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SALISBURY STATE UNIVERSITY

FACULTY SENATE

Minutes of the March 9 1999 meeting

Senators Present: Jerome DeRidder Mike Garner Fatollah Salimian Don Whaley Greg Ference Peter Lade Joel Jenne Charles Long Marvin Tossey Cal Thomas Linda Bush Kathleen Shannon Dave Parker Kathy Fox Dean Defino John Kalb E.J. Crane Elizabeth Curtin

Committee reports:

Academic Policies had a few suggested changes to the grievance policy as it affects student academic grievances.

The promotions committee is looking at a better description of what should be in a promotions file in an attempt to make the process less onerous.

Minutes: The minutes from all of the February meetings were approved.

Don Whaley: Thanked senators who had responded to Lee Roth's e-mail. What the senate did at the March Forum meeting was to present our position in the same way that Lee Roth presented the S.G.A. position on restructuring. We remain perfectly willing to accept whatever the outcome of the Forum decision will be; we are merely participating in the discussion. As it turned out we had the support of the majority of the Forum members. Now the issue remains to be settled in the Forum between the committee and the members of the forum. It is not our place to be negotiating with them. It is up to them to figure out how to satisfy their constituency. If Dave Parker & Don Whaley meet with George Whitehead on this issue it is as members of the FORUM who happen also to be senators.

Don has sent an e-mail to Lee Roth. Clearly he has some misinformation. Don wants to meet with him to explain that we are not anti-student. Anyone can come to our meetings and students continue to serve on Senate committees.

Don Cathcart: There is a different kind of communication taking place because of e-mail. People used to take more care in what they sent out on paper it took longer. E-mail is quick & dirty but you don't have body language to help interpret meaning.

There is a move to expedite new program approval etc. Unfunded mandates and things that come up can suck up discretionary money. We need an academic planning

committee to look at program development etc. The committee in the Forum assesses our progress on the strategic plan. With 220 TT faculty we need to look at our assumptions about our colleagues. We are going to have to start at the department level with expecting and rewarding service. If deans and chairs continue to reward faculty who are here two days a week we will have difficulty with shared governance.

Chris Roberts: presented SAC's concerns about the proposed collective bargaining bill and asked us to urge faculty to write to legislators asking that University Staff be exempted from this bill as it would adversely effect their benefits in particular the tuition waiver benefit. We cannot compete with industry on salaries; one thing we can offer which is substantial is the tuition waiver. If we no longer have that then it will be more difficult to attract staff. A motion was made to support Chris' request and it passed unanimously. Don will send an e-mail to the faculty.

We approved the [grievance policy as amended. \(See attached\)](#)

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