

Faculty Senate Notes

February 25, 2025

Henson Hall 103

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

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

1. Announcements from President Lepre
 - a. New dashboard regarding [Federal Executive Orders](#)
 - b. SU portion of state/system budget cuts = 4.8million
 - c. Q: How is the university supporting departments with high retirements amid the hiring freeze? A: 'Hiring slush' - analyzing on a case-by-case basis to support departments with highest need
 - d. Comment about safety related to new tap locks and labs
 - e. Comment that some departments are feeling understaffed and undersupported with resignations and retirements going unfilled
 - f. Q: What is the status of the new CHHS building and the rumor that Devilbiss would be renovated instead? A: Working on finding donors and appealing to limited state funding, considering other solutions but renovating Devilbiss is not among them
2. Approval of Minutes from February 18, 2025 meeting
3. Announcements from Provost Couch
 - a. Pulling together a group of leaders from UCC, GEOC, and GCC (also Dean's Council) for curricular risk management
 - b. Provost office hours: Friday Feb 28 10-3 in Dudley-Eshbach Faculty Center
 - c. Middle States reviewers will be on campus next week. Updates from Jessica Clark on Middle States: Middle States committee put together a Visit Guide to support staff in meetings. Purpose: verify what we put in the self-study; looking at assessment; continuous improvement on where we go next. Middle States stakeholder meetings have been set. Reviewers can call additional groups to meet if they deem necessary.
 - d. Review report and recommendations and email Associate Provost of Academic Affairs with questions
 - e. Q: Do we have any idea of how many empty full-time faculty positions there are currently? A: Provost will look up and share with Senate President

4. Announcements from the Senate President
 - a. Reminder Middle States meeting with Faculty Senators Tues March 4 11:45-12:15 in the Dudley-Eshbach Faculty Center
 - b. Between now and spring break, Senate meets every week
5. Presentation from Co-Chairs of the Strategic Planning Steering Committee (SPSC), Christy Weer and Zebadiah Hall
 - a. Good representation across campus and community consisting of faculty, staff, administrators, students, and the broader community
 - b. This should guide our next 5-10 years
 - c. Call for participation via 10 open sessions and departmental level questionnaire
 - d. The more information and the more voices represented, the better
 - e. Will culminate in creation of the Strategic Plan, departmental Strategic Plan template, and breaking down silos between departments and units
 - f. Q: Will there be Zoom sessions? A: Yes, for both faculty/staff and students
 - g. Q: Will we be able to forward student open sessions to students? A: Yes, waiting on student schedules and that info should be coming soon
 - h. Q: For “many hat” positions, should we participate in faculty or staff or both? A: Whatever makes the most sense for your schedule – come to as many as you can
 - i. Q: What is the plan to bring Faculty Senate into planning process? A: Draft will be shared broadly with campus community; Senate President is on the Steering Committee and will be sharing information throughout
6. Tabled motion: IEC Report on International Education at Salisbury (plus event platform motion)
 - a. Removed from the table
 - b. Effort to address lack of faculty development opportunities and promotion among faculty
 - c. There are many people across campus who don’t understand Center for International Education and how it can support them; idea to create more systems of support
 - d. Comment that discussions and questions around this issue have been ongoing for years and there is a perception that there are additional factors such as workload prevent faculty from taking students abroad
 - e. Suggestion to reach out to Faculty Development Committee to find other avenues to explore this idea
 - f. Comment that this motion is asking for a very minimal time commitment and could be a low-effort way to increase a high-impact practice

- g. Question about how Faculty Development Day (and committee) topic is chosen and how many people attend. A: ~100, committee submits and selects a topic related to current issues
- 7. Tabled motions: IEC Report on International Education at Salisbury (plus international education MOU motion and flowchart)
 - a. Removed from the table
 - b. Amended motion to make it match the flow chart
 - c. Effort to make this process transparent and allow a faculty member with an idea to elevate that idea through a known process
 - d. Center for International Education functions as an advisor in this process
 - e. Question about how many schools currently have an international education committee and how this process would work for schools that don't
 - f. Clarification that MOUs are institutional and not tied to a specific school
 - g. Q: How does the current process work and why would this work better? A: Coming from lots of places without a holistic understanding of MOUs
 - h. Note that all schools are represented on IEC even if they don't have their own school-level committee
 - i. Question about where Deans are in this process
 - j. Question about best way to amend the flowchart; Parliamentarian suggests sending it to committee for amendment
 - k. Comment that school-level could be a committee, but it could also be a Dean, advisory group, or other designated school group
 - l. Concern about various levels of accreditation and how this might apply to students that need accredited credits to transfer
 - m. Referred to committee to adjust the flowchart concerns and make necessary changes by March 11, 2025
- 8. Committee Reports
 - a. FFOC Report
 - i. Committee presented the report and highlighted some numbers related to the disparity in faculty/administrator growth
 - ii. Q: How is current data being collected and what are ways to stay on top of this data? A: AVP of Finance, although understand there are a lot of demands on her time
 - iii. Clarification that all positions, including administrators, go through the new position request process

(Adjourn 5:02pm)

