

**Minutes of the
Salisbury University Faculty Senate Meeting
November 10, 2009
Holloway Hall, Room 119**

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

Senators absent: Michael Scott, Kashi Khazeh

1. President Clarke called the **meeting to order at 3:30pm**; a quorum was present.
2. **Minutes:** The minutes from 10.13.09 and 10.27.09 were approved.
3. **Announcements from Faculty Senate President Clarke.**
 - a. The University Governance Consortium has elected Ms. Lisa Gray as President and Dr. Elizabeth Curtain as the Vice President for the 2009-2010 academic year.
 - b. Faculty Senate meeting held 10/27/2009, the Senate has asked me to charge the Faculty Financial Affairs Committee with two tasks. Below is the letter I have sent to that committee:

First, I ask that your committee generate a position statement describing faculty concerns about the effects of the ongoing furloughs and/or temporary pay cuts. I would like your committee to recommend such a statement for a Senate vote at the December 8, 2009 Faculty Senate Meeting. After senate review, the statement will be sent to the Provost and President of Salisbury University. The University has gone to great lengths to insulate our students from the negative consequences of the "temporary" pay cuts faculty and others are enduring. Some people may, therefore, believe that the cuts have been painless and without consequence. They haven't.

Second, I ask that your committee investigate and draw up a list of ways that the decreased operating budget has negatively impacted Salisbury University. The list should be included with your recommendation for a faculty position statement on December 8, 2009.

I recognize the difficulty and delicacy of the tasks you are asked to do, and if I can be of further assistance, please let me know. It might ease the task to find out what other campuses in the system have done or said. Dr. Chen, the designated senator to the Faculty Financial Affairs Committee was part of the discussion and can surely shed additional light on the Senate's concerns. We believe that it is important that everyone in the campus community and especially beyond understand the damage that the recent budget cuts have caused and may continue to cause to faculty, staff and students alike.

- c. President Clarke recognized a Resolution of Commendation given by Senator Gilkey and Senator O'Loughlin in a formal motion:

On behalf of the entire faculty, the Faculty Senate of Salisbury University wishes to express its warm appreciation to the Administration, particularly Dr. Janet Dudley-Eshbach and Dr. Diane Allen, President and Provost of Salisbury University respectively, for their successful efforts ensuring that the masters degree program in Education Leadership maintains its leadership role within the region and not be compromised by efforts from other institutions within the Maryland system. In these tough financial times, we all need to work especially hard collectively to ensure that all of our programs remain healthy and viable in the state.

Motion passed unanimously

- d. There will be a brief ceremony Wednesday, November 11th at 2 p.m. in front of Holloway Hall to honor our veterans. President Clarke encouraged all faculty senators to attend and show your support for those who have served and those who continue to serve the United States in the armed forces.

4. Remarks from the Provost, Dr. Diane Allen

- a. Provost Allen began by thanking the Faculty Senators for the Resolution of Commendation.
- b. Dr. Allen was not able to provide any more details about the budget. She stated that no information was provided and wanted to be careful about speculations. She anticipates that there will be cuts in the state's budget, but does not know if or when this will occur.
- c. **Cultural Diversity Committee of Consortium.** Provost Allen announced that the Cultural Diversity Committee of the Consortium would be distributing a survey to faculty and staff to determine the climate on campus related to cultural diversity issues. As this research initiative develops, there will be further information provided.

No questions were posed to Dr. Allen.

5. Committee Reports:

Memberships & Election, Dr. Lance Garmon, Chair of M&E committee, presented the following recommendations to the faculty senate from the memberships & elections committee. The M&E committee was given the charge to investigate and make a recommendation regarding discipline verses departments when identifying faculty. The recommendation is as follows:

Section 4. Different Departments Disciplines:

No Senate Standing Committee shall have two elected members from any one academic department discipline. The term "academic discipline" shall normally mean "academic department" or "library" although the Senate may determine that a given academic department includes two or more academic disciplines.

