

3. Discussion of Announcements from Provost Karen Olmstead (See Attachment1)
 1. The Provost was unable to attend due to a prior meeting commitment. The Assistant Provost for Faculty Success, Dr. Jessica Clark, was present
 2. D Impact on Tenure & Promotion.
 3. Response to FS Recommendation Regarding SU joining ECAR
 4. DEI in T&P Work Group
 5. Recommended action regarding unit-level promotions criteria
 6. Graduation Celebration
 7. COVID Questions & Answers
 8. Questions
 - i. (Q): A faculty member in the Perdue School received a notice from a student regarding the student not being able to come to class or participate in any University functions until the case was adjudicated. The student was placed on interim suspension. Within the email, there was a statement from the student regarding accessing campus, students may explore opportunities for continued academic progress remotely by contacting their faculty advisor. Can you clarify that it is not her responsibility to make that decision. Can you expand on this?
 - ii. Response (R): I am not aware of that specifically. I can ask and get back to you.
 - iii. (Q): Do you have timelines for when you want feedback/approval on these items?
 - iv. (R): I do not know if there is a defined timeline.
 - v. (Q): Regarding the review for the revised faculty handbook, can we get a previous copy for comparison?
 - vi. Comment (C): The version online is the partially revised one. The version we are looking for is before changes were made. The version from either 2017 or 2018.
 - vii. (Q): Regarding the weekly positivity rate, for week number 6, the weekly positivity rate was less than .5% (n=1,297). Is that correct?
 - viii. Response (R): That is the total number of people tested and .5% were positive.
4. Announcements from the Faculty Senate (FS) President
 1. Procedures for Faculty Senate (FS) Faculty Zoom Meetings: The FS President explained how FS meetings will work, i.e., taking questions, counting votes.
 - i. When senators wish to speak they can raise their hand.
 2. Provost Accepted Amended FS Recommendation of Faculty Welfare Committee (FWC) Report regarding Faculty who have been negatively impacted by the pandemic

- v. (R): That including suggested modifications is for departments to tell us about the modifications.
- vi. (Q): What is the timeline for when this will happen?
- vii. (R): I do not know that the Senate has come up with a complete timeline but if we have the May 3rd timeline, the chances are that we have made progress on this this semester is slim since we still have general education to discuss and the election of new officers.
- viii. (Q): I am wondering how pushing it back affects the timeline for implementation?
- ix. (R): I do not know if this change makes a significant difference.
- x. (R): I would like to see wording that has the departments give the reports back to the Senate. If would accept a friendly amendment to take out wording that would have it the job of the Deans to contact the departments and have them

- xxv. (C): All parts must be considered at once.
- xxvi. (Q): Are we voting on the amendment that includes the

hall after.

lii. VOTE on the proposed date of Friday, October 28, 20. 12 yes
and 1 no. The amendment passed.

liii.

Motion to Hold Town Hall on the Report from the Workgroup on
Diversity, Equity, and Inclusion in Tenure and Promotion

- i. hold a Faculty town hall in **September 2022** to hear Faculty input on the proposed addition of Diversity and Inclusion criteria to the tenure and promotion process.
- ii. (C): Are we going to propose a date in September?
- iii. (R): I think it is toonear to propose a specific date in that semester.
- iv. (Q): Do we procedures for protocols for town halls? Is it just one town hall? Is there a virtual component?
- v. (R): We do not have specific protocols for town halls. If people want

Senator Martin.

xxiii. VOTE on calling the question. 12 yes and 0 no.

xxiv. VOTE on the motion, Resolved, that the Faculty Senate hold a Faculty town hall in **early October 2022** to hear Faculty input on the proposed addition of Diversity and Inclusion criteria to the tenure and promotion process. **The date of the October Town Hall shall be decided at the first meeting of the Faculty Senate in Fall 2022.** 14 yes and 0 no. The motion passed

2. Motion to adjourn.

Adjourned (5:02 p.m.)

ATTACHMENT 1
**Provost's Announcements to the Faculty Senate (Provost unable to
attend due to Middle States Site Team Visit)
March 8, 2022**

Provost's Response to FS Recommendation Regarding COVID Impact on Tenure & Promotion. Recommendation to extend T&P timeframe for assistant professors impacted by the pandemic was accepted. **FS Action Requested: None.**

Provost's Response to FS Recommendation Regarding SU Joining ECAR: Given developing scenarios and numbers of refugees (e.g., recent crisis in Ukraine), I request time at the next FS meeting to discuss various options before us. So, I will not respond to the recommendation to join [ECAR](#) at this time. I can provide an overview from Dr. Brian Stieglerson recent refugee/asylee outreach efforts (see below). **FS Action Requested: None at this meeting; hope to have time for some discussion of these issues at 3/29/22 FS meeting. Different resources would be required to host refugee families vs. college students and scholars (e.g., refugees whose university studies/academic careers were disrupted by war or natural disasters).**

DEI in T&P Work Group: These recommendations are part of a comprehensive plan for faculty success and diversification that was presented the FS on 2/9/2021. This plan is being continuously updated to indicate steps completed, in progress, etc. A graphic representation of this plan is attached. **FS Action Requested: No discussion requested at this time; but happy to take any feedback.**

Recommended action regarding unit-level promotions criteria: The Chair of the University Promotions Committee asked if we could make department/unit criteria more easily accessible to them. At least two possible solutions exist for this. One is to add unit criteria to Digital Measures/Faculty Success so they are in the platform and easily accessible. The other is to include these in the Faculty Handbook as an appendix so that current faculty could easily access. Availability on the Faculty Handbook website also would provide information to prospective faculty. **FS Action Requested: Approval to add section to the Faculty Handbook that would serve as a repository of unit criteria for evaluation, tenure and/or promotion.**

Graduation Celebration:

leaders of all shared governance groups) and with the University Commencement Committee (which includes faculty marshals), we planned Grad Walks for to celebrate our May 2022 graduates in lieu of traditional ceremonies. These plans were not only made in the context of public health, but as a result of the very positive responses we received to our May and December 2021 Grad Walks. In February, we received a few requests to hold traditional ceremonies instead of Grad Walks. We decided to take input directly from graduating students and sent a survey out in late February which closed on March 4. The

results indicated a preference for Grad Walks (more than 60%). The schedule for Grad Walks will be available on the [Commencement website](#) this week. **FS Action Requested: None.**

COVID Questions & Answers: Continuing to trend in the right direction! At the end of the week of 2/28/22, the weekly positivity rate was less than 0.5% (N=1,297). Please note that the positivity rate is now largely of individuals with symptoms or exemptions (so not a representative sample).

- Federal regulations
any community located more than 100 miles from the offices of the closest of the
government to assist in the refugee resettlement process. Currently, MORA has not
approved any 501c3 organizations on the Eastern Shore to support refugee
resettlement and is therefore unable to resettle refugees in Maryland outside a 100-
mile radius of Baltimore or Silver Spring;

Meetings with the authorized national refugee resettlement agency, HIAS, based in
Silver Spring, the office of Salisbury City Mayor Jake Day, and the local immigrant
and asylee 501c3 organization Haitian Development Center of Delmarva to advocate
to MORA and the US Department of State to approve a refugee resettlement program
based in the city of Salisbury to serve the Eastern Shore.

Dr. Stiegler has additional meetings scheduled in the coming weeks and months with local and
State leaders in government, faith-based groups and community organizations in an effort to
actively partner with our community to welcome refugees and asylees to Salisbury but there is
much more work to do. Dr. Stiegler welcomes the nominations by the Faculty Senate of faculty
interested in collaborating on this work. SU faculty can be a strong resource to help Maryland
better respond to the needs of refugees and asylees in our own backyard.

ATTACHMENT 2 (Motion as Currently Amended)
SALISBURY UNIVERISTY FACULTY SENATE MOTION
 Submit this form to the Faculty Senate President

TITLE: Faculty and Unit input on DEI in T&P

SENATOR PROPOSING MOTION: Jose Juncosa

SENATOR SECONDING MOTION: Jennifer Martin

MOTION (this section alone will be recorded in the minutes):

Resolved, that the Faculty Senate submit the Ad-Hoc committee report on Diversity, Equity and Inclusion in Tenure and Promotion, its associated Senate Subcommittee reports **and a clarification document from the Workgroup** to each _____ for feedback, and request a written response, **including suggested modifications**, from each _____ by Tuesday, **May 3, 2022**.

JUSTIFICATION:

The proposed changes will likely have different impacts on various disciplines, so asking each unit to provide feedback, where they can hear from individual department, will give the Senate a more thorough understanding of all the consequences (intended or unintended) that would occur if the current language on DEI in T&P were to be adopted.

ANTICIPATED IMPACT:

Negative: The inclusion of DEI in T&P would be delayed for a few weeks.

Positive: The Senate will have a clearer picture of the effects of the language in the functioning of all Units and Departments within our institution. Therefore, all Senators will be better able to make an informed decision on adopting this language, or proposing modifications, if needed.

Is this a recommendation to the Provost? Yes _____ No X

Is this a recommendation to someone else? No X Yes, to _____

VOTE: Number of Senators Present:

Motion Passes or Fails:

Attachment 4
SALISBURY UNIVERSITY FACULTY SENATE MOTION
 Submit this form to the Faculty Senate President

TITLE: Faculty Town Hall on DEI in T&P

SENATOR PROPOSING MOTION: Jennifer Martin

SENATOR SECONDING MOTION: Elizabeth Ragan

MOTION (this section alone will be recorded in the minutes):

Resolved, that the Faculty Senate hold a Faculty town hall in ~~September~~ **early October** 2022 to hear Faculty input on the proposed addition of Diversity and Inclusion criteria to the tenure and promotion process. **The date of the ~~September-October~~ Town Hall shall be decided at the first meeting of the Faculty Senate in Fall 2022.**

JUSTIFICATION:

The proposed changes have broad impact, so it would be beneficial to hear from as many Faculty as possible about how this might impact them.

ANTICIPATED IMPACT:

Negative: None.

Positive: Faculty have a chance to be heard more broadly and Faculty Senate has more information to work off of in making their decisions.

Is this a recommendation to the Provost? Yes___ No__X__

Is this a recommendation to someone else? No__X__ Yes, to _____

VOTE: Number of Senators Present:

Motion Passes or Fails: