Emergency Motion

Salisbury University prides itself in being responsive to the need of its students. In at least one way we are not living up to this commitment to our students and that is in the allocation of faculty lines to be responsive to the chosen majors of our students. Therefore, I move that the following formula should be used to allocate faculty lines across the four schools on campus:

Number of hours generated by the Fulton School = N_F
Number of hours generated by the Henson School = N_H
Number of hours generated by the Seidel School adjusted for accreditation requirements
= (Actual Hours Generated by the Seidel School * 1.125) = N_S
Number of hours generated by the Perdue School adjusted for accreditation requirements
= (Actual Hours Generated by the Perdue School * 1.25) = N_P

Number of hours generated by the University = $(N_F + N_H + N_S + N_P) = N_U$
Total number of faculty lines at Salisbury University = F_L

Number of faculty lines for the Fulton School = $F_L * (N_F/N_U)$
Number of faculty lines for the Henson School = $F_L * (N_H/N_U)$
Number of faculty lines for the Seidel School = $F_L * (N_S/N_U)$
Number of faculty lines for the Perdue School = $F_L * (N_P/N_U)$

Rationale:

The current allocation of faculty lines makes no adjustments for accreditation requirements. This means that an undo burden is placed on the faculty of the Seidel and Perdue Schools to be as responsive to their students as faculty from the other schools and while also meeting accreditation requirements. The reason that this issue requires emergency attention is that the majority of the growth in University enrollment is coming from junior colleges transfers and not from high school graduates. Thus, the schools that offer primarily upper division courses are being overwhelmed by the junior college transfers. In addition, the majority of the junior college transfers are choosing to enter either the Perdue or the Seidel Schools thus exacerbating the issue of faculty responsiveness to student needs. For example, the faculty student ratio according to the 2005-2006 Fact Card the University has a student faculty ratio of 16:1, according to the 2006 Perdue School Fact Sheet, its student faculty ratio is 28:1. In addition, the average number of advisees per faculty member is 19:1 while it is 37:1 in the Perdue School.

This issue is also exacerbating the ability to attract, develop and retain good young faculty members in the schools where student demand is disproportional to faculty resources. Without immediate relief, we run the risk of losing some of our best and brightest new faculty members.