

## Faculty Senate Notes

September 9, 2025

Henson Hall 103

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

Call to order: 3:30 pm

1. Announcements from President Lepre
  - a. Enrollment update: total new students 2300 (1450 first year, 500 transfers, 350 grad students); puts our total grad students at 770 (up); current total enrollment 7212 (up); final projection 7153 (up). Acceptance rate: 88.24%
  - b. Retention: fall-to-fall 78%; Pell, first-generation, and minority student retention are all up year-to-year
  - c. System pleased with these numbers
  - d. Centennial:
    - i. Fun Fest in the Nest was a success even with the rain. Foundation is currently working on assessing event metrics.
    - ii. Gala raised ~215K for scholarships
    - iii. More centennial events and activities to come
  - e. State of the University: postponed to allow Strategic Planning Steering Committee to finish their work by January. President will put out a written report soon but will hold off on doing an address until January.
  - f. Budget:
    - i. Detailed [budget report](#) with department line-item numbers will be posted by Friday, Sept 12. \$8.9mil reduction.
    - ii. Changing the way institution does “pay-forwards” where we take excess money to pay for something in the upcoming year. These will now be included in standard budgeting accounting to give an accurate picture of yearly expenses.
  - g. Hiring: [new HR document with hiring criteria](#) for positions amid hiring freeze.
    - i. Chairs/Deans will make initial justification. Final authority for faculty positions will rest with (acting) Provost and staff positions with VP of Administration and Finance. Trying to remove hangups in HR.
    - ii. Goal – 30 days for this process
    - iii. Creating a masterlist to show where positions are in the process
    - iv. Administrative vacancies that will move forward soonish: General Counsel, Vice President of Student Affairs
  - h. Q: SAC worked with administration on Workday issues; how will we close that loop and make the process better? A: Sheri Rhodes (Workday Chief

Customer Officer) was on campus and working with other USM schools to get us out of reaction mode and fix problems before they overburden us. Planning to host some workshops. Follow up: There are still some contracts in limbo and staff without benefits. What to do? A: Contact acting VP Clark

- i. Q: State-mandated COLA, did the state give us any money for that? A: Yes, not enough to cover fully but helped offset
  - j. Q: Any non-COLA raises? A: Outside of raises related to promotion, taking on new duties, stipends for temporary positions, no
  - k. Q: How much did SU pay to attend the Preakness States? A: Nothing, invited by the governor, SU representatives have attended for several years
  - l. Q: Since faculty and staff are required to use all leave before being eligible for special privileges related to leave, does this also apply to Provost Couch? A: Not at liberty to discuss a personnel issue
  - m. Q: Why was the Centennial Plaza created during a budget crisis? A: Capital planning project, began planning in 2021 and money was already allocated
  - n. Q: With so many new first-gen students, do we have any plans to support this special population? A: Acting VP Clark and others are actively discussing
2. Approval of minutes from meeting on May 13, 2025
3. Announcements from Acting VP Clark
- a. Kudos for all the hard work on Fun Fest in the Nest
  - b. Kudos to Allen Koehler and Clifton Griffin and teams for enrollment numbers
  - c. Second year of new gen ed – assessment is beginning to roll in and shows initial success. New Gen Ed Coordinator: Jen Nyland
  - d. AI: Faculty Development Day on AI, AI Taskforce working on recommendations, Academic Misconduct Policy redraft coming
  - e. IT single-device concerns will be brought up at the next Cabinet meeting
  - f. Earned our reaccreditation from Middle States
  - g. How can Acting VP best communicate to faculty?
    - i. Bringing back notes ahead of Senate meetings to make time for Qs
    - ii. Considering office hours
    - iii. Email Acting VP Clark with ideas
  - h. Q: With budget and Provost's absence, what about business manager positions? A: Still learning, one is briefly moving to Holloway Hall, looking at what each business manager is covering, no reduction plans
  - i. Q: Will sabbaticals only be for first-time faculty? A: Extended deadline call for applications will go out soon and will not be limited to first-time faculty

- j. Q: Are administrative assistants being moved to the Deans' offices? A: Seidel is centralizing but departments are not losing their administrative assistant, no knowledge of this happening in other schools
- 4. Announcements from the Senate President
  - a. [Designated senators](#) are on the Senate website – please call first meeting and ensure that a chair is elected
  - b. Reforming the Ad Hoc Committee on Faculty Pay and Benefits, if you would like to volunteer let President Keifer know
  - c. New [Table of Motions and Recommendations](#)
    - i. Font color needs to be modified to meet accessibility guidelines
    - ii. Entire Senate website will be evaluated for accessibility
  - d. Will be removing charge from the APC on specific faculty titles and handbook updates; not in APC purview but will remain a charge for PC
  - e. Improving communication across the university:
    - i. Use [Senate Teams](#)
    - ii. In addition to written summary, President will make a quick video recap after meetings
- 5. Committee Reports
  - a. Report from Summer Advisory Committee (SAC)
    - i. Summary identifies major topics of discussion – budget, FTNTT faculty, teaching load, Workday, IT particularly around policy,
  - b. Report from Promotions Committee on changes to Faculty Handbook, ch. 2
    - i. Senate needs to wordsmith the Handbook changes
    - ii. Motion to form a working group to review and suggest these changes
- 6. New business
  - a. Motion on consolidating the GEOC's subcommittees
    - i. Faculty workload is high, GEOC is eating a lot of time and effort
    - ii. Dropping 8 subcommittees down to 2
    - iii. Attempted to keep course approval numbers relatively even between the 2 subcommittees
    - iv. Question about FYS and experiential learning workload and being underneath a specific discipline – divided this way to make number of approved course relatively even
    - v. Concerns about discipline-specific language

Adjourn 5:00 pm

