

Faculty Senate Notes

April 23, 2024

Holloway Hall 119

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

Deneen Long-White, Dan Ervin, Bart Talbert, Steven Binz, James Fox, Erin Weber, Nicole Kulp, Mark de Socio, Beth Ragan, Vitus Ozoke, Mia Waldron, Joerg Tuske, David Keifer, Mary DiBartolo, Memo Diriker

Call to order (3:30 pm)

1. Approval of minutes
 - a. Minutes from the April 9, 2024 regular business meeting approved as written.
2. Announcements from Provost Couch
 - a. About 20% of campus has not completed mandatory trainings about harassment and discrimination prevention. It is a requirement, so please complete.
 - b. Deans' search committees
 - i. Perdue was divided between multiple candidates. Perdue decided to extend the search to try to find the right person.
 - ii. CHHS Dean search is wrapping up. Four candidates came to campus. Provost received feedback report. Decision will be made soon.
 - iii. Provost believes we had a good search process with lots of campus involvement.
 - c. Other leadership searches
 - i. Associate Provost search committee has been formed and announced. It is important for that committee to hear from Faculty at large to make sure Faculty voice is heard. Planning on having candidates on campus May 28-31.
 - ii. Dean of Libraries search. Invitations to serve on search will be forthcoming. Search will begin over summer. Interviews will be early fall. Martha Zimmerman has agreed to serve as Interim Dean of Libraries while search is ongoing. Thanks to her.
 - d. Deans' Council has been working on budget development. First drafts of budget have been submitted. Deans' Council had developed set of principles to drive budget using a zero-based approach. Over the next two to three weeks, those drafts will be reviewed. Let Provost's Office know of any questions.
 - e. Chair compensation: In 2019, a proposal was made to change formula for Chair compensation. There was some confusion over the timeline over which Chair compensation would be 'frozen' (i.e. not decreased) if student credit hours dropped. Original documentation shows that the 'freezing' period is over each particular Chair's term. Agreement was that stipend could not go down during a term, but could go up. That proposal was before COVID, when we thought stipends would only go up over time, but now low enrollments would cause stipends to go down when term renews. Provost proposes to continue freezing stipends longer than originally agreed upon so

that stipends do not go down. If there is support among Faculty Senate, Provost is prepared to go forward with that.

- f. President's Chief of Staff made announcements: Graduate programs bill discussed at last Senate meeting was in an uncertain state. It is now clear that the Maryland legislature voted on the wrong legislation. Governor has not signed legislation. It passed with veto-proof majorities, so Governor would have trouble vetoing. Presiding officers from both chambers of Maryland legislature will write letters to MHEC (Maryland Higher Education Commission) asking them not to implement certain parts of legislation. Maryland Senate is apoplectic about this situation, so Chief of Staff has some confidence that Maryland Senate will not let this slide. USM is reasonably confident that we will not experience the adverse effects of this legislation.
 - i. In other news, MHEC has 25 million for campus security enhancements, not sure how that will be spent yet.
 - ii. Question: What about proponents of the 'wrong' legislation? What are they doing?
 - 1. Response: So far, they seem apologetic. They do not want this either because it would cause a bad relationship with the Maryland Senate and the Governor.
- g. Question: Ad for Associate Provost contains 'Coordinator for Teaching and Learning.' Who is that?
 - i. Response from Provost: This would be a half-time position for a Faculty member. We will call for that position next year. Also related to the Faculty Fellows program Provost is starting.
- h. Question: Is goal to have new Library Dean start Spring 2025?
 - i. Response from Provost: Yes.
- i. Question: Has current Perdue Dean agreed to stay on?
 - i. Response from Provost: Yes, should have mentioned that earlier.
- j. Question: What is timeline for your proposed Chair compensation stipend freezing?
 - i. Response from Provost: Propose to not reduce stipends for one more year and to work with Faculty Welfare Committee to figure out what to do at that time.
 - ii. Response from Assistant Provost: Right now we recalculate every three years for all Chairs, so that is in the middle of some terms and at the end of other terms. We might move to recalculating every year.
- k. Question: Are Chairs being paid the correct base salary?
 - i. Response from Assistant Provost: Normally a Chair's 10-month contract pay covers their teaching then, and the stipend is paying them for the other two months. One Chair had a 12-month contract, so it worked differently.
- l. Question: Will Faculty get backpay special session compensation that we were shorted for years? We got paid for 2023, but not paid for the whole time period that the administration was underpaying. Will we get that?
 - i. Response from Provost: Send Provost data and we can talk about it.
- m. Comment: It is important for Faculty to be able to email all Faculty, but we currently cannot do that. What if there is a very important reason that we need to contact each

other? Right now, it only shows up in SU Today, which is typically just deleted. We should not be limited from talking to each other.

- i. Response from Provost: This is not really in the Provost's hands. The Senate is able to distribute information to all Faculty. Faculty can contact Senators to distribute info.

