

Faculty Senate Meeting Minutes

February 10, 2015

Senators in attendance included Gloria Chuku (AFST), Kimberly Moffitt (AMST), David Rosenbloom (ANCS), Mariajose Castellanos (CBEE), Charles Nicholas (CSEE), Doug Hamby (DANCE), Wendy Takacs (for William Lord, ECON), Pat Scully (EDUC), Gary Williams (for Diane Flint, EHS), Kate Drabinski (GWST), Dan Ritschel (HSIT), Zhiyuan Chen (IS), Lynda Aldana (Library), Cedric Herring (LLC), Muddappa Gowda (MATH & STAT), Hal Schreier (MBT), Panos Charalambides (ME), Donald Snyder (MCS), German Westphal (MLLI), Jessica Pfeifer (Vice President and PHIL), Markos Georganopoulos (PHYS), Carolyn Forestiere (POLI), Diane Alonso (PSYC), Tim Brennan (PUBL), James Bembry (SOWK), Mary Stuart (SOCY), Lynn Watson (THTR), and Guenet Abraham (VART). President Sarah Shin was also in attendance.

Faculty Senate President, Sarah Shin, called the meeting to order and welcomed senators to the February meeting. Vice President Jessica Pfeifer will keep time for the meeting. President Shin drew everyone's attention to the agenda. President Hrabowski will be late and will give his report upon arrival. Nagaraj Neerchal will arrive around 4:30 p.m. and give the CUSF report. There will be no report from the Academic Planning and Budget Committee. Senators approved the agenda without objection.

Provost Rous began his report by thanking everyone for the hard work that they do for our students and in service to the campus. He also thanked everyone who is working on the strategic planning process for his or her hard work. The strategy groups were present at an event on Monday and were able to talk to campus members about the work they are doing. Interim reports from the strategy groups are on the website and available for comment. Provost Rous encouraged everyone to take a look and give feedback.

Before turning the floor over to Vice President for Administration and Finance, Lynne Schaefer, for a budget update, the provost noted there are two things that we need to look at right now. One is a cut to our FY15 budget, which means we had to return money from the current budget. The second requires looking ahead to our FY16 budget, which will develop over the next several months. That situation is more uncertain and tends to be more fluid. Provost Rous promised that the administration would update the campus as the budget situation developed. Vice President Schaefer reported briefly, on what we do know at present.

Just after the first of the year, former Governor O'Malley submitted \$200 million plus in cuts to the Board of Public Works. The USM's portion of that was \$40 million and UMBC's portion of that was just a little more than \$3.6 million. Because we were so late in the fiscal year, we got permission to use one-time resources to cover that this year, even though the intent was that it would be a base cut. The Vice Presidents and Deans, under the Provost's leadership decided that we would cut in a variety of ways. The system gave us the flexibility to use fund balance. This is our reserves, primarily in auxiliary areas. We took full advantage of that and \$1.2 million is coming from the fund balance. Auxiliaries are primarily things like residential life, food service, bookstore, parking, etc. We then found another \$700,000 that we had set aside for emergency

facilities renewal projects for contractual services. This left us with about \$1.2 million. The Vice Presidents and Deans decided to share this equally across our budgets based on the percentage our budgets are of the total state-supported budget. That ended up being about a .84% reduction. We are all using various reserves, carry-forward and other resources to cover our shares of that money.

A couple of weeks after outgoing Governor O'Malley submitted his proposed cuts to the Board of Public Works, Governor Hogan had to submit his budget to the General Assembly. His budget recommended a series of reductions that affect the USM. The first was a two percent reduction in operations. For UMBC that is about \$2.4 million. That is a base cut for next fiscal year. He also has rescinded the 2% COLA that went into effect on January 1, 2015. It will be rescinded effective July 1, 2015. That is for all state employees, including us. He also took out of the budget what they are calling "salary increment" but what we call Merit. We had hoped to get 2.5% merit for next year but that is no longer in our budget. There were some big cost fringe benefit increases in the budget, including retiree health and pension contributions. The governor did not fund all of these increases. We will have to take on a share of that as well. All told, we are expecting to have to come up with \$3.6 million in base budget reductions or revenue enhancements next year based on the governor's budget. Vice President Schaefer reminded senators that the governor proposes to the General Assembly. The General Assembly has the next couple of months, through mid-April, to act on his proposal. They cannot add to the governor's budget but they can cut from the budget. It is very early in the legislative session and we do not have a sense yet of what their plans are. We will keep a close eye on it. We also know that there is a lot of negotiating going on behind the scenes. Not all state employees are happy about the COLA and Merit situation.

President Hrabowski asked what the total increase has been for state employees in recent years. Ms. Schaefer responded that we have gotten about 9% on average since January of 2013. President Hrabowski reminded senators of the years we did not receive increases and commented that the 9% was an attempt to begin to adjust for what we had not received in recent years. He added that although this is a tough year, as Governor Hogan deals with a structural deficit, we would use this information in future years, as things improve.

