

**Minutes of the  
Salisbury University Faculty Senate Meeting  
October 13, 2009  
Holloway Hall, Room 119**

**Senators Present:** Mara Chen, Craig Clarke, Douglas DeWitt, Theodore Gilkey, Kashi Khazeh, Kurt Ludwick, Pat McDermott, Darrell Mullins, Michael O'Loughlin, David Parker, David Rieck, Donna Ritenour, Michael Scott, Vera Street, Kristen Walton, Starlin Weaver, Gail Welsh, Adam Wood

**Senators absent:** none

1. President Clarke called the **meeting to order at 3:30pm**; a quorum was present.
2. **Minutes:** The minutes from September 22, 2009 were accepted.
3. **Remarks from the Salisbury University President, Dr. Janet Dudley-Eshbach**
  - a. President Dudley-Eshbach began by informing the senators that there is a proposed salary increase added to the budget for state employees for the 2011 year.
  - b. Hispanic Serving Institution. The 2009-2011 Strategic Plan for Salisbury University contained a proposal to become Maryland's Hispanic Serving Institution. President Dudley-Eshbach remarked that there are four Historically Black Colleges and Universities (HBCUs) in the state of Maryland that serve targeted segments of Maryland's population; however no college or university is designated as a Hispanic serving institution. She continued with remarks regarding projected growth in the Hispanic population in Maryland. This issue generated interest when the 2009-2011 Strategic Plan for Salisbury University was proposed to the Board of Regents. Lt Governor [Brown] along with members of the Department of Labor, Licensing and Regulation (DLLR) is schedule to visit Salisbury University Campus to discuss this proposal. Salisbury University President Dudley-Eshbach projects potential resource opportunities for the University may be available for implementation of this plan. This potential resource can assist with funding the newly formed Academic Achievement Center.

Recognizing Montgomery County's large Hispanic population, President Dudley-Eshbach begun to explore partnerships with Montgomery County Community College and the Universities at Shady Grove. Initial discussion with representatives from these two institutions has been encouraging.

A draft has been prepared to propose that Salisbury University become the premier Hispanic-serving institution in the State of Maryland. This proposal can be accessed through

<http://www.salisbury.edu/president/HSIDraft/HSI%20DRAFT%20Handout.pdf>

President Dudley-Eshbach stated that the proposal is in the early preliminary phase and to be mindful of this when reading the draft.

- c. President Dudley-Eshbach also mentioned that **Salisbury University's Chief Diversity Officer Position** will need to be filled. This position, in combination

with the Hispanic-Serving Institution Proposal may present us with a “unique niche” as we progressively look to the future.

Questions posed to President Dudley-Eshbach:

Senator McDermott asked for clarification regarding the purpose of the Academic Achievement Center (AAC), specifically will it develop into a remedial academic service.

President Dudley-Eshbach responded by assuring the faculty senators that the proposal is a strategy meant to increase minority enrollment but she is also firmly committed to increasing academic integrity and maintaining our identity as a small institution. The goal is quality not quantity student enrollment. She stated that standardized assessment scores for freshman were up 9 and 10 points over the past two years, respectively. She believes that Salisbury University can not only increase diversity but also be more selective in admissions requirement.

#### 4. Remarks from the Provost, Dr. Diane Allen

- a. **Dean Search for the Perdue School** is in the final stages. There are five accomplished candidates that were invited to campus for visits and interviews. These on-campus interviews will continue over the next three weeks. Faculty members are invited to meet each of the candidates.
- b. **Textbook Law.** Provost Allen submitted an example of a new online form (attached) that was developed in collaboration with Lisa Gray (University Bookstore Director). Faculty will need to read and complete this form when placing textbook orders. Implementation of this form should make Salisbury University compliant with the new textbook law.
- c. **Wine and Cheese Social.** Provost Allen reminded the senators that the first wine and cheese social is set for Friday, October 16<sup>th</sup> for Seidel and Perdue Schools and Friday, November 20<sup>th</sup> for Henson and Fulton Schools. Both events will begin at 3:30pm and will be held in Holloway Hall Social Room.
- d. **Comments on future plans for graduate studies and research.** Provost Allen presented future plans to develop administrative structure to Salisbury University’s Graduate Programs. She parallels the emergence of a quality support structure for the graduate programs to that of the undergraduate programs. There has been preliminary discussion to create applied doctorate programs, which will initially require an established administrative structure.

Currently, the Office of Research, with two offices and two separate reporting lines will be restructured upon the retirement of Betsy Corby, the Director of Grants Sponsored Programs. The goal of restructuring the Office of Research is to establish one reporting line and align the University Research Services with the Graduate Programs. A job description is being developed for a Director of Graduate Studies and Research.

Question posed to Dr. Allen:

Senator DeWitt asked if there is an established timeline. None was given by the Provost.

Senator O'Loughlin asked for assurance that resources for the undergraduate programs are protected. Assurance was given by Provost Allen as she reminded the senators that "limited doctorate programs" is part of the stated mission for Salisbury University.

Dr. Karen Olmstead, Dean of the Henson School, alerted the senators that the nursing program will need to transition to a doctorate of nursing practice and that the Director of Research is a combined position for 25-30% of graduate school deans across the country.

Senator McDermott expressed concern that the investment in human capital at Salisbury University has not been given the necessary attention comparable to other initiatives (i.e. new buildings, administration). He cautions that the plan to restructure the graduate program and research department's administration will likely take resources that are simply not available. He also remarked on the loss of three, \$1000 student scholarship in the Perdue School that were lost, which he attributes to the construction of the new Perdue building.

Provost Allen explained that there are separate budgets; Capital budget specifically earmarked for construction of buildings. She is aware of faculty needs, but also programmatic issues such as the credentialing issues for nursing.

## **5. Announcements from Faculty Senate President Clarke.**

- a. President Clarke welcomed Dr. David Parker as the faculty replacement for 2009-2010 year, replacing Senator Zaprowsky. President Clarke had asked, and Dr. Parker agreed to serve as the Senate's Parliamentarian for the year.
- b. There are two charges given to faculty senate committees. The Faculty Awards & Recommendation Committee (FARC) charge is to investigate a "Distinguish University Professor" award and the Academic Policies Committee (APC) charge is to report on the mid-semester/schedule adjustment. Both of these committees will report back to the faculty senate by the first meeting of the 2010 spring semester.

Senator Scott stated that mid-semester is currently timed with the last day to withdrawal from a class. Dr. Elizabeth Ragan (APC Chair) stated that the committee plans to discuss this issue and request faculty who have a preference (satisfied with where mid-semester is now, or wish to have it later or earlier) to please communicate it to APC members.

**6. Committee Reports:** No reports were given.

**7. Unfinished Business:** None

**8. New Business:**

- a. **Perdue School Motions.** Senator Khazeh proposed the following three motions to the Faculty Senate:

1) **Motion to modify Article III Section 1.**

**Article III.**

**The Faculty Senate and its Officers**

**Section 1**

**The Faculty Senate:** The Senate shall consist of ~~eighteen~~ 12 Senators (who teach 3 or 4 courses each semester). ~~Three~~ 2 Senators shall be elected from and by each of the four Schools within the University and ~~six~~ 4 Senators shall be elected at-large from the entire Faculty (not more than 2 from each school). Should administrative reorganization change either the number of Schools within the University or the distribution of Faculty within the Schools until such time as the Faculty amend this section of the Bylaws the Senate shall utilize the Faculty membership in the Schools which existed at the time of the Senate elections immediately prior to the reorganization as the basis for subsequent elections.

2) **Motion to modify Article V Section 7.**

**Article V.**

**Elections Terms of Office Number of Terms Recalls and Vacancies.**

**Section 7**

**Term Limits:** No individual may serve as an elected member of the Senate or as an elected member of any Senate Standing Committee for more than six out of any ~~seven~~ 9 consecutive calendar years thus limiting elected members to a maximum of two consecutive terms on the Senate and on most Senate Standing Committees.

- 3) Motion to Amend Section IV, Article 8 of the Faculty Senate Bylaws Whereas the current voting bylaws of the faculty senate are more reflective of the U.S. House of Representatives and not the U.S. Senate; Whereas there is no Constitution, no Bill of Rights and no Supreme Court to protect the rights of individuals or smaller groups in the governing structure of the faculty; Whereas the balance of power in the faculty senate does not reflect the student population by either major or credit hours generated; Therefore, I move that Section IV, Article 8 of the Faculty Senate Bylaws be modified to read as follows: Motions in meetings of all Faculty groups described in these Bylaws shall be passed when they receive a majority vote of the representatives of at least three of the schools in attendance provided a quorum is present when the vote is taken.

An extensive **discussion of the motions** was done with many senators actively engaged in the discourse. Not all of the conversation is presented; rather a general synopsis of the talking points:

Senator Scott expressed that it may be appropriate to appoint an Ad Hoc By-Laws Committee to review the senate representation of the faculty.

Dr. Elizabeth Curtin inquired as to the concerns of the current faculty senate structure, and Senator O'Loughlin followed by stating that he believes the current structure works well and believes these motions will actually hurt the faculty senate. He also stated that he will not vote for an Ad Hoc Committee if it is proposed.

Senator Khazeh voiced concern from the Perdue School perspective stating that their voices are not heard. Specifically, due to the number of faculty in the Fulton and Henson Schools, the Perdue and Seidel School faculty feel marginalized. Senator Khazeh articulated that faculty in the Perdue School feel that there is no purpose to serve as a senator if they have no voice.

Senator Parker pointed out that these motions would make the senate structure worse and not better by decreasing the number of senators. Fewer senators equal less representation.

Senator Scott reiterated his recommendation for an Ad Hoc Committee. Since it has been 12 years since the formation of the faculty senate and with concern voiced by faculty regarding representation, it is warranted.

Senator Khazeh stressed that the motions do not represent just his views, but the views of Perdue School colleagues. Senator McDermott did not concur with Senator Khazeh, rather praised the faculty senate as a collegial body.

Senator Rieck recommended that the faculty senate officers discuss how to approach this issue and return next meeting with a proposal.

Senator McDermott was surprised to discover that the faculty senators meet regularly with the Provost and suggested that other faculty senators should get invited to these meetings.

Senator Weaver believes this issue warrants discussion. She has heard from her colleagues that the disproportionate numbers among schools (i.e. Seidel less faculty than Fulton) deters their involvement in governance.

Dr. Shipper also believes that the faculty senate does not serve the smaller schools (Perdue and Seidel) well and many faculty members from these two schools feel totally disenfranchised.

Dr. Curtin questioned the exact history of the at-large members of the Senate and also thought it would be beneficial to review all faculty members who ran for a senate position as well as those who won senate seats.

Senator Scott again requested that we move forward with an Ad Hoc committee and make sure that Seidel and Perdue are duly represented.

Dr. Shipper agreed by stating that if there is no open and fair discussion regarding this matter, then the perception will be that nothing can or will be done. Senator Gilkey agreed that no action on this matter will validate

feelings of some faculty that they do not have a voice. Senator Scott and McDermott agreed.

Senator O'Loughlin pointed out that faculty senate elections have traditionally not been competitive. Senator Weaver concurred by stating that many faculty members choose not to run because they do not believe they have a chance to win.

Senate President Clarke began to wrap up the discussion by accepting Senator Rieck's suggestion that the faculty officers review this issue and bring back a proposed plan to address this issue to the senators at the next meeting.

Senator Chen wondered why eighteen members; then added that the proposals in the current motion mathematically does not work.

- b. Senator Khazeh wanted to mention that the issue of non-tenured faculty committee members serving on the Faculty Welfare Committee needs to be visited.

**9. Meeting adjourned at 5:10 pm**

Minutes submitted by Donna Ritenour, Senate Secretary