

## **Faculty Senate Meeting Minutes September 11, 2018**

Senators in attendance included: Thomas Robinson, Tamara Bhalla, Kevin Omland, Mariajose Castellanos, Joel Liebman, Curtis Menyuk, Doug Hamby, Lisa Dickson, Nancy Ranke-Shelton, Diane Flint, Tanya Olson, Mejdulene Shomali, Matthew Fagan, Susan McDonough, Amy Everhart, Joanna Gadsby, Christine Mallinson, Liang Zhu, Liz Patton, Renee Lambert-Breteiere, Brian Kaufman, Jessica Pfeifer, Pengwang Zhai, William Blake, Diane Alonso, Adrienne Ekas-Mueting, Loren Henderson, Eve Muson, and Kathy O'Dell. President Gunes Koru was also in attendance.

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

President Koru called the meeting to order.

The President welcomed everyone to the first Faculty Senate meeting of the 2018-2019 Academic Year.

President Koru comes from the Department of Information Systems, and served as the chair and timekeeper at today's meeting. He thanked all of the senators for being there and for representing their departments or divisions.

Rose Drohan, will again be serving as Faculty Senate Executive Administrative Assistant and continues to send all Faculty Senate correspondence and maintains the minutes for the meetings. Rose sends out our meeting agenda and materials electronically in advance of each meeting.

Before moving on to the agenda, President Koru recognized several new members of the Senate, administrators and ex-officio members who are attending the Faculty Senate for the first time.

The Senators received the meeting agenda electronically and the meeting agenda was approved with one change.

- Under "VIII. Unfinished Business", the items should be action items, not information items.

### **II. Report of the President**

President Hrabowski began his report by emphasizing that our enrollment is "healthy" and said that as a campus we need to be diligent in our efforts to continue to increase it to get back to where we once were.

A beneficial component of this enrollment growth is the potential for more opportunities to increase faculty in the areas that we need them.

Recently the students that we've graduated have been more successful and motivated particularly in the STEM fields and President Hrabowski expressed how honored we should all feel to have friends and family members attending this institution and mentioned the Hrabowski Education Fund that is available to assist students in need.

Excerpts from the piece: <https://news.umbc.edu/usnews2019/>

President Hrabowski also highlighted the recent article in the US News and World Report highlighting the nations' Top 10 universities.

"U.S. News ranks UMBC as #8 nationally on its closely-watched list of universities with a "strong commitment to undergraduate teaching," alongside Princeton, Dartmouth, Brown, and Rice, and ahead of Duke and the University of Virginia.

UMBC is #9 on the list of Most Innovative Schools in the country, alongside other research universities including MIT, Stanford, Carnegie Mellon, UCLA, and UC Berkeley. The "most innovative" distinction highlights colleges and universities making leading-edge improvements in areas from curriculum to campus life to technology.

This year, UMBC jumped up 23 spots on the ranking of top undergraduate engineering programs at U.S. universities that offer doctoral degrees in engineering. UMBC now appears at #87 on the national list, tied with Texas Tech, George Washington University, and other notable programs.

U.S. News also recognizes UMBC this year on its list of top national universities where students are most likely to encounter undergraduates from a different ethnic group than their own. UMBC appears alongside UC Berkeley and the University of Southern California."

President Hrabowski then addressed some questions posed by the senators.

**Question: Has there been a survey across disciplines to determine who teaches the class and how that impacts the success of the class?** President Hrabowski stated that there is a range of educators that consist of Adjunct faculty, Lecturers as well as tenured track faculty and in all disciplines that contribute to the success of our students.

**Question: Do we have the resources to make the writing center a total "opt in" in order to help improve student success?** President Hrabowski made the point that structure does make a difference and especially in the success of our students. We have many helpful tools that are offered throughout the institution including outreach to students, peer advisory groups and holistic focus groups just to name a few.

When students are not doing well, we have monitoring systems in place to ensure student success. Students may be “working hard” but, not “working smart” and it’s our job as educators to address that as quickly as possible.

President Hrabowski’s report ended with some positive feedback from a senator commenting that the UMBC brochures that were recently distributed to the area high schools were spectacular.

### **III. Report of the Provost**

Provost Rous thanked all of the senators for their continued work on the Faculty Senate and noted the importance of their position in the Shared Governance process on campus.

