

Faculty Senate Meeting Minutes May 12, 2015

Senators in attendance were Gloria Chuku, Kimberly Moffitt, Phyllis Robinson, Mariajose Castellanos, Joel Liebman, Bill Lord, Pat Scully, Diane Flint, Robin Farabaugh, Kate Drabinski, David Lansing, Dan Ritschell, Zhiyuan Chen, Lynda Aldana, Cedric Herring, Muddappa Gowda, Hal Schreier, Panos Charalambides, Donald Snyder, German Westphal, Airi Yoshioka, Jessica Pfeifer (Vice President), Markos Georganopoulos, Carolyn Forestiere, Diane Alonso, Tim Brennan, James Bembry, Mary Stuart, Tim Nohe (for Guenet Abraham). President Sarah Shin was also present.

President Shin called the meeting to order and welcomed senators, ex-officio members, visitors, and newly elected senators who attended. Vice President Jessica Pfeifer will act as timekeeper for the meeting. Faculty senators approved the meeting agenda as distributed.

President Shin announced that President Hrabowski was in transit and would give the President's Report upon his arrival. She requested the report of the Provost.

Provost Rous began by commenting that this was a rare opportunity to speak before Dr. Hrabowski at a meeting. He updated senators on the status of the budget. Governor Hogan has decided not to rescind the COLA awarded as of January 1, 2015. At last week's meeting, the Board of Regents approved a 7% tuition increase for in-state undergraduate students, which is a 5% increase across all USM institutions plus an additional 2% increase to UMBC, which did not increase tuition midyear, as did many other institutions in the system. UMBC did not raise tuition midyear because the administration felt doing so would be unfair to parents and students, who should have an opportunity to plan for it. Provost Rous noted that he, Dr. Hrabowski, and the President of the SGA co-authored the announcement of the 7% increase request and that the administration has been in close contact with the SGA about the proposed increase, why we need it and why it was done in this way.

The amount of our state appropriation is final and we are in the process of building the budget for FY16. The administration is trying to hold the cut to the colleges and divisions as close to 1% as possible to meet the shortfall in state appropriation. The tuition increase helps, but we must continue to be aware that even if we do nothing new, mandatory costs increase. These include health and retirement, which increased about \$3.8 million going into next year. Other expenses like facilities renewal, Fine Arts building, utilities, and need-based financial aid also increase each year. He reiterated the commitment to holding the cut as close to 1% as possible but reminded senators that this would severely limit our ability to do anything new. After reviewing scenarios for cuts ranging from one to two percent presented by the colleges and divisions and considering the projected impacts, the administration decided to forego doing many new things in favor of limiting the cuts.

With the permission of President Shin, Provost Rous recognized President Hrabowski who had just arrived. He began by noting that to get an exception for the additional 2% tuition increase, he had to go directly to Governor Hogan. He believes strongly that the decision to hold the line on tuition last January, rather than follow the lead of several campuses that instituted a 2%

increase, was the right one. We are the only campus at which the student government leadership actually collaborated on the announcement to the campus, saying that UMBC was being reasonable in its approach.

Several years ago, the Faculty Senate Executive Committee and the administration entered into robust discussions about differential tuition, which is the tuition for students in engineering and some of the sciences. The campus believed very strongly that we should not move to differential tuition because it would discourage students from low-income backgrounds and students of color from majoring in those disciplines. President Hrabowski added that recent studies have borne out that belief. He was initially willing to consider it because his alma mater and many of the Big Ten schools were implementing it. However, the possibility was dropped after discussions here. This is an example of how the shared governance process can work. In contrast, the president at College Park feels very strongly that these courses should be more expensive and they did move in that direction. Interestingly, College Park students have approached Dr. Hrabowski to ask that he do something about it. Although he commends the students for some very well written letters, he was unable to help and recommended that they take their case to the Board of Regents. Unfortunately, their campaign did not work and College Park will move to differential tuition and it will become much more expensive to major in engineering. Our Dean of Engineering has indicated that we cannot allow our enrollment to go way up because of this move by College Park because we do not have the resources to support such an increase. Dr. Hrabowski reported that he did not comment during College Park's presentation on differential tuition until after the regents had taken a vote. He then said that UMBC disagreed with that approach because of our value system that says we do not want to discourage people from low-income backgrounds or people of color. He also said very specifically that the regents had a responsibility to find more money to help our programs because ours are as expensive as the College Park program. The Chair of the Board of Regents did acknowledge that statement and it is in the record. We will be pushing to get more money from the state, through the Board of Regents. President Hrabowski indicated that he wanted his remarks to be in our record, too. We will fight for that and for having done it the right way by not putting the burden on low-income families.