3. Announcements from the Senate President

- a. President Lepre is not here because she is in New York meeting with alumni, who had wonderful things to say about SU.
- b. SU President's response to Faculty concerns has been distributed. President will be here at 5/7 meeting, so Faculty can ask questions then.
- c. Joint meeting of shared governance 4/24 at 3:30 in Perdue 156. There will be a Zoom link. Senators are encouraged to be there in person. There will be many important updates from all shared governance bodies.
 - i. Question: Will it be recorded for anyone who cannot attend?
 1. Response from Senate President: As of right now, there are no plans for recording.
- d. Summer Advisory Committee: Currently have Fulton and Perdue representatives as well as Senate President. Other units need to get their representatives for that.
- e. Ad hoc working group on Faculty engagement in shared governance: Library, Seidel, Perdue, and Fulton are represented. Want Faculty from other units as well.
- f. GEOC wants a town hall meeting to give a General Education update on 5/14 at 3:30 in Nanticoke Room. Will be time to ask questions.
- g. The 5/7 meeting is our last Senate meeting of the year. It is a joint meeting of this year's Senate and next year's Senate. Try to make sure new Senate members will be present. Senate will be sending emails to them as well to let them know.

4. Committee reports

- a. Promotions Committee report on applying for early promotion
 - i. Designated senator: May need to wait on this while we figure out where exactly in Handbook this should go. There should be a motion at the 5/7 meeting.
- b. Faculty Welfare Committee MOTION on overload compensation
 - i. Designated senator: Made a motion based on what FWC report contained. FWC put together a lot of information for this report. The old model of special session compensation used to go up as tuition goes up, but overload compensation did not.
 - ii. Chair of FWC: Recently agreed with Provost Olmstead on new model for special session compensation. Currently Faculty get paid much more for teaching in special sessions vs on overload, so we think overload pay should be increased. Adjunct pay is tied to that and would also need to be increased.
 - iii. Question: Estimate of how much this would cost annually?
 1. Response from FWC chair: FWC asked for data so that they could figure this out but were unable to get any numbers.

2. Response from Provost: We had to start budgeting and could not get numbers quickly. We will work on this to get numbers.
- iv. Question: Once we get numbers, can Provost apply this pay retroactively, and when can we get this estimate?
 1. Response from Provost: Preference would be to work with FWC. Provost will present data and talk about implications of budget. It will likely be a lot of money. This would go into effect when/if Senate sends recommendation to Provost, at which point discussions may need to occur.
- v. Question: We should focus on right thing to do for Faculty. It brings up question: Why is there so much overload? Do we not have enough Faculty?
- vi. Comment from Senator: I do not do many overloads or special session teaching. At other institutions, special session and overload pay was a certain percent of their salary, rather than being based on number of students or tuition. Has that model been looked at?
 1. Response from FWC chair: That model was not considered.
 2. Response from another Senator: That was my experience at another institution. That is a pretty normal way of doing things.
 3. Response from another Senator: That would be a lot of money.
- vii. Question to Provost: I am uncomfortable voting with no sense of how much this costs, although in theory it sounds great. When can we get an estimate of cost? I do not want to delay this too much.
 1. Response from Provost: Budgeting beyond next Senate meeting, so not ready before end of academic year.
 2. Response from another Senator: We are also talking about increasing FTNTT costs in another report to the Senate, so that adds to the discussion as well.
- viii. Question to Provost: Can Summer Advisory Council (SAC) deal with this?
 1. Response from Provost: Yes.
- ix. Comment from Senator: It would be good to know what percent of tuition money goes to Faculty, support services, etc. to help us decide.
- x. Question to Parliamentarian: What is process for not voting on this until another meeting?
 1. Response from Parliamentarian: Cannot postpone beyond the next meeting. Could withdraw motion and then raise it at a later point.
- xi. Comment from Senator: Great conversation. Worried that this will be forgotten about if we do not vote on it today.
- xii. Comment from Senator: Perhaps we can amend motion so that FWC works with Provost to get data and then bring it back to Senate with deadline of next semester.
 1. Response from another Senator: The motion is already a good way of doing this. It contains no particular requirement.
- xiii. Comment from Senator: Agree with previous response. We are the voice of the Faculty. We should accept this as a starting point for negotiations.

- xiv. Amendment: Add to the end of the motion, “The Provost will work with the FWC and the SAC during summer 2024 to produce these data.”
 - 1. Friendly amendment: adding to end of previous amendment, “to produce the data regarding the cost of the proposed recommendations.”
 - a. Comment: As noted, there are a number of salary and benefit related things today. We should perhaps have one motion that asks SAC to consider all of this with Provost’s office to bring to Senate for Fall 2024.
 - b. Friendly amendment passes.
 - 2. Friendly amendment: Make it “The Provost’s Office” rather than “The Provost.”
 - a. Amendment passes.
 - 3. Comment from Senator: Big picture, can we withdraw this motion, accept the report, and combine all these compensation things into one motion so that we can prioritize?
 - a. Response from another Senator: Still think we should keep these separate. The Provost will end up making the decision anyway, with Senate input.
 - 4. Friendly amendment: Remove “FWC” from summer work because FWC does not meet over the summer.
 - a. Designated senator: I do not like that. The designated senator will work with the FWC over the summer as needed.
 - b. Comment: We could change it so that FWC is charged to work in Fall 2024.
 - c. Amendment passes.
 - 5. Friendly amendment: Add “and the FWC in the fall semester.”
 - a. Amendment approved.
- xv. Motion to call question on the MOTION as is:
 - 1. Motion to call question passes.
 - 2. Vote on amendment part: Passes.
- xvi. The MOTION passes.
- c. Faculty Welfare Committee MOTION on chair’s compensation
 - i. Vote to hold this until the next meeting so there is sufficient time: passes

5. Motion to adjourn approved

Adjourn (4:57 pm)