



Salisbury University
Faculty Senate
2016-2017 Annual Report



2016-2017 Officers

President Stephen Ford
Vice-President Sam Geleta
Webmaster Tom Cawthern
Secretary Chrys Egan

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Full documentation available at <http://www.salisbury.edu/campusgov/facsenate/>



Report Prepared by Stephen Ford (President) and Chrys Egan (Secretary)

Respectfully Submitted to the Faculty and Administration of Salisbury University

Executive Summary

The 2016-17 academic year has been a busy one for the Salisbury University Faculty Senate. Senators held a total of eighteen meetings in the fall and spring terms, where there are normally twelve. Two of the fourteen regular meetings were called to discuss special topics and the remaining four were reports from the General Education Review effort. Full Minutes and Agendas available at: <http://www.salisbury.edu/campusgov/facsenate/current-year/minutes.html>

Shared Governance Process

At the first special meeting in late September 2017, Senators discussed the process by which the new Academic Advising Center came into being. The troubled shared governance process proved to be a central theme throughout this year, having had a build up over the course of the last few years, and culminating this year with the result of the second special meeting in late January 2017 where Senate discussed the annual USM State of Shared Governance Survey and ways to make shared governance more powerful and more meaningful at our institution. Believing in the need for a starting place to make progress, the Senate convened an ad hoc committee to craft a working definition of shared governance, the result of which was unanimously adopted at the April 11, 2017 meeting:

“Shared Governance means Shared Decision-Making. It means that all constituent groups have meaningful input into decisions that fall within their purview, and that this input is given due consideration in reasonable time. All official recommendations given by such bodies should receive direct and prompt responses from the Administration.

At Salisbury University, it is the Faculty Senate that speaks for the faculty. The Bylaws of the Faculty Senate read: "The Faculty Senate is the representative and deliberative body for conducting the business of the Salisbury University Faculty. In this role the Faculty Senate provides a clear, unified Faculty voice to the administration on academic policies and programs, Faculty affairs, and matters relating to the general academic environment of the institution." The Faculty Senate provides input into the decision-making process via Senate votes. Only a decision by a meeting of all faculty, with a quorum present, as required by the Bylaws of the Faculty Senate, can replace such a recommendation of the Faculty Senate."

General Education Review/Revision

Faculty Senate continued oversight of the second full year of the General Education Review/Revision at Salisbury University. In October 2014, Provost Allen called for such a review as the very first goal of the 2014-2018 Strategic Plan. This year, at the November 8, 2016 meeting, the General Education Steering Committee presented a first proposed Model for General Education (in Progress), after which began Phase III of the process, with new working groups of faculty formed to refine said model.

Concerned about confusion and miscommunication among faculty regarding the proposed model and the process to date, the Faculty Senate President called for a more transparent vehicle to succinctly communicate the history, progress, and documentation of the effort. This resulted in the creation of a

Canvas course site, accessible to all SU faculty, and titled **General Education Revision: Ongoing Work** located at <https://salisbury.instructure.com/courses/16214>.

Faculty Senate Firsts

This year saw a record number of Senate Recommendations to the Provost, with fourteen official signed Faculty Senate actions sent to and received from Provost Allen. Please look for the summary provided later in this report.

With the opening of the new Patricia R. Guerrieri Academic Commons building on September 1, 2017, faculty celebrated their own new space on the second floor aptly named the [Dudley-Eshbach Faculty Center](#). The Center was made possible by the generous support of SU President Janet Dudley-Eshbach and Provost Diane Allen. It provides spaces for faculty to relax or meet and interact; with a small conference meeting room, a collaborative seminar area, a comfortable lounge area overlooking an outdoor terrace, a kitchenette and a space for faculty artwork to be displayed. Through the new webpage linked above, faculty may find more information about the Center, including amenities, hours and reservation instructions.

Celebrating the twentieth anniversary of the SU Faculty Senate, the Provost approved the creation and installation of a plaque to commemorate those who have served as Faculty Senate President. The plaque will be hung in the Dudley-Eshbach Faculty Center alongside the Distinguished Faculty Award and Faculty Memorial Scholarship plaques.

This is the first year of what Senate Officers hope will be an annual Faculty Senate Report. This summarizing document will be publicly shared with faculty and will be posted on the [Faculty Senate website](#).








