

SALISBURY STATE UNIVERSITY

FACULTY SENATE MINUTES:

September 21 1999

Holloway Hall Room 119

**Present: Carolyn Bowden Elizabeth Curtin (Secretary) Tom Erskine Kathy Fox
Greg Ference (Vice President) Joel Jenne Peter Lade (President) Dave Parker
Kathleen Shannon (Webmaster) Cal Thomas Marvin Tossey Don Whaley E. J.
Crane Jim McCallops Jerome Ridder David Rieck Fatollah Salimian Kashi
Khazeh (temporary appointment).**

**The first fall Senate meeting was called to order by the Senate President Peter
Lade at 3:35 p.m.**

Introductory Remarks

**Dr. Lade distributed the following materials at the Senate meeting: memos
concerning faculty salaries shared governance promotions process changes in
faculty handbook relevant to promotions change in requirements for graduating
with Bellavance Honors Committee on Human Research and election/nomination
requests.**

**A number of requests for filling vacancies and requests for appointments to ad
hoc committees have been received. Dr. Maarten Pereboom chair of the
Membership and Elections Committee was charged to organize a special election
to address this need.**

**A request for senate action on Committee Human Research was received from
Dr. Fran Kane. Senators were asked to review this policy and forward comments
for discussion at the next meeting.**

**The need to review possible difficulties with the liberal leave policy may need to
be addressed by the Senate to reflect faculty concerns.**

**A memo was provided to the Senate asking them for some philosophical
approaches towards the faculty salary negotiations.**

**Dr. Robert Gaines Graduate Director in the Department of Communication at
College Park has proposed a faculty survey be implemented as a report card on
how the faculty feel about shared governance. The Presidents of USM institutions
are currently considering a CUSF document on shared governance and faculty**

input is needed. Dr. Karin Johnson has met with the Presidents on this matter and is also interested in having faculty respond to possible modifications of the document (copy distributed).

Presentations

Dr. Tony Whall - Requirements for Graduating with Bellavance Honors

Dr. Whall announced to the senators the Honors Program Committee met last spring and voted for changes to the requirements for graduating with Bellavance Honors. The memo indicates how the committee is planning to do this. Since the committee has made their deliberations and decisions on this proposal he now needs some direction from the senate as a group and for them to take appropriate action.

Dr. Whall stated that currently students wishing to graduate with Bellavance Honors must complete four courses take two additional departmental or non-core Honors courses complete honors thesis prep write an honors thesis and present thesis research or a creative project at the annual honors thesis Symposium.

The Honors Committee proposes to change those requirements to provide students with two options:

Thesis Option

- * complete the four courses in the Honors Core Curriculum;
- * take two additional departmental or non-core Honors courses;
- * complete Honors Thesis Prep
- * write an Honors thesis;
- * present thesis research or creative project at the annual Honors Thesis Symposium;
- * have a 3.3 GPA in course work overall;
- * present in the spring semester of their junior year their research or creative project at one of several symposia available for such presentations.

(Students choosing this option would have listed on diplomas and transcripts "Bellavance Honors--With Distinction.)

Non-Thesis Option

- * complete the four courses in the Honors Core Curriculum;**
- * take three additional departmental or non-core Honors courses;**
- * complete substantial research or creative project in a 300-400 level course of their choosing in their junior year:**
- * present in the spring semester of their junior year their research or creative project at one of several symposia available for such presentations;**
- * have a 3.3 GPA in course work overall.**

(Students choosing this option would have listed on diplomas and transcripts "Bellavance Honors.")

It was moved to approve this proposal and to recommend that the new course revision go to the UCC. The motion was seconded and passed 8 to 3.

Dr. Patricia Richards - SWOT Meeting

Dr. Richards announced that the SWOT meeting has been changed from September 28 to September 29. The topic of discussion will be the results and analysis of the SWOT (Strengths Weaknesses Opportunities Threats) instrument and experience. The meeting will be from 3:30 p.m. to 5:00 p.m.. This Fall there will be a models subcommittee headed by Greg Cashman to discuss possible structures for general education revisions. The Task force will also do a survey on alumni and get feedback from them. Dr. Richard suggested that any comments or questions can be forwarded to her.

Ms. Sandra Cohea-Weible - Academic Advising/Newsletter/Miscellaneous

Ms. Weible reported on the Academic Advising Report that was completed in March of this year. She indicated that each institution has been charged to implement plans that have been coordinated by the BOR. Copies of the report will be distributed before the next meeting. The BOR has charged all institutions to write a report on how each will provide the best advising system. The six key advising elements that USM will review are institutional policy models/delivery system training/professional development evaluation reward/recognition and information systems/technology. The Academic Advising Report was reviewed by CUSF in the Spring and approved with the observation that the report did not include faculty input. Ms. Weible asked the Senate to form an ad hoc committee to work on reviewing and implement the Academic Advising Report. A motion

was made that Academic Policies rather than an Ad Hoc committee work on the Academic Advising Report. The motion was seconded unanimously approved.

Ms. Weible also stated the *Faculty Handbook* will be sent out on Oct. 1. Copies will be sent to the Faculty Senate; two copies will be housed in the deans and academic departments and anyone who requests a hard copy will receive one. The handbook will be in three-ring binders and any revisions to the handbook will be updated on the web and new materials will be distributed.

Ms. Weible along with some constituents have asked the Senate to think about the possibility of storing information on a CD of the undergraduate catalog and also having some hard copies for those who need them. Ms. Weible feels that more and more students are looking for different ways of accessing information and is looking at the cost and feasibility of putting it on a CD. She will be working with Admissions Office to see how it would affect the cost of sending out catalogue versus sending out the CD. She hoped the Senators would speak to other faculty about their preferences.

Ms. Weible also announced that Dr. Cathcart wants to resurrect the *Academically Speaking Newsletter* and to initiate an electronic Newsletter on academic issues. The status of the General Education initiative is expected to be the central topic for the first issue of *Academically Speaking*. Ms. Weible has asked the Senate poll faculty on the usefulness of an electronic newsletter for timely communication.

Open Announcements

Dr. Thomas Erskine reviewed the topics of discussion at the CUSF meeting. A proposal is currently being discussed at system level concerning teaching load calculations. Revisions to the number of hours directing undergraduate and graduate research as well as advising that may be counted toward onload credit is being reviewed. The current problems with the faculty benefits package especially retirement were discussed. Apparently the state has the worst benefits package in the nation. Current information on faculty salaries indicates that SSU is at about the 65th percentile nationally. Most of the System institutions are at the 62nd percentile. Dr. Erskine commented that SSU's Mission Statement was submitted earlier this year and accepted. We are one of 8 institutions whose mission statement was accepted without need for revision.

Drs. Memo Diriker Peter Lade and Dave Parker serve on the Council for University System Faculty. Dr Erskine is the SSU/Frostburg representative to the MHEC Faculty Advisory Committee.

The issue of outsourcing was discussed. The Senate passed a resolution at the last spring semester Senate meeting opposing outsourcing of the duplicating services and the resolution was forwarded to President Merwin. Many felt that a broader

discussion of the philosophical principles surrounding outsourcing should take place.

The Senate hoped that the Staff Advisory Council would revisit the outsourcing issue. The topic could also be discussed at the Forum. The Senate also suggested that we try to find other sources to save money. Senators suggested sending a copy of the resolution to the Interim President .

Dr. Cathcart and Mr. Pusey will be invited to speak at the next Senate meeting (Sept. 28th) to discuss the issue of privatization. The Senate agreed that they should nominate someone to be on the RFP committee as requested by Mr. Pusey. A motion was made that the Senate not appoint a member to serve on the RFP Committee to avoid contributing to the process of outsourcing. The motion was seconded. After discussion about whether or not the Senate wanted to forfeit its voice on the committee the Senate voted 7 to 4 not to send any faculty representatives to serve on the RFP committee. A second motion was made to appoint observers to attend the RFP meetings. The motion was seconded and passed unanimously. The Senate committee elected Dr. Kathy Fox to be the observer.

Topics to Address at the Next Meeting

Major topic will be outsourcing.

The meeting was adjourned at 5:05 PM.

Recorder: Priscilla Nichols

Secretary: Elizabeth Curtin

Comments and questions about this page can be directed to the [Senate Webmaster](#).