

SALISBURY STATE UNIVERSITY

FACULTY SENATE

Minutes of Senate Organizational Meeting September 1

Senators Present: Mike Garner Don Whaley (president) Greg Ference Peter Lade Joel Jenne Charles Long Marvin Tossey Cal Thomas Linda Bush Kathleen Shannon Dave Parker Kathy Fox Dean Defino John Kalb E.J. Crane Elizabeth Curtin

Absent: Jerome DeRidder Fatollah Salimian

The list of designated senators was reviewed. The designated senators need to respect the culture of the committee on which they serve as far as who calls the first meeting but should prod appropriately so that the first meeting is called. as soon as a chair is elected let Kathleen know so that she can update the web.

Provost's Comments:

We will discuss the pathways document especially as it relates to faculty rewards next time.

The Faculty Senate is the fundamental governance agency in his opinion. It is the faculty's curriculum however it is sometimes necessary on some points to give into outside forces. Top priorities the things he's most interested in for the year are:

- General Education or the Common Experience
- Forum Restructuring
- Peer Development.

Also to be dealt with this year are:

- •Enrollment management & budget decentralization. There will have to be more collaboration within the schools. For example a math/cosc contractual faculty member resigned late and couldn't be replaced; therefore her slary remained with the Henson School. On the other hand an ENGL faculty member is out on sick leave this semester and

his courses were not cancelled so the Fulton School had to come up with resources to cover his classes.

- •Strategic Plan Implementation begins.

He was asked if he can really expect to do anything this year in General Education to which he replied that it is the faculty who are working on general education not the provost. It is ongoing. Nothing major is imminent. However this initiative will drive his allocation of resources to some extent.

It was reiterated that any changes to the curriculum need to go through the governance structure: the curriculum committee and the Faculty Senate.

He was asked if his office could provide secretarial support for the senate to which he replied that the chances are pretty slim.

The issue of evaluating faculty performance was discussed. The provost indicated that he probably had the same philosophy about merit as most of us do. The President is interested in increasing the amounts for cola and regular merit. It is the chancellor's incentive plus 20-30 thousand more that causes all the turmoil. When we have rules given to us by the state we have to work within them. Mike Garner suggested that we get those people who are so dead set on 20 to come & explain on what basis they have decided that 80% are undeserving. Don Cathcart told us that many have made eloquent testimony on the ineffectiveness of this system but the board and the chancellor are ignoring the preponderance of evidence. Cathcart will come up with a position paper by the end of the month and will get us a copy of Hope's letter on this issue.

Senate President:

Pathways is not dead. There has been no change or response to faculty concerns although they claim that faculty have been consulted. Larry Lasher has asked that all senates talk with their provosts about Pathways & its impact/ implementation plans for their campus. The provost's office will xerox Lasher's response and Peter Lade will provide an electronic copy of the

Pathways document for Kathleen to distribute. The timeline is tight. We will discuss this at the next meeting w/ the provost.

The Board of Regents faculty awards are still there. We have been asked to come up with nominations. The senate decided to have the officers appoint an ad hoc committee consisting of one faculty member from each school to handle choosing the nominees. The Provost's office will handle putting packets together. Nominations go to the board November 13 in the areas of: Teaching Public Service Creative Endeavor and Intercampus initiative. Senators asked what the award would consist of. Don Whaley promised to find out. (\$2500)

We have been asked if there are any questions we want to add to the faculty survey (each institution can add 20 questions) Time is short so there will be a meeting either 9/10 or 9/11 for those interested in discussing the survey.

Issues discussed that we need to deal with:

Workload/promotions (first priority)

Relationship of the graduate council to the governance structure (at present it seems to be an independent body answering to no one)

Learning Center: Should something of this magnitude be started without senate input? Can a committee appoint an ad hoc committee - the bylaws provide for the SENATE to appoint ad hoc committees not for committees to do so. There seems to be some confusion about the FDC's participation. The committee chair and other members of the committee have been surprised by this as well. We need to return to the practice of having designated senators report on committees at the beginning of the meetings. The learning center is an example of outside seed money being used to start something that we are later committed to. Since it's an external grant it circumvents the governance structure and we don't have input. We were given an opportunity to say yes and we passed that up so . . .

The changes that are taking place in the forum. The senate needs to decide what our position is. We need to organize the faculty. Some (most?) of the

committees still resident in the forum need to come to the senate. We will wait to see what comes of the next forum meeting then decide how we should react.

Dave's three reports: We need to take up the issue of "merit" money - how it will be dispersed. There is an issue of trust when the procedure used deviates from that agreed upon.

Over enrollment of classes.

The legislative committee looking into the system. Do we need system and MHEC. Need to find out who is on that committee and how we can influence them.

Next meeting: Vision 4 & High Merit

Future meetings:

1st meeting of every month: regular business. 2nd meeting: workload expectations.

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