Related issues were presented by The M&E committee:

- Original charge to the committee included direction to “Investigate the committee eligibility criteria,” “investigate the distinction made between ‘disciplines’ and ‘departments’ and determine their relevance for eligibility,” and “bring a policy recommendation”
- Membership and Election Committee members discussed this issue with chairs of each department on campus
- This recommended change was not unanimously endorsed by all faculty contacted or by all Membership and Election Committee members
- As part of a larger initiative by the Membership and Election Committee members to encourage faculty participation in faculty government, committee members from each of the respective schools will attempt to address issues of eligibility for nominees during the nomination process

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

Dr. Garmon stated that department chairs from each of the schools were contacted in order to gauge their impression regarding disciplines and department classifications. Three of the four schools felt that multiple representations within a department were not necessary. Perdue School had department chairs that expressed concern for more representation.

Senator Parker affirmed that departments, historically, do contain multiple disciplines (eg. History & Political Science, Mathematics & Computer Science, etc). He stated that the faculty senate can and should decide the definition of department &/or discipline.

Dr. Garmon extended a recommendation in reference to at-large positions that only two committee members can be from the same school.

Senator Rieck extended support to leave it “as is” and to define a discipline for the sake of simplicity. Dr. Parker concurred and recommended to have an official list of disciplines and to permit the respective department members the opportunity to decide whether there is a need for separate disciplines within their department. Both believe that the status quo is acceptable and the M&E committee suggestion will create more problems than solve.

Senator DeWitt wanted to caution faculty senators that if there was a charge given to the Membership & Election committee and this committee is returning to the Faculty Senate with a proposed resolution and, in spite of this, we decide an alternate resolution; it may appear as though this body is not representative of the faculty. Senator Mullin respectfully recognized this as a concern, like his colleagues Senator Parker and

Rieck, feels that status quo does protect the faculty. Senator Walton also supports status quo.

The faculty's awareness that departments are disciplines and that majors and programs within the departments may be considered by faculty as different disciplines was raised by several senators. Senator Parker believes that if the faculty senate chooses to keep status quo, then an announcement to the faculty will need to be made regarding the fact that **the Academic Departments are the Disciplines**. Faculty that wish to appeal for specific representation may formally do so.

Senator O'Loughlin suggested that the faculty senate issue a charge to the Membership & Election Committee to create the list of disciplines.

Dr. Garmon cautions that the Membership & Elections Committee members do not want to take sides or make these decisions; rather prefers bringing these issues to the faculty senate. He also suggested that the initial contact should be to the department chairs regarding satisfaction of the disciplines. Senator DeWitt agreed. President Clarke suggested that calls can be made to department chairs to address the issue of department representation.

Senator McDermott cautioned that department chairs may be satisfied with the department representation while faculty within the department may not. Senator Gilkey and O'Loughlin agreed and suggested that any faculty should be able to bring to the senate a proposed change to a discipline.

6. Unfinished Business: None

7. New Business:

a. Faculty Senate Archives, Senator Ludwick

Senator (and webmaster) Ludwick reported on revisions he has made to the Faculty Senate Archives. This is an attempt to provide easy access to past years' senate membership, minutes, committee memberships and bylaws. This link is not yet public; clicking on the Senate web page "archive" link will still take you to the same archive page. Senator Ludwick would like to wait on making this page the official archive page until the senators had a chance to review it.

http://www.salisbury.edu/campusgov/facsenate/archive_new.html

Discussion:

Senator McDermott asked if this information will be public access. He expressed concern regarding appropriateness since it will increase the potential of those who are "data mining" to obtain access to information that may expose faculty.