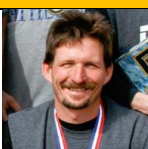

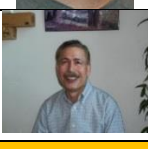
Faculty Senate President's Award









The Faculty Senate President honored two faculty members with the Faculty Senate President's Award for Outstanding Service to the Faculty, Dr. James King and Dr. Shawn McEntee, "For their exceptional leadership and extraordinary work in the arduous effort to re-envision General Education at Salisbury University." Both have given of themselves extensive service commitments to shepherd this multi-year process along and have remained positive and serve as an inspiration for faculty to collectively complete this process. Article available at: <http://www.salisbury.edu/news/article.html?ID=7380>.

Faculty Senate Leadership

At the last May 9, 2017 Senate meeting, Samuel Geleta received the ceremonial gavel to become the 2017-18 Faculty Senate President, after which he facilitated the election of next year's officers, which includes Vice President Chrys Egan, Secretary Thomas Cawthorn, and Webmaster Christina Harper.

2016-17 Faculty Senators

Senator	Department	Term	Representing	Photo
Kurt Ludwick Math & Computer Science Devilbiss Science Hall (DH) 108 410-543-6549	MATH/COSC	15-18	At-Large	
Sam Geleta (Vice-President) Biological Sciences Henson Science Hall (HS) 236 410-548-3304	BIOL	16-19	At-Large	
Stephen Adams Management & Marketing Perdue Hall (PH) 324 410-677-5058	MGMT/MKTG	16-19	At-Large	
Stephen Ford (President) Coordinator, CRC Conway Hall (TE) 226G 410-677-4602	LIBR	15-18	At-Large	
Darrell Mullins (resigned) Communication Arts Fulton Hall (FH) 260 410-543-6238	CMAT	14-17	At-Large	
Aaron Hogue (replacement) Biological Sciences Henson Science Hall (HS) 235A 410-677-5476	BIOL	SP17	At-Large	
David Rieck Chemistry Henson Science Hall (HS) 301C 410-543-6482	CHEM	14-17	At-Large	
Bart Talbert History Holloway Hall (HH) 355 410-548-4420	HIST	15-18	Fulton	
John Nieves English Holloway Hall (HH) 378	ENGL	14-17	Fulton	
Asif Shakur Physics Henson Science Hall (HS) 305E 410-543-6541	PHYS	16-17	Fulton (1 Yr At-Large)	

Brent Zaprowski Geography & Geosciences Henson Science Hall (HS) 157N 410-677-5308	GEOG	14-17	Henson	
David Parker Math & Computer Science Henson Science Hall (HS) 132C 410-543-6142	MATH/COSC	15-18	Henson	
Anita Brown Physical Chemistry Henson Science Hall (HS) 301B 410-543-6484	CHEM	16-19	Henson	
James Parrigin Information Literacy / Instruction Blackwell Library (BL) 129B 410-677-0131	LIBR	15-18	SU Libraries	
Randy Cone Math & Computer Science Henson Science Hall (HS) 128 410-543-6468	MATH/COSC	16-17	Perdue (1 Yr At-Large)	
Thomas Calo Management & Marketing Perdue Hall (PH) 320 410-543-6187	MGMT/MKTG	15-18	Perdue	
Chrys Egan (Secretary) Communication Arts Fulton Hall (FH) 265 410-677-5436	CMAT	16-17	Perdue (1 Yr At-Large)	
Doug DeWitt Education Specialties Conway Hall (TE) 379N 410-543-6286	EDSP	15-17	Seidel	
Vitus Ozoke Conflict Analysis & Dispute Resolution (CADR) Holloway Hall (HH) 107 410-677-0276	CADR	16-17	Seidel (1 Yr At-Large)	
Tom Cawthern (Webmaster) Geography & Geosciences Henson Science Hall (HS) 157K 410-677-6514	GEOG	16-17	Seidel (1 Yr At-Large)	

2016 Faculty Senate Retreat Summary

The 2016-2017 Faculty Senate began its session with the annual retreat to set the academic year agenda. The retreat was held on July 29, 2016, 9:30 a.m. - 4:00 p.m. at the Hyatt Regency in Cambridge, MD. There were 15 of the 19 Senators participating in the retreat. Senators considered all important items to place on the 2016-2017 agenda by reviewing the unfinished business from 2015-2016, collecting information on upcoming issues at the university, following the work of the Summer Advisory Committee (SAC), and soliciting input from the Senators and their constituents. As a result, the Senate charged itself with the following 15 Action Items to address throughout the academic year. All items were resolved or considered during session.

