

Faculty Senate Notes

November 26, 2024

Henson Hall 103

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

Joerg Tuske, Emily Zerrenner, Nicole Kulp, Erin Weber, Yuki Okubo, Mary DiBartolo, Kwonchan Jeon, Rich Bowler, Steven Binz, Mark de Socio, Dave Keifer, Jeff Emmert, Beth Ragan, Anita Brown, Jim Fox, Brian Flores

Call to order (3:30 p.m.)

1. Announcements from Eli Modlin on behalf of President Lyn Lepre
 - a. Board approved property swap between university and county for the future performing arts center
 - b. President attended statewide Student Success Summit – recruitment, retention, outreach, officially opened Annapolis office (advancement, Eli during legislative session, admissions)
 - c. President met with reps from CareFirst, Perdue, and Under Armour looking for opportunities for student internships and experiential learning
 - d. Meeting with legislative delegation Monday, Dec 2 – priorities particularly focused on funding for building renovations, entrepreneurship for minority- and veteran-owned businesses, and rural healthcare
 - e. State is projecting 16% budget deficit – anticipate further belt-tightening
 - f. Q: There are issues with Henson faculty not receiving reimbursement and pay even though Workday says they've been paid. A: Jessica Clark is working on this, bring these issues to HR and payroll
 - g. Q: We used to have internships through Perdue, where should we direct efforts to get them back? Will Perdue's PFAS chemical contamination issue affect this? A: Talk to your Dean to make sure we aren't duplicating efforts. As far as we know, no.
 - h. Q: For the veteran and minority entrepreneurship initiative, will this flow through entrepreneurship center? A: Early stages but likely yes, will work closely with the Dave and Patsy Rommel Center for Entrepreneurship
2. Approval of Minutes from November 12 and November 19, 2024 meetings
3. Announcements from the Senate President
 - a. Ad Hoc Committee on Faculty Pay and Benefits has met and in the process of setting up a meeting with the Provost
 - b. To get through full Senate agenda, President is calling extra meetings in spring 2025 - Feb 18 and possibly April 15

4. Committee Reports

a. Ad Hoc Committee Report on Student Evaluations (plus motion)

- i. Promotions Committee shared some thoughts and ideas after reading the Report
 1. Consider application of evaluations and how faculty use and respond to feedback, rather than the feedback itself
 2. Suggestion to instead require another form of directly evaluating faculty teaching, such as peer teaching
 3. Different departments can reasonably apply different evaluative measures
 4. Patterns within the evaluations are more valuable than individual evaluations
 5. What kinds of evaluations can successfully address bias? How do we engage with that bias, since it's unavoidable?
 6. One Chair shared that evaluations can be useful for context
 7. Promotions Committee recommends delaying this motion until we can come up with clear alternatives to student evals – the motion is already on the floor so now we need to work through it (or make a motion to postpone within Robert's Rules, but only until next meeting)
- ii. Concern that students won't have another way to express classroom issues and this will remove their voice in the process
- iii. Motion does not require fully removing student evaluations but leaves it up to departments - chairs could still see the evaluations outside of a promotion or tenure review
- iv. Is there any information or example of how this bias plays out at SU?
- v. Original charge asked Ad Hoc Committee to look specifically at student evaluations of teaching for evaluating teaching in a promotion or tenure process
- vi. Concern on leaning too heavily on any one measure of success
- vii. Concern that the motion only 'kicks the can' down to chairs and departments – leaving it up to the departments could result in extremely uneven applications
- viii. People are likely only to put in what's required, not extra, into their promotion or tenure applications
- ix. Consider evidence of DEI teaching that's coming down the pipeline
- x. How are student evaluations themselves considered and evaluated in conjunction with other assessment pieces?

- xi. Is it worth it to require a date for this motion?
- xii. Are students aware of this motion – SGA knows
- xiii. Intent of the Ad Hoc Committee was to get Senate to seriously consider alternative ways to assess and collect data. The Committee believes student feedback is important, and student evaluations should continue to be collected, but they should no longer be required.
- xiv. Is this something we might bring up as an all-faculty vote? Yes but consider the lengthy amount of time and effort this would take
- xv. There is currently no requirement that students create evaluations
- xvi. Consider what student evaluations actually measure – student experience or teaching?
- xvii. What might be helpful best practices to departments and individual faculty – idea for a cheat sheet of things to consider
- xviii. This motion will not throw out evaluations
- xix. Use of portfolios is a standard that can be applied to all departments, with individual departments requiring specific elements that meet their discipline needs
- xx. Suggestion for grandfather period where people hired under the old rules could elect to use them

(Adjourn 5:10pm)