Faculty Senate Notes
March 25, 2025
Henson Hall 103
http://www.salisbury.edu/campusgov/facsenate/

Dave Keifer, Jeff Emmert, Beth Ragan, Jim Fox, Brian Flores, Emily Zerrenner, Nicole Kulp, Erin Weber, Mary DiBartolo, Mia Waldron, Stephen Binz, Mark de Socio, Kwonchan Jeon, Yuki Okubo, Rich Bowler, Memo Diriker

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

1. Approval of Minutes from March 11, 2025 meeting
2. Announcements from Provost Couch
   a. State budget will have significant cut next year
   b. Considering ways to involve faculty in tough budget decisions and ideas for revenue generation, particularly the FFOC and LRAP. Also considering an ad-hoc committee. Looking for feedback on best groups and processes.
   c. Q: Some faculty have been told not to include travel/professional development in the budget, any word on this? A: This is not a mandate yet, but Deans are planning for worst-case scenarios
   d. Q: Any talk of early retirements? A: Not specifically but admin is considering all kinds of strategies. This would not be taken lightly but is not off the table
   e. Q: What's the timeline for when these faculty groups would meet? A: Ideally, starting next week and preparing for lots of different scenarios
3. Announcements from the Senate President
   a. Keep April 15 meeting on the calendar
   b. Provost has signed off on 2 recommendations
   c. Has asked for SAC volunteers
   d. CUSF – all course materials must be digitally accessible by April 2026 in compliance with WCAG 2.1 Level AA standards
      i. USM workgroup has formed to consider training and best practices
      ii. Melissa Granger is also leading work for this at SU
      iii. Q: Will there need to be digital textbooks for any assigned course reading? A: Print books are likely still fine.
      iv. Q: Are library materials included: A: Yes, librarians and library vendors are working on this
   e. Last Faculty Friday of the year will be April 4
4. Committee Reports
   a. FFOC Report (plus 1 motion)

       i. Question about creating v. sharing position justifications

      ii. Would like to have some idea of what these justifications are

     iii. From the Provost: every position must have [justification form](#) that lives on the HR website

     iv. How closely does this form align with the justification expectations? Tried to align with the form but some info was further expanded

      v. HR shared that any changes will likely be a lengthy process

     vi. Goal of this motion is to make process transparent, not to take control of hiring process

    vii. Question about how we would use this information and what increased transparency would effectively do

   viii. Question about specific examples of administrative positions where such transparency would have been valuable

         1. FFOC shared examples of Senior Advisor to the President and Deputy Chiefs of Staff

     ix. Are non-emergency and emergency searches strictly defined? No – used colloquially, not procedurally

      x. Note that increased transparency might lead to fewer rumors

5. Unfinished Business
6. New Business
   a. Motion Merit Pay and Training

       i. There could be other ways to achieve training participation

      ii. Lack of clarity on which trainings were included and who decided

     iii. Only a small number of faculty did not complete the trainings

     iv. Comment that all employees have certain things they are required to do to maintain their employment status

      v. Comment that these required trainings should be clearly laid out somewhere, such as the Faculty Handbook

     vi. Comment that Faculty Welfare Committee may be the appropriate place to hammer out details for procedure

    vii. For faculty that did not complete their training, they were reminded many times. Q: Was that just for the first year or will these reminders continue? A: Many reminders throughout the year but unsure if specific faculty will be reached out to at the deadline again

   viii. Concerns about compelled speech

     ix. Note that merit pay is not a COLA or baseline but given for meritorious work, which is inconsistent with incomplete work

(Adjourn 5pm)