Action Item 1: Discussion of adding Senator photos, with permission. Discussion of making archived minutes searchable by keyword, perhaps in Google Drive. Senate recommendations need to be shared and saved by creating a separate page for official recommendations. Issues raised about shared governance and perception of it, related to open meetings and documents. Webmaster tasked with website items. *Status:* Website was improved with more documentation and easier access. A plan to create a Faculty Senate Archive in the SU Institutional Repository [SOAR@SU](#) was proposed and discussed with SU Archivists. Improvements will continue in 2017-2018.

Action Item 2: Senate President will discuss with the Provost how to involve a Senate committee to participate in workload measures. *Status:* Completed.

Action Item 3: Senate President will discuss with Dean Buss how the Honors College and Faculty Senate can better communicate in advance. *Status:* Completed.

Action Item 4: Include on 2016-2017 Senate agenda the consideration and summary of USM Shared Governance Survey report. Senate discussion and vote needed about faculty representation on Provost's executive administrative committee. Make Provost aware of trend where Senate believes administration did not communicate in advance with faculty; i.e. Honors College, campus vendors, advising center, resource allocation, and other issues. *Status:* Completed. Discussion will continue in 2017-2018.

Action Item 5: We, the Faculty Senate, charge the Faculty Welfare Committee to provide an in-depth analysis of the Great Colleges to Work for Survey report items where faculty ranked satisfaction at 50% or below: (1) provided with needed resources, (2) paid fairly for work, (3) department has adequate staff, (4) senior leadership direction for the future, (5) senior leadership interest in faculty and staff, (6) believe what we are told by senior leadership, (7) sense that we are on the same team, and (8) recognition and awards programs are meaningful. The Faculty Welfare Committee report will summarize and analyze these eight under-performing categories in order to provide recommendations to address those concerns. Report will be submitted and presented to the Faculty Senate. *Status:* Completed.

Action Item 6: Senate will continue work with academic school curriculum committees on streamlining paperwork. *Status:* Pending. Senate will continue to collaborate with the Curriculum Committee and with the General Education Steering Committee to streamline processes, wherever feasible.

Action Item 7: Faculty Senate President Ford will work with the Provost to proactively communicate between faculty and administration as work on the proposed School of Health and Human Services develops. Faculty Senate would need to change its bylaws if new school is approved. *Status:* Pending.

Senate is making plan to incorporate the new College of Health and Human Services into shared governance with bylaw changes and revised representation.

Action Item 8: Faculty Welfare Committee has authority to review faculty salaries and inequities, and therefore should be included in these efforts. Status: *Completed.*

Action Item 9: Senate will stay informed on the Commencement Committee decisions about commencement adornment. Status: *Pending. After thorough review of SU and other university policies, the Senate requests that the SU Commencement Committee submit a motion to the Senate for a vote.*

Action Item 10: Senate will stay abreast of progress being made to adjust overload and promotion salaries. Status: *Pending. Senate has worked with administration to share more financial data with faculty. Senate meetings now include university financial reports.*

Action Item 11: Senators who are on General Education committees will keep all Senate members informed about progress and advocate for a full-faculty vote. Senate members will discuss options at six planned Gen Ed Senate meetings. Status: *Pending. The General Education Steering Committee has submitted a model to the Senate and the faculty. Focus groups were conducted with faculty and students. The GESC has proposed a six-step process, with Senate support of the process. The Senate will vote to accept or reject the GESC work at each step. The final step is an all-faculty vote on potential Gen Ed reform.*

Action Item 12: Senators should bring their Academic Advising Center questions and concerns to the Senate meeting where Melissa Boog, Associate Vice President of Academic Affairs, will address this proposed advising program. Status: *Completed. Issue may be revisited.*

Action Item 13: Request that SGA officers consider if the current SU attendance policy is sufficient or if students propose revision to submit a new Bereavement Policy to the Faculty Senate. Status: *Pending. SGA officer brought initial proposal to the Senate who requested that the SGA revise and resubmit.*