President Hrabowski's second comment concerned the coalition case involving Morgan State. He explained that the publication, "Diverse Issues in Higher Education" briefly mentioned a narrowly circulated document in one of its articles. The article confused UMBC with UB. Although they did print a correction, it was in small print. The case has Morgan proposing, in essence, to take over the University of Baltimore and to take some of our programs. In other states, there has been a precedent for an HBCU taking over or merging with a predominantly white institution. It happened at Tennessee State and University of Tennessee, Nashville. However, there has never been a case in any state of the forcible transfer of programs, and there is no case, in which a program was transferred from a traditionally white institution (TWI). Although we call ourselves "historically diverse," we are considered a TWI, compared to an HBCU. Morgan has proposed transferring several programs, ranging from Computer Science to the Program in Aging from UMBC. We are not worried about losing programs, but in the spirit of transparency, President Hrabowski did not want faculty to read about this somewhere else. It is not highly publicized and was only briefly mentioned in the publication. The state immediately appealed the proposal and the decision of the courts to consider discussing the possibility of some transfer of programs. It has never happened in the history of such cases. President

Hrabowski opened the floor for questions on the first two issues of his report noting that he had one more item.

Seeing no questions, he continued to the third item, which concerned Baltimore. He noted that some UMBC faculty attended the Teach-in. There have been a number of activities and class discussions, from the social sciences to the arts and humanities concerning what happened in Baltimore. He appreciates the efforts and encourages everyone to continue to be involved. We will be working on a variety of initiatives designed to be supportive of the region and the city. He commended Kimberly Moffitt (AMST) who is starting a charter school for boys of color. She began working on this initiative well before the incidents of this summer and even has President Hrabowski speaking at the opening. She has been involved with these kinds of initiatives for years, while continuing to do her research and to teach. Dr. Moffitt's involvement is only one example of ways in which our faculty are contributing. President Hrabowski commented that he believes it is important to document what campus members are doing involving the city. How can we take things to the next level if we do not document what we are doing now? Everyone is aware of the Choice Program and all of our efforts there, but the Lakeland Partnership is especially significant in Southwest Baltimore. Many of the departments are involved with that school, the parents, the community, the children, and the teachers, many of whom are our graduates. This partnership involves K-8 and we are building on it. In fact, it is going so well that there is talk of us beginning to work with the high school as our children move to the next level. He asked senators, as they work with students and staff in their departments, to think about how we, as a university, remember, acknowledge, and continue to build our relationship with Baltimore City. This concluded President Hrabowski's report. There were no questions for President Hrabowski and Provost Rous resumed his report.

The provost added his comments to President Hrabowski's remarks. He thanked the faculty who took the time in their classes to talk to students about the events and the surrounding issues. He has received many letters from students thanking faculty for spending the time with students during that week. He also thanked those who attended the Teach-in, particularly those who spoke at the event, Kimberly Moffitt, Nicole King, Dawn Biehler, Tyson King-Meadows, Derek Musgrove, Joby Taylor, and Police Chief Paul Dillon. He also thanked Dean Casper for working to arrange the event. As faculty think about these issues, the provost suggested they look at the report of the Strategic Planning focus group that has been working in the area of Extended Community and Connection. Some of their recommendations are very relevant to some of the issues we have been discussing. He added that there are ways for faculty to give feedback on the report and that focus group members would appreciate it.

