

Faculty Senate Agenda

December 10, 2024

Henson Hall 103

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

Emily Zerrenner, Erin Weber, Yuki Okubo, Mary DiBartolo, Memo Diriker, Rich Bowler, Steven Binz, Mark de Socio, Dave Keifer, Jeff Emmert, Mia Waldron, Beth Ragan, Anita Brown, Jim Fox, Nicole Kulp, Joerg Tuske

Call to order (3:31 p.m.)

1. Announcements from President Lepre
 - a. Parking – looking into designated spaces for evening faculty/staff after 4:30
 - b. Budget meetings with state and Maryland state budget – predictions are challenging, working through various cut level predictions
 - i. Not currently considering layoffs or furloughs
 - ii. SU looking at operating expenses such as campus businesses, fund balance, facilities priorities
 - iii. More info coming in spring with budget presentations from Aurora Edenhart-Pepe
 - iv. Looking at cuts for FY25 and FY26
 - v. Looking at federal priorities/budget intersection with higher ed
 - c. We are moving forward with our internal processes on investigating arrested SU students, the judicial process is also moving forward in accordance with due process
 - d. Q: How will hiring freeze play out with anticipated larger freshman class? A: Enrollment still hasn't quite turned the corner to growing overall, reviewing current hiring freeze savings to assess if we can use some of them to fill necessary positions, still many unknowns with state budget so will have a clearer picture in January
 - e. Q: Are budget cuts in anticipation of traditionally aged college students (effect from 2008 financial crisis) or will there be more to come? A: Unknown at this time and depends on a lot of federal factors and Maryland Governor's budget, but reviewing possibilities to prepare
 - f. Q: Why and when did Fall Break discussion come about, particularly in relation with programs most affected by the loss of two days, such as nursing and chemistry? A: Mental health considerations, students have been asking for this, days to catch up in the middle of the semester, out-of-state students have pointed out this might be the only time they can go home. Most of

the USM system now have a fall break, including College Park which just announced their new fall break. We're looking to other schools that have figured out ways to make the calendar work. Registrar has gone through the calendar to make sure we meet our required number of days.

- i. Suggestion to share proposed Fall Break dates with Dean's for discussion and dissemination through departments
 - ii. Points to consider: Science labs often run on the same weekly schedule so even if the day off only affects one lab day, it will affect all labs in the same week. Many programs must meet external accreditation criteria so they will still be covering the same amount of content in less time. Nursing clinicals will be severely affected if they lose a day in October; suggestion to provide full week at Thanksgiving instead. Suggestion to have "non-lecture" holidays with some services but not a full break right before withdrawal deadline. Considerations around International Students or other students who cannot go home; the University will not fully close during the Fall Break, it will just be no classes.
 - iii. Fall 2025 semester will not start until after Labor Day
2. Approval of Minutes from November 26, 2024 meetings
3. Announcements from Provost Couch
 - a. 3 upcoming retirements – Les Erickson (Biology), Martha Zimmerman (Libraries), Diana Wagner (Education Leadership)
 - b. Provost will serve as de-facto Interim Library Dean before Joan Ruelle's arrival on February 5
 - c. Leadership for Chairs FLC discussing ways for chairs and administration to work together
 - d. Not successful in search for internal Coordinator of Teaching and Learning or Faculty Fellows in the Provost's Office; Provost's Office lost a staff member due to an internal promotion, revamping with Jessica Clark to figure out how best to cover these roles
 - e. Purdue Dean Search elected not to proceed with any candidates brought to campus, currently going through applications and figuring out next steps
 - f. Q: What programs fall within new APR Guidelines that specify "low-productivity programs" and are any programs at risk? A: Not today. There are some programs that have been at risk in past years and part of the APR process is to help these programs move from warning status and find ways to improve. The number of students enrolled and students graduated is set by the USM.

4. Announcements from the Senate President
 - a. Consortium Steering Committee is meeting Wednesday, Dec 11 about Fall Break feedback to provide to the President's Office
 - b. Keep Feb 18 and April 15 available for additional Senate meetings to provide enough time to get through Senate business
5. Committee Reports
 - a. Ad Hoc Committee Report on Student Evaluations (plus motion)
 - i. Amendment presented to flesh out some of the concerns and considerations and attempt to reach a compromise that will address the prevalent issues in student evaluations while maintaining a rigorous evaluation process.
 - ii. This motion came out of a task force specifically looking at whether student evaluations are an effective measure to assess faculty teaching. It is not about removing student feedback.
 - iii. Student evaluations, like many other assessment measures, provide multiple functions including consistency of evaluation.
 - iv. Student question about how faculty are assessed for tenure
 - v. Fulton chairs have been meeting about this motion and recommend delaying until we can hash out further specifics around the use (or non-use) of student evaluations
 - vi. Note that none of the SU-specific findings or faculty comments are in the report
 - vii. How will student data, perspectives, and assessment be considered without student evaluations? Ad Hoc Committee Report provides several options and sub-options
 - viii. We are not eliminating student evaluations entirely, only their requirement for inclusion in promotion and tenure
 - ix. Concerns that this motion will introduce new forms of bias, particularly in the suppression of student voices
 - x. Note that promotion and tenure standards are currently set by departments and vary
 - xi. Note that evaluations are different department to department

(Adjourn 5:01pm)