Action Item 14: Faculty Senate will issue a formal statement about Chick-Fil-A on campus. Status: *Faculty Senate statement unnecessary after the University President's statement.*

Action Item 15: Designated Senators who previously served on Faculty Senate committees will remain on those committees. New Senators will be placed on committees. The first duty of the Designated Senator is to call the initial fall meeting to elect a chair, set meeting dates, and review the bylaws. The committee members and chair must be updated on the Senate website. Senators must remain in communication with their committees. Status: *Completed.*

Theme that Emerged from Senate Retreat: The Faculty Senate more firmly will uphold our role in Salisbury University's shared governance. The Faculty Senate strives to be highly proactive, informed, and involved in all SU decision-making processes that impact faculty, teaching, research, and service.

Regular Meeting Summary

The Faculty Senate scheduled fourteen regular meetings throughout the academic year. Two of the meetings were canceled for program planning, as is usual. Two additional special meetings were called by President Ford to discuss developing issues.

All meetings convened on Tuesdays from 3:30 – 5:00 PM in Holloway Hall 119. The fall 2016 meetings were: September 6, September 20, October 4, October 18 (canceled), November 1, November 15, and December 6. The spring 2017 meetings were: February 14, February 28, March 14 (canceled), March 28, April 11, April 25, and May 9. The special meetings were held on September 13 on the Academic Advising Center and January 31 on Shared Governance.

Regular meetings were structured with the following standard agenda format:

1. Welcome/Introductions (when appropriate)
2. Approval of [Minutes](#) – Note that all approved minutes are available online.
3. Announcements from the Senate President
4. Remarks from the Provost
5. Committee Reports (when appropriate)
6. Unfinished/Continuing Business
7. New Business
8. Adjournment

Highlights from Regular Meetings:

Announcements from the Senate President

- Summer Advisory Committee (SAC) Report
- President's Advisory Team Meetings
- Town-Gown Council Notes
- System Chairs Meeting Report
- Strategic Planning Budget Committee Report
- Standing Committee Reports Request
- Senate Recommendations to the Provost
- SU Space Planning Consultant
- Role of The Designated Senator
- Senate Committee Vacancies, Sabbatical Replacements
- Faculty Senate Archives
- Faculty Senate President's Award
- General Education Updates, Website Revision
- Advising Center Status, Advising GullNet Recommendation Updates
- Honors Program (College) Committee bylaw changes
- Green Fund Committee Request
- Guerrieri Academic Commons (GAC) and Dudley-Eshbach Faculty Center, Adjunct Faculty Access to Faculty Center
- Gull Card Issues

- Interim Provost
- Administrator Evaluations
- Student Bereavement Policy/Procedure
- Maryland Open Source Textbook (MOST) Initiative
- Event and Award Announcements

Remarks from Provost Allen

- System Faculty Workload Committee
- College of Health and Human Services
- Space Consulting Firm
- Changes to International Education, international students, SUCIE Internationalization Labs
- Academic Advising Center Updates
- USM Budget, Budget and Equity
- Faculty Salary Study Status
- Revised FERPA information
- New program with University of Maryland University College in Germany for Teacher Preparation, Secondary Education program in History and English
- USM Board of Regents Committee on Education Policy and Student Life approved SU Urban and Regional Planning program
- State of the University Address by the SU President
- The Curriculum Resource Center (CRC) in Conway Hall renamed in honor of Dr. Ernie Bond
- Commencement Regalia
- Retirement Announcement by Provost Allen
- SU Give Day
- Regent's Award
- GAC Faculty Center
- "911 Shield" App
- Event announcements

Committee Reports (including Bylaw Changes)

- University Curriculum Committee
- Academic Policies Committee
- Faculty Welfare Committee
- Faculty Development Committee
- Honors College Committee
- General Education Committee
- Ad Hoc Committee on Shared Governance
- Ad Hoc Faculty Workload Committee

Note that Faculty Senate Committee annual reports are available at:

