

Senate Meeting 9/16/08

Senators attending: Wood, Curtin, Clarke, Welsh, Rieck, Zaprowski, McDermott, Khazeh, DeWitt, Robeck, Gilkey, Weaver, Walton, Scott, Shannon, O'Loughlin, Ludwick

Senators absent:

I. Announcements from the President

a. Introductions

Introductions of Senators and guests

Discussion of roles as designated senators and picking chairs on committees.

b. Reviews of Rules of Order - president's Interpretation

Gavel, Speak only when called but to the entire Senate, not just the chair

Non-Senators may be recognized at Senate meetings (Sen. Shannon)

Only Senators can bring motions to the floor - though committees can discuss, only with a second can motion move forward. Calling the Question just opens the Senate to end debate - vote only happens with majority vote on calling the Question. Tabling can be brought forward by motion which needs a majority vote, taken from the Table is a motion that brings a Table back. Point of Order addresses the rules; Calling for Adjournment as well.

Fall Agenda: Parking, Promotions, the Forum, Also invitation to Mitchell re: Budget, Student Achievement center...

Pres. O'Loughlin applauds administration for helping with the adjuncts for reduced parking fee.

Membership & Elections looking for vacancies - down one Senator & other committees.

II. Remarks from Provost

Comments on Hiring Freeze & Budget situation - system with hiring freeze, not governor's office. Faculty searches will continue - no restrictions right now on faculty (question on further possible developments - unlikely, but possible - desire for increasing diversity - high priority for funding). 16 searches this year - Provost meeting with chairs on Friday. Executive staff meeting to look at vacant staff positions - unknown future. Also unknown as to whether we will have to give back funds. Currently figuring out scenarios to cover options based on what happens re: monetary situation.

Sen. Shannon asks about promotions being halted - promotions more halted in staffing positions but at this moment, all promotions stalled - wait and see method - process for promotion should continue (perhaps raises halted??). Answer: Promotions process should go forward until otherwise stated.

Provost Jones - reorganization/Committees. Dean's Council - agenda of running academic programs/ Provost Council - with all who report to Provost - question on utility of group - he is changing that group based on changes on campus (incl. enrollment management moved to Student Affairs), so he has dropped some from council & added more from Student Affairs & Enrollment management. Met yesterday - Jones excited about the new form of the group & what they can address./Variety of groups - student achievement & others - needed to be brought more tightly together to follow entire career of student for retention, et al from admission through grad: Council for Student Achievement and Success as new group - 1st meeting today at 10am. Umbrella group to bring together initiatives & assessment & retention & graduation rates for our students - Student Achievement center as center of this move. Council was handpicked.

Building projects are all on schedule - parking, Purdue, et al

Sen. Gilkey brings up concern of parking - particularly for those in new building.

III. Approval of Minutes from Senate Meeting of May 6, 2008

Motioned, Seconded & approved

Called for a vote, The Ayes Carry

IV. Committee Reports

Web Site - Sen. Scott discusses web-site changes & new Senate Web-site with ability to increase simplicity of contact across senate & committees around campus. New web-site at myclasses.salisbury.edu/webct/ (My classes portal)

Be able to use this across faculty - all faculty are members of this "class" on webct. It is the Campus Community - Faculty Senate Web page. ONLY FACULTY can log in - no staff, students, et al. All information of each committee: Members, Bylaws, agendas, minutes, documents all on the site - also a discussion area. Also has info about Senate meetings and general suggestions of faculty and general discussions. Sen. Curtin noted that there cannot be a requirement to keep up with the site - a useful tool, but not a required tool. For minutes of committees, Sen. Scott would post via email to him or message on the site, as Sen. McDermott noted - confidential material should be kept confidential. Designated Senators should bring this up in their committee meetings.

V. Old Business

a. Sabbatical Leave policy

Pres. O'Loughlin recognizes Sen. Curtin re: sabbatical guidelines.

Sen. Khazeh wants to bring up Committee report

MOTION: Sen. Curtin moves that Sabbatical policy of 9/16/08 should become part of the text of the Faculty handbook; Seconded by Sen. Shannon.

Discussion ensues:

Sen. Curtin gives summary of the background to the Sabbatical Guidelines Proposal. Need substantial work - early versions seen as limited language - want to encourage more people to apply for sabbatical when open - wanted to have determined that result of sabbatical is not required to be a published work. Also need for chairs to address fully the sabbatical proposals. No Checklist on revised proposal - ideas covered by chair's role. Trying to help faculty be successful in sabbatical applications - move from idea of competition - instead, emphasize planning for people to apply when eligible - timing as most important with new documents.

Pres. O'Loughlin - opens for discussion

Sen. Shannon - wants friendly amendment - on end with when reports due - wants to open the period of time for reports - relevant updates may be appended to report

Sen. Curtin and Pres. O'Loughlin note that the phrasing has already been incorporated into new version of document.

Sen. Zaprowski brings up past tabling, Pres. O'Loughlin says not tabled officially last year. This motion is a new motion on the new revised product. Previously has been a committee report - best for committees, make sure a Senator is prepared to make a motion to act on the report. Let Pres. O'Loughlin know asap if major issues on campus are brewing

Sen. Khazeh - opens on move from order to business -then gives history of Sabbatical guidelines - Provost had asked for guidelines last year - discussion took place last year & now we have report from executive committee of Senate - Sen. Khazeh does not believe it is right to move from the discussion to the proposed guidelines without involvement of the Faculty Welfare Committee. New proposal rejects 70% of original report that was written for the Provost. Says committee needs to be more involved.

