

Faculty Senate Notes

March 28, 2023

Henson 103

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

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4. Announcements from the Senate President
 - a. More Provost Candidates are coming – please attend candidate presentations
 - b. Reminder of CUSF Shared Governance Survey – fill out by April 5
 - c. Reminder of Faculty Friday – April 7
 - d. Administrator evaluations need to be filled out by faculty
5. Committee Reports
 - a. Request for extension from the LLRC on their charge to review sections of the Faculty Handbook – first week of May extension agreed on by all
 - b. Report of the Ad Hoc Committee on the Faculty Handbook
 - i. Charge 11 – Faculty Handbook should be re-written
 - ii. Charges 1 and 4 for T&P should be more transparent
 - iii. There are no rules for Tenure and Promotion
 1. Faculty should be given time for rebuttal
 2. Charge 5 – Can't ask for more documents such as more evaluation
 3. There is nothing defined about the annual review
 - iv. More changes were explained to several different charges
 - c. **Motion** that Senate accept report of the Ad Hoc Committee on the Faculty Handbook and move forward to look at how to implement changes
 - i. Senator – we need to change a few things about the handbook before we move forward
 1. Example – Student evaluations, scholarship and creative activity
 - a. Answer – student evaluation – doesn't mention specific but can become part of the annual review
 2. Question – Is Faculty Handbook updated regularly?
 - a. Provost – there is a staff member who can work on this
 - i. What is the update process?
 - ii. What nt

- i. In 2015 a different method than one from faculty handbook was developed for compensation and has not changed
- ii. Recommendation is to take current model and add COLAs to it
 - 1. Back-pay for people that taught Winter 2023. There is no back-pay for others who taught before Winter 2023.
 - 2. MOTION that faculty senate make a recommendation to provide back-pay to winter 2023 professors. Motion was ruled out of order due to no change in pay being recommended yet.
 - 3. **Motion** - move that we accept Model B as proposed by Faculty Welfare Comm.
 - a. Discussion on motion
 - b. Not good that we did not know of changes in 2015.
 - c. Model B was a change that we did not know about. This may come from a tuition generated model in 2015
 - i. Why were COLAs cut off in 2019?
 - 1. There were no COLAs 2015-2018.
 - ii. Any difference in model for 10 month vs 12 month or graduate?
 - 1. This is for undergraduate. Full Professors are paid more than Associate for overtime courses.
 - d. **Amendment** to continue to update with COLAs
 - e. This should include COLAs since April 2019 plus backpay (backpay andlude CO-1.34 TDv(e)2 (f)2 ()1ots-14.1 (nc) ove.1 ((ta(hi)-14a (i)-14nd (c)4 (o)-2

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