

Faculty Senate Agenda

November 15, 2016

Senate Chambers: Holloway Hall 119

<http://www.salisbury.edu/campusgov/facsenate/>

Senators Present: Anita Brown, Thomas Calo, Thomas Cawthern (Webmaster), Randall Cone, Douglas DeWitt, Chrys Egan (Secretary), Stephen Ford (President), Samuel Geleta (Vice President), Kurt Ludwick, Darrell Mullins, John Nieves, Vitus Ozoke, David Parker, James Parrigin, David Rieck, Asif Shakur, Bart Talbert, Brent Zaprowski

Quorum: 18/19 Present

Call to Order: Faculty Senate President Stephen Ford, 3:30 p.m.

1. Approval of Minutes – November 1, 2016 **Approved**
2. Announcements from the Senate President
 - a. Administrator Evaluations Final Reminder 9/23 – 11/20
 - b. Faculty Center Update: Making GAC faculty room warmer and more inviting with bulletin board, cable TV (70+ channels), faculty bookshelves, artwork, and plaques. We are working on creating a Faculty Center webpage linked off the Faculty Senate website that would include reservations for the meeting room, floor plan, and other details. About 6-7 people per day use the center. Email SUDOORS@salisbury.edu if your card does not open the door. (See map document).
 - c. GullNet Upgrade and Request: Ken Kundell relays to faculty that there will be a GullNet update during December 21, 5 pm – December 27, 2016 with NO GullNet access during this period. All faculty are encouraged to submit grades by the due date of Sunday, December 18, so that other essential student notifications are not impacted. Question posed about any impact with Canvas and MyClasses opening early for winter session. Kundell says he will investigate.
 - d. System Chairs Meeting Report: November 4, Faculty Senate President Ford attended this meeting of all USM faculty senate chairs/presidents. Discussion included: shared governances and annual survey, mission and vision plan, budget, attrition, academic effectiveness initiatives, restructuring curricular hours, open education resources in place of textbooks, faculty workload, 4.1 years average graduation rate and improving, digital measures, shared best practices, Towson faculty bullying policy, non-traditional research toward promotion and tenure, and diversity and inclusion workshops.
 - e. College of Health and Humans Services - Nursing Dept. Consensus Statement (See Consensus document).
3. Remarks from Provost Allen
 - a. Faculty Workload ad hoc committee: Submitted today to committee and next to Board of Regents. SU did not measure well in previous report. The first step of the new workload committee was to make sure data reflected accurately. This year's report is a cleaning up of data and more data. SU is better situated this year for the report. Goal is for faculty to teach average of 7.5 units. Last year we were 6.9. This year we are at 7.2, and 7.3 with non-tenure track faculty. Rate was 8.5 with exceptions with sabbaticals and other measures. If we include downloads and other measures, we are at 10.6. Teaching was 522 hours, less than last year at 530, 537 when you count non-tenure tack. 54% of courses are taught by

- tenure track faculty, 17% non-tenure track, and 23% by part time. Time to degree is 4.0, with 4 year graduation rate high at 50%. Research and service data reported as well.
- b. Budget and Equity: We will lose 5 positions that are currently empty. Equity increases will be on hold until next year. This year there was a faculty salary study that is now with the Deans to check for accuracy along with HR. Chairs are working to prioritize faculty that need adjustments. We are talking about smaller amounts of money and not everyone will get an adjustment.
 - c. Academic Advising Center: 1695 visits, 1393 students. Students log-in when they enter the center. Reasons for coming: exploring academic world, academic probation, requirement report training, 174 walk-ins for advising, 1266 appointments for advising, 22 HPAP, 26 to learn about Henson repeat policy, 4 about Perdue admissions, 8 for program planning workshop, 7 as Seagull scheduler, and 119 other. 24 students who were in majors that opted out. There were 27 sophomore, 3 juniors, and 5 seniors. Advisors have gone to programs and departments, attended chairs meetings, and met with Deans. Targeted outreach sent to students.
 - d. *College of Health and Humans Services: Nursing Dept. Consensus Statement*