Senator DeWitt noted that as an agency of Salisbury University, the faculty senate minutes are a matter of public record. Senator McDermott acknowledged this but added that we should consider making this access more difficult with multiple layers of exploration. Senator O'Loughlin, however, felt that the faculty senate is a public forum that encourages public debate. He recommended a

consultation with the Salisbury University' Archivist, Mr. David Ranzan for recommendation. Senator Parker suggested that intranet access may be appropriate. Several Senators requested to make this archive page immediately available. No other senators posed an opposition.

b. Anonymous Student Evaluations, Senator Parker

Senator Parker expressed trepidation for the continued use of anonymous student evaluations in faculty promotion portfolios. He stated intentions to bring a motion to the faculty senate to abolish this requirement. Anonymous student evaluations were never meant to be used as a tool to determine one's eligibility for tenure and promotion. Senator Parker recalled that action during the 2006-07 academic year was taken by the faculty senate to keep data from the anonymous student evaluations in the departments. About 1½ years ago, uncertain how or why, anonymous student evaluations became mandatory in the Tenure & Promotion Portfolios.

Senator Parker addressed the dangers associated with anonymous student evaluations, i.e. inconsistency of evaluation surveys across departments, flawed psychometric properties, and lack of evidence supporting their use. There was a proposal presented to the faculty senate by the Faculty Welfare Committee (perhaps in May, 2007) that was tabled. No action has been taken on this issue since. Senator Mc Dermott commended Senator Parker in his concern for junior faculty and echoed his own worries that bad data is being used to make decisions regarding faculty.

Senator Parker reiterated a strong objection to their use in Tenure and Promotion portfolios and plans to formally present a motion addressing this issue in a future meeting. Senator Ludwick offered to search archive to find the Faculty Welfare Committee Report.

c. Smoking policy

Salisbury University undergraduate students Eric Kennedy, Lauren Friedman, and Bobby Audley presented: A Resolution of the Salisbury University Colleges' Against Cancer Registered Student Organization Regarding the Policy to Completely Ban smoking on the Salisbury University Campus (document included with minutes). Eric Kennedy provided the faculty senate with the first reading of the Resolution.

Discussion:

The three student representatives of Colleges' Against Cancer chronicled the process of the Resolution, which included meetings with several administrators and presenting the resolution to various bodies within the campus community.

Senator Parker expressed concern that a total campus smoking ban will place an imposition on those who have addictions to a legal product that contains nicotine. A smoking ban may infringe on a person's civil liberties. Senator Parker, along with Senator McDermott, felt that such a ban will be difficult to enforce and further rationalized that there are other factors on our campus, i.e. car exhaust, that pose a risk to a person's health. Senator McDermott stated that taking away a person's rights [to smoke] is a concern; that more rules create more problems.

Bobby Audley, a junior Political Science major, stated that the Resolution is not meant to Ban a person's right to smoke, only to ban smoking on a public university campus. He stated the surgeon general; that cigarette smoke within a 30 foot radius will increase a person's risk by 20-30%.

Dr. Tom Jones expressed safety issues for those students that choose to leave campus to smoke.

Senator Ludwick mentioned that other venues, such as airports will provide their patrons with designated areas to smoke and inquired if that could be feasible to provide. Eric Kennedy, History and Communications major, stated that in order to facilitate the process of instituting the Resolution, there may be concession such as having designated "outdoor areas." Bobby Audley explained that the resolution cannot be changed after it has been proposed and he recognized that there may need to be some changes in order to get this Resolution passed.

Eric Kennedy reported that there are about 300 smoke free campuses across the country. He also reviewed what other Universities have done when instituting a smoking ban. A Pennsylvania University had instituted a smoking ban that was enforced after only one day notice. Towson University has announced a campus wide smoking ban that will begin fall, 2010 semester.

Senate President Clarke reiterated that this was a first reading. Senator Rieck clarified that eventually this Resolution will return to the Faculty Senate to seek an endorsement and as the Resolution reads, he is not optimistic that it will get faculty senate support.

Senators Parker and McDermott concluded the discussion by expressing praise for the students in their efforts to create a healthier community, but also warned of a law of unintended consequences and infringement on one's civil rights.

8. Meeting adjourned at 5:00pm

Minutes submitted by Donna Ritenour, Senate Secretary