Provost Rous thanked everyone for the work that they have done and are doing, particularly through this difficult year. In closing, he commented on what a privilege it is to share the joy of commencement with the graduating students and the faculty. He wished everyone a relaxing summer and a chance to spend time with family.

The Faculty Senate approved the April meeting minutes without correction or addition.

The next item of business was the report of the Faculty Senate President. President Shin began her report by announcing the grand re-opening of Y Preschool at UMBC this fall. Y Preschool at

UMBC provides quality pre-school education to children ages 2-5, with a focus on school readiness. It provides the educational and developmental support for success in kindergarten and beyond. Fall enrollment has already begun. There is a special deal for UMBC faculty, staff, and students who enroll their children now. Their non-refundable registration fee will be applied to the first week's tuition payment. For more information, senators should visit <http://hr.umbc.edu/preschool/>. President Shin thanked Pat Scully, the senator from Education and an expert in early childhood education for her service on the Childcare Center Advisory Committee. Pat will give a report on the preschool later in the meeting.

The campus received an email from Valerie Thomas yesterday about the State Health Risk Assessment and Wellness Program. This year the State of Maryland has implemented a new health risk assessment and wellness program for employees with health benefits. To avoid a surcharge of fifty dollars plus an additional fifty dollars for a spouse in 2016, employees must do three things:

1. Log into their health provider's website and select a primary care provider.
2. Complete an online health risk assessment, which takes about 20-30 minutes, and print out the results.
3. Discuss the results with their doctor and have him/her complete a physician's signoff form.

Senator Stuart noted that she had already had the annual physical allowed by her insurance provider and asked if there would be a charge for the additional doctor's visit needed to complete the required health risk assessment. After some discussion, Senator Drabinski commented that because she had had a physical exam within the year, her physician agreed to sign the form without performing another exam. Vice President Pfeifer added that some physicians are unaware that the insurance allows one physical exam per calendar year. Dean Rutledge stated that for those insured with Kaiser Permanente, the process is a little different. These employees must complete the health risk assessment electronically, see their primary care physician, and execute an electronic sign-off, authorizing the physician to share the information with the state verifying employee compliance. The deadline is September 30, 2015. President Shin reminded senators that once they complete the process successfully, copayments would be waived for the rest of this year. She clarified that this is for employees and spouses, not their children. There were no further questions.

Because this was the last senate meeting of the academic year, President Shin took the opportunity to thank senators for their service. She commended them for playing a crucial role in the shared governance process by acting as conduits, relaying information from the Senate to their departments, and gathering input from department colleagues to bring up in Senate discussions. She noted that they have fulfilled a very important duty, and again thanked them for their service to the university.

At the Request of President Shin, these the following paragraph was added to the official minutes of the Faculty Senate meeting of May 12, 2015.

President Shin wanted to express her thanks to Etoy Hamlin and Lynn Knazik for staffing the Faculty Senate this year. As senators know, the Faculty Senate did not have a full-time administrator this year. Both Etoy and Lynn did Faculty Senate work as an add-on to their full-

time positions in the Provost's Office and the Faculty Development Center respectively. President Shin noted that she could not have done her job as Senate president without them and formally recognized their expert assistance.

President Shin thanked ex-officio members for attending Faculty Senate meetings and noted that their presence, month-after-month, said volumes about how much faculty input is valued by the university. She went on to thank the chairs and members of the numerous Faculty Senate and University Committees for their dedication and service as well. Without the work of the individual committees, UMBC could not have well-functioning shared governance.

In a special thank-you, President Shin recognized the work of the Faculty Senate Executive Committee. The Executive Committee did a superb job of representing the interests of the faculty and engaging the UMBC Administration on issues that are important to our campus community. They are an impressive group and she is very proud of them. There were times, especially in the beginning of her term as Senate President, when she felt completely lost as to what to do. But each time, she called on the Executive Committee and got the answers she needed. She added that many people on the Executive Committee were extremely patient with her and often went out of their way to help. They are a smart and wise group of people whose counsel she came to rely upon heavily.

