

# **SALISBURY STATE UNIVERSITY**

## **FACULTY SENATE**

Minutes of the April 13 1999 meeting

Senators Present: Jerome DeRidder Mike Garner Fatollah Salimian Don Whaley Peter Lade Joel Jenne Marvin Tossey Cal Thomas Linda Bush Kathleen Shannon Dave Parker Kathy Fox Dean Defino John Kalb E.J. Crane Elizabeth Curtin

Announcements: Anne Donahue will be coming to our May 11<sup>th</sup> meeting. The forum committee concerned in the grievance process will also be present (Barry King's Committee). Hopefully we can all work out an "acceptable" policy.

Rich Bebee has a tentative agreement for 4 faculty to teach courses on the web through University College as adjuncts. They will receive free training for developing web-based courses. (Training is free if you subsequently teach a course through University College for \$7-8000) This is a faculty development opportunity that SSU could not afford to provide. The question of who "owns" the course materials needs to be carefully addressed.

There is at least one SSU student who has asked for permission to take web-based courses which duplicate ours and transfer them in rather than take them here. So long as an accredited institution is offering them we should (must?) Accept them. We will need to have a more concrete description of what happens in our courses and what a transferred experience must have to be deemed "equivalent."

There is also the Web Initiative in Teaching (WIT) program. 11 schools will participate and credit will work on all 11 campuses. There is institutional and system support for this.

Do we need a Distance Education Committee?

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There will be an open hearing on Scholarship next Tuesday in DH 149. Minutes will not be necessary.

Salary Proposal: The senate discussed the Faculty Welfare Committees proposed guidelines for salary adjustments. It addressed both the regular "merit" money and the extra money or 85<sup>th</sup> percentile money. It does not address COLA - that is determined by the state. We have 2.5% of the sum of the salaries of people on PINs as regular merit money. That is approximately

\$250 0 in **salary** money. We also have about 267 0 in the 85% money but that includes benefits so it amounts to about 200 0 for salaries. There may be some more as supplementary money.

The senate endorsed the Faculty Welfare committee recommendations with one (minor) modification. The recommendations as amended are:

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- 1. Most of the money will go to rectifying salary inequities*
- 2. We endorse the work of the Ad Hoc Committee on Salary and previous Faculty Welfare Committee (from approximately 2 years ago) who recommended that we use years in rank rather than years of service as a basis for comparing salaries.*
- 3. Faculty who have received a rating of "merit" on their annual evaluation who fall below the line as identified in a linear regression model using years in rank will be eligible for an equity adjustment. We do not want faculty to have to advocate for themselves or put their cases forward through their Deans and Chairs.*
- 4. there should be some consideration for people who have been regularly receiving a rating of "merit" on their annual evaluations and are still at a low salary for exceptionally long periods. Deans and chairs might be involved in this process to identify good faculty who have ben historically low or overlooked.*
- 5. We favor a university-wide peer comparison as the standard for the first "pass" at equity adjustments but also recognize that there may need to be adjustments made on a school by school basis.*
- 6. We want the equity money to be allocated based on the number of people below the regression line at each rank rather than giving equal sums of money to each school for distribution. That is we want to be sure that the money is used to bring all deserving faculty closer to the regression line rather than giving large awards to just a few people.*

*Regarding the regular merit money-we favor giving everyone eligible the same increment.*

*We also recognize that the Provost needs to have a small portion of the available money to use at his discretion and we trust that he will use the money wisely.*

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Don Cathcart presented a summary of the committee's discussion. All members of Faculty Welfare were urged to attend. The recommendations were forwarded to the Senate from Lisa Seldomridge chair of the Faculty Welfare committee.

In explanation point number 3 recommends a "first pass" that compares salaries university wide. Point number 4 allows for discipline specific arguments - salaries as judged in comparison to others within a faculty members discipline or to those published by the professional organizations. It was the committee's recommendation that in the first pass all salaries be looked at - that one would not need to argue for attention. The regression line mentioned in point 3 is a starting point.

Faculty Survey: Karin Johnson wants to survey the faculty and would like some senators to advise her in this. Shannon & Lade will do so.

The Academic Policies Committee recommended that a change be made to the graduation with Honors policy to clarify the interpretation of the 60 hours of credit at SSU. The basic argument is that since the criteria are GPA based then in addition to requiring that the 30 hours at the 300-400 level be with grades of A B or C it should also be required that most of the 60 hours be taken with letter grades so that the GPA is made from a reasonably large sample. The proposal was that at least 54 hours must be taken with letter grades (A B C D). The proposal was approved and the policy should now read (change to the existing policy is in bold type):

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**Graduation with Honors**

Students must complete at least 60 semester hours at Salisbury State University at least 30 of which are to be in 300/400-level courses with grades of A B or C **and at least 54 of which are to be with letter grades (A B C D)**. To receive honors at graduation students must have minimum cumulative grade point averages as follows: *summa cum laude* - 3.8; *magna cum laude* - 3.6; *cum laude* - 3.3. Students completing a second bachelor's degree will be eligible ONLY IF they meet all criteria with credits earned after their prior graduation.

Students in approved dual-degree programs use credits and grades from the participating institutions as well as Salisbury State University in meeting the requirements for graduating with honors.  
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The meeting adjourned.

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