

## **Faculty Senate Meeting Minutes**

**February 13, 2018**

Senators in attendance included: Thomas Robinson, Theodore Gonzalvez, Timothy Phin, Phyllis Robinson, Nema Raikar, Joel Liebman, Curtis Menyuk, Lisa Dickson, Patricia Young, Diane Flint, Tanya Olson, Mejdulene Shomali, Matthew Fagan, Susan McDonough, Amy Everhart, Joanna Gadsby, Bev Bickel, Jacob Kogan, Hal Schreier, Liang Zhu, Liz Patton, Renee Lambert – Bretiere, Brian Kaufman, Jessica Pfeifer, Pengwang Zhai, Jeffrey Davis, Diane Alonso, Lauren Edwards, Adrienne Ekas-Muetting, Andrea Kalfoglou, Vin Grabill. President Kimberly Moffitt and Vice President Gunes Koru were also in attendance.

### **I. Call to Order**

President Moffitt called the meeting to order.

After welcoming the Senators, President Moffitt announced that President Hrabowski would be delayed in joining the meeting.

Vice President Koru served as timekeeper for the meeting. In this role he is charged with announcing when time limits have been reached and respond to queries regarding process and procedures.

The meeting agenda had been distributed electronically and in hard copy.

The Senate approved the agenda.

The agenda was approved.

### **II. Report of the Provost**

Provost Rous opened his remarks by noting the success of the grand opening of the new UMBC Event Center on January 31<sup>st</sup> and took the opportunity to acknowledge all of those who attended the event and the basketball game the following Saturday. He also noted the incredible amount of work involved in planning and implementing the opening and extended his gratitude to all of those involved. We are looking forward to hosting our May undergraduate commencement ceremonies in the Event Center.

The Provost next provided an update on the FY19 budget. He explained that the State budget cycle begins when the Governor submits the budget to the State Legislature each January. The Legislature can only cut or restrict funds in the budget, but cannot add to it. At the end of this legislative session, when a final budget is passed, UMBC will have a more definite sense of our funding for FY19. At this time, we know the budget includes a 2% COLA that will go into effect on January 1, 2019. The budget also includes some enhancement funding related to workforce development and Shady Grove. Our campus administration is developing plans for the use of the enhancement funds. Funding for the Interdisciplinary Life Sciences Building, including capital equipment, also is included as expected.

As many are aware, as a result of SB1052 (regarding the proposed merger of UMB and UMCP), UMBC received an additional \$3.5M to our base budget beginning this fiscal year. The Legislature also recommended that USM receive \$6M a year in additional funding over the next four years, of which \$4M was allocated to UMBC. Although the Legislature directed the Governor to include this additional funding in the next billing cycle, the Governor has removed it. At this time, the administration is interacting with the Legislature to restore the funding through the process put in place under the Budget Reconciliation and Financing Act (BRFA).

Provost Rous updated the Senate on the Coalition Case. The Governor is considering offering a considerable amount of money to settle the case; however, there is nothing concrete to report at this time. The Provost also informed the Senators that several USM institutions, including UMBC, have received requests to complete a survey from an individual conducting research related to program duplication and its effects on Maryland's historically black institutions. The Provost told the Senators that UMBC General Counsel sent an email to campus that provides guidance on this issue.

He next provided the following enrollment update to the Senate. The Day 10 enrollment report shows an increase of .6% compared to last year. He noted that we admitted a large freshman class but have also graduated a larger than usual class last year. This trend reflects the fact that we had a peak in the admission of new freshmen four years ago and had since steadily decreased each year. Overall, our undergraduate admission increased 1.5%, but graduate admissions fell by 3%. He emphasized that our retention numbers are quite good and comparable to those in previous years. Provost Rous commended the faculty for their retention efforts.

In the area of faculty hiring, Provost Rous reported that ten new tenure-track faculty lines had been authorized for searches this year. He noted that these include the conversion of three of our Post-doctoral Fellows for Faculty Diversity to tenure-track lines. Two new lecturer lines and two Professor of the Practice positions also have been funded in addition to thirteen existing tenure-track lines. These include one at the associate professor level, two at the assistant/associate professor level, nine at the assistant professor level, and two on existing lecturer lines. The total amount of start-up funding is \$3.8M and \$1.2M in salary and fringe benefits. Provost Rous commented that we have replaced 9% of our faculty over the last ten years. President Moffitt asked if the three post-doctoral conversions were from our current cohort. Provost Rous responded they were from the previous cohort.

