

Minutes of the Salisbury University Faculty Senate
October 11, 2011
Holloway Hall, Rm. 119

Senators Present: Thomas Anderson, Mara Chen, J. Craig Clarke, Douglas DeWitt, Danny Ervin, Greg Ference, Theodore Gilkey, John Kalb, Kashi Khazeh, Kurt Ludwick, Elizabeth Ragan, David Rieck, Donna Ritenour, Michael Scott, Bart Talbert, Adam Wood

Senators Absent: David Parker (CUSF), Vera Street

- I. Senate President Gilkey called the meeting to order at 3:30 p.m.; a quorum was present.
- II. Minutes: The September 27 minutes were approved.
- III. Announcements from the Senate President
 1. Acceptable use policy is a State policy, officers reviewed with the Provost.
 2. Academic Integrity Policy, charge to APC: "The administration has asked the Senate to have the APC look at the Academic Integrity Policy and determine if an intermediate step should be added in which the Department Chair and Dean are notified of the incident prior to sending the paperwork to academic affairs. It is felt that this would bring the academic integrity policy into alignment with other disciplinary policies on campus and provide another opportunity for intervention."
- IV. Remarks from the University President
 1. Greetings and Thanks.
 2. State budget update – Board of Regents Retreat: Cost of living increase for Jan. 2013. Merit increases 2014, no furloughs planned, no major cuts planned. We are suffering a system-wide salary competitiveness problem. President asked to prepare scenarios for a 2013 budget increase in general funds and for both a 60 million and a 110 million dollar reduction. The reduction scenarios would yield 383 and 591 layoffs in university jobs.
 3. In the system SU is the only school allowed a greater than 5% tuition increase because salaries were not at par at time of freeze and are still below par. SU continues to hire replacements despite the hiring freeze. The President assures SU will never retrench tenured faculty.
 4. Enrollment: transfer admissions are up and closed, student retention is up, spring transfer is closed, past three years SAT scores are up by 30pts to 1710 average for incoming students, scores for out of state admissions are up dramatically.
 5. President senses a general unease or restlessness among faculty and staff. For the first time in three years SU was not one of the best Universities for which to work. She needs help to find non-monetary ways to increase overall morale. How to put a good face on things and to match the good student data with improved employee morale? The economic situation could get worse before it gets better.
 6. Pat McDermott: Assistant Vice-Chair of CUSF said there is money available to match salary offers to retain faculty and that at the CUSF level, this campus is much better off than other campuses. President: She can't make offers for retention and maintain equitable salary offers to other faculty.
 7. 8600 students is a good size, in her 12th year she has a better faculty, stronger, better students. She asks the faculty to think about how to help w/ morale vs. salary compression.

46 She is proud of the campus with its large number of centers of excellence and believes the
47 university is better positioned for any cuts or salary increases because of the tuition increases.

48 V. New Business

- 49 1. Benefits for USM Same Sex Domestic partners: University of Maryland,
50 University Senate at College Park asked for our endorsement of a proposal for
51 Benefits for Same-Sex Domestic partners. Moved to endorse the statement by
52 Senator Ritenour and Seconded by Senator Wood. The motion was approved
53 unanimously.
- 54 2. Sabbatical Policy Revision: Michael Folkoff highlighted the changes to the
55 sabbatical policy: lines (23-27) all four areas of scholarship are eligible for
56 sabbatical work, (lines 44-48) leave decisions must be made in the economic
57 reality of a given year, (lines 105-108) an on-line “intent to apply” encouraged,
58 (lines 138 & 139) applications are recommended by the Provost. Senator Scott
59 moved to accept the policy revisions. Seconded by Senator Khazeh and the
60 motion was approved unanimously.
- 61 3. Academic program Review Guidelines: Kara Siegert highlighted the changes to
62 the guidelines: APR revision began 3 years ago beginning with programs going
63 through review in 2009-2010, after year one programs were surveyed to discover
64 they liked the guidelines not the “Live Text”, 2010-2011 Todd Smith created a
65 web page that could accept documents and allows for electronic record keeping,
66 added 3 year preview to complete the Assessment Action Plan and
67 Recommendations Action Plan, these are 7-year plans, the 3-year preview to note
68 progress towards the 7-year plan. Senator Ritenour asked for clarification
69 regarding these two documents, are they due with the APR or three years after?
70 The answer is both, at the time of the APR and at the 3 year preview. Senate Vice-
71 President Clarke moved to accept the revisions. Senator Ritenour seconded and
72 the motion was approved unanimously.
- 73 4. CUSF Report from Senator Parker via Senate President Gilkey. Faculty salary
74 issues: new employees entering with higher salaries than current faculty, the
75 patents and commercialization issues have been placed on hold, MHAC money
76 trouble, UMUC are all contractual employees – there are no faculty lines.
- 77 5. Senator Khazeh moved for adjournment. Senator Ludwick seconded the motion
78 and it was approved without dissent.

79 Meeting adjourned at 4:45

80
81 Minutes submitted by Tom Anderson, Senate Recording Secretary