

## Faculty Senate Notes

September 10, 2024

Henson Hall 103

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

Joerg Tuske, Dave Keifer, Jeff Emmert, Beth Ragan, Mark DeSocio, Anita Brown, James Fox, Brian Flores, Erin Weber, Emily Zerrenner, Nicole Kulp, Yuki Okubo, Mary DiBartolo, Mia Waldron

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

### 1. Approval of Minutes

- a. Minutes from the May 7, 2024 regular business meeting approved after amendment to add incoming officer names.

### 2. Announcements from Provost Couch

- a. Major endeavor of Provost's Office: improving communications and how best to accomplish that goal.
  - a. Plan launching next week: moving to a different style of newsletter that will take the place of First Monday Emails. New newsletter will come out every other week with sections on things like student success, updates, events, and from the Provost. Starting next semester, trying to get that newsletter timed with senate dates. Provide any feedback on the newsletter to the Provost.
  - b. Last spring, Provost Couch began hosting open office hours in the Guerrieri Academic Commons – typically around 25 attendees per session. Office hours will be held in the latter part of September and then November, specific dates to come.
  - c. Town Hall sessions on two areas: recruiting and student success; budget. Specific dates to come.
  - d. [Provost@salisbury.edu](mailto:Provost@salisbury.edu) for any questions or concerns
  - e. Many national rankings have come out, the more we can share on places like social media, the more our sphere of influence can grow.
  - f. Look at strategies to improve our enrollment particularly with program-level marketing. Over the summer, Provost pulled some folks from MarCom into Enrollment Management to focus on enrollment marketing. Going through analytics to focus on specific programs with capacity to grow. Grew out of QACCommons assessment project with English, Philosophy, and Art. Focus on things like student highlights, value of SU majors, employability skills.

- g. Ready to launch another wave of the QACommons program assessment project – taking volunteer programs for second cohort. Looking for around 5 departments to participate.
- h. Heading into a season of politics and politically charged atmosphere. SU is monitoring the situation at other campuses and looking for ways to facilitate free expression, discourse, and civil engagement.
- i. Summer Advisory Council did great work this summer. There's still work to do related to Senate charges around funding and faculty pay and benefits.
- j. Commencement – Civic Center is undergoing renovations, but they are delayed so we are still on for December commencement.
  - i. This has led to a broader conversation about the future of December commencement – prevailing thought to forgo December commencements in future years and go all out for May.
  - ii. Goal is to have spring commencement on campus; exploring having it in the stadium and one big ceremony rather than two smaller ceremonies. Idea to livestream it in other locations on campus for weather or accessibility concerns. Discussing name-reading software so students can control name pronunciation; this software should also help speed up the ceremony. Considering weather backup plans. Goal to have a major speaker come for Centennial commencement.
  - iii. Challenges for December commencement through 2028 because of how late into December it would force the ceremony. Current idea is to have whizbang May commencement and invite December graduates. Admin is still working out the details.
- k. Q: When you say you've surveyed people about December commencement, who has been surveyed? A: December graduates, prior graduates, leadership groups on campus.
- l. Q: Would spring commencement still be two ceremonies and how would everyone fit? A: Still exploring if this is feasible and would likely need to be supplemented with livestreams on campus
- m. Comment: Faculty tend to like two shorter ceremonies
- n. Q: Are there other institutions of our size who read out individual student names and how long are their ceremonies? A: Name reading software is expected to speed up ceremonies, looking into similar models for feasibility
- o. Comment: Idea to break up schools/colleges into different locations during one big ceremony.
- p. Comment: One big graduation would be a shift in our culture away from small-school feel.

- q. Comment: If we make one long graduation ceremonies, please consider faculty participating in regalia in the heat for hours.
- r. Q: First couple of weeks there were issues with faculty contracts, have those been resolved? A: Complicated, contracts have been initiated but not necessarily made it through every level of approval. This is primarily affecting student workers and adjuncts.
  - i. Follow up Q: If something were to happen, would those faculty be defended as if they have their SU contract? A: Yes. This is related to Workday issues – contracts can't go through in the 'wrong' week of the payroll period and any misstep in the process causes it to reset back to the beginning. Jessica Clark is working on this.
  - ii. Follow up Q: Is this like this now in every semester or are we just working out the bugs? A: Unlikely to be every semester but still working through all the procedural questions; transition to Workday issue
  - iii. Q: Who's paying for all this extra labor? A: Probably Provost's Office since they have to go through all this extra work
  - iv. Q: Are staff without contracts able to access vital tools like MyClasses and email? A: Yes, created workarounds to give people access that they need, largely due to Melissa Thomas's help
- s. Q: Senator is getting a ton of questions from colleagues about Workday and how to see pay – can we better communicate Workday issues? A: Help gather Workday concerns and funnel them to the Provost's Office
  - i. Senator commented to check POSC to check compensation
- t. Q: Second wave of QACommons, will every department be expected to participate? A: Recommended but not required, going through the process will help with marketing and enrollment strategies