Provost Rous added that UMBC made the decision not to ask for an increase in tuition, mid-year, as did some of the other institutions, including College Park and Towson. We did not feel it was right for our students or parents to raise tuition in the middle of the year when they had not had the opportunity to plan for it. He acknowledged that that decision means that we will have to sacrifice a little bit more but added that he believes it was the fairest thing to do. We have requested a tuition increase for next year.

Senator Charalambides asked if we have an idea of the percentage tuition would increase next year. President Hrabowski responded by saying that the USM has indicated 5% but we would like 7%. He explained that we have already been talking with students. A 5% increase would be a little under \$500 for our students and the extra 2% would amount to less than \$100 per semester more. It will help us a great deal without putting a lot of burden on students, if we give them the opportunity to know in advance. We are working with students on jobs and have been increasing the amount of financial aid to students with real need every year. We also have a way of helping students who are close to graduating but cannot get the money. We have an approach to helping people fill the gap. We are doing a lot to help students from working class and middle

class families who have that extra need. Senator Charalambides followed up his first question by asking if anyone had a sense of how the new governor feels about increasing tuition. President Hrabowski noted that everyone wants to keep increases down because it helps them get re-elected. The USM is pushing for 5% but we are asking for 7% because College Park went ahead and got 2% in January and now they will get 5% on top of that, plus they are proposing differential tuition in STEM, particularly in engineering. We discussed differential tuition with the Faculty Senate Executive Committee and others several years ago. As part of our value system, we do not want to discourage students from choosing an area of study because it is more expensive than other areas. A recent study shows that with differential tuition, low-income students and minorities tend to shy away because they believe it is for people with more money. We care about that. Many of our programs have technology, beyond just the sciences. We have some expensive programs in the arts. We are proud of those programs, but everything costs money across the board. There is a \$4000 difference per student between what we get from the state and what the larger campus gets from the state. Yet, nationally, particularly at the undergraduate level, UMBC is the campus you hear about in academics. Dr. Hrabowski's point to the regents is that we get less than the larger school and we did not ask for a tuition increase in January. Our approach is different. We are working with our students to help them manage tuition increases. We are working hard for 7% knowing that we should at least get 5%.

Senator Ritschel asked about the future. Given the structural deficit in Maryland, what do the next several years look like? President Hrabowski responded that Governor Hogan is working hard to get rid of the deficit, which is why it is so painful now. He reminded senators that Maryland is a rich state, the richest per capita. He added that, as the papers have talked about, he believes that the money that has gone into K-12 construction is far more than we actually had so the state has to rethink that issue. The last two years of the current governor's term will be about re-election for him and legislators and President Hrabowski believes the financial situation will get better. He credited the Provost and Vice President Lynne Schaefer, who brought in an approach to budgeting that was far more conservative than we had had before. Prior to her tenure, we had a tendency to budget based on a hope for more students and did not necessarily get there. Under Vice President Schaefer, we are much more conservative in our budgeting, which has helped us tremendously. We actually have more money than we budgeted for because we do not budget at the higher level. When we do actually get a couple of hundred extra students, it helps us immensely. The best news for UMBC is that people want to be here. Large numbers of students want to be here. Many of the other schools in our state have enrollment problems. We do not. To put it in perspective, Arizona State talks about taking in 5,000 to 10,000 more students a year. We are talking about a couple of hundred, which is helpful, although it is not big numbers. As we have more students, we will be using those funds to help with faculty and we want to tailor things so that we bring students into disciplines in which the faculty will say they can take a few more students. Some departments are bursting at the seams. We understand that so we are not trying to bring in more students in those departments. We are trying to find ways to highlight some of those areas where we can afford to have more students, without substantially more faculty. It will be a matter of the balance between the two. President Hrabowski is also hoping to build enrollment at Shady Grove.

Lynne Schaefer reported on the Child Care Center, which remains closed. Bids to rebuild the structure are in and were within budget. The reconstruction will begin shortly and we expect to re-open it this summer. There will be more information in the coming weeks.

President Hrabowski began his formal report to the senate. He gave a keynote speech today, which is Maryland Arts Day. About four hundred people attended and he was pleased to see so many of our arts students' parents and alumni from the arts in the audience. When he was introduced, the comments were about the strength of arts and humanities at UMBC, specifically on a campus that has developed a model for interdisciplinarity in the arts and humanities and that also appreciates science and engineering. It was a very nice introduction. In his speech, he talked about everything from theater at UMBC to the orchestra. As he said in his speech, Dr. Hrabowski also wanted to tell the senate that it really is true that the strength of a democracy can be measured by its commitment to the arts. We see that most dramatically when budgets are cut. President Hrabowski used the example of Eleanor Roosevelt, one of his sheroes, and talked about her efforts, with FDR, in the 1930s to strengthen the arts and support artists and writers, and to elevate this country at a time when it needed elevation. President Hrabowski hopes that all of us, in our different ways and regardless of our discipline, can talk about the significance of the arts, humanities, and social sciences on our campus, where we also have strength in science and engineering. Speaking practically, as the president of UMBC, that approach also helps us to bring in more students, too, in many interesting disciplines so we are not just seen as that computer science place. We can all help with that! What is wonderful on this campus is that when there is a theater production or orchestra concert, faculty and staff attend.

