

Faculty Senate Notes

May 6, 2025

Henson Hall 103

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

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

1. Announcements from President Lepre
 - a. Arboretum naming ceremony to thank donors went well
 - b. Q: Can you clarify the number of course/section cuts? A: Provost and Associate Provost of Academic Affairs have put together a spreadsheet, number of courses cut currently stands at 11, 7 fewer net sections. Part of regular operating procedures and includes lots of factors – budget, program cycles, FYS and gen ed changes, retirements, old courses no longer taught
 - c. Q: How rigorously will the 18 student per class be enforced? A: Aiming at majority of classes at 18 but understand it's very program dependent and will include exceptions
 - d. Q: What about classes that have not yet hit the 18 target? How can we avoid hasty cuts to those classes? A: Freshmen start enrolling May 19, tracking historical data, deans and department chairs are taking complex factors into account, 18 student number is a goal - not a hard and fast rule
 - e. Q: How close to the \$10million cut target? A: Making progress, some units have come close to their targets, tracking special legislative session, Budget and Finance – close to \$2million, Academic Affairs – close to \$3.8million
2. Approval of Minutes from April 22, 2025 meeting
3. Announcements from Provost Couch
 - a. Deans Council reported on budgetary steps taken in each area
 - b. Expect a more granular report by next week
 - c. 003 operations cuts: 682K; 002 contractual labor cuts: ~1mil; 001 PIN savings (retirements, hiring freeze): ~2.1mil
 - d. Excellent work so far with good financial stewardship and keeping student needs at the forefront, more work still to go
 - e. Six meetings with Ad-Hoc Budgetary Advisory Committee (24 members) discussing strategies – centralizing travel funds; voluntary separation options; communicating changes; additional revenue strategies
 - f. Q: Will these additional strategies get us close to the 6mill target? A: With lots of little pieces adding up its looking like yes, revenue generation will become more important

- g. Q: Will classes not hitting 18 students be wiped out? A: No, taking a more case-by-case approach understanding that there are many special cases
- h. Q: Will we get separate unit numbers for 002 and 003 budget lines? A: 001 (hiring freeze) are contributing to savings, working on granular specifics
- i. Q: How does this compare to 2008 recession? A: President Emerita feels it was similar but context and interpretation may be affecting impact
- 4. Announcements from the Senate President (including FS President award)
 - a. New officer elections will take place at special meeting May 13, 2025
 - b. Welcome newly elected Senators
 - c. Faculty Senate President meetings: unprecedented situation – federal climate and cuts, Maryland situation particularly with more feds in MD, expect this for the next 3-4 years at least, manage cuts while protecting jobs although eventually we will have to look at personnel costs. Chancellor urged all institutions to remain civil and manage the cuts as best we can while protecting student education and jobs
 - d. Asking for volunteers for Senate Budget Working Group to consider faculty priorities and concerns related to the Guiding Principles
 - e. Senate President Outstanding Faculty Awards: Jennifer Martin for meritorious service as Senate Parliamentarian and Tim Dunn for meritorious service as a data collector and Senate Committee Chair
 - f. Q: Was there a state of shared governance USM questionnaire? A: Not yet, but CUSF is meeting on Friday and will check
- 5. Committee Reports:
 - a. Report from Ad Hoc Committee on Faculty Pay and Compensation
 - i. Issues grew out of Summer Advisory Committee: Compensation for Summer, Winter, and overload courses; compensation for Chairs and Program Directors; retirement eligibility for FTNTT faculty
 - ii. Related motions likely coming in the fall
 - iii. Moral imperative around FTNTT Faculty
 - iv. The line items in the budget will likely not be here for several years, but incoming Senate President vows to keep it on the docket
 - v. Motions made to continue the work of this question related to the committee questions and to affirm support for FTNTT Faculty
- 6. Unfinished Business
 - a. AFT motion on Action Plan for Faculty not meeting expectations
 - i. Some departments have action plans but without any consistency
 - ii. Guardrails and guidance would benefit faculty, departments, and protect the university from legal liability

- iii. Concerns about workload and paperwork burnout
- iv. Power dynamics, always the case with promotion and tenure
- v. Helps faculty with unprecedented or rare situations
- vi. Many cases that were denied tenure then appeal and provide plenty of evidence to support their case
- vii. Questions about faculty that do meet expectations in the yearly evaluations but not necessarily at the level to achieve tenure

7. New Business

- a. Motion on Pre and Post-Assessment of Gen Ed designated courses
 - i. UARA has a non-voting seat and has been involved in this conversation to steward pre-tests equitably
 - ii. Question about online testing availability and scheduling

(Adjourn 5:06pm)