

Faculty Senate Meeting Minutes

November 14, 2017

Senators in attendance included: Thomas Robinson, Timothy Phin, Phyllis Robinson, Maria José Castellanos, Joel Liebman, Curtis Menyuk, Doug Hamby, Lisa Dickson, Patricia Young, Diane Flint, Tanya Olson, Mejdulene Shomali, Erle Ellis, Dan Ritschel, Amy Everhart, Joanna Gadsby, Bev Bickel, Jacob Kogan, Hal Schreier, Liang Zhu, Liz Patton, Brian Kaufman, Mike Nance, Pengwang Zhai, Brian Grodsky, Diane Alonso, Lauren Edwards, Adrienne Ekas-Mueting, Andrea Kalfoglou and Alan Kreizenbeck. President Kimberly Moffitt and Vice President Gunes Koru were also in attendance.

I. Call to Order

President Moffitt called the meeting to order. President Moffitt welcomed Dr. Gunes Koru, Professor of Information Systems, as the newly elected Vice President of the Faculty Senate. Dr. Koru also will serve as the timekeeper for the meeting and will announce when time limits have been reached and should there be queries regarding process and procedures. Amy Everhart (Information Systems) and Jacob Kogan (Mathematics and Statistics) were also welcomed as new members of the Senate.

President Moffitt asked the senators to keep Provost Rous and his family in their thoughts as he is absent handling family issues.

The meeting agenda had been distributed electronically and the agenda was approved.

II. Report of the President

President Hrabowski began his report by providing an update on the HBCU Coalition case against the University System of Maryland. President Hrabowski assured the senators that UMBC will continue to protect our academic programs and that our campus is not trying to take programs from any other campus. He also noted that UMBC faculty have worked very hard to produce excellent programs that are helping many students, their families and companies within the State of Maryland. The judge in the case heard and supported our concerns. He noted that the judge fully understood that it would be impossible to take our program without doing irreparable damage to our institution. President Hrabowski emphasized that the judge's decision means that there will not be any transfer of programs. The judge stated that if institutions desire to work together to transfer programs, they are able to do so but President Hrabowski stressed that this will not happen in this case.

He reminded the senators that Morgan State University receives \$3K more per student than UMBC and has been receiving this money for years. If we were to receive these same monies, we would have over \$40M in our base. He also acknowledged that State Delegate Adrienne Jones and Senator Edward Kasemeyer worked very hard to get us additional money in the base and stressed that if we conduct business as we should, we will continue to receive additional funds to support the faculty, staff, salaries and other costs.

President Hrabowski also reported that the judge ordered the state to continue to provide additional funding to the HBCUs so that they can establish high demand programs and provide financial aid to students in these programs. He also cautioned that there is a remaining challenge going forward because there is a misunderstanding about what duplication should and should not mean and the definition of what one sees as being duplicative has changed throughout the years.

President Hrabowski noted that our campus is excelling in our diversity efforts and that “the reason that we have students of all races on this campus is because we have welcomed students of all races and we are working to continue that growth.”

Senator Ritschel asked how the decision in this case will impact the development of future masters degree programs on our campus. President Hrabowski stated that what we are working to do is to use as a creative approach as possible in connecting new initiatives to existing programs.

President Hrabowski also reminded the senators of our need to continue to expand our presence at Shady Grove in Montgomery County and requested that we hold a future Senate meeting on that campus. Montgomery County is a flourishing environment and has an expressed interest in putting time and energy in our institution.

President Hrabowski concluded his report with an overview of potential commencement speakers. Dr. Paula Johnson, President of Wellesley College and former Harvard Medical School Professor, has been selected to be the Undergraduate Commencement speaker.

The following three individuals are under consideration for Graduate Commencement:

The first is the Music Director for the Baltimore Symphony Orchestra, Marin Alsop. Dr. Alsop was a graduate of Yale and Julliard and has made a difference as one of the few female conductors in the country. He also noted her involvement in “OrchKids” (an inner city music program in Baltimore).

The second is Dr. Nora Volkow who serves as the Director of the National Institute on Drug Abuse. Dr. Volkow was born in Mexico and attended the Modern American School. She earned her medical degree from the National University of Mexico City, where she received the Robins Award for being the best medical student of her generation.

The third candidate is Dr. Erin O’Shea who is the first woman to serve as President of the Howard Hughes Medical Institute. Dr. O’Shea received her undergraduate degree in biochemistry from Smith College and her Ph.D. in chemistry from the Massachusetts Institute of Technology. Dr. O’Shea is working to bring more women into Howard Hughes and is working with the schools on outreach initiatives.

III. Approval of the October 10th Faculty Senate Minutes

The Faculty Senate minutes for October 10, 2017 were approved as submitted.

IV. Report of the Faculty Senate President

It was intended that a current budget update be provided to the senators however, this report will be postponed to the December meeting.

On October 31st, President Moffitt attended the semester meeting of CUSF (Council of University System Faculty). Several updates were provided.

