

Faculty Senate Notes

November 12, 2024

Henson Hall 103

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

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

1. Announcements from President Lepre
 - a. It has been a long week on our campus. While Dr. Lepre cannot comment on the pending criminal investigation, she is here to take any comments or questions to best serve our students and community
 - b. Q: Are there any specific resources to point struggling students? A: Counseling Center, [TimelyCare](#) (available in MyClasses), resources from Academic Affairs message, Zebediah's office is working on updating resource list in conjunction with community partners, library can be a partner to create and maintain resource lists, [The Purple Folder](#) for students in crisis
 - c. Q: Rumors that some of the accused play for the same SU sports teams – is there anything that points to a culture issue within Athletics? A: With limited information we have now, no. President's Office is in communication with Athletics to consider both training and culture to ensure safety and belonging for all students
 - d. Comment: Confusion over what is and is not permissible in discussion with students outside of the disciplines.
 - e. Resources from CAFE homepage: [Sea Gull Strong: Supporting Yourself and Your Students in Challenging Times](#)
 - f. If any of the suspended students reach out, refer them to [Dean of Students](#)
2. Approval of Minutes from October 22, 2024 meeting
3. Announcements from Provost Couch
 - a. Ways we are moving forward and ensuring sustainable infrastructure for belonging work
 - i. Considering questions of scope, goals, and progress metrics to improve belonging culture
 - ii. Zebediah Hall will be leading LGBTQIA Task Force with potential release time

- iii. Curriculum work, particularly in Gen Ed DEI. Now to get the word out on existing classes and look for any gaps
 - iv. Department readiness, promotion, and tenure around DEI
 - v. Looking to add seats to ACUE Fostering a Culture of Belonging workshops
 - vi. Looking for ways to facilitate sharing inclusive teaching practices
 - b. Considering ways to rebound international students since the Pandemic
 - i. Degree-seeking international student admissions will now be under Enrollment Management (moved from International Education Center, who will retain exchange programs, study abroad, and ELI)
 - ii. Q: Will Enrollment Management handle international student visas and are they supported to do that? A: Have moved a person from IEC to Enrollment Management who knows how to do visas, and degree-seeking visas will be handled by Enrollment Management.
 - iii. Q: What about international graduate admissions? A: Graduate School will continue to handle visas for international grad students
- 4. Announcements from the Senate President
 - a. Special Topics Session next Tuesday, Nov 19 at 3:30 related to Campus Belonging - reach out to constituents about steps that have already been taken and next steps FS should take, particularly considering motions
 - b. 4 committees with outstanding charges, noted in red on the [Senate website](#)
 - i. Designated Senators get in touch with these committees for a plan
 - ii. APC (3X), FWC, LLRC, PC
 - c. Met with USM Faculty Senate Chairs/Presidents on 11/5 in Baltimore
 - i. Emphasis by the system on community engagement (examples: prison education, returning citizens education)
 - ii. "Access to university" rather than dual enrollment, what obligations and opportunities do we have to engage with K12 students
 - d. Ad Hoc Committee for Faculty Pay and Benefits has been formed and beginning work
- 5. Presentation on revised APR guidelines from Kara Raab
 - a. MHEC and USM requirement
 - b. 7-year program assessment cycle
 - c. APR Guidelines were last updated through Faculty Senate in 2011
 - d. 2024 revisions simplify and clarify requirements but most substance hasn't changed
 - e. Includes sample Periodic Program Review Form and section on Diversity, Equity, Inclusion, and Access
 - f. Progress report changed from 3 years before next APR to 2 years before

- g. Some concerns: Assessment infringement on academic freedom; faculty workload; “warning status”; lack of consistency with some terms
 - h. You are free to assess your courses in any way you see fit, but part of our institutional accreditation means programs do need to be assessed and we need to show how we are solving programmatic issues. UARA is here for questions, concerns, and ways to support.
 - i. Q: Can you discuss the interaction of the APR Guidelines with UAAC? A: Discussed guideline updates with UAAC last fall and then Summer Advisory Committee, shared revisions along the way, also talked with other faculty informally as they were going through the APR process last year
 - j. Q: Do we have to use standardized national tests? A: Absolutely not, if that makes sense for your program go for it, but you can assess in any way that makes sense.
 - k. For this year, departments are using the new guidelines. Suggestion to have it come before Faculty Senate and vote on a motion to officially approve it.
 - l. Q: Why was this not brought to the Senate before it was implemented for this year’s APRs? A: It did, but was pushed to the end of the docket and not voted on in time
 - m. Discussion on what accepting/approving reports means
 - n. Motion made to accept report
6. Committee Reports
- a. Ad Hoc Committee Report on Student Evaluations
 - i. Student evals are irrevocably biased, particularly regarding race and gender
 - ii. Ad Hoc committee brings forward recommendations on alternative ways to solicit student feedback and adjust courses
 - iii. If course evaluations are a tool for student complaints, it puts the burden on faculty to defend themselves
 - iv. As Faculty, we need more time to talk to and learn from one another, particularly junior and NTTFT Faculty. Example: Fulton Faculty get together about how to create Promotion and Tenure materials.
 - v. Q: Student evaluations are the only way to raise red flags within the classroom – how might that work if evaluations change? A: Mechanisms for students to report concerns, encourage folks to include data and evidence for what’s going well and areas of improvement in self-report
 - vi. BIG THANK YOU to the Ad Hoc Committee for their hard work and thorough report on this important topic

Adjourned 5pm