

Faculty Senate Agenda

September 23, 2025

Henson Hall 103

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

Dave Keifer, Brian Flores, Jim Fox, Anita Brown, Jose Juncosa, Thomas Lamey, Rich Bowler, Steven Binz, Brooke Rogers, Memo Diriker, Mia Waldron, Mary DiBartolo, Yuki Okubo, Erin Weber, Bart Talbert

Call to order: 3:30 pm

1. Announcements from President Lepre

- a. Q: With Fall Break, why are we losing an additional Monday in December? A: Registrar pulled information and shared with AVP of Acad. Affairs then Deans then Cabinet. There is one less Monday, but it was done to avoid pushing assessment into the week of holiday break and allow faculty enough time to get final grades in. Follow up Q: How will we handle this in the future? A: Not starting this late (after Labor Day) next year so that should give us more of a buffer with the winter holiday.
- b. Q: Parking issues? A: Sold the exact same number of permits as we always have and opened additional spots in Court Plaza, yet high numbers of issues remain. President has met with SGA to try to consider causes and solutions.
 - i. Students are parking incorrectly after being notified and getting more tickets, not sure why there seem to be many more issues this year.
 - ii. Two emails from Parking Services went out that were intended to provide clarity but inadvertently caused further confusion with an incorrect map. Sincere apologies, working to correct.
 - iii. Looking into how much a shuttle service would cost
 - iv. Looking into purchasing land behind Cookout and Wendy's but need EPA to sign off because it's an Area of Critical Envr Concern
 - v. Q: Is there a limit to the number of tickets students get before they can't park on campus anymore? A: No cap, but they can't register for classes with unpaid parking tickets
 - vi. Comment: students know the police schedule and when they need to move their car to 'game the system' - investigate randomizing more
- c. Q: Necessary to hire a VP of Student Affairs? A: Looking into many models of distributing these job duties, but as it currently stands this is a specialized skillset dealing with sensitive student issues such as housing and conduct, students have indicated they want a designated person in this role.

- d. Q: Can you elaborate on the recent SUPD email about offensive objects and imagery? A: There have been condoms and... related drawings... left on cars, SUPD is investigating as vandalism.
- 2. Approval of minutes from meeting on September 9, 2025
- 3. Announcements from Acting VP Clark
 - a. [Announcements sent ahead of time](#)
 - b. H1-B Presidential Proclamation: imposes a 100K fee on H-1B visa petitions. Current guidance is to wait as may see revisions or challenges.
 - c. FTNTT faculty searches – clarifying BOR policies. Next step is to conduct an audit of searches or position requests in progress. More to come.
 - d. Leadership searches (General Counsel, VP of Student Affairs)
 - e. [FY26 Budget Report](#) now available
 - f. [Updated HR Faculty and Staff Hiring Process](#) now live
 - g. Several outstanding motions have been signed, still working through more
- 4. Announcements from the Senate President
 - a. Kudos to Acting VP Clark for quickly solving Promotion/Tenure hiccups
 - b. Working group to figure out how to write promotions from Promotions Committee report, thanks for folks who volunteered
 - c. Ad Hoc Committee on Faculty Pay and Benefits – reformed, thanks to those serving on this
 - d. Charge sent to Faculty Welfare Committee to propose a policy regarding required trainings
 - e. Special Topics Senate meeting on October 7 at 3:30 related to the budget
 - f. Overview of USM Task Force on Mathematics Requirement for Undergraduate Admissions, from Dr. Ryan Shifler, Associate Professor of Mathematics and Associate Dean of the Henson School
 - i. System moving from geometry/algebra II to integrated algebra
 - ii. These admission requirements are only concerned with the title of the class, not the content or assessing if students actually learned
 - iii. Maryland State Dept of Education admissions standards specifically call out geometry and now these are misaligned - working to address
 - iv. The test high school students take related to these math skills is moving from the beginning of 9th grade to the end of 10th
 - v. Q: MSDE can change requirements, and we must work around them? A: Yes, happens all the time
 - vi. Q: Can we simply require geometry in our own admission standards? A: Theoretically but would significantly limit our enrollment and alienate potential students

vii. Contact Ryan Shifler with related feedback or concerns

5. New business

a. Motion to determine sabbatical prioritization for Fall 2026

- i. Because of the fast-approaching deadline, moved this ahead in the order of business
- ii. Acting VP Clark has moved the application deadline to October 15
- iii. Motion looks to prioritize who would get awarded sabbaticals with the understanding that we will likely not be able to fund them all.
- iv. Prioritizes faculty who have never had a sabbatical, then uses language laid out in Faculty Handbook
- v. Q: How are Sabbaticals for spring 2026 going, particularly related to fundraising to cover the costs? A: Acting VP Clark is investigating this and will follow up
- vi. Discussion on the most equitable way to stretch a limited sabbatical fund as far as possible without getting into the weeds or ranking disciplines or faculty members on research productivity
- vii. Concern about prioritizing things other than research activity
- viii. Question about clarifying this motion in relation to the language Faculty Handbook – would this supersede?
- ix. Point of clarity that the language is already in the handbook, but order of prioritization is not
- x. Discussion on adding “professional or research leave” to match Faculty Handbook language; this language applies to Librarians

6. Unfinished business

- a. Motion on consolidating the GEOC’s subcommittees
 - i. Clarifying some of the language and groupings

Adjourn 5pm