The first is that the Board of Regents has undertaken diversity and inclusion as a major initiative that includes the creation of an Inclusion and Diversity Council. This Council is made up of individuals from each institution. Our Provost serves as our representative from UMBC. The focus of the Council is faculty diversity specifically and it is tasked with increasing said numbers of diversity at our respective institutions. The Council plans to host a program on faculty diversity in the spring semester. The second focus of the Council is campus climate issues. Currently USM is working with our colleague, Dr. Renetta Tull, Associate Vice Provost for Strategic Initiative in the Graduate School, to seek a greater understanding of the success of “pipeline programs.” UMBC’s STRIDE program was also highlighted during this discussion as an exemplar for work done across the USM regarding diversity issues.

There was mention of the Amazon headquarters II proposal that is capturing a lot of attention. There were at least three proposals for Maryland. Apparently the system offices have joined with different areas in the state to support their proposals and they’ve done so by adding a resolution that any new employee brought here to this state by Amazon would receive automatic state residency for tuition purposes should we be the winner of the bid.

USM also plans to host a New Deans and Chairs Workshop which will be held the last Friday in April at their offices. They have heard the message loud and clear from several colleagues that more support and resources are necessary to create and support successful Deans and Chairs so this workshop is to assist in that transition process for anyone who is new or relatively new to their role.

Additionally, the annual survey of Shared Governance will be released this month. Each campus is asked to complete this survey. There are different options to complete this survey: the Faculty Senate President may complete it, the Executive Committee may complete it collaboratively or it can be completed by doing a survey across just the Faculty Senate members or all faculty members.

UMBC historically has sought completion of this survey by seeking the responses of the Executive Committee along with the Faculty Senate President however, if there are additional voices to this survey, President Moffitt is open to hearing them. The survey is due March 10th of 2018 and the results of that survey as well as the open ended feedback that is provided is used by the Chancellor in his review and discussion with each university President.

Chancellor Caret also joined the meeting for a short conversation to discuss the USM budget. He reported that the state had already taken back \$9M from the system which has been spread out across all of the USM institutions. He also added that there is a salary freeze for this year. He reminded the board that because of the good financial model that we have been, that the USM credit rating was an A++.

The Chancellor also shared that the increase in tuition was unlikely except that beyond the normal rate of inflation. In the December Faculty Senate meeting, more information about a potential tuition increase will be shared.

President Moffitt shared the announcement of Art Johnson's retirement celebration. After 38 years at UMBC, former Provost, Director of Sondheim Scholars and Professor of Political Science will celebrate his retirement on December 6th from 3:00pm - 5:00pm. Please RSVP to the Political Science Department who is graciously hosting this event.

Later in the meeting, Kim Leisey from Student Affairs started a very important conversation with the senators regarding disruptive students and/or our students in need. She asked the senators to keep in mind that we are approaching the end of the semester where often our students are challenged with decision making and our campus BRACCT team (Behavior Risk Assessment and Consultation Team) is a primary resource to assist all faculty. Next month, Dr. Leisey and her team will join the senators to share more details regarding their rights as faculty, those of students, counseling resources, and ways to address disruptive students.

V. Committee Reports

A. Executive Committee

President Moffitt provided the report for the Executive Committee.

During the last Executive Tea, the Executive Committee had the opportunity to learn about "Operation True Grit." Lisa Akchin introduced the committee to "Operation True Grit" which is a plan to devise our next phase of branding the university. She reported that two external entities, Converge Consulting and Entangled Solutions, have been retained by the university to collect data and share findings regarding strategies to market the institution in its next phase.

It is expected that a report will be provided to the Faculty Senate at a later date. As information becomes available to President Moffitt, that information will be shared with the senators.

Additionally, Institutional Advancement reported on the upcoming changes to the May commencement since it will be the first commencement held on campus in the new events center. Sandy Campbell will provide additional information later in the meeting.

Finally, the senators were tasked with the confirmation of the UFRC nominees for this year's P&T process. The list of candidates has been received electronically by the senators. They are: Amy Froide of History, Tim Nohe of Visual Arts for the humanities, in Engineering and IT, Gary Carter of Computer science and Electrical Engineering, Dongsong Zhang of Information Systems, Devin Hagerty of Political Science, and Dennis Coates of Economics for the Social Sciences, and our at-large nominees are Nancy Miller of Public Policy and Nancy Shelton of Education. The senators were asked to complete their ballots and the results will be released at the end of the meeting.

B. Academic Planning and Budget Meeting

An electronic report was provided by Charles Nicholas.

This report from the Academic Planning and Budget Committee was accepted by the Faculty Senate.

C. Graduate Council

Nancy Miller provided the report from the Graduate Council. An electronic copy of the approved courses was distributed with the meeting materials

Also in the November meeting, the Long Range Planning Committee reviewed a request from the Erickson School to develop a new Post-Baccalaureate Certificate in the Principles of Management and Aging Services and the certificate is in response to survey that was conducted among alumni and prospective students as well as the Academic Program Review that was completed in the past year.

The committee recommended approval of this certificate and the Graduate Council voted to approve this certificate.

This report from the Graduate Council was approved by the Faculty Senate.