<http://www.salisbury.edu/campusgov/facsenate/current-year/committees.html>

Business Conducted

- USM Shared Governance Survey, 2016 State of Shared Governance Report, Senate Chair Survey on Shared Governance
- Great Colleges to Work for Survey, Faculty Workload Advisory Group (Motion passes)
- University System of Maryland Faculty Workload – Faculty Input (Ad Hoc Charge)
- General Education Review Committee Updates: Dr. James King, General Education Process Discussion (Motion passes), Gen Ed Process and Learning Goals (Motion passes), Gen Ed Revised Student Learning Goals Motion (Motion passes), Gen Ed HEGIS Code Codifying Procedure (Motion passes)
- Advising Center and Software Changes, Changes to Academic Advising (Motion passes)
- College of Health and Human Services, Faculty Senate Reorganization per CHHS
- Fair Labor Standards Act (FLSA)
- Strategic Planning and Budgeting Process
- Social Media Privacy Policy (Motion passes)
- SU Policy on Sponsored Projects and Principal Investigator Eligibility (Motion passes)
- Semester Scheduling Issues: Roll-Overs/Earlier Deadlines (Motion passes), Delayed Advising Date Postings (Motion passes)
- Streamline Curriculum Reform to Reduce Paperwork
- University Curriculum Committee – EDUC 101 as General Education Course
- Faculty Development Committee Proposed Bylaw Change (Motion passes)
- Honors Program Committee Proposed Bylaw Change (Motion passes)
- Campus Safety Task Force Member Replacement
- SU Search and Selection Process Redesign (Motion passes)
- SU Smoking and Vaping Policy Revision (Motion passes)
- Gull Card Replacement Policy (Motion passes)
- SU IT Access for Faculty (Life Cycle) (Motion passes)
- Commencement Regalia Statement
- Faculty Center Plaque for Past FS Presidents (Motion passes)
- Proposal for Clickers for Senate Attendance and Voting (Motion defeated)
- SU Student Bereavement Policy
- Sanctuary Campus Status
- SU Website Redesign Project
- Campus Facilities Changes
- Chick-fil-A Diversity and Inclusion Statement

General Education Meeting Summary

The Faculty Senate scheduled six General Education meetings throughout the academic year. Three of the meetings were supplanted, for various reasons, and an additional meeting was called by President Ford. All meetings convened on Tuesdays from 3:30 – 5:00 PM in Holloway Hall 119. The fall 2016 meetings were: October 11 and November 8. The spring 2017 meetings were: March 7 and May 2.

General Education Meeting Highlights

- Over 54 articulated SU learning goals and outcomes were shaped into these five by the committee: Foundational Knowledge, Essential Capabilities, Personal Development, Social Responsibility, Making Connections and Addressing Big Questions.
- Gen Ed mapping done to visually show matching of the goals and outcomes, and is required by COMAR.
- Revised Gen Ed shown to full faculty, with about 165 faculty participating in focus groups. Feedback is organized into qualitative categories of Likes, Questions, and Concerns.
- New Gen Ed Canvas site created and shared.
- Gen Ed student focus groups were held to ask students to assess current Gen Ed curriculum. Results were collected and will be shared in the fall.
- The theme for this year's Faculty Senate was improving shared governance.

The Senate approved this six-step Gen Ed process:

The General Education Steering Committee respectfully requests that the Faculty Senate endorse this committee's anticipated process to continue General Education evaluation.

1. Refine the General Education Student Learning Goals. 1. Senate either advocates additional work needed at Step 1, or 2. Senate endorses the work and thereby encourages the committee to move forward to Step 2.

2. Articulate General Education Student Learning Outcomes related to each goal. 1. Senate either advocates additional work needed at Step 2, or 2. Senate endorses the work and thereby encourages the committee to move forward to Step 3.

3. Organize the goals and outcomes language into descriptive program focus areas. 1. Senate either advocates additional work needed at Step 3, or 2. Senate endorses the work and thereby encourages the committee to move forward to Step 4.

4. Use goals and outcomes language to develop First Year Experience and Themed Integrated Courses. 1. Senate either advocates additional work needed at Step 4, or 2. Senate endorses the work and thereby encourages the committee to move forward to Step 5.

5. Develop a General Education Course Application process using goals and outcomes as criteria to identify courses that may comprise General Education. 1. Senate either advocates additional work needed at Step 5, or 2. Senate endorses the work and thereby encourages the committee to move forward in utilizing Step 5.

6. Final step is an all faculty vote.

Recommendations Summary

Stemming from deliberations in Faculty Senate chambers, the following fourteen Senate Recommendations were sent to the Provost for review and action. Original documents may be found on the Faculty Senate website.