### **III. Report of the Faculty Senate President**

President Moffitt introduced Karl Steiner, Chair of the Maryland Charity Campaign, who announced that the campaign was quite successful. We reached 100% of our fundraising goal and achieved our 51% participation goal for contributions to the campaign. Dr. Steiner also reported that the campus raised approximately \$237,000, which is \$5000 increase over last year. He also noted that over 900 of UMBC's employees contributed to the Campaign. He also underscored the fact that 34 of our campus units achieved 100% participation

In her own remarks, President Moffitt expressed her appreciation for the new Event Center and called it a treasure on our campus.

After hearing a presentation at President's Council about UMBC's first-ever Giving Day (February 28<sup>th</sup>), President Moffitt decided to invite the Office of Institutional Advancement Team to share details about the event. Additional information will be provided to campus shortly.

#### **IV. Committee Reports**

##### **A. Executive Committee**

President Moffitt provided the report for the Executive Committee.

In December, the Executive Committee had an opportunity to hear an updated presentation by consultants who are working on a new branding campaign for UMBC. President Moffitt reported that this presentation was an improvement over the approach that was presented to the Executive Committee earlier in the semester. The Executive Committee consistently emphasized the point that the branding should still revolve around UMBC's identity as an "innovative undergraduate research community while also recognizing our Carnegie research status."

The Executive Committee suggested that Lisa Akchin, Associate Vice President for Advancement, visit the Faculty Senate in order to solicit feedback from the faculty on this topic. She expressed the hope that this will occur at the March meeting.

President Moffitt noted that, in regards to our Carnegie Classification, Dean Casper has been tasked with leading a group to prepare our application for the Carnegie Community Engagement Classification. This is an elective classification that only accepts applications every five years. The next round for consideration is 2020 with application materials due spring 2019. Dean Casper has stressed that is not simply about receiving another Carnegie designation as much as it is seeking to recognize and support our colleagues and programs that have this work at the core of their mission.

Facilities Management also made a presentation to the Executive Committee about possibilities for new uses for UMBC's Recreational Activities Center (RAC) now that the new Event Center has opened. Ideas about how to best utilize the approximately 19,000 square feet of available space included important resources such bringing as the Counseling Center, University Health Services, and Retriever Essentials into the RAC. Other ideas revolved around how to best improve recreational activities on campus for our students. The Executive Committee was amenable to most of these ideas but believe students should make the final decision on how to best utilize the space. More information on this issue will be provided to the Executive Committee as it becomes available.

Dr. Patrice McDermott, Vice Provost for Faculty Affairs, shared information about a new initiative designed to provide Department Chair Leadership Development to current and incoming chairs at UMBC. The goal is to establish a year-long series of workshops designed to address a wide range of issues for departments. The Provost will cover some topics, others will be provided at the college-level, and some may be specific to departments of various sizes. More information will be made available as plans unfold.

The Executive Committee recently completed its annual USM Presidents Survey. This survey solicited specific feedback about our presidents and the role of shared governance from Faculty Senate presidents and chairs within the USM. The information gathered on this survey is provided to Chancellor Caret and discussed during each President's annual review.

President Moffitt reported that the Executive Committee consistently acknowledges the strength of shared governance at UMBC but she also invoked our campus motto that "success is never final" as the guiding principle for expanding our work together to ensure that we are a campus community where all voices are heard.

### **B. Graduate Council**

Dr. Nancy Miller provided the report from the Graduate Council.

A written report was distributed that included the approved courses from the committee.

The Graduate Council conducted the following Academic Program Reviews.

The Academic Program Review for Emergency Health Services was reviewed and the following items were discussed in the action plan. These items related broadly to faculty replacement, the need for additional lab space, disposable equipment, budget planning, student recruitment and professional continuing education. These actions were discussed in the action plan in response to the recommendations of the external review. An additional recommendation concerned the development of inter-professional education opportunities at both the graduate and undergraduate level. Dr. Miller reported that the vote of the Graduate Council was deferred to the February meeting because the status of this recommendation is unclear in the action plan. This item was subsequently addressed at the February meeting and the Graduate Council voted to accept the EHS Academic Program Review.

