

Minutes of the Salisbury University Faculty

September 6, 2016, 3:30 p.m.

Senate Chambers: Holloway Hall 119

<http://www.salisbury.edu/campusgov/facsenate/>

Senators Present: Stephen Adams, Anita Brown, Thomas Calo, Thomas Cawthern (Webmaster), Randall Cone, Douglas DeWitt, Chrys Egan (Secretary), Stephen Ford (President), Samuel Geleta (Vice President), Kurt Ludwick, Darrell Mullins, John Nieves, Vitus Ozoke, David Parker, James Parrigin, David Rieck, Asif Shakur, Bart Talbert, Brent Zaprowski

Quorum: 19/19 Present

Call to Order: Faculty Senate President Stephen Ford, 3:30 p.m.

1. Welcome/Introductions
 - a. Dr. Richard T. Wilkins, Associate Provost
 - b. Mary Angela Baker, Director of the Center for Extended and Lifelong Learning (not present)
2. Approval of Minutes: See May 3, 2016 Minutes: **(Approved with edit: Add David Parker to Senators Present).**
3. Announcements from the Senate President
 - a. Senate Advisory Committee (SAC) Report: *See Report.*
 - i. Senator John Nieves volunteered at SAC meetings to take notes that serve as the report. Thanks also to Doug DeWitt, Jill Caviglia-Harris, Randy Cone, and James Parrigan who served on this committee.
 - b. Retreat Minutes: See July 29, 2016 Minutes. 15/19 Senators in attendance. Thank you to the Provost.
 - c. The Role of The Designated Senator
 - i. Senators who previously served on committees will remain on those committees.
 - ii. New Senators have been placed on other committees.
 - iii. The first duties of the Designated Senators: call the initial Fall meeting to elect a chair, set meeting dates, and review the bylaws.
 - iv. Senators must remain in communication with their committees and submit a final report in May 2017.
 - v. The committee members and chairs must be updated on the Senate website.
 - d. Senate Committee Vacancies: Fall 2016 Special Elections: *See Vacancy list.*
 - i. Long Range Academic Planning Committee, At-Large Seat
 - ii. Committee on Promotions, At-Large Seat (one year to correct stagger)
 - iii. Committee on Promotions, Alternate At-Large Seat
 - iv. Faculty Awards and Recognition Committee, Seidel Seat

- v. Honors Convocation Committee, At-Large Seat
 - vi. Athletics Committee, At-Large Seat
- e. Guererri Academic Commons (GAC) New Faculty Center 230: *See GAC Map*
 - i. Faculty Kick-off Event- Provost sponsored September 1, 2016 breakfast and late afternoon reception.
 - ii. Gull Card lock issues: Dean Bea Hardy reports that upgrades are being made to improve the problem. Senate President Ford reports that replacing old card with updated one will also help and that the sensors have a delay.
 - iii. GAC 230D Senate Meeting Room - Provost Diane Allen sponsored room and President Janet Dudley-Eschbach sponsored lounge.
 - iv. Reserve Meeting Space – Contact Karen Greer in Provost Office to reserve space. Faculty Senate Committees are highly encouraged to meet there.
 - v. Distinguished Faculty Award Plaque and Faculty Memorial Scholarship Plaque- To be moved from Holloway to 230D.
 - vi. Faculty Senate President Office Hours: Thursday 2-4
 - vii. Faculty publications and creative works may be displayed there.
- f. FS General Education Meeting – September 13, 2016 in Senate Chambers
- g. SU Research Day – September 23, 2016: *See Flyer*
- 4. Remarks from Provost Diane Allen
 - a. GAC Faculty Center: SU President worked hard to preserve that space. Faculty are welcome to use it as their space. Ideally to collaborate and reconnect with faculty. The whole second floor is dedicated to teaching and learning space. The building is where academics come together, including student support for undergraduates and graduates. Specifically did mentioned were Writing Center, Center for Student Achievement and Math Emporium.
 - b. Space Consulting Firm: Determining how to use recently available spaces. There will be open forums about who requests to move to these spaces. There is a lot of interest so decisions will be negotiated.
 - c. System Faculty Workload Committee
 - i. Provost Dr. Diane Allen serves on a diverse committee to evaluate how faculty workload is measured across USM.
 - ii. SU is last on the ranked list. This hurts the SU President's ability to advocate for funding. SU work needs to be included more comprehensively in the formula. What likely hurts us most are course downloads and sabbaticals. SU productivity reports reflect more positively on our work. UMBC is working on a new model.
 - iii. The current system-wide formula does not account for all faculty work like mentoring, advising, and other professional productivity. Legislation

measures instructional work only, but should include service, scholarship, and mentoring. All “exceptions” should be counted.

- iv. Short term is revising work descriptions. Long term is proposing new legislation.
- v. Provost will work with a faculty advisory board. She has spoken to Senate Officers and Senator Talbert.
- vi. **Action items: Senate will charge Faculty Welfare Committee or Ad Hoc committee to work with Provost on advisory committee.**

- d. Faculty Development Day presenter David Yeager will offer a new Webinar on September 14, 2016 from 2-2:30 in PH 358 or from online link. Invitation is extended to all faculty, especially to those who missed his original presentation.
- e. School of Health and Human Services: *See report.*
 - i. Provost shared report and proposed budget for the new Dean Office. Resources for the school will come-primarily from Henson and Seidel. No resources yet for the physical location. Space Consultants will address that issue.
 - ii. Next town hall meeting planned for September 15, 2016, 3:30 TETC 156
 - iii. **Action items: Senate members will attend the town hall and report back to the Senate**