Arne Duncan, Secretary of Education, will be back on campus on February 18th to talk about K-12 education. It is a national talk and he will be doing it over in the concert hall. Everyone is welcome to come. He will highlight the progress in our nation's schools. As chair of the Obama Commission on Educational Excellence for African Americans, President Hrabowski meets with him four times a year, one-on-one. Secretary Duncan's talk will be on February 18th from 2:30 – 3:30 p.m. in the Performing Arts and Humanities concert hall. This is another opportunity to highlight UMBC. We are strong in education, as we are in these other areas and we do care about what happens with K-12 education.

President Hrabowski's final point had to do with diversity. He is proud to be the PI on the Advance Grant and has had conversations with Vice Provost Pat McDermott about women in science and technology, but he rarely says anything about people of color. He recently had a great conversation with several of the few African American faculty we have on campus. When you think about the fact that about 20% of the students on this campus are black, many of them graduate from UMBC and they have never had a black faculty member. In a country where literally half of the babies born are of color, we need to see people of all races on the faculty. We see a number of Asian faculty but need larger numbers of Hispanic and African American faculty. Out of hundreds of faculty, we only have twenty-nine. It takes commitment from all of us to appreciate this notion that people have a right to see people who look like themselves, in all disciplines. When you look at our success, in the top twenty-five in the country, in science and engineering, we are the leading predominantly white university in the nation in producing blacks who go on to get Ph.D.s in science and engineering. But, we are nowhere in the humanities and social sciences on these lists. Interestingly, College Park is not on the list for the other areas, but it is in the social sciences. We are talking about producing scholars of color and African Americans, particularly about the problems of race and poverty, at a time when we say we want health disparities to be a theme on our campus. Mike Summers talks about Black and Hispanic women being four times as likely to have diabetes by the time they are fifty-five, for example, or that the average life span is so different between Blacks and Whites in this country, or about

income level disparities. We have critical challenges in this country involving the achievement gap, health disparities and others problems. We need scholars from those populations working with everyone else to help solve those problems. As the leaders of this campus, we can be better than this. The fact that we are around average for institutions of our kind does not say a thing. We are better. We are never mediocre. President Hrabowski has never felt more strongly that UMBC is the campus that should be leading the nation when thinking about inclusive excellence for faculty, staff and for students. For example, he would like to see more people of Asian descent in the administration. They are on our faculty, but not in the administration. We also want more Hispanic students and people of Hispanic backgrounds. He believes that we are healthy enough to have these conversations. Right now, he is specifically talking about African Americans. As senators can imagine, for a lot of Black faculty it is rather lonely. We want people to feel a sense of community and it is not because people are not nice on this campus. We have an opportunity to set the tone for the nation and he challenges the faculty senate to help us with that.

There were no questions and President Hrabowski left senators with a quote from St. Francis of Assisi. "He who works with his hands is a laborer. He who works with his hands and his head is a craftsman. He who works with his hands, and his head, and his heart is an artist." President Hrabowski added that the quote should also say "she" and thanked the senate in closing.

President Shin announced that the hard copy of the agenda distributed was incorrect. It was from the December 9th meeting. Senators received the February 10th agenda, electronically before the meeting.

The next item of business was approval of the December 9, 2014 meeting minutes. There was one correction to the minutes as submitted. On page 9, the Course Evaluation Implementation Committee was incorrectly named as the Course Evaluation of Instruction Committee. The minutes were approved as corrected.

The next item of business was the report of the Faculty Senate President. President Shin stated that she would be combining this report with the Executive Committee Report. She commented on the new name cards at each place. Previously several senators had suggested that it would be helpful to have their departmental affiliations listed with their names on the place cards. President Shin thanked Etoy Hamlin for preparing the new cards.

As we have now fully entered the spring semester, President Shin reminded senators of the important role that the Faculty Senate plays in campus governance and governance. Shared governance is strong at UMBC but for it to work well, we need to constantly protect and nurture it. Everyone in the room plays a crucial role in the process, in particular, faculty senators who act as conduits relaying information from the senate to their departments and then gathering input from department colleagues and bringing it back to the senate. This is a very important responsibility and President Shin thanked senators for their continued service. Faculty Senate meetings are open to the UMBC community and senators should encourage their colleagues to attend to watch what goes on. Faculty Senate information, including meeting minutes and other materials, is posted on Blackboard under Organizations, then Faculty Senate. President Shin asked for a show of hands of how many senators had visited the Blackboard site. She was pleased at the number.

