

**Minutes of the  
Salisbury University Faculty Senate Meeting  
October 27, 2009  
Holloway Hall, Room 119**

**Senators Present:** Mara Chen, Craig Clarke, Theodore Gilkey, Kashi Khazeh, Kurt Ludwick, 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:** Douglas DeWitt, Pat McDermott

1. President Clarke called the **meeting to order at 3:30pm**; a quorum was present.
2. **Minutes:** The minutes from 10.13.09 were not available for review and deferred to next meeting.
3. **Remarks from the Provost, Dr. Diane Allen**
  - a. **Open House.** The provost thanked faculty for their participation in open house events.
  - b. **Strategic Planning & Budget Committee.** Provost Allen announced that the Strategic Planning and Budget Committee, which she co-chairs with Ms. Amy Hasson, has established a meeting date to discuss Salisbury University issues and resources as they relate to the community. She informed the faculty senators there will be more information regarding the work of this committee after this initial meeting and announced that a full day retreat is planned for the spring.
  - c. **State of the University Address.** The campus community is invited to attend Dr. Dudley-Eshbach's presentation on the 2009 State of the University Address held Thursday, November 5, 2009 at 4:30pm, Holloway Hall Auditorium. The President will share her future vision for the University, including budget outlook, enrollment management, and physical changes to campus. A question-and-answer session follows the President's presentation.

Question posed to Dr. Allen:

1. Senator O'Loughlin addressed a concern to Provost Allen regarding the potential for "retrenchment by default." He asked that when the state resumes at the normal fiscal level following this period of economic cuts whether positions will be filled, particularly those vacated secondary to faculty retirement. Dr. Allen reminded the faculty senate that there are currently two searches per school to fill faculty positions and the list of current faculty needs will be reassessed in November.
2. Senator Gilkey thanked Dr. Allen and President Dudley-Eshbach for their quick response in addressing the conflict with Towson University. Towson University had encroached into school districts and began to offer MS Ed in Education Leadership. Dr. Allen explained that Towson University hired a private, for profit firm to build a platform for an educational leadership curriculum. A meeting was quickly arraigned by Salisbury University Leadership to discuss with the Chancellor if Towson University had the

right to offer a master degree in educational leadership since it duplicates programs currently offered by Salisbury and Frostburg University. The chancellor determined that Towson University is not able to offer a MS Ed in Education Leadership.

#### 4. Announcements from Faculty Senate President Clarke.

- a. Senate President Clarke read the email that he had sent to Senators Weaver and Khazeh inviting them to participate in a meeting with the faculty senate officers to discuss the senate structure. Senator Khazeh and Senator Gilkey will be in attendance. This meeting will be held November 12, 2009.

*To Senators Weaver and Khazeh:*

*"The Senate officers discussed the issue of the Perdue and Seidel "voices" that you raised at our last Senate meeting. As I indicated at that meeting, we would try to develop a procedure to investigate more thoroughly the concerns you brought up and to suggest a course of action. In our discussion, we thought it might be useful to look at the broader issue of Senate structure. The University has changed since the Senate was formed and perhaps it is time to look at the overall structure. We have nothing firm, just considering the topic.*

*As senators, we would like to invite you or your designate to attend a meeting with the Senate officers to air you specific issues and concerns. To facilitate "give and take" we have asked Dr. Brian Polkinghorn, Executive Director, Center for Conflict Resolution, to be part of the meeting to help us all say what we really mean and hear what others are actually saying. He has kindly agreed to do so.*

*The first available date is November 12, 2009 at 3:30 to 4:45 PM. Since the results of our deliberations may lead to the formation of an ad hoc committee of the Senate with an accompanying charge, I feel that we need specific instances or documentation to support the concerns you raised. Without specifics it would be almost impossible for an ad hoc committee to address your issues and to function optimally. To be effective the charge has to be specific and focus the committee's efforts. Please let me know as soon as you can if you would like to participate in this process and can attend the November 12 meeting time.*

*I look forward to hearing from you.*

- b. There remain three faculty committee seats unfilled: 1) Academic Freedom and Tenure Committee (senate committee, at-large, tenure required), 2) Faculty Awards and Recognition Committee (senate committee, Henson School position, tenured required) and 3) Graduate Council (non-senate, Henson School, graduate faculty). President Clarke asked Senators to encourage colleagues to consider serving on these committees.

