

**Minutes of the
Salisbury University Faculty Senate Meeting
February 9, 2010
Holloway Hall, Room 119**

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

Senators absent: Darrell Mullins

1. President Clarke called the **meeting to order at 3:32pm**; a quorum was present.
2. **Minutes:** The minutes from 12-08-09 were approved.
3. **Remarks from President Janet Dudley-Eshbach**

a. Weather-Related Cancellations

President Dudley-Eshbach addressed the University cancellations due to the inclement weather. The decision to cancel classes is made following close monitoring of the weather conditions by Chief Lashley and in collaboration with Provost Allen and President Dudley-Eshbach. She wanted to assure the faculty that the decision to cancel classes is difficult but is done judiciously and is based on student, faculty and staff safety first and foremost.

Question:

Senator Ritenour asked if it is possible to swap a MWF for a TH class. Provost Allen stated that right now it is not necessary to adjust the semester class schedule, but may adjust if more cancellations occur. **Senator McDermott** stated that classes can continue with the use of online resources and that the faculty should consider engaging technology in times when formal classes cannot be held.

b. State Budget

President Dudley-Eshbach mentioned that little is known regarding the budget, but it is still early. There is a reported \$2-4 billion deficit in budget which is deeply concerning. There may be more mandated furlough days but she along with several other Maryland University presidents are advocating that the budget reduction number is given to the respective universities and allow them to determine where the give back will be generated.

c. Senate Bill 283

The proposed SB 283 is also deeply concerning; specifically in regards to the impact it will have on higher education in the state of Maryland. The bill sets a permanent increase in the education investment fund. This bill is similar to another bill (K-12 had to be funded at a certain level) introduced a few years earlier. The primary concern involves restrictions placed on tuition increases that cannot be more than Maryland's percent rise in median household income. **President Dudley-Eshbach** stated that she proposed an amendment to SB 283, but is not sure if it will stick. Her proposed amendment suggests an equalization of tuition on campuses that are high performance but underfunded. Another amendment was proposed by the Chancellor and Towson University's President.

Questions:

Senator Khazeh asked which budget was specifically cut. The President stated that the general fund was cut, which explains the rationale to support performance-based funding with an amendment. The Department of Legislative Services presents a chart identifying where graduation rate are verses the amount of funding received. Salisbury University has the third highest performance rating but receives the lowest funding. President Dudley-Eshbauch stated that an increase in funding is needed to attract and keep quality students. SU also needs more faculty and staff, needs to increase salaries and to improve financial aid. SU needs to be able to offer more financial aid packages to A-1 students similar to what UMBC, College Park and Towson are able to offer.

4. Remarks from the Provost Dr. Diane Allen

a. Weather-Related Cancellations

Provost Allen reiterated the concerns associated with the University class cancellations due to the weather. The safety of everyone traveling the roads was the primary consideration. Decisions to cancel classes were challenging. She recognized Dr. McDermott's suggestion to continue classes through technology, but also cautions that the system could not handle traffic of such magnitude.

b. Strategic Planning & Budget Committee

The Budget and Planning Committee had meetings during the fall and the winter sessions to address resources for the University. The purpose of this committee is to begin the process of decision making regarding the academic and administrative decisions and the efficient use of resources prior to purchase. This committee may need to assess programs to determine if any need to be phase out. **Provost Allen** also announced that SU has joined the Delaware Study (\$500) which will assist in disseminating financial cost of administration and academic departments. She invited faculty to become part of this assessment process.

c. December Graduation

The decision to cancel December graduation was the hardest decision she had to make administratively. Overall, it was an issue of safety for those who were traveling to Salisbury that motivated the decision. She has received much feedback regarding this decision. **Dr. Allen** stated that it was not feasible to reschedule in January and that the rescheduled date, May 21st at 6:00pm, made the most sense since the Civic Center will be already rented and set up. She asks that the Deans of the respective schools decide which commencement ceremony faculty will attend.

d. Towson University and their offering of closed contract courses

Provost Allen provided an update to the issue of Towson University offering closed contract courses. TU tried to offer the courses out of state and wanted to offer the courses at the same tuition rate of other Universities. The University Provosts did not approve of this and developed a task force to address this issue. Dr. Allen has volunteered to be a member of this task force.

e. Wor-Wic Proposal

Dr. Allen introduced a plan to accept a limited number of students (50) that has applied but was not given fall admittance to Salisbury University. Students that were accepted to SU but were deferred until the spring semester will be given opportunity to attend Wor-Wic Community College while being housed at Salisbury University. When students are deferred for a semester, SU often loses

them to their second choice. The goal is to offer enrollment at Wor-Wic Community College as an option and integrate the students to the Salisbury University life. They would be housed and take classes on our campus, which will be taught by Wor-Wic faculty. If successful, the students would then transition to Salisbury University in the following summer or fall semester. This program gives Salisbury University the opportunity to guide what courses these students take and also gives the University the opportunity to work with the Wor-Wic faculty. This program's goal is to give an opportunity to develop as successful students.