President Shin continued, saying she felt the same way about everyone in the room and was truly honored to have served as Faculty Senate President this year. That she represented such an intelligent and remarkable group of faculty at UMBC was humbling and amazing at the same time. She continues to be inspired by the dedication and hard work of our faculty, staff, and Administration, and believes UMBC to be a wonderful campus community.

In closing, President Shin took a moment to reflect on the accomplishments of the past year, expressing her belief that the Faculty Senate had accomplished a lot as a governing body. She highlighted just a few of its major achievements, beginning with the Faculty Senate vote to recommend piloting a new course evaluation of instruction instrument and delivery system. Given that this had been in the works for a number of years, it was a major development. The senate approved seven new program proposals, and four Academic Program Reviews and Year-3 reviews. As a body, it took up important conversations about integrating adjunct faculty into shared governance and the issue of grade submission deadlines. The Faculty Senate has a lot to be proud of and President Shin thanked senators for their hard work.

Committee reports were next on the agenda. First was the Executive Committee, with the election of Faculty Senate officers for next year. The Executive Committee had presented a slate to the Faculty Senate at the April meeting. Nominated were Sarah Shin for President and Kimberly Moffitt, Associate Professor of American Studies, for Vice President. Vice President Pfeifer excused President Shin and Senator Moffitt from the room and began the election by asking for nominations from the floor. There were none and she called for a vote by a show of hands. By unanimous vote Sarah Shin was re-elected President of the Faculty Senate and Kimberly Moffitt was elected Vice President. The newly elected officers returned to the room and were congratulated.

The next item concerned two draft documents titled, UMBC Promotion and Tenure Appeals Procedures and Procedures Governing Faculty Grievances. Senators received the documents electronically. Tim Nohe, Past President of the Faculty Senate and member of the Executive Committee presented an overview of the documents. Bobbie Hoye, General Counsel, was present to answer questions from senators.

Mr. Nohe began by stating that President Shin had charged the Executive Committee with reviewing faculty grievance procedures to insure that they were in alignment with best practices established by peer universities and effectively provided protection of faculty rights. The committee worked to insure that it was compliant with laws and regulations, and USM and UMBC policies. Professor Anna Rubin, Vice President Pfeifer, and Mr. Nohe formed a subcommittee and worked closely with Associate Provost for Faculty Affairs, Patrice McDermott, and Bobbie Hoye, Office of Legal Counsel. The subcommittee built on the earlier work of an ad hoc committee, chaired by Professor Jim Grubb, which had created a first policy draft in 2013-2014. The subcommittee first surveyed standing policies and a range of policies from peer institutions and USM institutions, such as University of Pittsburgh, University of Arkansas, Georgia Tech, Towson University, and University of Maryland, College Park. It became clear that bringing UMBC's policies into alignment with best practices would require a significant update. There was much work to be done in building protections when reviewing highly confidential personnel issues.

The committee's first major action was to separate processes pertaining to promotion and tenure appeals from faculty grievance procedures. This was done because the promotion and tenure appeals process is engaged in highly confidential personnel matters. To maintain confidentiality the committee drafted a strictly focused review and recommendation process with a direct line of reporting to the university president. The committee constructed a very exacting timetable to make the process accountable to the appellant and university. Senators should also note that the grievance process is carefully defined and states exclusions that are otherwise covered by existing UMBC or USM policies. The committee has designed a process with integrity in mind, a strict timetable, and consistent lines of confidential fact-finding and reporting. Both the promotion and tenure appeals and faculty grievance procedures are designed to clearly guide and protect grievants and appellants, as well as those faculty hearing the case and faculty associated with the case.

The Executive Committee vetted the drafts, line-by-line, and worked closely with university counsel to bring this to senators, as an information item. Mr. Nohe asked senators to return to their department colleagues and carefully consider the structure and substance of each policy. He noted that it became clear to the committee that our faculty need an updated, robust, and legally sound set of grievances and appeals processes. Members of the Executive Committee would appreciate faculty review and input on these draft policies and procedures.