D. Undergraduate Council

Susan McDonough provided the report from the Undergraduate Council.

An electronic copy of the approved courses was distributed with the meeting materials as well as the UGC's approval of the Philosophy Year Three Review.

Dr. McDonough asked the senators to pass information on to their respective departments about the course change and submittal forms. She understands the tedious task of filling out the UGC forms however, there's been a challenge in working with the Registrars' office.

Faculty are not correctly filling out the left side of the form which should accurately represent the course as it currently is. If anyone has any questions about fields in the forms, she encouraged the senators to communicate that "S.A." must be used to clarify. She noted that when faculty are filling out these forms to please check the system to make sure that the information that is to be changed is accurate and coincides with the information in S.A.

This report from the Undergraduate Council was approved by the Faculty Senate.

VI. Other Reports

A. BRACT

Kim Leisey, Associate Vice President for Student Affairs distributed a resource packet to the senators and explained her presence.

One of the things that she does is convene the Behavior Risk Assessment and Consultation Team (BRACT) which takes a look at behaviors of concern.

Most of the behaviors of concern that they see are behaviors that are exhibited because someone is having a problem (i.e. health, financial). Most of the cases that they look at are not deemed a threat to themselves or others. Sometimes when people are having problems, their coping mechanisms are not always appropriate.

Every University System of Maryland campus has a BRAC. Our team has been kept small to maintain agility.

The BRAC email address is BRAC@umbc.edu. This is monitored 24/7 and 365 days a year and the packet that was distributed includes phone numbers and tips to deal with a distressed person. She urges the faculty to contact the campus police if they feel that there is a potential dangerous situation.

Dr. Leisey also added there is online training offered through the counseling center for issues like suicide and LGBTQ. Her office also handles communications pertaining to deaths on campus and deaths of alumni and code of conduct issues.

The BRAC team will be returning on the December 12th meeting to introduce the senators to members of their team.

Dr. Leisey communicated that Human Resources has more of the packets if needed and her team is willing to distribute them directly to departments if needed.

B. Commencement

Sandy Campbell, Director of Advanced Operations in Institutional Advancement, provided an update on commencement.

The May Undergraduate Commencement will be brought back to this campus. A Commencement Executive Committee has been formed to tighten up logistics for this event. Focus has been on how many students can fit into the arena and for the past 15 years, data has been collected at each ceremony, how many students participate per department. One ceremony is not feasible at this time so the Undergraduate class needs to be split between two ceremonies.

Upon completion of the Events Center, final capacity numbers will be available and this information will assist the team in their final commencement plans.

One commencement ceremony will consist of CAHSS, Social Work, Erickson School (9:00 a.m.) and the other will be CNMS, COEIT and INDS (3:00 p.m.). The numbers are fairly close for both events. The current dates for Undergraduate commencement will be May 24, 2018 and the Graduate commencement will be May 23, 2018. This will be a ticketed event and will be available to obtain online.

Parking will be a big hurdle however, they are trying to form a concrete plan working with the campus police (Paul Dillon and parking services).

More information will be provided as it is available.

VII. Unfinished Reports

A. Philosophy

The Philosophy Year Three Review was distributed with the meeting materials and President Moffitt asked the senators to review this certificate and be prepared to vote on this in the December meeting.

B. PBC in Principles of Management of Aging Services

The Post-Baccalaureate Certificate in Principles of Management of Aging Services was distributed with the meeting materials and President Moffitt asked that the senators review this certificate and be prepared to vote on this in the December meeting.

VIII. New Business

A. UFRC Nomination Outcome

The following representatives were selected by majority vote to serve on the UFRC committee this year:

Arts and Humanities - Amy Froide
Engineering and IT – Dongsong Zhang
Social Sciences – Devin Hagerty
At-Large – Nancy A. Miller

President Moffitt congratulated the newly elected members.

Dr. McDermott reminded the senators that the call for nominations for the Demorest Award has been released. This is the third year for this year and goes to a faculty member who helped advance the professional development of other faculty. There have been two stellar recipients so far (Kevin Eckert and Shawn Bediako). She encouraged the senators to nominate potential faculty.

Senator Edwards commented that there was an email from the Provost's Office about the National Center for Faculty Diversity and Development and she is currently in their writing bootcamp. She encouraged the faculty to participate because it is a very good program.

Dr. McDermott added that the Provost approved funding five additional faculty to go through the camp.

Senator Kalfoglou posed a question regarding initial guidance on how to integrate qualitative measures into teaching for evaluation purposes for P&T. Members of her department who are tasked with writing the departments policy was under the impression that they would be receiving final guidance.

Dr. McDermott stated that they have the draft guidelines and hopes that they can be shared at the next meeting Chairs meeting for discussion.

Senator Kalfoglou also questioned the protocol about reporting hate crimes on campus. She received information from faculty that the recent events on campus were not handled appropriately. She asked for clarification on this process.

President Moffitt advised her to continue to contact campus police and reach out to other administrators if this is occurring so that there is another layer of documentation that these incidents are occurring on campus.

The meeting was adjourned at 4:36 p.m.

Respectfully submitted by Rose Drohan