

Faculty Senate Notes

April 8, 2025

Henson Hall 103

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

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

1. Approval of Minutes from March 25, 2025 meeting
2. Announcements from Provost Couch
 - a. Budget updates – preparing for significant cuts and worst-case scenarios
 - b. Cabinet has been meeting to discuss guiding principles; Provost met with Deans Council and Department Chairs
 - c. Faculty ad-hoc brainstorming group has been formed to discuss expense reduction and revenue generation strategies
 - d. Several Deans have set up meetings with their colleges and the Provost
 - e. Open office hours – times will be posted in Academic Affairs Newsletter
 - f. Permanent strategies – forecasts predict it'll get worse over next few years
 - g. Potential reductions
 - i. Travel
 - ii. Events and initiatives
 - iii. Supplemental payments and non-essential activities
 - iv. Equipment and materials
 - v. Space, costs of running a building, repairs
 - vi. Release time (downloads) and sabbaticals
 - vii. Optimizing the course schedule and reducing number of sections – deploy fulltime faculty first to protect jobs
 - viii. Assessing tracks and concentrations that are undersubscribed
 - h. Revenue generation strategies
 - i. Growing the Graduate School
 - ii. Ideas? Contact the Provost
 - i. Q: How was the percentage of cuts for Academic Affairs decided? A: Roughly proportional to our spending, Academic Affairs is largest section of the budget and most able to absorb impact
 - j. Q: How do SU cuts compare to other USM cuts? A: Cuts proportional to our share of the USM budget

- k. Q: How will travel funds change promotion/tenure/evaluation expectations? A: Still working out – considering stopgap solutions or ad-hoc travel applications, conversations with Senate to determine adjusted standards
 - l. Q: How are enrollments doing for fall? A: Our predictive model will be most accurate around May 1, current estimate is around 1500 new students, transfer and graduate student numbers are down
 - m. Comment: Teaching standards may also need to be adjusted
 - n. Q: What percentage of Academic Affairs budget is the cut? A: ~4%
 - o. Q: Can we get updated salary information for the salary book that lives in the library? A: Will talk to VP of Admin and Finance for most updated numbers
 - p. Q: What is the timeline for decisions? A: Fast. Business managers have been asked to provide a draft by May 1, tentative plan by commencement
 - q. Q: Will increased class sizes apply to First Year Seminars? A: Not currently, but that could change
 - r. Q: What is our estimate on savings from hiring freeze and other measures this year? A: Around 1million
 - s. Q: Is this Maryland-specific or nationwide? A: Nationwide, many states have already been going through this for years, federal firings have impacted Maryland more than other states so our current cut is more extreme
 - t. Comment: Keep faculty morale in mind
 - u. Q: Are adjusted class schedules looking ahead to fall? A: Yes, with a process in place in case any student concentrations/courses are affected
3. Announcements from the Senate President
- a. Special meeting April 15: Consortium reform with draft motion coming
 - b. Regular meetings April 22, May 6 (will elect new officers at May meeting)
 - c. School elections from M&E Committee – welcome new Senators
 - d. SAC. Clarification that anyone who is currently a Senator is eligible to serve on Summer Advisory Committee, even if their term doesn't continue
4. Unfinished Business
- a. Motion on Merit Pay and Training
 - i. Faculty Welfare Committee has concerns about clarity of the charge
 - ii. Q: Do mandatory training and merit pay apply to staff? A: Yes
 - iii. Clarification that merit pay trainings are required by federal and state
 - iv. USM merit pay policy: must receive “meet standards”. Faculty are employees first – must meet the standards of employment first, then the standards of promotion and tenure
 - v. Motion asks administration to stop doing something; doesn't place any limits on what Senate can discuss as an alternative

5. New Business

- a. AFT motion on Action Plan for Faculty not meeting expectations
 - i. Came out of cases where junior faculty did not meet expectations and were caught unawares
 - ii. There are some Action Plans in specific departments but looking to standardize and codify across all departments to protect all faculty
 - iii. Do all departments have a document outlining their P&T requirements?
A: They should yes
 - iv. Creates an interactive process that outlines what both faculty member and department will do in support

(Adjourn 5pm)