committee (SAC) gave a report on items worked on over the summer.

Amit Poddar moved a motion regarding special session compensation for faculty. After debate, a motion was made to table the special session compensation motion. The motion to table passed.

MOTION:

Resolved, the pay SU faculty receives for teaching winter/summer courses (aka Special Sessions) courses is inequitable.

Resolved, that winter/summer pay is far too low and has not kept up with inflation.

According to attached analysis based on the 2025 summer and 2026 winter special sessions, the University took an overhead of 65% while faculty only received 35% of the revenue generated.

Resolved, we propose a simpler revenue sharing model for Special Sessions pay. We recommend winter/summer pay based on this formula:

$(\text{credit hour rate}) \times (\text{number of credit hours for the course}) \times (\text{number of students}) \times 60\%$

This is a simple formula that multiplies the tuition paid per credit hour by the number of hours for the class by the number of students - it is easy to understand and implement. It removes the uncertainty as all the inputs are readily known and it automatically adjusts for inflation as the credit hour rate change captures any inflation and is consistent across schools.

This new formula allows the University to realize a 40% overhead cost, which is on the higher side of what the Federal government mandates for all grants (15%).

<https://www.nsf.gov/policies/document/indirect-cost-rate>

Resolved, considering that this problem has existed for many years and that the representatives of the faculty have complained numerous times, we recommend that the change be implemented immediately and apply to the pay for this winter's courses and beyond to any winter/summer (Special Session) courses in the future. We feel that this is the equitable thing to do. We suggest that the same formula be applied to graduate & doctoral courses.

JUSTIFICATION:

Since 2018-2019, the Faculty Welfare Committee and SU Faculty Senators have repeatedly reported to the Senate that the agreed upon increases (those that would match increases in tuition) to winter/summer pay were stopped without notice in 2015. In the past we have either been given no answer as to why they were stopped and/or we have been told that the person responsible for the stoppage no longer works at SU. It is high time that this problem be corrected.

We have recently been informed by the Higher Administration that there was a 10% increase in winter/pay in 2023. This increase while welcome also points out that it has been 4 years now since the last revision and the revenue share for faculty in 2025 is still ranging from 33%- 35%. The current method requires a year-on-year negotiation and the proposed method solves it.

The senate resolves that employees of Salisbury University should be fairly compensated for services rendered.

ANTICIPATED IMPACT:

Negative: None as the payment is contingent on additional revenue generated during special sessions.

Positive: SU employees will be fairly compensated for services rendered and faculty morale will be improved. Please see tables included below.

Anita Brown moved a motion, regarding Full-Time Non-Tenure Track Faculty. There was some debate on this motion. The motion will be carried to the next meeting as unfinished business. The motion is as follows:

The Faculty Senate (FS) requests that the Interim Provost ensure that by 8 October 2026, each FTNTT faculty member, who is not already in a PIN position, be notified if and when they will be offered a PIN position.

In addition, the FS requests that the Interim Provost oversee the preparation and distribution of documents that clearly identify how and when FTNTT faculty who will automatically be offered a PIN position as well as FTNTT who will not automatically be offered a PIN position, will receive health, life, and retirement benefits. The FS requests these documents be available by 8 October 2026.

FS requests that the documents delineate

- Exactly when and how the FTNTT faculty member should receive each of the benefits
- How costs are split between SU and the faculty member
- All deadlines that must be met to obtain the benefits
- When the faculty member must pay via their own funds:
- a link to the website where payments must be made.
- payment deadlines
- instructions regarding use of the website.

The FS also requests that when a FTNTT member is first hired, prior to the end of the first week of classes in that semester, an appropriate administrator, agreed upon by the Provost (or Acting Provost), review this benefit information with the new FTNTT faculty member. During this review, it should be clearly identified when and how the FTNTT faculty member will be eligible for a PIN position with full benefits.

If, at some point, all SU FTNTT faculty have, and are hired with, the same health, retirement, and life insurance benefits as tenure track (TT) faculty, then the provision of these documents and reviews will not be necessary.

JUSTIFICATION:

BOR policy requires that the benefits available to FTNTT faculty be included in contracts and letters of appointment. However, FTNTT faculty members have indicated that they do not understand their current status/eligibility regarding benefits. Some have indicated that they were surprised when they found that the time they had to wait to receive full benefits had been reset. Some reported that Workday issues prevented them from having benefits they should have had. In addition, some FTNTT faculty

indicated that, at various times, struggles with making payments in the system for non-PIN health benefits resulted in months of not having benefits or having to make payments for these benefits in very unreasonable ways.

Multiple FTNTT faculty have indicated they when they reach out for help to Human Resources (HR) or to department chairs, unfortunately they remain unclear. Some of our FTNTT faculty have indicated that the struggles with benefits and the lack of understanding they have even after asking for help for problems related to those benefits has made them contemplate leaving SU.

While our Provost and Deans may not readily have the information that FTNTT faculty feel they need because it is information that HR manages, if multiple faculty remain unclear after seeking help, the Provost and the Deans should advocate for those faculty.

Upon hire and then annually, TT (tenure track) faculty are given information about their status regarding tenure. If FTNTT faculty do not receive full benefits upon hire, then they should receive similar information regarding their benefits: are they on track to receive full benefits, when should they obtain those, and what do they need to do to obtain them.

Hence, this motion requests administrators under the umbrella of Academic Affairs obtain general information about benefits and relay that information in a manner that is clear for the faculty who are struggling with it. Provision of this general information could be a website that the FTNTT faculty may readily access.

If specific information for individual faculty is clearly requested by Academic Affairs on an annual basis, it should become straightforward for HR to provide the data and for an administrator in Academic Affairs to track and discuss it with their FTNTT faculty. This request does not specify that this discussion be an additional meeting or process, or whether it must be specifically the dean or a chair/program director. The information could be discussed when annual evaluations are discussed by whichever administrator a department/program/school deems best.

Some Background Information:

Some differences in medical benefits and other benefits for FTNTT faculty as opposed to TT faculty are discussed in the [May 2025 Report of the Ad Hoc Committee on Pay and Benefits](#).

ANTICIPATED IMPACT:**Negative:**

Completion of these tasks will require additional time and effort by administrators and staff in Academic Affairs and possibly in Human Resources. This time might be offset though if less time is required attempting to deal with the confusion and problems that may require their attention when FTNTT faculty have issues related to the lack of clarity.

Positive:

The actual policy and the status within that policy for each FTNTT faculty member should become clear. FTNTT faculty may feel more valued by Academic Affairs.

The meeting adjourned at 5:00 p.m.

Matt Bailey, Secretary