President Shin thanked Mr. Nohe and opened the floor to questions. Seeing none, she asked senators to take the documents back to their departments for review and discussion. They will appear again as information items on the September meeting agenda and come up for a vote in October. She encouraged senators to take the draft policies and procedures back to their departments for review now and again in the fall.

Bruce Walz gave the report of the Academic Planning and Budget (APB) Committee. At its last meeting, APB received a budget overview similar to the information shared by the provost during his report. APB also reviewed the APR for Sociology and Anthropology. The committee noted several items in the report that it feels warrant follow-up across a number of departments on campus. One such issue is retirement. Current and planned retirements affect many departments and put a strain on remaining faculty. Also, hiring new faculty requires resources. Sociology and Anthropology has put in place a hiring plan to address this issue. Another area of concern was grant funding. Cutbacks in federal funding have had a significant impact, particularly in the social sciences. Although the department has a number of very productive research faculty, it has suffered a reduction in income and numbers of grants. Like many departments on campus, Sociology and Anthropology is working to address the issue. This concern precipitated a discussion of bridge funding. Bridge funding can support a researcher, previously funded at 100% or nearly 100%, when funding ends and they need time to prepare new grant proposals. Researchers grant funded at 100% cannot use their time to prepare new proposals and need some type of funding to bridge them in the interim. The administration will have to address this issue globally across all departments and colleges at UMBC. APB will continue to monitor it going forward. APB accepted the APR by a unanimous vote.

After thanking Chairman Walz for his report, President Shin requested the report of the Undergraduate Council. Chairman Terrance Worchesky noted that senators received the report electronically, but wanted to note a couple of items. UGC gave provisional approval to several courses under the designation BTEC. These courses do not have a departmental affiliation. They will reside under the Dean of the College of Natural and Mathematical Sciences in a program that would be primarily located at Shady Grove. UGC traditionally believes that departments are the foundation of the academic integrity of the university and approved these courses with the provision that the dean's office will create a structured BTEC program. This is a departure from the normal course approval process, which usually results in either approval or rejection. The dean's office is in the process of putting together a proposal for this new program. To insure the academic integrity that usually comes from the departments, faculty will not teach these courses until the program, and its direction, are in place in the dean's office.

The other item of note was Chairman Worchesky's recognition of members of the UGC for their excellent work. UGC members pore over proposals in minute detail. He also wanted to recognize two other groups, which do not necessarily get credit for their part in this process. The Registrar's Office supplies staff as members of UGC and they are very meticulous in insuring that all necessary requirements, prerequisites, catalog numbering, course descriptions, and the like are held to strict standards. Without their hard work, it would be nearly impossible for the UGC to function. Finally, Tamara Brown has been the administrative assistant supporting the UGC for over a decade. In her new capacity as Executive Administrative Assistant to the Dean of College of Arts, Humanities, and Social Sciences, she will most likely not be able to continue in this capacity for UGC. She has done a wonderful job corralling all of the proposals, marshalling the forces to examine them and in getting results out to the appropriate offices. This concluded the UGC report.

The Graduate Council report was next. Dean Rutledge gave the report on behalf of Marv Mandell, who was unable to attend. The Graduate Council had a very busy meeting last Thursday. There were a number of courses approved, including two in Chemistry, four in Health Information Technology, and three in Information Systems. The council also reviewed the APR in Sociology and Anthropology. In addition to what senators heard in the APB report and specific to the graduate program, the department is looking into broadening focus areas. Currently, there are three areas, and consideration is being given to broadening them to take advantage of interests in the department and create closer links with the Public Policy Ph.D. program. The department has made a number of structural changes to the Master's program to bring in more vigor. It brought back a requirement for GRE and strengthened it by including a research theory course. One of the challenges they face is that because of the loss of faculty mentioned in the APB report, they have to offer many of their graduate courses as combined 400/600-level courses. This means that in some cases they cannot offer the breadth of courses that they would like to. Overall, it was a lively and healthy discussion and the Graduate Council accepted the APR.

