

Minutes of the Salisbury University Faculty Senate

September 22, 2015
at Holloway Hall 119

Senators Present: Thomas Calo, Randy Cone, Sean Cooper, Mark de Socio (Secretary), Jerome DeRidder, Stephen Ford (VP), Kurt Ludwick (Webmaster), Darrell Mullins (President), John Nieves, Brandye Nobile, David Parker, David Rieck, Kathleen Shannon, Bart Talbert, Leslie Yarmo

— Two seats are vacant representing Perdue and Seidel, pending a special election

Call to Order (Faculty Senate President): 3:31PM, quorum present

Reading of Minutes (Faculty Senate meeting of September 8, 2015)

— Minutes approved as amended

Opening Remarks from the Faculty Senate President

Faculty Representation on Associate Provost Search Committee

- Volunteers are still needed to serve on the search committee for the position of Associate Provost
- We currently have two volunteers from the Fulton School, one from the Library, and one from the Henson School; we need volunteers from the Seidel and Perdue Schools
- Ideally we would like a number of volunteers from each school and the library so that the Provost can have choices
- Discussion
 - A question arose regarding whether the successful candidate would be offered tenure in an appropriate department at SU if the candidate is from outside SU
 - The situation is not uncommon in positions at that level, and if that holds true in this case, then faculty might be more motivated to participate in the process
 - Faculty Senate President will follow up with the Provost about whether or not tenure will part of the hiring / negotiation process

Senate Committee Chairs

- We still need committee chair information for the following committees:
 - Undergraduate Curriculum

- Academic Freedom and Tenure
- Long Range Academic Planning
- International Education
- Faculty Awards
- Admissions/Readmissions
- Designated Senators must call the first meeting in order to elect a chair

Open Forums on General Education Review

- Information will be coming soon about the open forums for discussion of the General Education Review currently underway
- Please remind and encourage your colleagues to take part give feedback on this very important issue

Update from Faculty Welfare Committee on Evaluation of Administrators (presented by Dr. Bart Talbert)

- Evaluation of administrators will be conducted through Gullnet
- Beginning on Wednesday, September 23, the Gullnet system will email faculty to let them know that that evaluations are available as well as the Administrators being evaluated
- The date range to be used for the evaluations will be 9/23 – 11/20 (Friday before Thanksgiving)
- Faculty will have the opportunity to evaluate their department Chair, Dean, the Provost, and the President
- Faculty will receive weekly emails reminding them to participate in this process until they complete their assigned evaluations
- Discussion
 - The Library also has the position of “Director” whom also engage in evaluation of faculty; question of whether Directors should be included in the list of administrators to be evaluated by Library faculty
 - FWC will work with IT about including Directors on list of administrators to be evaluated by Library faculty

Salisbury University President’s Faculty Senate Social

- President Dudley-Eshbach is planning a social for Senators at her home
- The social is scheduled for Tuesday, October 20, 5:30PM – 7:00PM; additional info will be provided via email

Great Colleges to Work For Survey Results

- Faculty member requested details on the results of the “Great Colleges to Work For” survey and asked if those results might be informative in upcoming discussions of the Middle States report
- Human Resources has access to that information and is in the process of preparing a report that will be shared with the Senate and/or faculty

SU Research Day and Innovation Showcase

- Scheduled for Friday, September 25, 3:00PM – 6:30PM, in Perdue Hall
- For more information, contact Donna Knopf at drknopf@salisbury.edu

SOAR@SU

- SU will be launching ‘SOAR@SU’ – Salisbury University’s Shared Open Access Repository
- Event scheduled for October 21, 3:00PM – 5:00PM, in the Nanticoke Room in the Commons
- SOAR@SU is part of ‘International Open Access Week’
- President Dudley-Eshbach and the SU Libraries are hosting the event
- In addition to sharing how to gain digital access to work produced by members of the SU community, there will be a reception with beer, wine and other beverages
- Please RSVP to Karen Wilson at klwilson@salisbury.edu no later than October 7 if you plan to attend
- For more information, or if you want your work included in SOAR@SU, please contact SU’s Scholarly Communications Librarian, Laura Hanscom at lahanscom@salisbury.edu