#### 5. Committee Reports:

- a. **University Academic Assessment Committee.** Laurence Becker, Chair of the UAAC, proposed the following motion to the Faculty Senate:

The committee shall have seven voting members: four members elected from and by their respective schools, two elected at-large and one elected representative from and by the Library. The University Provost (or designee) and the Director of University Analysis, Reporting and Assessment (or designee), **and one student selected annually in a manner determined by the Student Government Association**, shall both be non-voting ex officio members. Terms of all elected representatives shall be three (3) years and staggered. Should an elected faculty member not be the Designated Senator, a non-voting Designated Senator shall also serve on the committee. The committee shall elect its chairperson annually.

Discussion:

Senator Scott supported the motion to have a student on the committee. Senator Street questioned the appropriateness of having a student present at all of the meeting. Dr. Becker felt that topics discussed will not be sensitive and having a student present should not be an issue. This was reiterated by Senator Weaver.

**Motion passed unanimously**

**b. Undergraduate Curriculum Committee**

Senator Mullins presented a concern on behalf of the curriculum committee regarding courses that contain travel abroad requirements, specifically, concern that such courses would exclude some students from taking the class.

Discussion:

Several faculty senators felt that it was not a concern as long as there is disclosure regarding requirements and that the travel abroad is an optional component for the course. Senator Scott mentioned that other courses (i.e. art and sciences) also have additional costs associated with them and as long as the courses are not required by a major or a required General Education Requirement then it should not be a concern.

Senator Mullins inquiry as to whether there is concern for students with a lower income and their ability to take the course.

Dr. Brower responded to these concerns by stating that this issue has been presented and discussed in the Fulton School and a meeting set to address the concerns of integrating travel abroad into a course.

Senator Mullin will take this information back to the undergraduate curriculum committee.

**c. CUSF report**

Senator Parker presented information from the Council of University System Faculty (CUSF) meeting. His main concern centered on what was not presented to the council members. He believes that there is a realistic chance for more cuts to the budget and warned that we should brace ourselves for another bad year.

**6. Unfinished Business:** None

**7. New Business:**

- a. **Furlough discussion.** Senator Mullins inquired whether the Faculty Senate should issue a formal stand on the issue of furloughs. Senator Rieck concurs by stating that if we do not have a formal stand, then it may be perceived that furloughs are not considered a hardship by the faculty.

Senator Khazeh questioned the intension of the faculty senate regarding a furlough position stand, stating that the faculty accepted these furloughs in good faith in order not to adversely affect the provision of services to the students. He cautioned that Maryland can parallel California and that the economic status for faculty can be worse.

Senator Parker stated that the faculty continues to provides the same service to the students in spite of the instituted furlough days and that there is significant savings to the University as a result.

Senator Rieck suggests that an announcement of a formal stand by the faculty is useful for the faculty senate to convey awareness among students regarding the issue of furloughs. While Senator Street questioned if a position stand is the best option and suggest that the senators consider other avenues in dealing with furlough days.

Recognizing that mandated furlough days is a decision that is initiated by state administrators and leaders; Senator Chen agreed that the faculty senate has the responsibility to promote awareness of the impact of mandated furloughs.

Senator O'Loughlin concurred with Senator Rieck and is in favor of a position stand as it will dispel the perception that there has been no impact resulting from these instituted furlough days. He also cautioned that the state's economic hardship may be lengthy and that we need to keep track of the give backs (furloughs and pay cuts) in order to repair what was lost.

Senator Scott favors a position stand, but agrees with Senator Street that perhaps something else should be done. He suggests that we (faculty) have local control and be able to make decisions regarding givebacks to the state of Maryland. It is possible that Salisbury University may be in the position to return funds without resorting to furloughs. Senator Parker cautions that directives to Salisbury University to return funds to the state occur in a relatively short timeline and such planning may not be possible.

On a side note, Senator Parker announced that the state of Maryland lost an educational institution: Biotech Institute was absorbed by other institutions and no longer exists.

Senator Walton feels that the only way to make a difference is through public awareness and that popular opinion can be a powerful voice.

Senator Khazeh expressed concern for providing a position stand and cautioned that furloughs are the better option than faculty cuts.

Senate President Clarke summarized the options; to provide a formal position stand or not to say anything regarding the matter of furloughs. He questioned whether the absence of a position stand will translate to the perception that Salisbury University is doing well.

Senate President Clarke extended a charge to the Faculty Financial Affairs Committee to discuss and recommend a statement regarding furloughs and salary reductions and to comprise a list of damages that have resulted from furloughs and salary reductions.

**8.** Meeting adjourned at 4:45pm

Minutes submitted by Donna Ritenour, Senate Secretary