

Faculty Senate Notes

October 10, 2023

Holloway Hall 119

<https://www.salisbury.edu/administration/campus-governance/faculty-senate/>

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Call to order (3:30 pm)

1. Approval of minutes
 - a. Minutes from the September 26, 2023 regular business meeting approved as written
2. Announcements from Provost Couch
 - a. Inconsistencies in Faculty Handbook have been discovered. Proposed solutions are forthcoming.
 - i. In tenure section, inconsistencies about what faculty should submit when going up for tenure and promotion simultaneously
 - ii. Some things missing in faculty grievance process
 - b. Provost's Office has worked on revision to pay structure for special sessions that Faculty Senate requested in Spring 2023
 - i. These changes will be brought to Faculty Senate and implemented soon
 - c. Strategies to increase enrollment and retention
 - i. Goal is a larger student body
 - ii. One strategy would be implementing a marching band as an enrollment and retention driver
 1. Report from consultants is forthcoming
 - d. Budget: 01 funds from position vacancies are centralized as of Spring 2023
 - i. Leaders in Academic Affairs can make requests for supplemental funds to utilize those funds
 - ii. Proposals are due to Dr. Couch's office by 10/13, then will be prioritized by Dr. Couch's office and brought to cabinet
 - iii. Some funds will restore things that were cut, and some funds will be used for new initiatives
 - iv. More money has been requested than is available
 - v. Total is \$3 million for all of campus to be split among all divisions, including Academic Affairs
 - vi. Will share outcome after decisions have been made
 - vii. This same process will likely be implemented in Spring 2024
 - e. Provost has been meeting with departments
 - i. Provost says that most departments seem to think that declining student preparedness is starting to bounce back

- ii. Provost has been encouraging faculty to participate more in shared governance, but acknowledges that faculty are overloaded, which is why they are not participating
 - iii. The goal after visiting all departments is to provide us a summary of what she has heard
 - f. Update on launch of new General Education program
 - i. Over 100 courses have been approved for gen ed; over 200 still in review
 - ii. There's a dashboard we can visit to see progress; Provost will provide URL
 - iii. Melissa Boog has been looking into how many seats needed in each area of gen ed based on expected enrollment
 - iv. Details of launching new gen ed program are being worked through: Changing rules for transferring credits, proposing catalog changes, ensuring that articulation agreements reflect new gen ed program, etc.
 - g. Questions for Provost
 - i. Is there a target size for student body?
 - 1. Answer: Between 8000-8500 students total (undergrad, grad, dual enrollment)
 - ii. Suggested to increase recreation facilities before marching band (built for a campus of 3000 and not many updates)
 - iii. What size student body is campus built for?
 - 1. Current size of campus may be okay because new students would not all be freshman and sophomores and could live elsewhere
 - 2. With our current maximum class sizes, we could handle that increase in enrollment
3. Announcements from the Senate President
 - a. To discuss at next Faculty Senate meeting: Consortium Committee bylaws change
 - i. A motion from Feb 14, 2023 was voted down, but Consortium Committee modified the proposal and is bringing it back
 - b. Reminder about procedures for being recognized on Senate floor: Wait to raise hand until speaker finishes
4. Committee reports
 - a. MOTION to adopt Graduate Council's proposal to create a Graduate School (GS)
 - i. Chair of the Graduate Council highlighted some things about the report. According to the Chair:
 - 1. Idea started with 2013 Strategic Plan
 - 2. This proposal would not remove departments or faculty from their current home
 - 3. This proposal is not intended to make SU a predominately graduate school
 - 4. Having a GS will help increase graduate enrollment, give us better marketing for students, make us stand up better compared to peers,

and will enhance standing of Office of Graduate Studies within university

- ii. Question to Chair: Usually when we propose a new program, we need to show that there's a demand. This proposal claims that enrollment will increase with a GS but does not show demand for it. Why?
 - 1. Answer: Growth came after we got Honors College. This should have similar effect.
- iii. Question to Chair: Why not just give Office of Graduate Studies more money rather than making a GS?
 - 1. Answer: The GS will bring enrollment increase, making additional resources justifiable
 - 2. Answer: The GS will provide infrastructure to increase efficiencies so that a lot of work can be done one time at a higher administrative level rather than several times at the department or program levels. Similar to benefit of creating CHHS
- iv. Question to Chair: The proposal says having a GS has the potential to advance SU's Carnegie Classification. What is the goal for Carnegie Classification?
 - 1. Answer: Graduate Council has not discussed changing this
 - 2. Answer: Increasing PhD students would make us eligible to change Carnegie Classification, which could potentially lead to increased funding
- v. Question to Chair: Is there a risk of this changing the emphasis of SU away from undergraduates and toward graduates?
 - 1. Answer: This has been discussed and is not the intent. The intent is to give more support to graduate faculty
 - 2. Answer: This is more of a marketing thing than a fundamental change
- vi. Chair noted that this change is being driven by Graduate Faculty, not the administration, due to need for additional support and structure
- vii. Question to Dean of Graduate Studies and Research: Anything you would like to add?
 - 1. Answer: This is a natural progression of SU. SU is a regional comprehensive university. SU emphasizes undergraduate education but also delivers key professional and traditional graduate programs at MS and PhD level
 - 2. Answer: Having a Graduate College is as necessary as having an Honors College and other administrative bodies. Right now graduate studies seems like an afterthought
- viii. Question to Chair: What does this mean for faculty who teach Graduate Programs?
 - 1. Answer: Faculty evaluations and status would not change. There is no intent to change how faculty operate or where programs are housed
- ix. Question to Chair: Might the GS want to eventually be in charge of Graduate Faculty evaluation?
 - 1. Answer: No.

- x. Question to Chair: Can we get some guardrails in the proposal protecting SU from some of these possible eventualities, such as GS wanting to evaluate faculty, SU's Carnegie Classification changing, etc?
 - 1. Answer: We cannot predict the future. Guardrails could be struck down.
- xi. Question to Chair: Is this proposal just permission to get the process started of formally creating a GS, or would this proposal directly create a GS?
 - 1. Answer: Proposal would have to go to MHEC even if it is approved here.
- xii. Question to Chair: Would this affect structure of Faculty Senate? Would there be Graduate School senators?
 - 1. Answer: No. The handbook is clear that the Graduate Council reports to the Faculty Senate.
- xiii. Question to chair: Appendix to the proposal says that in 2019, the Faculty Senate previously did not endorse the proposal but was sympathetic to the needs of the graduate programs. What has changed since then?
 - 1. Answer: Alternatives to creating a GS were investigated, and the Graduate Council decided that a GS was the best route
- xiv. Motion passes without amendment and will go to the Provost

5. New business

- a. MOTION to update bylaws for University Academic Assessment Committee
 - i. Motion passes without amendment or debate

6. Motion to adjourn approved

Adjourn (4:28 pm)