The council also reviewed the Year-3 Review of Biological Sciences. Construction of the planned Interdisciplinary Life Sciences building will alleviate a number of the issues noted in the review, particularly with respect to laboratories working with animals. Undergraduate enrollment growth is also a significant problem. Steve Miller, the Graduate Program Director, commented that it has nearly quadrupled in the fifteen years he has been there, yet faculty numbers have stayed the same. Hiring additional lecturers has alleviated some pressure, but not solved the problem.

The biggest thing affecting the graduate program is external funding. Graduate programs have shrunk in response to reductions in external funding. There were a number of other items of interest in the review, which led to a good discussion. The Graduate Council accepted the Year-3 Review in Biological Sciences.

The Graduate Council approved several faculty for regular and special status. Two from Biological Sciences, one from Health Information Technology and one from Physics received regular graduate faculty status and two from GIS received special faculty status.

Within the Cybersecurity track of the Master's in Professional Studies, the council approved a sub-track in Cybersecurity Operations. Using existing courses, the program created a sub-track pertinent to those students not in the defense industry corridor, particularly those at Shady Grove. There will be a corresponding program in the Professional Studies Certificate Program.

There were changes in the Physics graduate program. The number of required courses was reduced from nine with one elective, to seven with three electives. The change is consistent with 180 other physics Ph.D. programs in the country. In Atmospheric Physics, the number of required courses was reduced from nine to seven with two electives to make the program more flexible to meet the needs of students and faculty. This concluded the Graduate Council report. There were no questions.

Senators received the General Education Committee Report electronically and were asked to direct questions to Diane Alonso.

Thomas Beck, chair of the Nominating Committee, delivered the committee's report. Mr. Beck thanked faculty who have chaired and served on Faculty Senate committees this year and those who have volunteered for next year. He commented that it took three calls for volunteers to achieve a sufficient number to fill committee vacancies and one vacancy remained on the Honors and Awards Committee when the slate was distributed electronically. Fortunately, Nancy Kusmaul, an Associate Professor in Social Work, volunteered to serve on that committee. After asking senators to write in Dr. Kusmaul's name, Mr. Beck formally submitted the slate of committee nominees to the Faculty Senate. There were no objections and the Faculty Senate approved the slate as submitted.

Vice President Pfeifer gave the University Steering Committee report. She began by noting that although not mentioned earlier, the Human Resources Department is planning information sessions on the required Health Risk Assessment, at least once a month until the deadline on September 30. Senators can also contact Zahira Meyers for assistance.

Openings in the UMBC Y Preschool are currently limited to faculty, students, and staff until June 1. On that date, enrollment will open to the public. She asked senators to pass that information along to anyone who needs childcare. The Preschool Advisory Committee will continue operating, even after the opening, to provide a mechanism for feedback. Valerie Thomas chairs the committee and there are representatives from the Women's Center, Student Life, and Human Resources. There is a plan to add a permanent member from the Education Department. The current representative from Education is not permanent. A director has not been hired. This concluded the Steering Committee report.

Senator Liebman commented that the June 1 deadline could be a concern to newly hired faculty and staff. Vice President Pfeifer repeated her earlier request for senators to let people who may need childcare know. Senator Castellanos noted that she spoke with Valerie Thomas at the Work-Life Balance event about a new hire who starts work in January. Ms. Thomas suggested that Dr. Castellanos pass along the information and suggest the new person contact them directly. There were no additional questions or comments.

Next on the agenda was a motion presented by the Committee on Organization and University Operations. Senators received the motion electronically. The motion proposes to add the Vice Provost and Dean of Undergraduate Education to the list of ex-officio members of the Faculty Senate. Deans and Vice Presidents are currently included as ex-officio members. The absence of the Dean of Undergraduate Education as an ex-officio member might have been an oversight. President Shin asked if there were any objections to approving the motion. Senator Stuart asked if it was possible to clarify whether it was an oversight or a deliberate omission. President Shin indicated that the committee had unanimously voted to present the motion to the Faculty Senate. She again asked if there were any objections to voting on this issue today. Senator Stuart asked for clarification of the motion. President Shin reassured the body that it was okay to delay the vote if anyone felt uncomfortable doing it without a chance to discuss it. Seeing no objections, President Shin asked if there were any objections to accepting the motion as submitted. Seeing

none, the Faculty Senate accepted the motion to include the Dean and Vice President of Undergraduate Education among the ex-officio members of its body.

