

February 14, 2003

To: Faculty Senate

From: Faculty Development Committee

Re: The Faculty Development Committee requests that the Faculty Senate recognize and endorse the following statement regarding the importance of maintaining institutional support for the scholarly and professional development of the faculty at Salisbury University:

In light of the current budget crisis affecting Salisbury University and the entire USM, and with full awareness of the responsibility of the entire university community to share in the burden that this crisis imposes, the Faculty Senate offers the following reaffirmation of principals in hopes that it might help to clarify the University's fundamental academic mission.

Whereas,

“Salisbury University’s mission is to cultivate and sustain a superior, student-centered learning community where students, faculty and staff are viewed as both teachers *and learners*, and where a commitment to excellence permeates all aspects of University life.” (2001-03 Student Handbook, 9 - emphasis ours);

Whereas,

The Policy on Faculty Workload and Responsibilities “reflects the university’s affirmation that research, scholarship and creativity, and service are fundamental to university life and are key criteria in faculty tenure, promotion and merit”; (Faculty Handbook, January 2002, 102);

Whereas,

“The university expects faculty to be dedicated to scholarly pursuits and to be professionally active as evidenced by scholarly contributions in their professional areas(s) of specialization and by participation in the activities of academic and external communities” (Faculty Handbook, January 2002, 62);

Therefore, without passing judgment on the priority of one area of cost cutting over another, we strongly urge that Salisbury University continue to uphold its commitment to support sabbaticals, travel funding, and other forms of faculty professional development as mandates of its academic mission. We believe that it is necessary to resist the temptation, so enticing in this difficult fiscal climate, to regard this support simply as an incidental luxury to be “enjoyed” only in times of financial abundance. Only by engaging in scholarly and other professionally directed endeavors can the faculty maintain the academic integrity of Salisbury University. Any reduction in university support for faculty development cuts at the heart of our University’s academic mission, and any suspension of this support - however temporary it may be – will undermine the very ability of the faculty to meet their obligations in the pursuit of the core values of Salisbury University: Excellence, Student-Centeredness, Learning, Community, Civic Engagement, and Diversity.