

Faculty Senate Notes

October 8, 2024

Henson Science Hall 103

<https://www.salisbury.edu/administration/campus-governance/faculty-senate/>

Joerg Tuske, David Keifer, Yuki Okubo, Brian Flores, Jim Fox, Mary DiBartolo, Jeff Emmert, Mia Waldron, Beth Ragan, Memo Diriker, Richard Bowler, Steven Binz, Mark de Socio, Anita Brown

3. Guidelines already exist for promotion. We do not need to reiterate what is needed here.
4. Guidelines may be out there, but it should be clear to people that you have to meet promotions requirements, so we need to keep this language.
5. The fact that we are discussing this and disagreeing on it means that more clarity is needed.
6. We should reject this amendment so that we have some level of guidance, and then we can have new language to replace it that clarifies things more.
7. Call question on second amendment.
  - a. Amendment does not pass.
- ii. On the first amendment, which is striking out language about allowing early promotion "to fulfill an urgent need."
  1. The "or" part of it allows someone who has not met promotion requirements to get promoted.
  2. Amendment passes.
- iii. Amendment: replace "limited to cases where a faculty member has produced extraordinary work" with "and follow the established criteria for the rank desired."
  1. Do we want to add something back in about administrative need?
  2. Amendment passes.
- iv. MOTION passes.

b. S



- i. This way, other faculty can be on there as well.
      - ii. Should we specify how many people should be on it?
        - 1. Practically, there is no need for that. It is usually hard enough to get enough people on committees.
      - iii. Amendment passes.
    - c. Amendment passes.
  - viii. Should the chair of the FFOC be included in the motion?
  - ix. The motion should specify whether ad hoc members are volunteers or are appointed.
  - x. Amendment: Replace "representatives" with "volunteers."
    - 1. What if there is only one volunteer? Is there still a committee?
      - a. Response: "Volunteers" is plural.
    - 2. Is there any concern with too many people volunteering?
      - a. Response: The Senate President can cap the number if he wishes.
    - 3. Amendment passes.
  - xi. The report is currently going to the Senate. Should we also specify that it goes back to the FFOC and the FWC?
    - 1. The Senate should decide to do that if action is needed.
    - 2. The report will already be distributed to all faculty in the Senate meeting documents.
  - xii. Friendly amendment: Drop the "of senators" from "ad hoc committee of senators."
  - xiii. MOTION passes.
- c. APC report on religious accommodation policy
  - i. From Senate President: Had a talk with VP of Inclusion, Access & Belonging today, who raised concerns about this report. In particular, he was concerned about students and staff needing to disclose religious affiliation and with faculty keeping detailed records for years.
  - ii. From motion proposer: In 2023, state of Maryland passed law related to religious accommodations at universities. That year's SAC developed a temporary policy with the Provost. Senate charged APC revising that temporary policy. While APC was working on this, BOR came out with their policy on this. APC quotes the BOR policy in the suggested changes. APC's suggestion does not say that students must submit documentation that discloses their religion. APC also decided to make this policy as parallel to SU's emergency absence policy as possible. APC has voting members from undergraduate, graduate, Provost's Office, Registrar's Office. APC also reached out to Staff Senate, SU's attorney, HR, Deans, FWC, OIE, and used feedback from all of those groups to craft this proposal. APC calls for education of faculty before this is implemented. The motion here is a process that asks for feedback from many other groups before implementing it. APC thinks that FS should still be involved even after going to

all these other groups to try to keep some ownership over the academic part of it. In other words, in accordance with SU's "[policy on policies](#)," the policy needs to have an "owner." Faculty Senate is probably the best owner because of the academic piece.

- iii. Another Senator: The "reasonable accommodation" part is very important here. Former conversations about emergency absence policy are on the mind here. We need to make sure that we have some limits in place so that students still need to be in class, when necessary. For example, classes involving whole-class discussion, hands-on work, etc.

7. Motion to adjourn approved

Adjourn (4:59 pm)