Date Approved by Faculty Senate: 02/24/2015 (was not sent to Provost in 2015)

Recommendation: Change the wording of the Curriculum Approval Guide regarding: Procedure for consideration of new HEGIS for inclusion in general education reform

Date of Action by the Provost: 03/07/2017

Action: Accepted

Date Approved by Faculty Senate: 09/06/2016

Recommendation: Changes to Academic Advising – immediately suspend implementation of plan

Date of Action by the Provost: 09/07/2016

Action: Accepted, with note, “We are proceeding with the hiring of advisors.”

Date Approved by Faculty Senate: 09/13/2016

Recommendation: Academic Advising Plan Modification

Date of Action by the Provost: 09/19/2016

Action: No indicated Action, with the following comments:

- 1) The SU Advising Center will officially open in October 2016. Any program that wishes for its first-time freshman to be advised during the fall 2016 semester may contact Melissa Boog, and professional advisors will be assigned.
- 2) ALL entering first-year freshman beginning with the spring 2017 cohort will be assigned a professional advisor through the Advising Center. Programs may choose to also assign faculty mentors to these students.
- 3) There is no expectation that faculty will be asked to provide any specific training to the advisors; therefore, no compensation will be needed. In a collegial and collaborative community such as the one at Salisbury University it is expected that hundreds of conversations will occur between faculty and advisors that will enrich the knowledge of both groups and that will lead ultimately to student success.

Date Approved by Faculty Senate: 11/01/2016

Recommendation: Voting Process for Approving the General Education Model

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.

Date of Action by the Provost: 04/18/2017

Action: Accepted

Date Approved by Faculty Senate: 11/01/2016

Recommendation: To Accept the SU Policy on Sponsored Projects and Principal Investigator Eligibility

Date of Action by the Provost: 04/18/2017

Action: Accepted

Date Approved by Faculty Senate: 12/06/2016

Recommendation: Faculty Senate Conditional Endorsement of the new Academic Advising System

The Faculty Senate endorses the continued implementation of the new advising system provided that all academic programs have the ability, in coordination with the Academic Advising Center, to adopt a new advising model that works best for their particular program.

Date of Action by the Provost: 04/18/2017

Action: Accepted

Date Approved by Faculty Senate: 02/14/2017

Recommendation: Publishing Deadline for September Scheduling and Advising Dates

Motion: The Faculty Senate advocates that the university set September 15 as the schedule date for the following Spring/Winter semester schedules and February 15 as the schedule date for the following Summer/Fall semester schedules. Faculty, department chairs, and administrative assistants can plan in advance by knowing these recurring dates.

Motion: The Faculty Senate advocates August 15 as the deadline by which the university publishes the Fall Program Planning dates and January 15 as the deadline by which the university publishes the Spring Program Planning dates. These Program Planning dates are needed by these deadlines because MyClasses opens to students one week before the semester begins and faculty are preparing their course syllabi with advising dates in mind.

Date of Action by the Provost: 04/18/2017

Action: Accepted

Date Approved by Faculty Senate: 02/28/2017

Recommendation: Amendment to the Faculty/Staff Terms and Conditions of the Gull Card Replacement Policy

Date of Action by the Provost: 03/27/2016

Action: Accepted

Date Approved by Faculty Senate: 03/28/2017

Recommendation: Undergraduate Curriculum Guide Editing to include the Procedural Role of the Faculty Senate Regarding New HEGIS Code for General Education

Date of Action by the Provost: 04/04/2017

Action: Accepted

Date Approved by Faculty Senate: 03/28/2017

Recommendation: Smoking and Vaping Policy Update, to add Vaping

Date of Action by the Provost: 04/04/2017

Action: Accepted

Date Approved by Faculty Senate: 03/28/2017

Recommendation: Approval of the Social Media Privacy Policy

Date of Action by the Provost: 04/04/2017

Action: Accepted

Date Approved by Faculty Senate: 03/28/2017

Recommendation: Creation of an SU Faculty Senate President's Plaque to Commemorate 20 Years of the Faculty Senate

Date of Action by the Provost: 04/04/2017

Action: Accepted

Date Approved by Faculty Senate: 04/11/2017

Recommendation: Definition of Shared Governance by Faculty Senate

"Shared Governance means Shared Decision-Making. It means that all constituent groups have meaningful input into decisions that fall within their purview, and that this input is given due consideration in reasonable time. All official recommendations given by such bodies should receive direct and prompt responses from the Administration.

