

**Minutes of the
Salisbury University Faculty Senate Meeting
March 23, 2010
Holloway Hall, Room 119**

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

Senators absent: Michael Scott

1. President Clarke called the **meeting to order at 3:30pm**; a quorum was present.
2. **Minutes:** The minutes from 03-09-10 were approved with corrections. The motion to approve minutes from 02-23-10 was tabled until next meeting to give senators additional time to review them.

The faculty senate officers have accepted the task of deciding what minutes are.

3. Remarks from the Provost, Dr. Diane Allen

- a. Dr. Allen addressed an email that was sent to faculty and staff regarding an attempt to change the tuition remission. The State system became involved in the discussion and more than 6000 emails sent to the subcommittee. As a result the cut in tuition remission's benefit was removed from the bill. Dr. Allen thanked everyone who wrote letters to subcommittee members.
- b. The state budget report does not include additional cuts in higher education, but additional furloughs are predicted.
- c. Dr. Allen provided an update on the Dean of Graduate School & Research. Three candidates out of more than 60 applicants were invited for an on-campus interview. The committee will extend their recommendation to Dr. Allen shortly and an offer will be extended.

4. Committee Reports:

a. Faculty Welfare Committee, Faculty Grievance Policy

Dr. Grace Clement, Chair of the Faculty Welfare Committee provided a brief overview of the proposed Faculty Grievance Policy (attached). This policy was established in order to have a separate grievance process for faculty. There were three areas that she highlighted:

1. The deciding body for faculty grievance is the Faculty Welfare Committee and any appeals will be directed to the Provost.
2. Information will be provided on a need to know basis.
3. The president of the faculty senate will be notified that a decision has been made; otherwise, no other details will be given.

Senator McDermott motioned to accept the Faculty Grievance Policy; a second was given.

An extensive discussion ensued regarding the content of the policy, specifically the timeline for appeals when faculty is not under contract and the appointment

of committee replacements by the Faculty Senate President and the Associate Provost. It was presented that there are some grievances, i.e. grade disputes that will need to be addressed in a timely manner, which requires a mechanism for prompt appeals. The inability for the accused to face their accuser was expressed as a concern. The faculty's legal representation by SU's Attorney was also discussed at length.

Senator O'Loughlin called the question

Motion to accept the Faculty Grievance Policy was rejected 2, 10, 5

There was additional concern raised about how the original version read and if there are any edited copies of the original documents. The original charge given to the Faculty Welfare Committee contained no discussion of substantive changes but rather a charge to rework the policy to remove the students and staff.

The Faculty Welfare Committee will review the policy and consider changes based on today's discussion, after which, Dr. Clement will report back to the Faculty Senate.

5. Unfinished Business:

Smoking Ban Policy Representing the Colleges Against Cancer Registered Student Organization at Salisbury University (CAC RSO), Ms. Lauren Friedmann returned to provide the second reading of *A Resolution of the Salisbury University Colleges' Against Cancer Registered Student Organization Regarding the Policy to Completely Ban Smoking on the Salisbury University Campus*. This resolution was presented and approved by the Salisbury University Student and Staff Senates. The CAC RSO had requested deliberation by the Faculty Senate.

Senator O'Loughlin motioned to accept the Smoking Ban Policy; a second was given.

There was discussion among senators regarding this resolution. A conversation regarding civil liberties and rights of smokers and non-smokers was debated. Student safety was a concern as they travel off-campus to smoke as well as enforcement of a smoking ban. The infringement on a person's fourth amendment right was called into question by the wording of the resolution:

“WHEREAS the campus of Salisbury University (SU) includes parking lots, athletic fields, tennis courts, and any other outdoor area owned or under the control of the university including inside any vehicle located on such grounds; and,…”

The rights of non-smokers and the harm of second-hand smoke were discussed. It was also rationalized that details of the Smoking Ban can be reviewed and revamped as needed once approved.

Senator DeWitt Called the Question

Motion rejected: 6, 6, 2

6. New Business: None

7. Meeting adjourned at 5:00pm