

**Minutes of the
Salisbury University Faculty Senate Meeting
December 8, 2009
Holloway Hall, Room 119**

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

Senators absent: David Parker, Pat McDermott, Darrell Mullins

1. President Clarke called the **meeting to order at 3:31pm**; a quorum was present.
2. **Minutes:** The minutes from 11-10-09 were approved.
3. **Remarks from the Provost, Dr. Diane Allen**
 - a. Provost Allen opened her remarks by providing an update of the most recent budget cuts extended to the state colleges and universities that totaled 25 million dollars, of which, Salisbury University's give back was \$915,000. This money was paid through a fund balance that was available.
 - b. Dr. Linda Morales, was introduced as the new Interim Diversity Officer for Salisbury University. Dr. Morales arrives to Salisbury University from The College of Southern Maryland and State University of New York, respectively. Among her many duties, she will be responsible in assisting with fulfilling the strategic plan goals for Salisbury University.
 - c. Dr. Allen next addressed the Daily Times article that reported on the optional SAT requirement for incoming students at Salisbury University. She cautioned that much of the article was not true. Of particular, the statement that SU is asking the Board of Regents to allow the SAT option (for students that report a ≥ 3.5 gpa) to become permanent. Salisbury University is currently in the third of a five year pilot program. The final report and accompanying recommendations are not completed and will not be presented until after the five year pilot is finished. Dr. Allen recognized Dr. Neufeldt who discussed the preliminary report. Dr. Neufeldt reiterated that no determination (regarding optional SAT) has been made. The preliminary data do suggest that student's grade point averages and retention rate are comparable for the initial two years. Also, students admitted who choose not to submit SAT scores tend to take more credit hours than the students that are admitted traditionally.
 - d. Dr. Neufeldt informed the faculty senate that she is meeting with a committee that includes among others, Dr. Tardiff, Ms. Danè, and Dr Allen to discuss freshman admissions criteria for the spring semester. This committee will also explore university models (Towson, UMD) that involve partnerships with two-year colleges. The general plan is for Salisbury University and Wor-Wic Community College agree to admit a certain number of students that, for their initial year, reside at Salisbury University and formally be enrolled as a student at Wor Wic. Students then transfer to Salisbury University for the completion of their undergraduate degree.

Dr. Neufeldt was asked a few questions regarding the interest Wor-Wic Community College has in this partnership, logistics of new student orientation and transfer of credits.

4. Announcements from Faculty Senate President Clarke.

a. Departments vs. Disciplines

President Clarke charged the Memberships and Elections committee to develop criteria for defining discipline. He drafted the following announcement (inset). He sent this draft to a select group of faculty members and senators and included several questions about this process and criteria the faculty senate should use if petitioned by a cohort of faculty members. Feedback received finds that there were many differences in how the faculty senate should determine requests from faculty to be their own discipline. Further work will need to be done regarding departments and disciplines.

b. Senate Structure

An ad hoc committee has been assembled to address the proposals that were presented by Senator Khazeh (10/13/09 minutes) on behalf of the Perdue School regarding senate structure. The members (representing all four schools) of the ad hoc committee includes: Senator Walton, Senator Gilkey, Senator McDermott, and Senator Scott.

5. Committee Reports:

a. Council of University System Faculty Report

Senator Rieck reported that the Chancellor has included in the state budget a proposed 5% tuition hike next year. He also believed that there will be some reductions in resources; however, preliminary indication is that there will be no furlough mandated for next year. Senator Rieck cautions that the economic climate is unknown at this time.

b. Faculty Financial Affairs Committee

The Faculty Financial Affairs Committee submitted a report (attachment) to the Faculty Senate addressing the issue of state mandated furloughs:

Senator O'Loughlin made a **motion to discuss** the report, motion second. A lengthy **discussion** ensued:

Senator Rieck asked: "What is the next step?" Should the CUSF Representative take this to the next state meeting for discussion?

Senator Scott stated that this letter needs to be put forth. He recommends that we communicate that there would not have been as much economic hardship had Salisbury University had more control over how to cut the budget.

Senator O'Loughlin proposed that we advertise this letter as widely as possible; sending it other schools, chancellor, media, etc.

Dr. Hill caution that we may sound as though we are whining. Senator Khazeh agrees. Senator Scott concurs stating that SU has some of the best paying jobs in the area. The community may perceive us a whining. Senate President Clarke however questioned the impact our silence has on the perception of furloughs.