The Graduate Council also reviewed the Academic Program Review for Biological Sciences. The review included 22 recommendations that were related to faculty and research, the graduate program, the undergraduate program, facilities and infrastructure. The Graduate Council voted to accept the Biological Sciences Academic Program Review.

Finally, the Graduate Council reviewed the Academic Program Review for Physics. The review included five suggestions including the need for TA positions, additional space and faculty, changes to the upper level undergraduate curriculum and the creation of an evaluation and education assessment plan. The Graduate Council voted to accept the Academic Program Review for Physics.

The Faculty Senate accepted the Graduate Council report.

### **C. Undergraduate Council**

Dr. Susan McDonough provided a report from the Undergraduate Council.

A written report was distributed with the meeting materials noting all of the approved courses from the Undergraduate Council. The UGC meetings schedule is available on the UMBC website and are based around the submission deadlines for the catalog.

Dr. McDonough noted that if departments are working on program changes in particular, it is helpful to have a representative from the department in the room. The agenda is updated on the website and is current and all inquiries may be directed to Susan McDonough (mcdonoug@umbc.edu) or Rose Drohan (rdrohan@umbc.edu).

The Faculty Senate accepted the Undergraduate Council report.

#### **D. Research Council**

Dr. Gunes Koru provided a report from the Research Council.

At the February meeting, representatives from International and Education Services (IES) provided information about how to recruit qualified and successful international graduate students to strengthen our research at UMBC.

There also was a presentation by representatives from Undergraduate Research promoting Undergraduate Research and Creative Achievement Day.

A presentation also received a presentation from MIPAR: Maryland Institute for Policy Analysis and Research about events and services they provide.

Finally, the Graduate School presented information about the upcoming 40<sup>th</sup> Annual Graduate Research Conference at UMBC.

The Faculty Senate accepted the Research Council report.

#### **E. Faculty Affairs**

Dr. Donald Snyder provided an update from the Faculty Affairs Committee..

The Faculty Affairs Committee is scheduled to meet tomorrow, however, Dr. Snyder wanted to bring the proposal for third-tier rank for adjunct faculty (Adjunct III) to the attention of the Senators. The Faculty Affairs Committee wants to ensure that candidates for Adjunct III would be exceptional and meet high standards of teaching and teaching leadership. This rank would be designed for adjuncts who have provided teaching excellence, and perhaps service, over many years at UMBC. A draft proposal is being finalized for discussion as an information item at the March meeting of the Faculty Senate. Dr. Snyder asks that a conversation be initiated within the departments from the senators.

President Moffitt suggested that this item be introduced to the Executive Committee before moving to the Faculty Senate.

Dr. Snyder also noted that a survey had been distributed to adjunct faculty for their thoughts on this matter.

Vice Provost McDermott also noted that there had been lengthy conversation between the UMBC Adjunct Faculty Advisory Committee (AFAC) and the Senior Administration before it was given to the Faculty Affairs Committee.

The Faculty Senate accepted the report of the Faculty Affairs Committee.

#### **F. Academic Planning and Budget Committee**

Dr. Charles Nicholas provided an update from the Academic Planning and Budget Committee.

The Committee met on February 1, 2018 and heard a brief budget update from Lynne Schaefer, Vice President for Administration.

The Committee also discussed Academic Program Reviews from Biological Sciences, Physics, and Theatre. The next APB meeting is scheduled for March 1<sup>st</sup> and the Emergency Health Services Academic Program Review is on the agenda for final review and action

The Faculty Senate accepted the report of the Academic Planning and Budget Committee.

## **V. Other Reports**

### **A. Masters in Public Policy (Susan Sterett)**

Dr. Susan Sterett, Director of Public Policy, provided information to the Senators about the Masters of Public Policy (MPP).

In the accelerated pathways program, the MPP degree requires 37 course credits, an internship, and a policy analysis paper. Once accepted into the MPP, an undergraduate student may take graduate level courses with up to 12 hours of graduate credits (4 courses) counted toward both the B.A. and the MPP. Students must have a strong academic record to gain admission to this program.

Senator Edwards added that she considers this approach to be important not only for students in the social sciences and humanities, but also those who are in the STEM field as well.

Dr. Sterett distributed handouts about the program to the Senators.

### **B. URCAD (April Householder)**

Dr. April Householder, Director of Undergraduate Research, provided two announcements about URCAD.

