

# **SALISBURY STATE UNIVERSITY**

## **FACULTY SENATE**

Minutes of the February 9 1999 meeting

Senators Present: Jerome DeRidder Mike Garner Fatollah Salimian Don Whaley Greg Ference Joel Jenne Marvin Tossey Cal Thomas Kathleen Shannon Dave Parker Kathy Fox Dean Defino John Kalb Elizabeth Curtin

Committee Reports: Instructional Technology committee is asking for direction. We will invite David Anderson to a Senate meeting and find a "Designated Senator" who is willing to serve on it.

Provost: Kent Kimmel will be working part time in the Provost's office on special projects. In particular he will be looking at:

- The graduate council and how it fits in with the governance structure.
- The chairs reward system (talking to Dave Parker & Gery Dibartolo).  
Looking at assigned time and stipends for chairs and program directors for consistency across schools.

High Merit is dead! It is not in the chancellor's budget for anyone but we have something better that can be used primarily for equity. The primary basis for equity decisions will be years in rank and salary by school although this relationship will not necessarily be linear especially for years > 8 in the ranks below full professor. There seem to be a lot of problems particularly at the Associate Professor Rank. Will be working with the Faculty Welfare Committee to target people whose salaries need to be addressed. People who are significantly above the regression line will not be eligible for this money. There are questions if someone is low how low are they what should we do about it? We also need to pay attention to equity in hiring. Salary ranges need to be given and stuck to. Once we address current inequities we need to keep more from occurring.

COLA will be separate from this.

For rewards for outstanding performance if a person has a really good year for example the provost would like to investigate bonuses that don't go into the base. This would be a process similar to the one used in the past (10 years ago).

It's Promotion season: In cases where someone feels they should be eligible for promotion but are not on paper this needs a case supported by department and dean.

Eligibility for tenure and promotion for faculty who come to SSU with previous experience needs to be carefully spelled out in the memo of understanding.

Comment by senator: We need to be careful that what we do with this discretionary money is not as divisive as the other.

[The grievance policy](#) was discussed some amendments suggested. It also needs to be looked at by Academic Policies. The student handbook needs to be made consistent. It will come back to the top of the agenda in March after Academic Policies has looked at it.

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