Sen. Curtin responds that the meeting in which discussed, faculty welfare committee said they had gone as far as they could

Senator notes that report had been remanded to President. Sen. Curtin remembers having given the original charge as well as Provost.

Sen. Shannon notes motion of the floor, move forward on that.

Sen. McDermott brings up the language with regard to the outcomes of the sabbatical project (particularly "enhancing reputation" - Sen. Curtin responds that it is purposely more vague - to include conference presentations, artistic performances, etc. Sen. McDermott worries about giving administration too much ability to use language against us as being able to interpret "enhance rep". Sen. Shannon notes language says "should" enhance not a requirement. Sen. Scott doesn't want to vote yet as wants faculty welfare to have a chance to review guidelines before vote. Pres. O'Loughlin says FWC has had the revisions for some time - but Sen. Khazeh notes that the FWC has not been able to endorse this yet. Pres. O'Loughlin notes that last year discussion left open the ability to expedite the working through of the guidelines. Sen. Zaprowski notes that there are 2 different ideas of what sabbatical is - we should "earn" sabbatical but in budget shortfalls, how to decide who does & who does not get the sabbatical - worried that this document is too watered down & gives our ability to determine who gets sabbatical if limits are imposed might be placed too strongly in the hands of administration. Says this doesn't solve the problem. Says takes away all criteria Sen. Curtin responds - different definitions of the problem - says she was in touch with Jones last year who had informed her that the issue had been sent to the FWC (Faculty Welfare Committee) - says time of too many sabbatical apps has not been the problem in the past - says that the issues about sabbatical were raised with the Senate officers after the April Senate meeting following the FWC members report. - Sen. Curtin says draw a lottery on who gets the sabbatical if they are cut back. Sen. Zaprowski asks Provost Jones whether all sabbaticals approved for this year - Answer: one was deferred, the year before several were denied - Provost & President with final decision. Pres. O'Loughlin - The spirit of the sabbatical is that it is a right not a competition - Sen. Zaprowski says not denied percentage-wise but have standards for sabbatical. Sen. McDermott speaks on effect of guideline proposal on new hiring and rights of faculty based on recruitment. Wants to know why faculty are denied - interested in seeing data - not just at University level, but also School & department. What was charge for the new guidelines & motive? Provost Jones responds - as university grew, we'd grown large backlog of people eligible for sabbaticals & others don't apply in a specific year but wait & apply when they want once eligible. They gave data - and in 10 years the question is how can the University keep giving sabbaticals at the rate it is giving them - says highest in State of MD - wanted to find a way to work with this - get a feeling from faculty on how to deal with the issue. Doesn't want to wait until 25 apply in one semester so there is a need to turn down a great number of them. Sen. McDermott notes that this institution has a sabbatical policy & needs to find a way to fund it - stresses importance & reputation of the University and benefits to students. Worries of growth in institution, et al. Pres. O'Loughlin adds proposal on the floor is **more** encouraging to sabbatical applications. This policy would allow us to queue up for sabbatical if you apply and there is not the money to fund all sabbaticals. Sen. Shannon notes problem with focus of discussion - we need to be able to keep our tenured faculty current in their fields - and sabbatical is one of the best ways to so do. Sen. Khazeh notes that as the number of students increases, the number of faculty increases, need to base on percentage of faculty, not number. Question on

competitiveness - says that if project is valid, they must support - and they should be granted. Sen. Curtin mentions question of peer review & a type of finished project. Pres. O'Loughlin on original point - page 2 of proposal - well-developed proposal should have the following - says should result in peer reviewed product - Pres. O'Loughlin says that many are not peer-reviewed products - so wants to adjust that. From discussion last spring wanted to excise those ideas. Sen. Scott summarizes that his major issue is one of faculty power - perhaps earlier proposal overreached, believes this one overreaches in the other direction - says if all are equally valid proposals, Administration will get to determine which is the most valid - worries of giving administration that power. Perhaps move from "should" to may - so we as faculty could rank the sabbatical proposals as opposed to giving that decision to admin - Pres. O'Loughlin responds he doesn't want the faculty to be in charge of this - he wants that to be in the hands of admin Sen. Rieck says he trusts admin to do it right - if they don't we oust them - Sen. Gilkey mentions ability to establish parameters. Sen. Shannon says faculty would be hard pressed to agree on what is acceptable. Doesn't want to push forward the "best" sabbaticals - that might push for books over classes etc - says this promotes those who are least in need of renewal. Says this will result in some stars at the School with some lesser faculty. Sen. Zaprowski Says Judge unless ye be judges - desire to discuss the idea of national recognition. Sen. McDermott - says quality point is why the administration can not place back on us the change that they can't fund what we are supposed to be funded to get - Sen. Curtin says this is part of proposal - notes they discuss chairs and deans will work together to created a judicious schedule to get all sabbaticals through in a timely manner. Sen. DeWitt - listening to info - sees proactive move in Provost office - wants to deal with it before it becomes an issue - Jones had given to faculty for advisement - thinks should be less us & them and this is too counterproductive.

Sen. Scott motions to call the question on the Sabbatical Guidelines, seconded

Motion of floor: Whether to make the Sabbatical policy of 9/16/08 part of the text of Chapter 3 of the Faculty Handbook.

8 in favor, 8 opposed. 0 abstentions, President votes Aye - that is 9 votes in favor.

Sen. Khazeh voices opposition to the vote, Sen. Curtin brings up point of order -

VI. New Business

VII. Adjournments

Sen. Scott moves to adjourn, seconded.

President called for a vote to adjourn and hearing a majority gaveled the meeting adjourned.