This Friday, February 23, 2018 is the deadline for submissions to the Undergraduate Research Award from any discipline which provides up to \$1500 to support undergraduate research activities. This is an online application.

URCAD, Undergraduate Research and Creative Achievement Day, is April 25, 2018. Deadline for submissions for this is February 26, 2018. This is also an online application and requires a 200 word abstract and a letter of support.

Dr. Householder urged the faculty to get the word out about this program and these events and encourage involvement of their students.

Dr. Householder also is the point person for prestigious scholarships. She noted that Naomi Mburu is our first recipient of a Rhodes scholarship. Ms. Mburu has been involved with research

and scholars programs and is a leader in many student organizations. As a Meyerhoff Scholar, she is a peer mentor for freshmen and sophomores pursuing degrees in Chemical Engineering.

### **C. Office of Institutional Advancement (OIA)**

Provost Rous provided information about UMBC's first ever "Giving Day" which is February 28<sup>th</sup>.

This is a method of fundraising employed by many universities to generate some excitement from not only the UMBC community but also from alumni and potential donors. This is a new initiative from Office of Institutional Advancement and donation on this day can be directed to any are within the University. The Giving Day website is <https://giving.umbc.edu/>.

## **VI. Unfinished Business**

### **A. Gerontology Academic Program Review**

Electronic copies of the Gerontology APR were distributed prior to the vote. This item is due for a vote as it was presented as an information item during the December meeting.

Senator Kalfoglou motioned to approve and Senator Pfeiffer seconded the motion. The Faculty Senate voted to approve the Gerontology Academic Program Review.

## **VII. New Business**

### **A. Africana Studies Year Post-APR Third Year Review**

This item was presented to the Senate for discussion as an information item. The Senate will vote on it next month.

### **B. Post-Baccalaureate Certificate on Social Dimensions of Health**

This item was presented to the Senate for discussion as an information item. The Senate will vote on it next month. Dr. John Schumacher provided data and information about the certificate. He noted that this certificate program is composed of courses that are already in the program and they are "packaging them" into a certificate program.

### **C. Announcements**

President Moffitt announced a proposal to hold meeting of the Faculty Senate at the Shady Grove campus on April 13<sup>th</sup>. Buses will be available for transportation and President Hrabowski and Provost Rous will be attending a portion of the meeting. Currently the buses are scheduled to leave the campus at 9:00 a.m. and return to campus at 2:00 p.m. President Moffitt encourages attendance at this special meeting. President Moffitt noted that a great deal of work has been done at Shady Grove to make sure that the main campus sees and believes they are very much an extension of who we are as a community. Shady Grove is very interested in having our presence so that we can understand what Shady Grove offers our students.

President Moffitt asked if anyone had questions at this point.

Senator Lambert-Bretiere asked a question regarding the timeline for requiring two additional qualitative measures of teaching for promotion and tenure. She asked if there would be an objection to have faculty “grandfathered” into the timeline for the new policy.

Vice Provost McDermott stated that the new policy goes into effect in Fall 2019. The Deans will be working with the Provost and the departments to determine the “weighting of the mix” of existing and new measures of teaching effectiveness.

Provost Rous responded that this process would not require a “weighting of the mix” of existing and new measures of teaching effectiveness. It would require the “integration” of existing and new measures of teaching effectiveness. He noted this would deepen and strengthen the assessment of teaching effectiveness.

President Moffitt added that the Faculty Affairs Committee has invested a tremendous amount of time and energy into determining how we go about doing this. They have taken all of the considerations across all of the disciplines into account. Their intentions are to make sure that this process benefits our colleagues and does not harm them in their P&T process.

Senator Fagan asked for clarification of their vision. He asked if they were thinking of balancing the old and new systems.

Dr. McDermott stated that the chairs and deans are working together now to make sure that the qualitative measures are tailored to specific departments and disciplines. There are a number of qualitative approaches that are very close to the practices that are currently used on campus.

Provost Rous added that these two sets of changes (changing the evaluation instrument and implementation of the qualitative measures) provided a context that a general feeling both our old questionnaire and the improved new one did not adequately provide a full and fair evaluation of their teaching. These additional qualitative measures are an attempt to improve, not only how we evaluate our teaching, but also to be more reasonable to faculty in the process.

The meeting was adjourned at 4:52 p.m.

Respectfully submitted by Rose Drohan