

Minutes of the Salisbury University Faculty Senate
22 October 2013
Holloway Hall 119

Senators Present: Stephen Adams, Mark de Socio (Secretary), Leigh Ann DePope, Jerome DeRidder, Douglas DeWitt, Danny Ervin, Gregory Ference, Stephen Ford (Webmaster), Lance Garmon, Stephen Habay, Brandye Nobiling, Michael O’Loughlin, David Parker, Beth Ragan (President), Diallo Sessoms, Asif Shakur, Kathleen Shannon (VP), Bart Talbert

Call to Order (Faculty Senate President): 3:31PM, quorum present

Reading of Minutes (Faculty Senate meeting of 24 September 2013)

- **Minutes approved**

Opening Remarks from the Senate President

- Ad hoc committee of past presidents was formed and is meeting to consider how the vice-president and president of the Faculty Senate should be elected
- All four bylaws referenda passed in the last election
 - Three vacancies remain, which we would try to fill through temporary appointments

Remarks from the Acting Provost, Dr. Melanie Perreault:

- Administration has accepted Senate’s recommendation to end Fall Fusion
 - Administration is currently exploring alternative programs to Fall Fusion
- Change in Amnesty Week: All students will now be allowed to register for classes for an extra week whether they have already registered or not (“Amnesty Week” is largely being done away with and the term will no longer be used)
 - In the past, only those students who hadn’t been activated could do so during Amnesty Week; all other students were frozen out and could not make any changes to their schedule

Faculty Senate Business:

- Sen. Michael O’Loughlin moves to take previously-tabled Motion on Merit Pay Policy off the table (see documents); Seconded
 - Discussion
 - Review of proposed motion by Sen. O’Loughlin
 - Sen. Parker remarked that merit was at one time allocated to departments and department chairs decided who was meritorious; then there were gradations to merit before we settled on the current two-tiered merit/no-merit structure

- Regarding Sen. O’Loughlin’s proposal regarding lump sum vs. % applied to base salary as “more fair”, Sen. Parker remarked that both are fair depending on your definition of fairness and that perhaps a better system would be to let each of the individual schools decide how merit is distributed within their school
- Concern that if system of merit distribution is to be left to each of the schools, there is no current mechanism to do this (thus leaving the decision on how to distribute merit to school deans)
- If left to schools, you can have two faculty with the same base salary get different merit increases because they belong to different schools
- The two-tiered merit/no-merit system is current policy as voted on by the Faculty Senate last spring semester; current proposal is not about changing the two-tiered system
- Regarding flat lump sum distribution as proposed by Sen. O’Loughlin, this could effectively undermine the morale of those faculty engaged in scholarship and who generally work harder than other faculty; flat lump sum awards those who don’t work as hard
- Sen. Habay remarked that if non-deserving faculty are awarded merit, that is a problem at the department level and should be addressed at the department level
- Sen. Adams remarked that the highest salaries at most universities tend to be in engineering, law, and business because the private sector also pays more for these professions, forcing universities to be competitive in order to attract and retain faculty in these disciplines
- Furloughs are conducted on a percentage of base salary basis, meaning those with higher salaries suffered larger reductions in pay and also had more furlough days
- Sen. Ervin remarked that he would like to see data regarding breakdown of merit based on different scenarios
- Sen. O’Loughlin remarked that the issue has been debated endlessly and that time is highly valued among faculty; to seek more data and/or table the motion would be a waste of faculty time
- Sen. Adams remarked that 40-50% of the current faculty were not present at SU the last time data was explored regarding merit distributions and that to move forward might be a disservice to current faculty
- Sen. Parker moved to table Motion on Merit Pay Policy; Seconded
 - **Tabled (10 yeas, 6 nays)**
- Sen. DeWitt moved to refer Motion on Merit Pay Policy to the Faculty Welfare Committee to look at salary data and the effects of percent vs. increments and make a recommendation at our next meeting; Seconded

- **Approved (15 yeas, 1 nay)**
- Motion by Sen. Parker on Merit Pay and COLA policies (see documents); Seconded
 - Discussion
 - Sen. O'Loughlin moved to table until the Faculty Welfare Committee reports on merit pay distributions; Seconded
 - **Tabled (9 yeas, 7 nays)**
- Motion by Senate President to charge Long Range Academic Planning Committee to assist the Administration in developing or rejecting an alternative to the Fall Fusion program
 - **Passed (voice vote; none opposed)**

Adjourned 4:50PM