

Faculty Senate Minutes

The regular business meeting of the Faculty Senate was held Tuesday, May 13, 2025 at 3:30 pm in Henson Science Hall 103. The Senate President was in the chair and the Secretary was present. The minutes of the May 6 meeting were approved as written.

President Lyn Lepre made announcements.

Provost Couch made announcements.

The Senate President made announcements.

Officer elections were held.

Senator Anita Brown was elected Webmaster.

Senator Erin Weber was elected Secretary.

Senator Tom Lamey was elected Vice President.

After debate, the MOTION to keep faculty involved in budget decisions during summer PASSED.

In order to solicit appropriate feedback from the faculty, during the summer, the Administration shall notify the Faculty Senate's Summer Advisory Committee (SAC) and/or the Faculty Senate President in advance of any decisions related to the following essential components of Salisbury University's academic mission: course offerings and class sizes; release time, workload, and professional development funding; and the termination of faculty. Notifications to the FS on these matters must be made in a manner that permits time for proper deliberation among the SAC and the FS President, for consultation with the full Faculty Senate, and with the University Faculty more broadly for actions likely to have substantial consequences. When possible, the Administration should avoid making such decisions related to the academic mission when most faculty are not under contract (June 16 to August 14), which makes it impossible to convene the FS. If the severity of the situation requires that such decisions be made while most faculty are not under contract, within 24 hours of notification from the Administration or the SAC, the FS President will notify the Faculty of the situation via e-mail, so the Faculty as a whole may contribute ideas and advice to the effort of managing the difficulties being faced. Regardless of notifications related to emergency decisions, in order to keep the Faculty informed over the summer, within one week of each meeting the SAC has with the Provost, via email, the SAC will distribute notes of the meetings to the Faculty.

After debate, the MOTION to restore first-time sabbaticals PASSED.

The Faculty Senate recommends that the process that was paused for Spring 2026 sabbatical be restored, based on the following criteria:

- Only faculty for whom this would be their first sabbatical are eligible to have their sabbaticals restored for the Spring 2026 semester.
- Only sabbaticals which were cut for budget reasons are eligible to be restored. The Senate is not recommending to restore sabbaticals that may have been denied based on the merits of the sabbatical application or based on the workload needs of the department. The Faculty Senate also recommends that the administration consult with Faculty Senate before making any decision to cut sabbaticals for budget reasons for Fall 2026 and later and that sabbaticals be fully reinstated under the current guidelines when the financial situation allows for it.

The MOTION on Retaining SU's FTNTT Faculty PASSED.

The Faculty Senate strongly recommends that, at least for academic year 2025-2026, no FTNTT faculty currently employed at Salisbury University be terminated or not have their contracts renewed due to the current budgetary constraints.

After amendment and debate, the MOTION to reduce time-to-PIN for FTNTT Faculty PASSED.

The Faculty Senate strongly recommends that SU makes it standard practice that meritorious FTNTT faculty be given a PIN line and the associated benefits after five years of eligible employment at SU as defined by BOR policy II-105, rather than the current standard of six years of employment, as long as a PIN line is available. If a PIN is not available or is not desired by the faculty member, then that faculty member shall instead receive a raise of 7.25% of their annual salary after five years of employment. In that case, the faculty member would be eligible to replace that raise with a PIN line in the future when a PIN becomes available. The Senate recommends that this new standard practice begins immediately.

After amendment and debate, the MOTION for Clearer Communication and Cooperation in Decision Making PASSED.

The Faculty Senate hereby reaffirms its core responsibilities, as stated on its webpage: The Faculty Senate is the recognized voice of the faculty at Salisbury University, representing faculty through the process of shared governance. The Senate seeks ways to improve communication and collaborative decision making between all levels of the University. In addition, the Senate acts as an advisory and consultative body to the President on all matters that may affect the attainment of the University's educational objectives and goals. Given this understanding of its role at Salisbury University, the Faculty Senate will, at its first meeting of Fall 2025, institute a process to explore "ways to improve communication and collaborative decision making between all levels of the

University,” especially in regard to the current budgetary challenges to the integrity of the University’s academic mission.

Data collection by any committee, standing or ad hoc, working on these essential issues should incorporate, where appropriate, substantive qualitative methods and not only surveys for quantitative analysis.

MOTION to extend the meeting by five minutes PASSED.

MOTION to extend the meeting by five minutes PASSED.

MOTION to extend the meeting by two minutes PASSED.

After amendment and debate, the MOTION on mutual budget challenge considerations PASSED.

In order to reduce spending, unless a mandate from the state or USM directs otherwise or there are other extenuating circumstances, if SU reaches the point where furloughs or terminations are deemed necessary, the upper administration will not furlough faculty without also furloughing upper administrative positions, nor will the upper administration terminate faculty positions without also terminating administrative positions. Should the President of the University determine either step is necessary, significant feedback from the faculty will be solicited before any decisions are enacted.

Meeting adjourned at 5:14

Erin Weber, Secretary
Written May 13, 2025