Questions:

Senator Wood asked if these are credits hours lost to Wor-Wic. He was also concerned that the Wor-Wic courses would not contain appropriate rigor. The Provost believes that SU will have a better opportunity to make sure they are prepared by shaping the courses these students take. The Provost assured that this program is not a mechanism to displace our faculty. **Senator Walton** clarified that these students (50 total) are in addition to those admitted to Salisbury University and not in place of students.

Senator McDermott asked about the process of appointing members to the Strategic Planning & Budget Committee. He specifically wanted to know where the faculty fit into the process of decision making. He believes that some of the issues discussed in the Strategic Planning & Budget Committee are designated retrenchment processes. Provost Allen clarified that the Fiscal Advisory Committee includes the Deans and Senate President Clarke and reminded that information from each department was requested on the one page note sheets. Dr. Allen suggested that perhaps the Deans share information to faculty since they attend the meetings.

Regarding the Wor-Wic transfer program, **Senator McDermott** asked: "What was the rationale for it?" and "Who proposed it?" He asked what role did faculty play in this process.

Senator DeWitt stated that transparency is a chief concern. As for the current Wor-Wic transfer students, they do not do as well when they transfer to Salisbury University. Secondly, Senator DeWitt is concerned how it looks to our State politicians.

5. **Announcements from Faculty Senate President Clarke.** President Clarke yielded announcements due to the time constraints of the meeting.

6. Committee Reports:

a. Ad Hoc Committee Report on Senate Structure

Senator Gilkey formally thanked Senator Khazeh for bringing the issue of senate representation forward. The ad hoc committee specifically addressed whether the Faculty senate is the voice of the faculty. As new buildings are being built, it seems as though there is greater disconnect among faculty. The ad hoc committee would like senator feedback regarding the following guiding principles: 1) Is the current way we select our senators the best approach. Is there a better way? 2) Is the method of communication appropriate? 3) Is there transparency? Senator Scott stated the ad hoc committee would like to obtain input on these guiding principles and get concrete ideas from faculty. The ad hoc committee believes that they can conclude their work and provide recommendation in about two weeks.

Senator McDermott surveyed the Perdue faculty and the overall consensus is that the faculty senate is worthless and they have no confidence in the current governance. The broad issues involve fairness, inclusiveness and transparency. Questions raised include: Is the faculty senate the shared voice of the faculty? Are the faculty senate meetings a safe place to raise issues particularly with administrators present? Some Perdue faculty feel that certain issues raised can result in retaliation. Senator Ritenour asked if the original motions are still on the table. Ad Hoc committee member Senator Gilkey stated that the committee is prepared to decide and that they should know in a couple of weeks.

b. Academic Policies Committee

Dr. Ragan, APC Chair, presented the report on the mid-semester dates (attached). The Faculty Senator did not have an opportunity to completely read through the report and would like to have a vote on this at the next meeting.

Senator Khazeh asked if adjustment to the mid-semester can be school specific and not university-wide. **Senator Scott** dismissed this suggestion as unworkable for the University Administration.

Senator Ludwick mentioned that this is an issue of engagement and that mid-semester falls during advising and that it is a good time for students to engage in academic counseling with their advisors prior to making a decision to drop a class.

7. Unfinished Business:

Faculty Welfare Committee:

Senator Khazeh made a motion to change the faculty senate by-laws so that only tenured faculty can hold a seat on the Faculty Welfare Committee. The Faculty Welfare Committee, similar to the Promotions Committee and Academic Freedom Committee deal with particularly sensitive issues that may place a non-tenured faculty member in an unfavorable situation. **Senator Scott** agreed especially since this committee hears appeals from faculty. **Senator Rieck** request that the exact revision of the by-law be written prior to voting for the change. **Senator Parker** concurred.

8. New Business: none

9. Meeting adjourned at 5:00pm

Minutes submitted by Donna Ritenour, Senate Secretary