Senators received electronically President Shin's memo regarding campus strategic planning feedback opportunities. The four strategic planning groups and the foundations work group have each developed a mid-year, interim report describing their work to-date, and their key findings and emerging themes. These reports are now available for review and comment. Please encourage your colleagues to read and offer feedback on these reports. The reports is at <http://planning.umbc.edu/providefeedback>. Senators can also find the URL on the memo from President Shin that was distributed electronically.

President Shin reminded senators of Secretary of Education, Arne Duncan's visit to UMBC on February 18th at 2:30 in the Performing Arts and Humanities Building concert hall. She encouraged everyone to attend and suggested for those who had not yet seen the concert hall, this would be a good opportunity.

The USM at Annapolis Day is February 26th. Senators received a handout about this event and should have it in front of them. On that date, USM faculty and staff will meet as a group with key legislators to discuss issues that are important to us in fulfilling our mission to educate the state's workforce. There is information in the handout about sending an RSVP for this program. There were no questions and President Shin urged senators to take advantage of this opportunity to share our concerns with legislators. Senator Drabinski asked if there would be carpooling. President Shin was not aware of any carpooling and the senator indicated she would take the bus. CUSF representative, Nagaraj Neerchal, suggested that when senators responded to Dr. William Montgomery, Chair of the CUSF Legislative Affairs Committee, he might give them names of other faculty who are attending, presenting carpooling opportunities. This is a CUSF event and Dr. Neerchal urged senators to complete the form letter they received on the handout and send it to their delegates and senators.

On April 7th there will be a Professional Development Day program for UMBC faculty and staff, titled, "Meet Your Brain: Does It Serve You or Do You Serve It?" The program will discuss neuro-leadership preferences. Online registration must be completed by March 23rd. There was a general campus announcement with more information.

This concluded the announcements. President Shin moved on to a subject of much discussion on campus, the integration of adjunct faculty in shared governance. As many senators have probably heard, in recent months there have been things going on across the nation having to do with adjunct faculty. Initiatives like "Adjunct Faculty Walkout Day" and others have been occurring all over the nation. UMBC is committed to providing support, recognition, and institutional integration for adjunct faculty members who are hired to teach on a course-by-course basis. The Adjunct Faculty Advisory Committee (AFAC) is an elected body charged with the task of representing the interests of our part-time faculty within our campus system of shared governance. AFAC meets with the UMBC Administration once each semester to communicate their concerns directly to Senior Administration. The Faculty Senate President will also attend AFAC meetings as an ex-officio member and on December 19th, President Shin attended her first meeting. A number of issues were discussed at that meeting. Several have to do with matters related to traditional subjects of bargaining, such as compensation, benefits, and terms of employment that the administration must deal with. However, the Faculty Senate can act on some issues. In some cases, these issues cannot be resolved without senate action. One has to do with the creation of a third rank for adjunct faculty. Currently UMBC has two ranks for adjunct faculty, Adjunct I and Adjunct II. AFAC would like to see the creation of an Adjunct III

category which would recognize a relatively small number of adjunct faculty who have been teaching at UMBC for a long time and who have done an excellent job as teachers. Nationally many universities are moving toward a three-tier model for adjuncts. College Park has all three. The Executive Committee believes this is something that the senate could take up. President Shin has also been in conversation with the administration. Based on her conversations with Provost Rous, who has also discussed this with the deans, there is enough interest on campus to move forward with this idea.

Somewhat related to this is the issue of creating a third category for full-time lecturers. Currently we have two ranks for lecturers - Lecturers and Senior Lecturers. The national trend is for a three-tier system. President Shin suggested that senators could think of this as sort of a tenure-track system where there are tenure-track assistant professor, associate professor, and professor. College Park recently created a third rank called, "Principal Lecturer." We do not have to go with that title, but the reason for creating a third lecturer rank is similar to that for creating a third adjunct rank. These are two separate but similar and related issues with almost parallel processes. President Shin commented that in much the same way that President Hrabowski urged everyone to be advocates for the arts, she would like all of us to advocate for adjunct faculty. Adjunct faculty do not feel well represented and often feel disconnected from discussions on campus governance and policy. For example, most adjuncts do not really know what happens in the Faculty Senate or the role that the senate plays in campus governance. She believes that senators have had similar experiences in talking with adjunct faculty.

AFAC has requested five seats on the Faculty Senate. In a memo dated October 28, 2014, Bill Slowikowski, Chair of AFAC, asked that President Shin respond to his request for these senate seats by November 30, 2014. But we cannot just create five new seats. This would require an amendment to the by-laws and we have established procedures by which to take such actions. Realizing that there was not much knowledge about how the senate works, President Shin invited Chairman Slowikowski to the December Executive Committee meeting. At that meeting, the committee explained that adjunct faculty are, at least in theory, represented by their department senators. Adjunct faculty with concerns needing to be addressed should bring them to their department's senator. In practice, however, that is not necessarily happening, at least to the extent that we would like to see. There is a huge variance in how well adjunct faculty are integrated into department governance across campus. At that Executive Committee meeting, we discussed that rather than creating separate seats for adjuncts, as AFAC had proposed, it might be better to use the existing structures, i.e. senators, to reach out to adjunct faculty, listen to their concerns and have those concerns heard in the senate. Adjunct faculty are faculty, and each senator has the responsibility of representing the concerns of both full-time and adjunct faculty in your departments. We also have the responsibility to educate adjunct faculty about shared governance procedures and what the senate does. Some things senators can do immediately include inviting adjunct faculty to attend Faculty Senate meetings, share senate agendas and materials with them, and being available to talk with them. The latter is probably one of the most important things senators can do. The idea is to bring the theory and the practice closer together. President Shin encouraged all senators to reach out to adjunct faculty in their departments.

