

## SALISBURY UNIVERSITY FACULTY SENATE MOTION

Submit this form to the Faculty Senate President

SUBJECT: Motion for Clearer Communication and Cooperation in Decision Making

SENATOR PROPOSING MOTION: Richard Bowler

SENATOR SECONDING MOTION: Elizabeth Ragan

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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 must incorporate substantive qualitative methods and not only surveys for quantitative analysis.

**Justification:** While the University administration had warned the Faculty Senate and departmental chairs of potentially disruptive budget cuts required by reductions in state-allocated funds from Summer 2024, no meaningful efforts were taken to develop specific plans for how to deal with such a situation until early April 2025, when specific budget numbers became available. A set of guiding principles was rolled out rapidly, without adequate time for faculty consultation and advice; most faculty only became aware of the gravity of the situation when their own courses and programs were negatively impacted. The strong response of the faculty to the budget cuts has demonstrated a pressing need for more opportunities for engaged discussion and cooperation among faculty and with the University administration. Exploring ways to address these weaknesses in our communication and collaboration practices will assist in advancing the cause of shared governance and foster mutual agreement.

ANTICIPATED IMPACT:

Negative:

Positive:

Is this a recommendation to the Provost? Yes ☒ No ☐

Is this a recommendation to someone else? No ☐ Yes, to the Faculty Senate

VOTE: Number of Senators Present:

Motion Passes or Fails: