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SALISBURY STATE UNIVERSITY

FACULTY SENATE

Minutes of the March 30 1999 meeting

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

Jim McCallops presented a proposal from the Student Affairs Committee for our support/feedback. There were two major parts of the proposal. The first part concerned an initiative focused specifically at support for gay and lesbian students called Allies. The proposal would call for faculty volunteers who would go through a 2-3 hour training session after which they would have a special symbol outside their door which would identify their office as a place "in which students can be assured they will not be discriminated against based on their sexual orientation." The second part was a plan to do a Climate Survey.

Several senators raised concerns about the use of a symbol on a door rather than having a list available to students of who has gone through this program. There was considerable discomfort with the idea of having labels. One thing that the committee was commended on was that in the proposal the "Allies" were faculty who had taken (found) the time to go through the training so that someone who was not part of the program could simply be someone who did not have the time for the training rather than implying that anyone who is not an "Ally" is an "enemy". One other concern was the description of Allies' offices as places where you would not be discriminated against as it implies that in other offices you would be - something the University certainly would not want to promote. It was suggested that the program be described in more positive terms what could you expect of an "ally" not what can you not expect.

The discussion of the allies program took all of the time allotted to the report so that there was not any discussion of the Climate Survey.

Jerry Miller Presented a proposal from the Alcohol Task Force requesting that the senate recommend to the administration that the Director of Cultural Programming report to the Provost that the job description for this position emphasize collaboration with faculty and enhancement of the cultural/academic interface . . . (see proposal for details)

The senate amended the proposal to specifically state that it does not preclude the formation of a discretionary fund and to remove the exact amount mentioned for the creation of a fund for cultural programming from the body of the document but rather to include it as a recommendation in the footnote. The proposal was then passed unanimously.

Restructuring: There is still some disagreement about the planning committee some did not like the idea of two planning committees perhaps one committee which reported to two places would be better.

Cathcart's remarks: You have to understand the power of symbolism and know when to treat symbols as the most important thing and when not to. Think about when the symbols are not the most important thing. Only one person on this campus has any ultimate decision making power in these matters. This discussion is unnecessary and damaging.

Don Whaley: Well we thought we were done with this but . . . Anne Donahue has reservations about the [grievance policy](#) and the president won't sign it unless she approves. We will have a face-to-face meeting with her to try to resolve the issues. Her primary concerns are with the length of time the process takes and with the possibility of having both a hearing and an investigation. Some of the members of the Welfare Committee should be invited (Michael O'Loughlin e.g.)

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