On a different note, the Executive Committee has received a proposal from Tom Beck and the library faculty to amend the Faculty Senate By-Laws to allow library faculty to be eligible for Faculty Senate officer positions. These positions are President and Vice President. Currently the by-laws state that, "Any tenured member of the faculty shall be eligible to serve as a Faculty

Senate officer.” This statement disqualifies library faculty from being officers of the senate since librarians do not have the term “tenure” in their contracts. The proposal would amend the by-laws to state, “Faculty Senate officers may have tenure or permanent status at the level of Librarian III or IV.” Senators will hear more about this in the coming months as the Executive Committee continues to look into this proposal.

Time expired. President Shin asked for and was granted additional time to finish her report. At the Executive Tea with the administration, Yvette Mozie-Ross and Steve Smith provided a report about the timing of grade submission for UMBC faculty. At most USM institutions grades are due from faculty within two to three days of final exam day. At UMBC faculty have five business days. We have the latest deadline for grade submission, usually after the holidays in December. This creates problems for students who are graduating and applying for jobs and for students taking winter term courses that require a prerequisite. The Executive Committee asked Ms. Mozie-Ross and Mr. Smith to investigate when faculty are in fact turning in their grades, and whether having an earlier deadline for grade submission is a viable option on our campus. The information provided about current practices will help the Executive Committee think through this issue. President Shin will update senators as the discussion continues.

Senator Moffitt asked if the issues concerning adjunct faculty and lecturer ranks are something that the Faculty Affairs Committee should take up. President Shin indicated that that decision has not been made. Provost Rous added that typically, the Faculty Affairs Committee would be charged with that and would then work with his office to draft criteria. Ultimately, any policy would have to come through the Faculty Senate but involving the Faculty Affairs Committee in the earliest stage might be the way to proceed. Senator Nicholas asked to be reminded what AFAC stands for. President Shin responded that it stands for Adjunct Faculty Advisory Committee. There were no additional questions.

Committee reports were next on the agenda. There will be no report from Academic Planning and Budget today. Senators received electronically, the report of the Undergraduate Council, which covered activities at their December meetings. If senators have questions, they should contact UGC Chair, Terrance Worchesky, directly.

Tom Beck, Chair of the Nominating Committee reported next. The nominating committee placed the names of Upal Ghosh, Professor of Chemical, Civil and Environmental Engineering, Robert Rubinstein, Professor of Sociology and Anthropology, and T. Jane Turner, Professor of Physics, in nomination to fill three vacancies on the Research Council. President Shin repeated the names of the nominees to fill vacancies on the Research Council and asked for objections from the senate. There were no objections and all three nominees were appointed to the Research Council. In closing, Chairman Beck asked senators to encourage their colleagues to volunteer for service on shared governance committees. Faculty will receive solicitation materials in March.

Representative Nagaraj Neerchal reported for the Council of University System Faculty (CUSF). Dr. Neerchal asked how many senators knew what CUSF was and then provided a brief overview of the organization. CUSF is the System counterpart of UMBC’s Faculty Senate. CUSF considers itself the custodian of shared governance in the USM. It passes resolutions and advocates for system faculty with the Chancellor. The CUSF Chair is a member of the Chancellor’s Council and regularly participates in the Board of Regents meetings. CUSF meets monthly and rotates through all of the campuses of the system so CUSF members are well travelled. The total number of faculty decides the number of representatives for each campus.

That faculty count actually includes adjunct faculty. We are solidly at three representatives and one alternate. We are probably a couple of dozen faculty short of reaching the four-representative level. Accomplishments of CUSF include the change to the tuition remission for dependents benefit to allow dependents to attend any USM institution and receive 50% tuition remission. The General Assembly generally regards tuition remission as a zero-sum game but for individual campuses this is not the case. If a particular campus is very popular among the children of faculty and staff, it may lose out if all of them elect to go to the most expensive campus. CUSF worked with system staff to generate a report on tuition remission and submitted it to the Chancellor. Currently CUSF has made it a priority to increase faculty-lobbying activities in Annapolis. Staff and students have been actively observing Annapolis Day for years. Staff in particular has been very active. Faculty have tended not to be active in this initiative and CUSF has now made this a priority. This is a very important activity. In the morning, there will be individual meetings of people with their respective delegates. The legislative liaison will arrange individual meetings for faculty. Dr. Neerchal suggested that attendees at Annapolis Day remind their representatives of the part higher education plays in the state economy. If we want to build Maryland as a “knowledge economy”, higher education must take the lead. There will be some group meetings with specifically designated staff people, in the afternoon.

