

Minutes of the Salisbury University Faculty Senate
19 November 2013
Holloway Hall 119

Senators Present: Stephen Adams, Leigh Ann DePope, Jerome DeRidder, Mark de Socio (Secretary), Danny Ervin, Gregory Ference, Stephen Ford (Webmaster), Lance Garmon, Stephen Habay, Brandye Nobiling, Michael O'Loughlin, David Parker, Beth Ragan (President), Diallo Sessoms, Kathleen Shannon (VP), Bart Talbert

Senators Not Present: Douglas DeWitt, Asif Shakur

Call to Order (Faculty Senate President): 3:31PM, quorum present

Reading of Minutes (Faculty Senate meeting of 05 November 2013)

- **Minutes approved**

Opening Remarks from the Senate President

- Social for new faculty and Faculty Senate held on Tuesday, November 12, went well; next year we will aim to have a meet-and-greet with new faculty during New Faculty Orientation
- President's office wants to create a new Office of Institutional Equity to administer Diversity and Fair Practices policies
 - Data regarding Fair Practices:
 - From 1994 to 2012 there were 73 Fair Practices complaints
 - 48% sexual harassment
 - 22% racial discrimination
 - From October 2012 to October 2013 there were 73 inquiries / complaints
 - Similar breakdown as above
 - 50% among students; most complaints against faculty
- Adjunct Faculty Caucus has secured a modest pay increase for adjunct faculty
- There will be a Virtual Webinar on November 21st from noon to 2:00PM in Perdue Hall PH 358 on various recent developments in student disability accommodation issues

Remarks from the Provost

- SUPD achieved accreditation last Saturday
- Seidel School of Education currently working to renew accreditation via NCATE
- Budgeting / Accounting to go through accreditation next following Education
- Middle States to review SU institutional accreditation in 2016; draft wanted by Middle States next spring

- SU's Strategic Plan is integral to the accreditation process; thanks to all for contributing, including Acting Provost Dr. Melanie Perrault, deans and executive staff
 - Document currently being proofed by executive staff; to be distributed university-wide shortly for review

Faculty Senate Business:

- Faculty Salary Study Phase II progress report presented by Marvin Pyles, Associate VP of Administration & Finance for Human Resources (see documents)
 - Discussion
 - SU being compared with similar institutions
 - Individual schools are also being compared with similar schools
 - Question of equity regarding pay variation among the different schools
 - Biggest concern is when new faculty have a higher salary than more established faculty who remain active in scholarship, service and pedagogy
- Undergraduate Grading System Plus/Minus Adoption: Academic Policies Committee recommendation presented by Dr. Lucy Morrison (see documents)
 - Motion by Sen. deSocio to remove proposal from table; seconded
 - Discussion
 - Discussion regarding Academic Policies Committee's assertion that their recommendation represents the "will of the faculty"
 - Senate Faculty is a deliberative body; a recommendation is just that (it is not binding)
 - Discussion of impacts of grade change on student grade point averages, faculty workloads, departmental major requirements
 - Move by Sen. Parker to table discussion; seconded
 - **Tabled**
- MyClasses review presented by Melissa Thomas (see documents)
 - Blackboard/MyClasses contract ends in 2015
 - Blackboard-type technologies improving quickly
 - Webinars available online showcasing products offered by several vendors

Adjourned 5:06PM