Other reports were next on the agenda. Senator Scully provided a report on the UMBC Y Preschool. She stated that much of what she had planned to say had already come up, but noted that the preschool has been rebranded as the Y Preschool at UMBC. There will be an open house sometime this summer, when the construction is completed. They are hoping to have more collaboration with departments across campus. There have always been opportunities for students to work there. The Education Department frequently has placements there and she believes that the Psychology Department has students doing research projects there, too. The new Advisory Committee will have representation across campus and Senator Scully hopes that will be a conduit for increased collaboration. The committee hopes that the process goes smoothly and that the center will look to the needs of the academic community, particularly with regard to the academic year, and faculty's absence from campus in the summer. This is an ongoing discussion. Senator Scully served as a representative of the Faculty Senate, and was dismayed that there was no one from the Education Department on the committee. She feels that there is a role for Education, particularly someone with early childhood expertise, when, for example, a vendor is carrying out a service. With representation on the Advisory Committee, the department hopes to create a good partnership with the preschool. Dr. Pfeifer asked for clarification on the representation issue. Senator Scully said that there has been no move to place someone from Education on the committee, but that it is under discussion. Senator Charalambides asked about the capacity of the preschool. Senator Scully responded that the capacity is the same as it was prior to its closing. Total capacity is sixty-four, with twenty-four spaces for two year olds, and twenty each for three and four year olds. There will be two classes of twelve each for two year olds. There were no further questions.

Workplace Learning and Wellness was the final report under Other Reports. Jill Wardell reported that her office, formerly Training and Organizational Development, is undergoing a transition to Workplace Learning and Wellness. She introduced Rochelle Saunders, the HR Director responsible for oversight of the Workplace Learning and Wellness office. After gathering information about programming from the campus and discussing ways to promote faculty attendance, they decided to change their name. They offered wellness programming under the T&OD name, but wanted it to be intentional to convey their mission of caring for the whole person, for professional and personal development. They also wished to create greater awareness of the Work-Life Balance components of what they do. They will continue to offer the same kinds of training, a mix of practical skills learning, professional development, work-life balance, and wellness, and weave it into the faculty and staff campus culture through a variety of awareness campaigns, webinars, online learning, and instructor-led sessions. Currently they are engaged in gathering information on campus needs by visiting various campus groups to get a sense of their needs. A survey will go out to the campus community on May 20 and they would appreciate feedback from the faculty. Today, Ms. Wardell wanted to ask how they could enroll more faculty into their programs. One of the things they have noticed is that faculty attendance is very low. Programs like the annual Professional Development Day, HR's Welcome to UMBC session for new faculty and staff, Meditation Boot Camp, which falls under the Wellness Initiative and some leadership programs, attract faculty attendance, but they would like to find ways to engage the faculty audience more broadly. The Workplace Learning and Wellness office

does more soft skills training, as opposed to the Faculty Development Center, which is more role-specific training. Ms. Wardell opened the floor for comments and suggestions for attracting more faculty. Senator Stuart commented that she had recently seen the flyer for the Work-Life Balance Fair and suggested that if faculty attendance was low, it was likely because of the time of year. Scheduling such events at other times might increase faculty attendance. Timing matters very much to faculty. After a brief discussion about timing and the end of the academic year, senators were encouraged to fill out the survey. Lastly, the office has a limited budget for hiring outside instructors. Ms. Wardell has noticed that when they put together soft skill programs with faculty instructors, faculty attendance is better. She asked senators to share any information they might have on such topics, even those offered to students, which might be appropriate for faculty and staff. There was no further discussion. Ms. Wardell encouraged everyone to complete the survey and provided senators with their contact information.

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

Respectfully submitted,
Lynn Knazik