The next CUSF meeting is on Thursday. Among other important agenda items is a shared governance review committee update.

CUSF is also responsible for reviewing submissions for the Regents’ Awards. This is a very important initiative. Finally, twice a year CUSF gets all of the faculty senate presidents in the same room to discuss the state of shared governance on each campus. From this meeting, CUSF produces a report for the Chancellor. Dr. Neerchal commented that if there are issues we are reluctant to bring up on campus, this is another outlet to air these concerns. Dr. Neerchal urged faculty to attend Annapolis Day because it is a very important event. In response to a question about our representatives, Dr. Neerchal indicated that James Stephens from the Library and Amy Froide from History are the other two representatives. We currently do not have an alternate.

Next item of business was Other Reports. Tim Hall, Director of Athletics, Recreation, and Physical Education, provided a report on the UMBC athletics program. Mr. Hall’s assistant passed out copies of a presentation on the Department of Athletics, Recreation, and Physical Education. Mr. Hall thanked the senators for what they do for UMBC. He noted that he has been director here for almost two years and before that was the Director of Athletics at the University of Missouri, Kansas City. When he was considering a move to UMBC, he spoke with others he respected and with whom he had worked over the course of his career. They recommended that he come to UMBC to work. Mr. Hall believes in a broad-based, comprehensive athletics program, fully integrated into the life of the university in every way. He wants to work at a place where the student always comes before the athlete and he believes UMBC is such a place. He wants to win championships and he wants our student athletes to achieve whatever individual and collective accolades they want to achieve during their career at UMBC. More importantly, he wants to make sure we are graduating students who can go out into our ever-changing society and the world, represent UMBC, and be the leaders of tomorrow. When asked to explain the role of athletics at a university, he responds that it could be the front or back porch and add curb appeal, but the heart of this university is what the faculty do in terms of educating our young people and doing research that will benefit society for years to come. What he believes athletics

can do is to help supplement that by supporting a tremendous undergraduate and graduate student experience while tying in the recreation and wellness components.

Mr. Hall walked senators through the presentation that began with some basic statistics about fall 2014 Student Athletes and Non-Athletes. The power point presentation continued with the Mission Statement and Vision, followed by Core Values and Guiding Principles. Mr. Hall explained that it has taken him some time to prepare his report to the senate because he had some housecleaning and reorganization to do in athletics. He feels that the department is now poised and prepared to work on their strategic plan, in parallel with the campus strategic planning process. The Mission Statement, Vision and Core Values and Guiding Principles were created during a two-day retreat last spring, with the assistance of two people from University of Michigan who had worked as faculty and in inter-collegiate athletics. This was a shared process among everyone in the department. Words like innovation, which resonate with the university community, are incorporated into the values. The Strategic Planning process as explained on the next page will put in place a plan to go from 2016 to 2020. The department will actively engage in the planning process during 2015 and will align its plan with the larger UMBC plan and the America East Conference. The three pillars of the America East Brand are academics, leadership, and athletics. The plan will be used to set priorities, allocate resources and serve as a unifying point. Mr. Hall commented proudly on the success of the Men's Soccer Team in reaching the Final 4, where we had the best cumulative GPA and best APR (Academic Progress Rate) of the four schools, Virginia, Providence, and UCLA. He believes that if Athletics takes responsibility for what they are supposed to be doing, they can be a unifying point for the rest of the campus community.

Mr. Hall briefly went through the remaining objectives for senators. He particularly noted objective number six as being critical. This objective is to "Enable and foster collaborative decision-making within the University community and, especially, within the faculty, with a common understanding of Departmental and University priorities, objectives and initiatives." This is particularly important because if you take a cross-section of any athletic activity you see great diversity and regardless of the level of interest, athletics can be that unifying and rallying point. The presentation ended with the Process and Strategic Themes. Mr. Hall closed by asking faculty for increased involvement. How can Athletics help the faculty? How can the faculty help Athletics as the department moves forward with this ambitious goal and plan? In conclusion, Mr. Hall left faculty with a list of questions and asked to return for their feedback. Just as he had with his own staff, he posed two additional questions to the senate. What are they afraid he will not do? What are they afraid he will do? He expanded on these questions by asking that given the challenges we face on campus and in the wider society, what would they like to see Athletics do or do differently and what are some of their concerns? He closed by remarking that he hopes this visit to the senate will be the beginning of a dialogue. He closed with an anecdote and thanked senators for their time.