5. Unfinished Business from 2015-16

- a. USM Shared Governance Survey: See Council of University System Faculty Chair’s Report on Shared Governance June, 2016
 - i. Senators questioned how much shared governance we truly have and how free we are to voice concerns to administrators. SU’s contribution to the report was based on 2015-2016 Senate officer assessment.
 - ii. Summary from page 7: “SU: The Faculty Senate’s role in making administrative decisions is less certain [than on strictly academic matters, such as curriculum development]. The administration asks for Faculty Senate participation on administrative search committees. However, there have been times when the administration has made decisions without significant Senate input. Related to that, it seems relevant to observe here that while the Senate President is a member of the aforementioned President’s Advisory Team, that group engages primarily in information sharing (certainly important and valuable) and less in decision making.”
 - iii. **Action Item: Include on 2016-2017 Senate agenda the consideration and summary of report.**
- b. Great Colleges to Work for Survey
 - i. 2015-2016 Senate and administration were concerned that SU was no longer on the GCTWFS. Participants included 144 faculty (47% of the chosen faculty sample). Dr. Allen purchased full results for Senate review.
 - ii. Senate examined lowest rated items (senior leadership, salary, and staffing) and highest rated items (colleagues, academic freedom, and work-life balance).

- iii. **Action Items:** We, the Faculty Senate, charge the Faculty Welfare Committee to provide an in-depth analysis of the Great Colleges to Work for Survey report items where faculty ranked satisfaction at 50% or below: (1) provided with needed resources, (2) paid fairly for work, (3) department has adequate staff, (4) senior leadership direction for the future, (5) senior leadership interest in faculty and staff, (6) believe what we are told by senior leadership, (7) sense that we are on the same team, and (8) recognition and awards programs are meaningful. The Faculty Welfare Committee report will summarize and analyze these eight under-performing categories in order to provide recommendations to address those concerns. Report will be submitted and presented to the Faculty Senate on date to be determined.

6. New Business

a. Shared Governance: *See USM Funding Equity Reports*

- i. August 30, 2016 Faculty Senate Officer meeting with President Janet Dudley-Eschbach. She was concerned about “process” protocols, the speed of decisions, communication of information, involvement of faculty, and role of Deans. She indicated shared governance would be a topic at her next President’s Advisory Meeting. President further indicated that faculty salaries and equity impact faculty satisfaction.
- ii. Senator Parker notes that several decisions have taken place without input of Faculty Senate. The administration response seems to be that it will not happen again, but it does. As incoming President in 2000, she posted a statement that shared governance was not happening and was not working. This statement emphasized shared governance and making decisions with the key people having information and in due time. “Faculty Senate is the official voice of the faculty in shared governance.” This statement is not always followed.
- iii. Several senators discuss that the shared governance process is not followed and our input is not sought. There is an official form that should be sent from the Senate to the Provost to ensure we are included in the process. There should be a log of these forms for the record on the website. These documents are there but the amount of documentation is overwhelming. Provost’s office keeps a paper file of past forms.
- iv. Faculty need to be more on the radar.
- v. Provost explains that sometimes the Senate takes no action on issues, like faculty workload. Senators sometimes ask no questions and make no action items. Senate needs to take more responsibility in shared governance. She questions the Senate being the voice of the faculty since we do not have a systematic way to show that we represent their voices. Trust works both ways and she needs to trust that we speak for the faculty.
- vi. Senator Reick responds that we have different views on the will of the faculty. We are the elected representative. Senator Zaprowski explains that our bylaws stipulate that 10% of the faculty can call for an all faculty vote.

vii. **Action items: Senate will be more proactive in its role in shared governance.**

- b. Changes to Academic Advising: Remarks from Associate Vice President of Academic Affairs, Melissa Boog: See Strategic Plan documents
- i. Highlights of changes include: Advising Center in Blackwell Hall, use of professional advisors, first year students will be advised by professional advisors, teaching faculty will advise juniors and seniors, future director of advising will be hired.
 - ii. Concerns addressed about no Senate input sought on this program. This program is seen as another example of administration moving forward with a program without Faculty Senate recommendation. Senators noted that different programs would need to advise students at different points in their academic careers, therefore the first-year student general advising model does not fit all programs.
 - iii. **Motion:** Motion made by Senator Parker: "Until the Faculty Senate has had the opportunity to review, discuss, and subsequently make recommendations concerning the proposed new plan for first-year student advising, the Faculty Senate strongly recommends that the Administration immediately suspend implementation of the plan." Motion seconded by Senator Reick.
 - iv. **Discussion:** Senator Parker notes that the Strategic Plan does not indicate source or date. This is first we are seeing the document as the Senate. He questions the sampling and statistics. Anyone other than the Faculty Senate is missing the authority and responsibility to represent the faculty. He questions where the Student Government Association is on this issue as they have not yet met. He reports that his department is opposed to the idea.
 - v. Senator Mullins questions if advisors have been hired and when this information was shared. Senator Parker wants to make a point that Faculty Senate must be consulted in the process.
 - vi. Melissa Boog reports that job interviews have been conducted but no offers have been made. Surveys were conducted with 432 students and 111 faculty. Open forums with 173 faculty from all schools. A motion went forward and was shelved. It was brought out again. This occurred several times over the past few years. In June 2016, the plan was green-lighted to move forward.
 - vii. Senator Reick strongly supports the motion. He wants the opportunity to review the report and consider it carefully. The Senate needs to make recommendations. Senator Brown states that we cannot represent the faculty if we do not take time to consider the proposal.
 - viii. Motion passes.
 - ix. Boog agrees to return to clarify misconceptions.
 - x. **Action items: Senate will review the plan and discuss at our next meeting.**
- c. Anything else?

Adjourned 5:00 p.m.

Minutes Submitted: Chrys Egan (9/7/16)
Web Documents: Thomas Cawthern