

Faculty Senate

October 22, 2024

Henson Hall 103

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

Joerg Tuske, Dave Keifer, Jeff Emmert, Beth Ragan, Mark DeSocio, Anita Brown, Jim Fox, Brian Flores, Yuki Okubo, Erin Weber, Mary DiBartolo, Mia Waldron, Memo Diriker, Steven Binz, Richard Bowler, Kwonchan Jeon

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

1. Announcements from President Lepre
 - a. Homecoming week – lots of activities
 - b. 3rd Open House of the year happened on Saturday October 19
 - c. Shared Governance Consortium meeting went well
 - d. Lots of admin meetings about ways to increase reach and diversify revenue
 - e. Q: How many exceptions to the hiring freeze have there been so far? A: Around 2 dozen postings were in the queue were approved last year before the freeze was implemented, Provost has made 3 exceptions in Academic Affairs, unknown in other units, 2 temps – focusing on critical need. Many of the staff positions approved last year were held to bolster savings between July-October. Roughly 24 faculty positions already approved were budgeted into FY26 due to when faculty contracts would start.
 - f. Q: Is it true that we're closing our Zoom account? A: Decision has not been made. Investigating the best use of cost-saving resources as both Teams and Zoom cost a lot of money.
 - i. Follow-up comment: Consider business practices AND pedagogy. Internal meetings AND student teaching.
 - ii. Next step from Aurora's office is to solicit feedback from campus constituents, including faculty.
 - iii. Follow up Q: Should this be brought before the Faculty Senate? A: Yes, once there is some data to present.
2. Approval of Minutes from October 8, 2024 meeting
3. Announcements from Provost Couch
 - a. Met with Graduate Student Council President – interested in helping with recruiting. If Grad Program Directors have ways or ideas for them to get involved, contact Graduate Student Council.
 - b. Middle-States Site Team Lead Nov 6 will be on campus, going through preliminary report and providing feedback.

- c. Kudos to Jessica Clark and Kara Raab for leading Middle States process, as well as the many other things they are handling.
 - d. AI Task Force – not too late if you’d like to be involved. Email provost@salisbury.edu
 - e. New Dean of the Libraries has accepted, name to come as soon as this individual tells their Provost
 - f. Very close to announcing CHHS Dean
 - g. Perdue Dean candidates on campus this week
 - h. Q: Is Middle States Review like a department Academic Program Review or campus wide? A: Campus wide
 - i. Q: AI Task Force, will decisions come back to Faculty Senate? A: Policy decisions will go to APC, there may be other types of recommendations that will go to their appropriate committees.
 - j. Q: What is the timeline for hiring department faculty? Is it same as faculty and staff? A: Multiple levels of review needed with data justifications, takes a long time. There were both faculty and staff positions that didn’t make it through all levels. Timeline would be the same, but faculty decisions require different types of data.
 - i. Follow up comments: Seems like we’re going through the “adjunctification” of departments. We’ve seen a lot of growth in the administration but that is not reflected in the faculty.
4. Announcements from the Senate President
- a. Welcome Kwon Jeon from Public Health to Senate
 - b. Recommendation based on a motion from October 24th, 2023 to include “Belonging” in the Faculty Senate DEI statement in the faculty handbook has been implemented.
 - c. Ad Hoc Committee on Faculty Pay and Benefits has three volunteers so far (Christina Camillo (Medical Laboratory Science), Elizabeth Emmert (Biology), Maida Finch). Hoping for one or two more – contact Senate President to volunteer
 - d. Faculty Senate will meet with Middle States reviewer
 - e. Cede to Peter from SGA (Deputy Director of Academic Affairs)
 - i. SGA would like to work with Faculty Senate more. If we have shared items of interest, events, advertising, tabling, questions – SGA would love to collaborate.
 - ii. SGA is planning an AI Seminar in late November with guest speaker
5. Committee Reports
- a. APC Response to Religious Observance Accommodations (plus motion)

- i. Sent this motion to several groups including Staff Senate and Faculty Welfare Committee
- ii. FWC requested language make it very clear that cases of suspected discrimination will be sent to Office of Institutional Equity
- iii. Which group/office should be listed related to responsible groups or departments: Faculty Senate as an “owner” of the policy. Idea is that when changes are made to this policy it would come back to Faculty Senate
- iv. Comment that it will bog OIE down if all grievances go through them and take too long to resolve anything
- v. Will need to keep clear, thorough documentation
- vi. In the future, Disability Resource Center will likely change their name to handle accommodations more broadly
- vii. Be careful to not penalize students for making accommodation requests
- viii. When you say “centralized office that handles accommodations” - is that DRC? Some other office? Are they appropriately staffed to handle that?
- ix. Centralization for procedures can be helpful, but there is a great diversity of pedagogical approaches, classroom needs, and impacts of missing learning time (labs, experiential learning, clinicals)
- x. Idea to disconnect faculty from student requests
- xi. Just because a student makes a request, does not mean it will be granted. Will enter an interactive process with the student to explore options.
- xii. We have a similar “not direct faculty accommodation request” through SU Cares and emergency absence requests, but that system doesn’t seem to work because the office is understaffed and overworked.
- xiii. As a reminder, DRC is now under Zebediah Hall
- xiv. If we don’t adopt the current motion on the table, we continue to operate under temporary policy adopted in 2023

(Adjourn 5:05pm)