### 3. Announcements from the Senate President

- a. Welcome to the first Senate session of the 24-25 school year
- b. New system for senate meetings where VP will edit motions in real time rather than President
- c. New Teams group for Faculty Senators to streamline discussion and allow for some workshopping ahead of time
- d. September 17 from 6-7:30 panel discussion about Free Speech on College Campuses in Wicomico Room, GSU
- e. Designated senators are asked to get in touch with their committees and get them to elect a chair; let Senator Emmert know so the webpage can be updated

- f. Membership and Elections Committee has come out with call for nominations
- g. Reminder of discussion rules for the year: we use Robert's Rules, President will call on first person to raise their hand after previous speaker finishes, big room so will attempt to keep an eye on those raising their hands who would like to speak.

#### 4. Committee Reports

- a. Promotions Committee Report – Guidelines for Early Application for Promotion in Rank (plus motion)
  - a. UPC charged with creating guidelines for early application for promotion
  - b. Committee discussed with Jessica Clark to agree upon relevant section of Faculty Handbook
  - c. Do we need a timeline for when this early promotion notification would be acceptable?
  - d. Confusion over “mid-summer” language and if the timeline should map to normal promotion cycle
  - e. Should we have a timeline for when Provost should respond to Faculty so they aren't left hanging
  - f. Clarification that this is just promotion, not tenure
  - g. Proposed amendment: application for early promotion shall follow the regular cycle for promotion processes – pass
  - h. Proposed amendment: add June 1 as date to send to Provost – pass
  - i. Proposed amendment: add “desired” before year of eligibility – pass
  - j. There is currently language that mentions Provost making exceptions for extraordinary work. Do we need to remove or modify this?
    - i. This motion would give Provost some criteria to determine what constitutes extraordinary work and they aren't necessarily at odds, but could make an amendment to bring in that language OR make another motion to remove that section from the handbook
  - k. Discussion on this motion interrupted with arrival of the President

#### 5. Announcements from President Lepre

- a. Parking
  - a. Students have a grace period for tickets, once ticketing starts in earnest (this week) and students start parking where they should, some of the issues should resolve
  - b. There are several open spaces at Scarborough across Camden

- c. Considering changing some signage and communication to help people figure out where to find spots
  - d. Repainting a few service vehicle spots to be regular spots
  - e. Considering offering a shuttle service to places like Court Plaza
  - f. Discussing moving the motor pool vehicles to free up that parking area
  - g. Comment: We were promised a follow-up email from Parking Services that never arrived, and people aren't happy with the lack of communication.
  - h. Remind students not to park at local business because they will be towed
- b. Strategic Planning Process
- a. 2 chairs have agreed to lead a 15-member steering committee; they will be announced at the State of the University
  - b. More info coming about how to participate
  - c. Goal is to have the new strategic plan launched on Centennial Celebration in Sept 2025
  - d. Reflective process where SU community has a voice to shape the vision for what SU will become
  - e. Encourage colleagues to attend planning meetings and open forums
  - f. Strategic Planning Budgeting Committee will be part of this process – accountability, measurement, connect budget to strategic goals
  - g. Q: How many faculty are on the Strategic Planning Steering Committee? A: Offhand, 8
- c. Q: What's the pickleball court status? A: Bidding happening now, hope to have them open this fall or shortly after
- d. Q: Will LRAP be involved in strategic planning, originally created for this purpose? A: Early stages but hopefully yes, get everyone involved
- e. Q: With Workday woes, what's happening with student information system? A: There has not been a decision made about student information portal. Decision will be made a year from now as we work through everything with Workday.
- f. Comment: Workday woes are largely affecting people without power – seasonal hires, adjuncts, new hires, student workers, GAs. These issues are intense, pervasive, and likely to impact the campus community for a long time.
- a. Admin is aware and apologizes. Trying to triage the issues but there is often a delay due to the centralized way the system is set up via Maryland Connect. We're unable to resolve many of the issues at the SU-level and must submit tickets to Maryland Connect.

(Adjourn 5:05pm)