

Minutes of the Salisbury University Faculty Senate
April 9, 2013
Holloway Hall, Rm. 119

Senators Present: Stephen Adams, Thomas Anderson, J. Craig Clarke, Leigh Ann DePope, Douglas DeWitt, Danny Ervin, Greg Ference, Stephen Ford, Lance Garmon, John Kalb, Kurt Ludwick, Asif Shakur, Vera Street, Bart Talbert, Adam Wood

Senators Absent: Theodore Gilkey, David Parker, Elizabeth Ragan, Diallo Sessoms

- I. Senate President Clarke called the meeting to order at 3:34 p.m.; quorum present.
- II. Tabled approval of minutes from March 26 meeting.
- III. Faculty Senate President remarks:
 1. Review and update by-laws, designated senators should review committee sections of by-laws
 2. Designated senators should insure year to year continuity on their committees
 3. Safety Town Hall is Thursday April 18.
 4. Self-nominations are open for campus elections
 5. Strategic Planning process meetings
 6. Recording of Senate Meetings: Awaiting information from Senate Vice-President Ragan
 7. Past presidents of the Senate list is complete, please check for accuracy.
 8. Senator Kalb updated the senate, the Graduate Council is in the process of reviewing by-laws..
- IV. Provost's remarks:
 1. Changes to Honors Convocation: will now include only academic awards by departments and deans
 2. Commencement: The Mace Barer will now serve as the faculty representative to the stage party
 3. Legislative update: The system has received a \$600,000 budget reduction. 22 million between institutions for stem and health targeted programs, research towards entrepreneurship / commercialization, academic transformation and retention / graduation. Money also available prior to April 2014, for "operationally critical personal"
 4. Merit raises: Provost seeks a advice from the senate regarding the 2004 recommendation
 5. Faculty salary study: The current strategic plan (item 4.4) calls to develop a faculty salary study, similar to the staff study. Using a national designation for jobs and teaching assignments (rank considered) to determine SU's salary equality. Collected data from 14 studies, 10 USM schools, 52 schools with similar enrollment, and 308 schools with similar budgets. Individual faculty profiles were prepared to compare with the data and this comparison was presented to the faculty senate as Phase I on April 8, 2012. Phase II goal, to complete and update the individual reviews, get more detail, look at discipline specific surveys and develop a compensation philosophy that includes years in rank.

46 6. Money became available for critical retention adjustments (up to 5% of the
47 faculty and 5% of the staff) the offer was made to look at those in the Red
48 designation (the most compressed) and worked with the Deans to decide on the
49 offers. Fulton, 9 faculty in the red 7 received raises. Sidel was similar and
50 received 5 raises. Henson had 13 in the red and 5 received raises. Purdue had 2
51 in the red, but neither were deemed eligible for raises, one was mis-classified and
52 the other had an ongoing personnel issue. There was a total of \$90,000 for
53 raises. The Affordable Care Act will become a budget issue. No specific
54 discipline specific data has been used at this point. Senator Wood, were only full
55 professors in the red, yes. Senator Street, Phase II is upcoming, yes. Senator
56 Ford, was the library considered in the retention offers, yes 1 raise (Red) went to
57 the library. Senator Garmon, were personnel issues always considered, no, the
58 mentioned issue was a major Administrative issue. Senate President Clarke, did
59 the campus provide this retention money? Yes. Professor O'Loughlin, why
60 should we re-examine the merit issue, the faculty has already recommended.
61 Provost Allen asked if the 2004 recommendation was in need of revival /
62 renewal. Senator Garmon asked why there was no announcement in the fall
63 regarding the distribution. Provost Allen had no inkling of problems with the
64 retention / compression funds. Professor Shannon asked that this type of budget
65 windfall and the criteria for distribution be announced. Professor McDermott
66 thanks the administration for distributing the funds and agrees that
67 communication to the faculty is needed and still has questions regarding the
68 conflicting reports of the process used in the Perdue school.
69

70 V. Old Business

71 VI. New Business

- 72 1. Consideration of a committee on Environment in the Curriculum, Karl Maier
73 2. To facilitate curriculum and course development
74 3. Campus initiative to promote awareness of and engagement in environmental,
75 issues on campus
76 4. Seek funding mechanisms to support the above. Professor Shannon questions
77 the need for a committee based on an "issue". Senator Kalb agrees that the issue
78 may be best served in the environmental studies inter-discipline area. Professor
79 Curtin suggested the Faculty development committee. Professor Maier is
80 seeking a hub or central point for collecting and distributing information. Dean
81 Pereboom suggested that the greater question is "what are the needs of our
82 students regarding the environment and sustainability?"
83 5. Motion to retain the 2004 recommendation to the administration regarding Merit
84 / No Merit. Seconded. Senator Adams asked regarding the contentions in the
85 original debate on Merit / No Merit. Senator O'Loughlin briefly explained the
86 long debate of a diverse faculty and the difficult stances of the varied schools.
87 Professor Curtin advised that the recommendation was a reaction to a 1990
88 policy of the University Forum. Senator Asif offered support for the 2004
89 recommendation. Additional discussion with support from Professor Shannon,
90 and Senators Kalb and Garmon. Senator Street asks if we should seek input
91 from constituents. Professor O'Loughlin strongly urges retaining the 2004

92 recommendation. The question is called and seconded. The motion to retain the
93 2004 Senate recommendation regarding Merit / No Merit passes 9 to 4.
94 VII. Moved for Adjournment 4:45 pm.
95 Minutes submitted by Tom Anderson, Recording Secretary of the Senate.
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