Kim Leisey, Associate Vice President of Student Affairs, reported on BRAC, the Behavioral Risk Assessment, and Consultation Team. She distributed copies of the UMBC Faculty and Staff Behavioral Response Guide to senators. Her contact information is on the guide for anyone who would like to get more copies. She explained that she convenes the BRAC team to respond to calls and/or emails expressing concern for anyone on campus. The team looks into these reports from a behavioral standpoint. Dr. Leisey described the types of calls that the team fields. For example, a faculty member may call concerned because a student was in class early in the

semester, disappeared for two weeks, and then contacted the instructor by email to say he/she was having difficulties and mental health concerns. In this instance, the faculty member should call the BRAC team, which will investigate the matter. Calls about behavior in the classroom require deciding if the behavior can be managed in the classroom, or if there is a potential Code of Conduct violation. The BRAC team has received calls concerning things written in student papers and calls about students following faculty to their cars night after night, despite being asked to come during office hours. Dr. Leisey commented that all of us have problems at times in our lives and students also have problems. Each of us manages problems differently. Sometimes people have problems and we never know it. Other times, the ways that students manage their problems are not very functional or undermine their ability to be successful as a student. Just as there are many different problems, there are many different ways we can help students solve their problems. Dr. Leisey encouraged senators to take advantage of the information on the guide and the BRAC team. Call or email and the BRAC team will respond. Call if you have a gut feeling or believe someone is acting oddly, or when you simply do not know what to do.

There are times when faculty probably should not contact BRAC. There is additional clarification on the front of the guide. For example, if someone is making a threat and they are a potential danger to others or themselves, call the police. If a threat comes via phone mail, email, or text, call the police. This does not mean that someone comes running to the classroom. The police can also be called for consultation. One of the BRAC team members is Paul Dillon, Deputy Chief of Police, who has been consulted many times when folks are not sure if something is a criminal matter or not. Calling the police does not mean that someone will be arrested.

Dr. Leisey named the members of the BRAC team who are listed on the back of the guide. In response to a question from President Shin, Dr. Leisey suggested faculty call the person with whom they are most comfortable. There were no further questions and President Shin thanked Dr. Leisey for her report.

The next item of business was an update from Stephanie Lazarus, Title IX Coordinator, on the Interim Sexual Misconduct Policy. Senators received copies of the policy prior to the meeting. One of the initiatives she has talked about before at Faculty Senate is the USM Policy on Sexual Misconduct. UMBC now has an interim policy, which according to Ms. Lazarus is more than a policy - it is a guide. The policy begins with our non-discrimination policy and the second page is a list of resources. She walked through the policy with senators.

Ms. Lazarus reminded senators that we work with a community of scholars, many of whom are young adults finding their way and stepping into new relationships and experiences. It is no surprise that there is a higher degree of assault and sexual violence that occurs with students. We want to be sensitive to this and make sure that we are effectively connecting with our resources and processes. When she first came to campus, we had the Sexual Harassment Policy and the Non-Discrimination Statements, and other pieces. This interim policy encompasses sexual harassment and sexual misconduct and also contains new definitions within these areas. It covers everything from relationship violence and sexual exploitation, to issues that sometimes bring older terms and experiences into 2015. For example, the use of social media and technology and how they come into transactions between students, employees and visitors is now included. This policy is very comprehensive and covers students, employees, and campus visitors. It was

designed to help you respond appropriately when approached by someone indicating that they have experienced sexual assault or misconduct and want to report it. The policy discusses various prohibitions, matters of confidentiality, and who is a “responsible” employee. Also on our campus we have several resources that qualify as confidential, e.g. the Counseling Center, University Health Services and clergy. We have quasi-confidential resources, which include the Women’s Center and others, where having a more nuanced conversation can occur. Employees, including faculty, who are not acting in a licensed role are acting as responsible employees. It is important that everyone understands what is expected of him or her. For students in distress we have a Voices Against Violence coordinator who will respond to all referrals. Her name is Rina Rhyme and she is the first point of contact. Her name is on the resource list included in the policy document. Faculty and staff should go to Ms. Lazarus who works in Human Relations with Bobbie Hoye, who works as university counsel and is our Human Relations Officer and Title IX Investigator. Phone calls to one of these two places should be made first.

When a student is in front of you and you are trying to figure out what to do, it is important to listen carefully what that student has to say. The only information needed to pursue a matter is the student’s contact information. Privacy between you and the student cannot be guaranteed. You can say that the information will go to a very small group of people who care about what happens next. One of the impacts of sexual misconduct, particularly for students is difficulty completing their degrees, or even the semester. Sometimes they withdraw from class. Sometimes they return the next semester and sometimes we never see them again. It is important to make sure that they are connecting well and that they have the information to make some decisions to support where they are and where they want to be.

As responsible employees, we do have the advantage of a protocol that Voices Against Violence has had in place since at least 2001. There will be a 90-minute training for faculty and staff at 9:00 a.m. on the 25th. It will be a good refresher on how to work with a student who is reporting and how to work within the protocol. Additional training is in development, including a brief online course for all of our employees. Training for students, the Haven Program, is already underway and is provided to all new students. We also have Green Dot training, which teaches about bystander intervention for those moments when someone is concerned about what might happen next. Recently, Vanderbilt University had an unfortunate case and one of the things that the jurist said about it was that so much changed within the course of about fifteen minutes for the futures of all of the students involved.

