

Minutes of the Salisbury University Faculty Senate
at Holloway Hall 119

April 19, 2016

Senators Present: Charles Boster, Rick Bowler, Thomas Calo, Sean Cooper, Mark de Socio (Secretary), Jerome DeRidder, Doug DeWitt, Stephen Ford (VP), Darrell Mullins (President), John Nieves, Brandye Nobiling, James Parrigin, David Rieck, Kathleen Shannon, Leslie Yarmo, Brent Zaprowski (Webmaster)

Call to Order (Faculty Senate President): 3:30PM, quorum present

Reading of the Minutes

- Faculty Senate Meeting of April 5, 2016
- Minutes approved as amended

Opening Remarks from the Faculty Senate President

Report of University System of Maryland (USM) Senate Presidents

- Academic Freedom
 - Apparently there is inconsistency among USM campuses as to whether or not there are formal statements about academic freedom
 - There have been issues where conflict arose between administration and faculty in which administrators have cited a conflict between “principle” and “policy”
 - All campuses are encouraged to make sure there is a well-developed academic freedom policy in the Faculty Handbook
- Budgeting
 - USM Chancellor Caret indicated that funding formulas would be reviewed with an eye toward helping institutions reach levels similar to their institutional peers
- Enrollment
 - Some campuses are facing enrollment challenges
 - USM goal is not necessarily to grow enrollment in USM but to make sure we do not shrink
- Faculty Bullying
 - Frostburg reported on a recently implemented “Committee of Ombudsmen” that faculty who are feeling bullied or intimidated (by other faculty) can access
 - The process does not need to be formal or recorded, but can be if the grievant so desires

Faculty Town Hall Meeting

- The Administration would like to hold a Faculty Town Hall meeting to discuss the possibility of a School of Health and Human Services at SU
- The Faculty Town Hall is scheduled for May 11, 4:00PM, in Perdue Hall 156.

Honors Convocation

- If faculty commit to attending Honors Convocation, please do show up
- It does not look good to families and visitors to have multiple empty rows in the faculty section

Senate Committees Annual Reports

- Senate Committee Chairs: please submit annual reports no later than the last day of class (Tuesday, May 10)

Remarks from the Interim Associate Provost

Merit Pay

- The Dean's Council has agreed that the upcoming 2.5% merit raise will be distributed across the board for faculty
- The Dean's Council is interested in investigating how to make awarding future merit increases with more flexibility than simply "yes or no"

Old Business

Procedure for Analysis of 'Great Colleges to Work For' Survey Results

- How shall the Senate proceed? Form and Ad Hoc Committee to investigate, or address it at the Faculty Senate Summer Retreat?
- Consensus to address it at the Faculty Senate Summer Retreat

Assessing General Education Curriculum

- At the November 17, 2015 Faculty Senate Meeting, the Faculty Senate determined that the University Academic Assessment Committee(UAAC) was the committee to be responsible for future ongoing reviews of the General Education (GenEd) Curriculum and Program
 - Item B in the University Academic Assessment Committee Bylaws reads "Articulate and update a coherent plan for ongoing assessment of the General Education curriculum"
- Faculty Senate President sent a request to the UAAC seeking its input

- Faculty Senate President received an informal response that the UAAC was already very busy and that to tackle ongoing reviews of GenEd Program would be too burdensome
- Discussion
 - We had trouble garnering enough volunteers for the Faculty Senate and its committees, and we have committees that do not meet often – therefore no need for an Ad Committee or to create a new one to assess GenEd curriculum
 - We should charge the UAAC with assessing GenEd curriculum
 - Perhaps we should table discussion until the General Education Steering Committee submits its recommendations
 - It is currently the purview of the UAAC to assess GenEd as articulated in Item B of the Faculty Senate Bylaws; work shouldn't stop and wait for the GenEd Steering Committee
 - Once we approve a GenEd program, we expect the UAAC to carry out its assessment
 - Question is whether “review” of GenEd curriculum and program is different from assessing GenEd outcomes
- Senate President to review the history of UAAC and GenEd assessments and then communicate with the UAAC to discuss if “review” of GenEd program is or should be the purview of the UAAC

New Business

Senate Summer Advisory Committee

- We are a little behind schedule; membership of the Senate Summer Advisory Committee is to be determined by the first meeting in April (today)
- Senior Senators from each School: please send out an email to your fellow Senators first, then to the School as a whole, to seek a volunteer(s); please have a volunteer by the next Senate meeting (May 3rd)

Distribution of Merit Funds

- The Faculty Senate is repeatedly on record that Faculty want merit distributions to be across the board
- The Faculty Senate expects that any changes by the Administration in merit distributions would come to the Senate for deliberation before being implemented

Streamlining Curriculum Approval Process

- The process for proposing and approving curriculum changes is reported by faculty and school curriculum committee members as increasingly cumbersome and time-consuming; required paperwork often amounts to more than 100 and 200 pages for seemingly minor proposed curriculum changes
- Discussion
 - Committees often get bogged down over syllabi ‘requirements’ despite the fact that faculty can readily change their syllabi in practice without curriculum committee approval
 - Work on curriculum change proposals has become so time-consuming for faculty that there is little time left for scholarship, course preparations, grading, and other professional obligations
 - The university has grown rapidly in recent years; the curriculum change process is now antiquated and reflects a time when the university was smaller
 - We should review what is required in curriculum change proposals and explore why they are required
 - We should explore whether proposals that affect only one school needs to be forwarded to the University Curriculum Committee; why not just let proposals approved by a school to go directly on to the Registrar if they don’t affect other schools?
- Faculty Senate President will convene a group of school curriculum committee chairs and the Registrar’s office to explore ways to streamline the curriculum approval process

General Education Steering Committee Update (see documents)

- White Paper
 - General Education (GenEd) Steering Committee issued a White Paper that outlines the GenEd Steering Committee’s work to date and presents possible approaches and models for a revised GenEd program
 - Eleven ‘Points of Consensus’ are presented in the White Paper’s Executive Summary

Draft Policy on Course Substitution or Waiver Based on Disability (see documents)

- A draft of a new policy has been developed and is being sent to a number of groups for feedback; what committee or committees does it need to go to for review and input?
- Requests for course substitutions/waivers are currently pending
- Consensus that it should be reviewed by the Academic Policies Committee

Adjourned 4:30PM