At Salisbury University, it is the Faculty Senate that speaks for the faculty. The Bylaws of the Faculty Senate read: "The Faculty Senate is the representative and deliberative body for conducting the business of the Salisbury University Faculty. In this role the Faculty Senate provides a clear, unified Faculty voice to the administration on academic policies and programs, Faculty affairs, and matters relating to the general academic environment of the institution." The Faculty Senate provides input into the decision-making process via Senate votes. Only a decision by a meeting of all faculty, with a quorum present, as required by the Bylaws of the Faculty Senate, can replace such a recommendation of the Faculty Senate."

Date of Action by the Provost: 04/14/2017

Action: Accepted

Date Approved by Faculty Senate: 04/11/2017

Recommendation: To Accept the Revised SU Search and Selection Process

Date of Action by the Provost: 04/14/2017

Action: Accepted

Conclusions

Strengths and Successes

The 2016-2017 Salisbury University Faculty Senate fulfilled its mission to be the representative voice of the SU faculty. Our mission was accomplished in several measurable ways:

- Traditionally, there are 12 regular Senate meetings, yet the 2016-2017 Senate held 18 meetings, a 33% increase. These six additional meetings allowed more time to consider depth and detail on the crucial issues of Shared Governance, Academic Advising, and General Education Review.
- Shared Governance was a significant concern and goal all academic year, with a working definition approved as a measure to clarify and signify the role of the Faculty Senate in university decisions that impact the faculty. Furthermore, the Faculty Senate strived to be more proactive in university policy and procedures, rather than reactive. To that end, the Senate prioritized working closely with offices associated with the Provost and President to learn vital information and to submit formal, written Senate Recommendations on decisions.
- There were 14 Senate Recommendations that were approved and signed by the Provost. These recommendations addressed issues such as: curriculum approval and guidelines, advising and registration changes, General Education reform process, research principle investigator status, employment search and selection process, social media privacy, shared governance, recognizing the 20th anniversary of the Faculty Senate, smoke-free campus, and GullCard issues.
- The Senate worked with the General Education Steering Committee (GESC) to ensure that the faculty stayed informed on the review and potential revision. The Senate approved a six-step Gen Ed revision process, where the GESC progress at each step must be acknowledged by the Senate. The final step will be an all-faculty vote on the proposed Gen Ed reform.
- Of the 15 action items outlined at the Faculty Senate Retreat, eight were completed during the academic year. The remaining seven items were addressed during session, but remain pending because the items were not entirely resolvable by last year.
- Improvements were made to the Faculty Senate website by increasing the amount of content and the ease of accessing documents.
- Meeting agendas and approved minutes were posted on the website. They were also emailed to faculty and administrators, along with the Senate President's executive summaries following each meeting.
- The Senate officers created this inaugural Faculty Senate Annual Report to share with all constituents.

Weaknesses and Opportunities

- While initial commitment and improvements have been made to the Faculty Senate's role in Salisbury University Shared Governance, the Senators believe much progress is needed in terms of recognition of the faculty voice prior to university decision-making.

- The General Education reform has produced much documentation and data over the past two years, including a proposed new curriculum model. However, some faculty maintain that they are still unclear about details of the model and the decision-making process. The Senate must continue to work with the GESC to support clear communications and a process timeline so that faculty are well informed before the vote.
- The approved College of Health and Human Services (CHHS) requires Senate structural changes in terms of bylaws and representation. The Senate will need to propose a timeline to have these items in place for the new college.
- Some underlying themes from previous Faculty Senate business still need to be addressed, such as pay equity and space utilization.
- The Faculty Senate must work to ensure the diversity of the Senators and to be the voice of all faculty. For example, the Senate became more conscious of the unique concerns of international faculty members. As a result, in 2017-2018 we will host multicultural Faculty First Fridays, are installing an international map to capture snapshots of the faculty's cultural identities, and are aligning with relevant SU offices to offer faculty support.
- An ever-present challenge of any Faculty Senate is to be respected by the faculty and administration as an active, legitimate, relevant organization. The Senate will seek to improve its perception as the voice of the faculty.