

Faculty Senate
Approved* Minutes for March 16, 2004

Senators Present: Durtin, Elizabeth, Hopson, Natalie, Hutchinson, Victoria, Long, Robert, Marshall, Douglas, McCallops, James, McDermott, E. Patrick, McKenzie, Charles, Mullins, Darrell, O'Loughlin, Micheal, Pereboom, Maarten, Rieck, David, Rotondo, Denise, Shannon, Kathleen,

1. Senate President's Response to Administration's Rejection of Senate Proposal on Merit Policy: David Rieck.

On November 18, 2003 the Salisbury University Faculty Senate approved a policy designed to provide the university administration with guidance in case it should be required to adopt a multi-tiered merit pay plan. The administration has chosen not to accept this Faculty Senate recommendation. The SU faculty, however, stands by the policy it endorsed. Our recommendation represents our best effort to give the administration direction as it sets policy and to make our opinions in this matter clear.

The issue of multi-tiered merit schemes has been debated at SU for years, but the SU faculty has been unwavering in its opposition to any such plan. In 1989, the faculty went on record as opposing the implementation of a high merit system, and we have never recanted our belief that such schemes cause serious damage to the cooperative, collegial environment that makes SU special. The Faculty Senate revisited this issue not because it believes that the climate and culture at SU have significantly changed in ways that render our 1989 position obsolete. Rather the senate's 2003 endorsement of a high merit policy was a reluctant compromise acknowledging that the administration may be required by some external mandate to have a multi-tiered merit policy. The sentiment of the faculty, however, as stated in the preamble to the 2003 recommendation, is clear. We continue to believe that a two-tiered system is the least divisive and most appropriate method for distributing merit money and best serves to preserve the interdependent character of the teaching and scholarship enterprise of the SU faculty.

If the administration implements a high merit policy that is inconsistent with our recommendation, it does so without our endorsement and against our advice.

2. Approval of minutes: Approved.
3. Academic Policies Committee Report on Academic Integrity.

Denise Rotondo presented a working paper entitled "Academic Integrity Policy Proposals" for discussion. Four major items were introduced and discussed including (1) Informing members of the community of our values and policy; (2) Supporting and Reinforcing Academic Integrity; (3) Enforcing the Policy; and (4) Sanctions.

No motion for action was considered at this time.

4. Report on Room Allocation and Scheduling Issues.

Michael O'Loughlin and Darrell Mullins met with Dean Jane Dane, as assigned by both the Faculty Senate and the Fulton School Chairs, to discuss three issues: (1) "First come, first serve" scheduling policy; (2) competition for computer lab space, particularly in Fulton Hall; and (3) summer scheduling of classes. As a result of that meeting, Dean Dane's office will review the present allocation of room space among all departments with an eye towards ensuring that all departments start out the scheduling process with sufficient space for their scheduling needs. A report on this matter is scheduled to be forthcoming by the end of spring semester, 2004.

5. Roles and Responsibilities of Department Chairs.

The Senate discussed issues regarding revisions of the policy on "Roles and Responsibilities of Department Chairs", presently being reviewed by the Office of the Provost. Two related issues were raised. Do the revisions inappropriately recast the role of the Chair as an administrator and not as a representative of the faculty within a department? How much influence or control should faculty members of a department have over who shall be the chair of their department?

No motions were made regarding the matter.

Respectfully submitted to the Faculty Senate,
Michael O'Loughlin
Vice-President (sitting in for David Parker, Secretary)
Faculty Senate

*Approved 13 April 2004