

Minutes of the Salisbury University Faculty Senate
April 23, 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, David Parker, Elizabeth Ragan, Diallo Sessoms, Asif Shakur, Vera Street, Bart Talbert, Adam Wood

Senators Absent: Theodore Gilkey

- I. Senate President Clarke called the meeting to order at 3:32 p.m.; quorum present.
- II. Approved the minutes of March 26 and April 9 with changes.
- III. Faculty Senate President remarks:
 1. How and where would Senate recommendations be recorded / archived? Senator Kalb asked if a notebook of motions might suffice. Professor O'Loughlin offered to forward his records to the Senate.
 2. Reminder for committee chairs to review by-laws.
 3. Safety Town Hall. Professor Shannon offered the on-line at risk student training. Senator Kalb asked about the distribution of Building responders in Holloway. Senator Parker observed the great advances in safety practices in the three years of the Task Forces' existence. Professor Shannon asked about building responders during night classes. Senate President Clarke suggested greater communication and executing that each semester.
- IV. Provost's remarks:
 1. Academic Commons update: Part One was the justification for the project. The 2012 legislature moved the project from a 2017 planning start to a 2013 planning start. Shareholders involve in planning. Space will include: ID&D, Nab, Library, Faculty, Writing Center, Faculty Senate office. Part Two (Aug 2012) was soliciting bids. Governor's budget included \$115.8 million for the entire project. It has been awarded to a design and construction firm that has been approved by the state. Must find a new home for ROTC, new Tennis Courts are planned (old courts will become parking). Delmarva Public Radio will have a temporary home by the Police station, new towers will have to be built and the old ones demolished after osprey nesting season. Demolition of Caruthers will be winter break. Spring 2014 will be ground breaking. Blackwell will be converted to classroom and office space.
 2. New Strategic Planning process is beginning. The Plan is used by the President and Provost to make decisions and allocations. Senator Woods asked if there were budget plans for library contents, equipment, and materials, not in the building allocations.
- V. Old Business
 1. Faculty Welfare Committee: They are meeting w/ the fair practices officer and the university attorney. The process is ongoing.
 2. Videotaping of Senate meetings: still creating the survey.

47
48
49
50
51
52
53
54
55
56
57
58
59
60
61
62
63
64
65
66
67
68
69
70
71
72
73
74
75
76
77
78
79
80
81
82
83
84
85
86
87
88
89
90
91
92

VI. New Business

1. Resolution from the Library: **“The Senate thanks the Salisbury University administration for its support of Blackwell Library in 2012-2013 and strongly encourages the administration to make increased funding for the library an annual priority, including providing the additional funds needed to allow the library to maintain current database and journal subscriptions and to support new programs and distance students.”** Motion to support the resolution by Senator Wood and seconded. Senator DeWitt asked how SU compares in funding library services. On the low side. Senator Street suggested we do make it an annual priority. Senator Adams asked if this investment would translate into recruiting for both faculty and students. Senator Kalb agreed more than 100%, suggested that current holdings are abysmal and offered that we should be asking if this is to be a world class library worthy of the label “Academic Commons”. Senator Parker reminded the Senate that the library has been a priority since 1974 and that this type of funding priority does need the Senate’s advice. Provost Allen stated that the funding for materials and equipment will be made and that the faculty’s advice is important in making priorities. The University Attorney offered that the recruiting value of this facility and its outfitting is great. Senate Vice-President Ragan offered that the University has already been overlooked by two national honor societies. Professor O’Loughlin suggested that if the senate would address its own budget input, this resolution would have greater impact. Senate President Clarke asked if we’ve sought outside funding for this type of expense. Provost Allen stated that advancement is working to target funding. The Question is called and seconded. The Library Resolution is passed unanimously.

2. Senator Adams opened a discussion regarding, in his opinion, the previous/limited discussion of the Merit / No merit issue and recommends that the financial affairs committee check into this issue at other campuses to see how it is resolved. Senator Irvin suggests with the increase in on-line courses we need a new way to evaluate good and poor faculty in the changing face of education. Senator Wood disagreed with the need to reopen an inquiry into Merit/ No merit. Senator Adams asked for the data from the original decision. Senator Garmon argued that the current system has been in play for nearly a decade with no serious issues. Professor Shannon suggested that Faculty Welfare would be the correct place for this charge, but agrees that the Merit / No merit system works and that the dollar amount is very small. Senator Kalb suggests that with the increase in faculty numbers the danger for ill-will is too great a risk and he supports Merit / no merit. He reminded the senate that high and low merit was a very divisive issue, to divisive for so small amount of money. Senator Irvin asks if there have been any improvements in measuring and evaluations and thinks we need high merit to come up with an A team in the faculty. Senate Vice-President Ragan cautions the accuracy to determine high and low merit in the three legs of our promotion consideration. Senator Ludwick would support a charge if it came from the faculty. Professor Shannon asked if there were ideas for a better system that would improve productivity and increase

93 morale. Senator Adams asked “can we bring perpetual improvement to the
94 senate?” Senate President Clarke asked “Is the Senate willing to support a
95 charge to Faculty Welfare to examine Merit systems at other campuses”. The
96 charge was not recommended.

97 VII. Moved for Adjournment 4:59 pm.

98 Minutes submitted by Tom Anderson, Recording Secretary of the Senate.

99