Senator O'Loughlin suggested an amendment to soften the language and recognize employee of other government agencies' budget cuts and furloughs. Senator DeWitt believes that we may be able to avoid the perception of whining if the letter addresses the issue of local administration control. If our administrators had the latitude to decide how pay backs were issued, the University could have avoided the need for furloughs and pay cuts.

Senator Ludwick cautions that we are addressing two audiences, the public and the state administrators. He suggests that perhaps there should be two different letters.

A final recommendation that followed discussion as to who should present this letter, Senator Scott proposed that this letter is given to President Dudley-Eshbach for edits and sends to the Chancellor and other University Presidents with the Faculty Senate's endorsement. Senator Scott also suggests that Mr. Culver assist with the edits.

c. Ad hoc Honors Convocation Committee

Dr. Bell presented an overview of the roles and responsibilities of the defunct Honor's Convocation Committee. A **motion** was set forth to reinstate the Faculty Senate Committee with all of the previous by-law guidelines and retaining the committee members from last year's election to serve on this committee. The motion was seconded.

There was discussion among Senators regarding the actual duties of the committee. Discussion pertaining to all of the awards listed as the committee's responsibility, and suggestion that the selection of the Commencement Day speaker be added as a responsibility. There was concern that each school is currently not represented on this committee. The recommendation was to keep the committee intact this year, and then during the next election, make sure there is representation from each school and at large members according to Senate by-laws mandate.

Senator Dewitt calls the question.

Motion Carried **Unanimously**

6. Unfinished Business: None

7. New Business:

a. Campus Security Dr. Neufeldt and Chief Lashley presneted initiative for campus security.

Dr. Neufeldt stated that safety remains a major concern on campus and in the Salisbury Community. Over the past few years there have been some significant adjustments to enhance public safety. These changes have been made based on recommendation from the President's Task Force on Student Safety, student advocacy groups, community leaders, the University legal counsel, and public safety officers. As a result, several revisions were made including the hiring of six additional police officers; a memorandum of understanding (MOU) with the community that permits SU police the authority to patrol off-campus student communities. Also, student escort services were expanded and additional Safe Ride vans were purchased.

Neighborhood watch groups were initiated and landlords of student apartment complexes agreed to help with safety initiatives.

Also, Chief Lashley mentioned that he, along with Dr Foust, and SGA representatives periodically walk the campus to assure adequate lighting at night time; trimming of trees and other vegetation.

The placement of security cameras and the projected need of additional security cameras were extensively presented. Examples were provided of how criminals were identified through the use of surveillance cameras and arrested made for burglary and assault. Security cameras have also been placed in the parking garage. Chief Lashley's goal is to acquire enough cameras to monitor and record with clarity, the entire campus and down 13 South to Milford Street. A PowerPoint presentation was provided explaining the effectiveness of the security cameras and outlining a needs assessment for complete camera coverage for Salisbury University.

Chief Lashley did address concerns for privacy that some may have, recognizing that there needs to be a balance between observing the activity of people on open, public property and reasonable expectation of privacy. Technology is available to have the cameras pan away from windows. Overall, the goal for campus-wide surveillance is to make the University grounds safer without compromising the free flowing environment.

Start up money for this project will be generated through student fees and policy and procedures pertaining to the use of surveillance cameras will need to be developed. Other issues that are being discussed involve the maintenance of the equipment and privacy issues.

Questions for Chief Lashley and Dr. Neufeldt:

Dr. Pereboom asked if there is a more systematic approach to best employ these cameras. The feasibility of an external consultant to help with this project was discussed. Chief Lashley did seek advice and consultation with others familiar with camera surveillance, but believe it is too expensive contract an external consultant to assist with this project.

Chief Lashley recognizes that a philosophical discussion will also need to occur regarding oversight of the technology and of the information obtained on these cameras. Senator Scott quickly stated that the philosophy of surveillance cameras will be used to deter crime, and the cameras will need to be visible and effective. He cautions against the use of sham cameras that offer a false sense of security.

- b. Faculty Welfare Committee** Senator Khazeh's motion concerning Faculty Welfare Committee membership will be addressed at the February 8th meeting.

8. Meeting adjourned at 5:08pm

Minutes submitted by Donna Ritenour, Senate Secretary