Title IX is a process, not a singular point we are attempting to reach and should not be approached from a place of fear. It has been around for years and is a very people-centered process. It is about doing what is right for our community. It is about educational opportunity. Although the terminology is formal, it is about having a sense of belonging to a community that cares about everyone. We want our students to be successful. Sometimes, when a person has been the subject of sexual misconduct, it can really compromise where they are in the moment. We want student to have the opportunity to complete his or her course of study.

Ms. Lazarus asked for questions from senators. Senator Chuku asked about external agencies, as discussed on page 15 of the interim policy. Ms. Lazarus responded that we do want to have the opportunity to resolve matters internally, but if someone feels that the matter has not been addressed or if they feel safer going to another agency, that is an option. We can often handle

things more quickly than external agencies, but every student and employee has the option to inquire and follow up with external agencies.

Senator Watson asked for clarification that, if a student approaches a faculty member and says they want to confide in them, the faculty member must tell the student that the issue cannot be confidential because employees are not one of the confidential entities on campus. Ms. Lazarus explained that sometimes it could be re-framed if the information comes by email. However, if someone is getting ready to disclose something to a responsible person, they can be cautioned that their disclosure must be reported to a small group of people. We can frame this in the context of wanting the person to have as much control as possible over what happens next and that if they are not comfortable knowing it will be disclosed to others, we have confidential places, like the Counseling Center, which might be more appropriate for them.

Senator Abraham asked what the recommendation would be if a student came to a faculty member and divulged something. She gave the example of a student who had not been performing in class and came to her, disclosing that she had been the victim of sexual violence. She was a twin, but her sister did not know and she told the faculty member that she could not tell anyone. The student approached her professor to apologize for not performing well and to ask for additional time. The professor felt that the student had tied her hands by saying she did not want anyone else to know. Ms. Lazarus responded that some of this is acknowledging that we are a community and that there are people who can work with the students to help them. As the Title IX Coordinator, she sometimes has to consult with a faculty member or even a chair or dean to ask what kind of flexibility we can offer in this situation. She added that the faculty member should not shorten the conversation, but students should know there are options available to them. We will not force them to go in any particular direction, but we can help. When asked if there were legal ramifications for ignoring the student's request and making the call, Ms. Lazarus said no, that this is part of our interim policy.

Another senator expressed concern about the issue of privacy, particularly of health information. Students will often disclose something because they have an academic issue and it feels like a betrayal of their confidence and their privacy. Personally, she has found that since the policy changed, if she has any inkling that a student is about to divulge something private, she puts distances between the student and herself. It is too uncomfortable a situation. She understands the importance of supporting students but finds it particularly difficult to be put in the position of having a student say they do not want something disclosed to anyone else because then she has to find a way to explain that she is legally responsible for reporting. Ms. Lazarus explained that sometimes it is a matter of understanding where universities fit. There have been situations where someone believed they had disclosed information to a responsible employee and thought something would happen, but then nothing did. This policy provides the transparency that there are additional supports. This is a matter of support and it is important to remember that when something is disclosed, it is brought to the attention of a small group of specific people, not a department chair or an entire department. It is a referral point to professionals who are trained to help and can handle it confidentially.

There were no additional questions and President Shin thanked Ms. Lazarus for her presentation.

There was no Unfinished Business.

The next item of business was the approval of the Academic Program Review (APR) in Africana Studies. Copies of the APR were disseminated electronically to senators in advance of the meeting. Africana Studies Chair, Tyson King-Meadows, was present to answer questions or comments. There were no questions or concerns. The APR was approved without objection. President Shin thanked the chair for attending. He thanked the body and expressed that each senator can play a role in the continued upward trajectory of the department. If senators would like to talk with him, he will be happy to do so.

The next item was approval of the Year-3 Review of the Department of Dance. Senators received the review electronically in advance of the meeting. The chair of Dance was not present but Senator Hamby, the Dance Department's representative on the Faculty Senate, was present and indicated he was happy to answer any questions senators might have. Dean Casper is also present and can answer questions. There were no questions or comments and the Year-3 Review of Dance was approved.

Reviews of Mechanical Engineering and Emergency Health Services will not be discussed because the Graduate Council has not yet reviewed them. President Shin explained that the Faculty Senate is the last approving body, after APB, the UGC, and/or the Graduate Council. There was some confusion among senators about the need for departmental approval of reviews. President Shin explained that there is no requirement for departmental approval. Senator Ritschel commented that customarily the senate receives a report from APB and UGC or Graduate Council when they approve these reviews. He believes this is helpful to the senate. APB Chair Bruce Walz noted that he reports such approvals for the APB when they are done and that he had done so at an earlier meeting.

There was no further new business. President Shin adjourned the meeting.

Respectfully submitted, Lynn Knazik