4. Unfinished/Continuing Business

- a. Commencement Regalia Statement: Vice President Sam Geleta reported on similar policies that he researched (see Regalia document). He also noted that some universities provide a stole signifying the institution, so that everyone has something. **Action item: Provost Allen will investigate the feasibility of an SU stole.** Discussion: Commended Geleta on finding these sample policies. Question asked about what international affiliation means. Question asked about limiting the number of adornments. Comments suggested that we not limit by number. Question about if any university prohibits anything except academic honors. Comment was that UMBC was most restrictive. Comment made that we cannot enforce this policy. This statement is more of a suggestion than a policy. Comment that it does help protect us from the unusual or bizarre. Statement that as an SU Alum, it was the best day and she got to wear her gold hood. Academic honors need to stand out. Discussion that maybe we should recognize non-academic efforts since graduation is already about academic achievement and other things may be more meaningful to students. We should allow students to express themselves. Discussion of restricting graduation to students who have actually completed all requirements and are actually graduating.

Action Item: Tabled. Faculty Senators will revise the draft statement on the following page to that we can vote on exact wording at a future meeting (see below).

- b. Academic Advising Center: Possible motion about Faculty Senate not being consulted on the strategic plan.

Senator Rieck original motion: "I move that the Faculty Senate endorse the continued implementation of the new advising system provided that no academic program is required to adopt the new advising model unless the faculty in that program decides to do so." Senator Parker seconded.

Amended motion: "I move that the Faculty Senate endorse the continued implementation of the new advising system provided that all academic programs have the ability, in coordination with the Academic Advising Center, to adopt a new advising model that works best for their particular program."

Action Item: Tabled. Faculty Senators will revise the draft statement.

Discussion included that each program should decide for themselves if this model is best for them. We need to be on record as a Senate as to where we stand on this issue. Question raised about what this statement says and suggestion that departments should negotiate this with advising center. Provost clarifies that academic advisor and faculty mentor GullNet IT work order has already been placed with the hope that every department will assign mentors. A comment was made in support of the motion. Question asked about if mentor and advisor both would need to sign off on schedule. Melissa Boog explains that we have a few departments that have professional advisor as fail safe but have faculty mentor assigned; only one person needs to click the button but who does that can be determined on a department level. Concern raised over the previous Senate motion to have departments to opt in, but next semester everyone needs to opt in. Motion sounds binary but can be revised. We should not have a one size fits all model. Provost reminds us that the goal is for all students to be successful. Coming to the center has advantages for students in addition to what faculty can provide. Students who do not come to the center have a disadvantage. This is a support center for students and faculty.

5. New Business

- a. Faculty Development Committee Proposed Bylaw Change (see document): Faculty Senate vote needed, NOT all-faculty vote due to minor change of adding ex-officio members.
- b. Honors Program Committee Proposed Bylaw Change (see document): Faculty Senate vote needed, AND all-faculty vote due to major change of College status
- c. Senate Chair Survey on Shared Governance (see documents)
- d. Anything else?

6. Adjournment 5:00 p.m.

Faculty Senate Commencement Regalia Statement: Salisbury University welcomes “ the wearing of honor cords, medallions, stoles, and insignia at Commencement ceremonies by students who have earned these privileges through achieving academic honors, completing honors programs, as recipients of designated academic scholarship funds, academic unit or departmental honors, military service, induction into college-recognized honors societies, athletic distinction, or membership in good standing in college-recognized professional or service organizations, as well as students with an international affiliation or experience”. Organizations or programs wishing to provide student members or participants with organization or program recognition regalia adornment not already part of the approved Salisbury University’s list must receive prior approval from the Office of the Provost prior to commencement.

Commencement Regalia Policy: Honor cords, medallions, stoles, and insignias are worn at commencement ceremonies by students who have earned these privileges. A list of all pre-approved regalia adornments, including the requesting person or organization, description, and meaning of the adornment, will be maintained by the Provost’s Office. Any adornments added to the regalia should not obstruct or interfere with another’s participation or detract from the academic spirit of the ceremony.