No Remarks from the Provost Today

- Provost Allen and Interim Associate Provost McCartney are attending a meeting at the Board of Regents and unable to attend our meeting today; consequently, there are no announcements from the Office of the Provost

New Business

Snow Days in Spring 2016 Semester

- The University System of Maryland has streamlined the academic calendar, leaving no room for make-up days due to inclement weather
- Provost had previously suggested that faculty be prepared for inclement weather by having assignments and work available for students online via MyClasses or other similar contingency

— Discussion

- Some classes, particularly labs, require in-classroom work; lack of make-up days severely impacts these courses
- One suggestion was to schedule one Saturday each month for make-up days; a problem here would be of students that work and would not be able to attend a Saturday class
- Consensus to send this issue to the Academic Policies Committee for consideration

Changes in Open Enrollment (reported by Dr. Nancy Siegert, Associate Vice-President for Human Resources)

- We will be returning to the telephone “TVR” system that we have used in the past rather than using an online mechanism
- For those employees who pay their benefit premiums via payment coupons, changes will be processed via a paper worksheet; worksheets will be in the Open Enrollment Packets, and will also be available in Human Resources
- Changes for 2016
 - The Healthcare Flexible Spending Account maximum will increase from \$2,500 to \$2,550 for the plan year
 - Grandchildren, Legal Wards and Other Child Relatives can only be covered until they are age 25 (not 26)
- Wellness Requirements for 2016
 - Select a Primary Care Physician (PCP)
 - Complete the Health Risk Assessment
 - Review the results of the Health Risk Assessment with your PCP
 - Submit the physician’s verification form back to the health plan
 - Complete age/gender recommended preventive services*
 - Complete a stress management or nutrition class through your medical plan*
 - Participate in any disease management programs **if contacted***

*Additional information will be provided once available.

— Reward

- PCP copays waived for remainder of the plan year once the physician’s verification form has processed through the health plan and no premium surcharge for non-compliance.

— Benefits Fair

- Benefits Fair to be held on Monday, October 5, 11:30AM – 2:30PM, in the Wicomico Room of the Guerrieri University Center
- Medical, dental, prescription, retirement, life insurance, and Unum plan representatives will be available to answer any questions that you may have

- Free screening services will also be provided (blood pressure, bone density screening, and blood glucose screening)
- Human Resources Walk-In Open Office Hours
 - Human Resources will again offer Walk-In Open Office Hours for anyone needing assistance with making changes during Open Enrollment
 - Individual appointments are not needed during these hours
 - A schedule of the hours will be sent separately via email
 - Walk-In Open Office Hours are different than the Open Lab Hours for those needing assistance with completing the Health Assessment Online
 - There are 2 Open Lab Hours scheduled for those needing assistance with the online health assessment in TETC 110A on Wednesday, September 23, 1:30PM – 4:00PM, and Friday, September 25, 11:30AM – 4:00PM
- Open Enrollment Packets
 - For those employees whose benefit premiums are processed via a payroll deduction, the Open Enrollment Packets will be sent to Human Resources by the State of Maryland Employee Benefits Division
 - Once received and labeled, they will be distributed via campus mail
 - We expect the packets to arrive in early October, but will confirm closer to that time
 - For those employees who pay their benefit premiums via payment coupons, the Open Enrollment Packets will be mailed to your home address by the State of Maryland Employee Benefits Division
 - We expect the arrival time to be the same
- Rates
 - The 2016 rates are not yet available, but will be provided once received
 - The rates are to be included in the Open Enrollment Packets
- For those not making changes to their benefit plans
 - If you are making no changes to your benefit plans, you do not need to do anything
 - However, if you wish to continue using any of the Flex Spending plans, those do not roll over automatically so you have to call in and specify your participation
- Discussion
 - The requirement to participate in training for stress management and nutrition is perhaps excessive, especially given that a number of faculty already have expertise in these areas
 - The age cutoff for dependent children, being lowered to 25, seems arbitrary and we are being given very little notice

- Using the website to download required forms, depending on your health insurance carrier, can be difficult
- Some Senators reported that their doctors are paying little, if any, attention to the health assessment forms and simply signing them
- We were reminded that spouses/partners must also complete the health assessment

Adjourned 4:18PM