

Faculty Senate Agenda

November 1, 2016

Senate Chambers: Holloway Hall 119

<http://www.salisbury.edu/campusgov/facsenate/>

Senators Present: Stephen Adams, Anita Brown, Thomas Calo, Thomas Cawthern (Webmaster), Randall Cone, Chrys Egan (Secretary), Stephen Ford (President), Samuel Geleta (Vice President), Kurt Ludwick, Darrell Mullins, John Nieves, Vitus Ozoke, David Parker, David Rieck, Asif Shakur, Bart Talbert, Brent Zaprowski

Quorum: 17/19 Present

Call to Order: Faculty Senate President Stephen Ford, 3:30 p.m.

1. Approval of Minutes – October 4, 2016 **Approved- as amended: “FS committees that meet less often might become ad hoc.”**
2. Announcements from the Senate President
 - a. Administrator Evaluations Reminder 9/23 – 11/20
 - b. Advising GullNet Recommendation Update: Following up on an earlier Senate discussion and at the request of President Ford, Associate Vice President of Academic Affairs Melissa Boog has placed an IT work order to make changes in the student display of advisors in GullNet to include faculty mentors, so that both be clearly delineated. The work will take an estimated 40 hours to research, code and test. President Ford indicated that listing faculty mentors is important to faculty and that this step should be taken. Provost Allen confirms that this process is underway.
 - c. SU Space Planning Consultant - Ayers Saint Gross: Consultants circulated space request forms during the study and several open forums were held last week. President Ford shared examples of dire space needs he had heard and his concern that, judging by the sheer number of additional space needs voiced at one of the workshops, faculty could use more time to report needs.
3. Remarks from Provost Allen
 - a. SU Space Planning Consultant - Ayers Saint Gross: Chairs and Deans, Executive Staff made suggestions. Consultants are aware of faculty input and faculty may still contact their Dean or Eric Berkheimer by the end of the week. The company is taking all information and sorting it over several months and will come back to report in spring 2017.
 - b. The Curriculum Resource Center (CRC) in Conway Hall will be renamed in honor of Dr. Ernie Bond, who donated a significant portion of the books in the center and recently passed away. One hundred percent of Seidel faculty agreed to this renaming.
 - c. USM Budget indicates that 141 positions will be cut across the system. That email is all we know at this point. This is a mid-year cut. We will share more information and a plan once we have them.
4. Unfinished/Continuing Business
 - a. General Education Process Discussion: President Ford reported that there is some uncertainty and that faculty are asking how the voting process will proceed once a final General Education Model is submitted to Faculty Senate. He envisions Senate discussing

and voting, but that ultimately the model should go to an all faculty vote. Suggestion made that FS should vote first. Only 41 faculty are needed to call for a faculty vote so we should plan to have a full-faculty vote. A full-faculty vote would need to be done in-person with a quorum of faculty, as required. Faculty Senate can also vote for the record and in case a quorum of faculty is not reached. **Motion: The General Education revision process will be that the final General Education model will come to the Faculty Senate for a vote and then to all faculty for a vote. Motion passes.**

5. New Business

- a. Fair Labor Standards Act (FLSA) - Marvin Pyles, Interim VP Admin & Finance: (see documentation). Department of Labor instituted new regulations. December 1, 2016 Exempt increased from \$23,000 annual to \$47,476. All employees in Range 1 and Range 2 are impacted. At SU that is 64 employees, with 13 exceptions like teachers, graduate students in research and teaching, resident advisors, and coaches (leaving 51 positions). Option 1: \$450,000 for full compliance. Option 2: Make all impacted employees Exempt who earn under \$47,476. Option 3: Combination. November 23, 2016 deadline for new classification, pay, and communication. Addressing positions that require a BA and 1-3 years of experience. Of the 51 impacted positions: 23 employees move from Exempt to Non-exempt \$11,118 with administrative leave; 28 employees move to the new minimum that costs \$171,789 and leads to compression and equity issues. We have some money to do equity adjustments, but more information is needed from USM. HR completed a faculty salary study that they have shared with the Deans. SU will be ready with an equity plan if they have funds. Discussion included how and when we will receive more information, how compression will be addressed, and how salary impacts faculty recruitment and retention.
- b. Strategic Planning and Budgeting Process - Marvin Pyles, Interim VP Admin & Finance: Middle States indicates that we need to continue monitoring our budgeting progress. Updated committee charge includes budget review. Kara Siegert and Pyles are co-chairs of committee who utilize five subcommittees to work on aspects of strategic plan. The committees will work together to prioritize budget aspects and share information. Strategic Plan: educate, embrace, foster, and provide money and personnel resources. This input will be used in the budgeting planning process. Middle States pointed to lack of budget and funds attached to the University Strategic Plan; this budget tool helps us plan for money and personnel needed. Discussion included make-up of the committee and subcommittees (chairs of two Faculty Senate Committees and the FS President are members), accessing the tool, items we cannot currently budget for, accounting for faculty measures, and generating revenue.
- c. Social Media Privacy Policy: Mandate from the Maryland Higher Education Committee (MHEC) and legislature with a deadline of today, November 1. After this deadline, we can make adjustments. SU Attorney Susan Griisser explains that this policy is limited and only covers student privacy. VP of Student Affairs Dane Foust explains the history behind this policy related to NCAA coaches. Discussion included that Academic Policies Committee could review it, SU IT committee has also had this conversation and should be included, our policy is the same as the state, there seem to be no red flags, should go to committee for closer review, instructors should put policy and details on course syllabi, and questions about privacy settings and if our concern is only about publicly shared statements. **Motion: The Social Media Privacy Policy goes to the Academic Policies Committee for review. Motion passes. Report expected by March 14.**

- d. SU Policy on Sponsored Projects and Principal Investigator Eligibility: Submitted by Dean of Graduate Studies and Research Clifton Griffin. Discussion included that it is important to define who a Principal Investigator is at SU, this document explains why students should not be PIs. **Motion: Vote to support policy. Motion passes.**
- e. Commencement Regalia Statement: Provost Allen explains that the questions are: Should students be restricted to academic recognitions only? If we limit it, how do we limit it? How many pieces? Commencement committee recommended 3 cords and 2 sashes. Policy would start in the spring. December graduation will start indicating students with GPA honors. The purpose of commencement is to recognize students who persevered and received diploma. There is an industry around non-academic regalia. Discussion included that this is a problem that does happen with commencement martials having to confront students, balance between being joyful and disrespectful, policy would be helpful to advise students, commencement is moving away from academics, committee would need some guidance and authority to decide, graduation is about achievement not participation, students are getting taken advantage of by commercial companies selling these items, clarify the focus over which items rather than how many items, the committee gets an increasing number of requests to allow regalia, consider the student vantage point, perhaps the committee can explain why this is needed, review policies of other campuses, policies are all over the gamut, alumni may have negative feelings toward SU as they leave, consider graduates who work and do not have time for campus clubs, creates false impression of academics and achievement but adornment is really about finances. **Motion: The Faculty Senate will table this motion to November 15.**
- f. Anything else?

6. Adjournment 5:00 p.m.