

## Faculty Senate Notes

September 12, 2023

Holloway Hall 119

<https://www.salisbury.edu/administration/campus-governance/faculty-senate/>

Deneen Long-White, Dan Ervin, Bart Talbert, Michael Desper, James Fox, Mark de Socio, Erin Weber, Beth Ragan, Vitus Ozoke, Mia Waldron, Mary DiBartolo, Nicole Kulp, Sally Perret, Ellen Schaefer-Salins, Joerg Tuske, David Keifer

Call to order (3:30 pm)

1. Remarks from President Lepre
  - a. The President welcomed the senators and other attendees to a new semester
  - b. The new VP of Administration and Finance, Aurora Edenhart-Pepe, will be starting on October 1
  - c. The President's Office is working through the new budget process to try to make sure salary and benefit info is transparent. The Budget Office is working on mechanisms to make this user-friendly.
  - d. The budget for all 01 personnel costs has been centralized.
    - i. Previously, budgets were based on "outdated, historical percentages" of how much money goes where
    - ii. The President said the new budget process should allow more flexibility to put money where it needs to go
  - e. Projections look like budget will be in a better position for next academic year in terms of revenue projections and expected enrollments
    - i. Once census data is confirmed, money may be pushed back out to departments, units, etc.
  - f. Campus community spoke that HR practices need updated
    - i. Deloitte consultants are finalizing recommendations. They learned of consistent feeling that SU's HR systems lacks strategy, infrastructure, and transparency
    - ii. The new VP of Administration and Finance has begun meeting with Deloitte consultants to see what we can do with this information
    - iii. The President advises the campus community to reach out to Michelle Stokes if you are stuck on some HR process until the new VP gets here: Administration is aware that faculty postings need to begin now
    - iv. The President is thankful to those who spent time on summer consultations
  - g. Over 40 applications have come in for Strategic Innovation Fund
    - i. Will seek funding for ideas that the \$500,000 will not cover
  - h. The President requested feedback on SU Today
  - i. Regular meetings between Budget Office and UARA will begin for knowledge sharing
  - j. President's Advisory Team will now meet more frequently for knowledge sharing and feedback
  - k. The President appreciates how the campus community came together for Will Morris
  - l. Responses to questions from the room

- i. Will SU hold flu or COVID vaccine clinics?
      - 1. Unclear for COVID vaccine clinic: we are waiting on info from FDA to get info on COVID vaccine clinics
        - a. For now, the President advises us to make appointment on our own
      - 2. Looking into getting flu shot clinic
    - ii. Some departments are having trouble hiring Administrative Assistants due to classification problem
      - 1. President will follow up on those positions
    - iii. SU's role with Affordable Connectivity Program
      - 1. Governor Moore chose SU as the site for a press conference about bringing this program to the Eastern Shore
      - 2. We were able to connect him with some PELL students who might now be able to take advantage of that program
      - 3. FCC held trainings for 'digital navigators,' which some of our students and community members took advantage of
- 2. Approval of Minutes
  - a. Minutes from the May 9, 2023 regular business meeting approved as written
- 3. Announcement from Provost Couch
  - a. Provost has begun visiting departments and meeting more faculty
  - b. Provost's priorities
    - i. Looking at data about incoming and current students to ensure we are promoting equity in their outcomes
    - ii. Looking at ways we can work with outside partners to document skills and outcomes that our students are learning from gen ed program
    - iii. Looking into model of moving from Graduate Studies Office to Graduate School
    - iv. Looking at ways to facilitate brainstorming new academic programs
    - v. Looking at ways SU can align with Blueprint for Maryland's Future dual enrollment
    - vi. Looking into how to support large body of first-generation students
    - vii. Looking into incorporating high-impact practices into gen ed program
    - viii. Will keep us informed as new concerns are heard from campus community
    - ix. Looking into two deans' searches for CHHS and Perdue and thinking about search committees for those
- 4. Announcements from the Senate President
  - a. Provost recommends Faculty Senate look into guidance for early application of tenure and promotion
    - i. Charge will be sent to Promotions Committee, asking for report in April, 2024
  - b. The draft Religious Accommodations Policy was written in response to bill passed by Maryland legislature

- i. Charge will be sent to Academic Policies Committee to develop policy as it relates to faculty dealing with student religious accommodations, asking for report by December 12, 2023
      - ii. Has been discussed with all shared governance bodies on campus
    - c. Faculty Memorial Scholarship Fund
      - i. Will be call for faculty to nominate students who are sophomores, juniors, and seniors (not graduating in December) for this award who would be effective faculty members in the future
    - d. Notice regarding motion to update Faculty Senate Bylaws for Faculty Development Committee
      - i. Will be coming up at next meeting
- 5. New Business
  - a. MOTION to add definition of “belonging” to Faculty Handbook
    - i. General discussion regarding what parts of Faculty Handbook would be affected by this motion and what impact it might have on T&P and the new gen ed program
    - ii. Amendment: Strike second and third sample definitions of “belonging”
      - 1. Friendly amendment: Strike “and other relevant university documents” and specify that the definition of belonging should be added to chapter 1 of the Faculty Handbook. DID NOT PASS
    - iii. Due to time constraints, discussion on this motion ended until the next meeting

Meeting adjourned (5:03 pm)