The Provost then touched back on the question posed earlier about the opportunity for assistance for the students and their academic success. There is a proposal currently being developed for Student Support Advocates. He noted that there are analytics in place to determine when students are having trouble and when to address those issues. There are also many support initiatives throughout campus to support the students including Math Labs and support centers and there is a messaging initiative in place to find out ways to encourage the use of these centers to ensure student success.

Provost Rous provided an update on enrollment referring to the “Day 5” numbers.

This year there were just under 12,000 new Undergraduate applications to the university which showed an increase from last year by 500 (5%). Our freshmen (Undergraduate) admissions were up by 50 from last year and this is actually our largest incoming class ever. SAT scores are up by 34 points from our freshmen class from previous years. We’ve admitted about 1200 transfer students and this number has stayed the same as previous years. Overall Undergraduate enrollment has increased by .3%.

There were 2,496 students enrolled in the Graduate program this year and this is an increase of 60 from last year. The expectation is to be a bit higher at the Day 10 pull. Most of the growth has been in new Graduate students (i.e. Masters up by 100). Right now we are ahead of where we were at this time last year.

There are a total of 13,717 students enrolled in this institution. The overall headcount is up by 86 in Undergraduates from five years ago. Graduate students are down by 335 students from five years ago. There has been a significant decline in Graduate enrollment particularly in Masters’ Degree programs however, this trend is turning around.

Provost Rous provided an update on Internationalization.

One of the things decided with the development of the Strategic Plan was Cultural Competency and Global Competency. The goal is to think about ways that we can support our students in understanding culture. Our institution has just joined the American Council on Education Internationalization Laboratory which is a self-study type exercise. The university examines what it is currently doing for students in regards to international experiences and what the potential options are available for students.

David Di Maria, Associate Vice Provost for International Education Services, and a group of staff have come together to be a leadership body that focuses on the students international experiences. Many students are not in a position financially to have the opportunity to have international experiences. Provost Rous encouraged the senators to go back to their departments to get feedback about this initiative and offer suggestions.

#### **IV. Approval of the April 13<sup>th</sup>, 2018 and May 8<sup>th</sup>, 2018 Faculty Senate Minutes**

The Faculty Senate minutes for April 13<sup>th</sup>, 2018 and May 8<sup>th</sup>, 2018 were approved with one minor change.

- On page 5 of the May 8<sup>th</sup> minutes: MPS in Digital Forensics should be corrected as Certificate of Professional Studies in Digital Forensics within the Master of Professional Studies (MPS) in Cybersecurity.

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

President Koru addressed the senators with the report of the Faculty Senate President. He's looking forward to working with all of them and encouraged them to ask any questions they may have about the process by contacting himself or Rose Drohan.

Former Faculty Senate President, Kimberly Moffitt was recognized in providing great leadership as President last year. President Koru learned a lot from Dr. Moffitt while serving as Vice President last year, and he hopes to serve this body as well as she did.

As this was the first meeting of this academic year, a reflection by Gary Olson in the *Chronicles of Higher Education* was shared:

“Shared governance is complex; it is a delicate balance between faculty and staff participation in planning and decision-making processes, on the one hand, and administrative accountability on the other. The key to genuine shared governance is broad and unending communication. When various groups of people are kept in the loop and understand what developments are occurring within the university, and when they are invited to participate as true partners, the institution prospers. That, after all, is our common goal.” (Olson, *Chronicles of Higher Ed*, 2009)

Dr. Koru mentioned that the Faculty Senate plays a critical role in ensuring the broad communication and partnership required for effective shared governance by speaking on behalf of the faculty regarding decisions facing the University community. He reminded the senators that, under the Policy on Shared Governance for the University System of Maryland, the areas of shared governance include “mission and budget priorities; curriculum, course content, and instruction; research and creative achievement; appointment, promotion and tenure of all faculty members and the development of policies for staff; selection and appointment of administrators; issues that affect the ability of students to complete their educations; and other issues that arise and may affect the overall welfare of the [university].”

Each of the senators has a critical role in ensuring communication to their respective departments and reporting feedback, recommendations, interests, and concerns back to the Faculty Senate body.

The members present from administration, who are Ex-Officio members of the Faculty Senate play an equally critical role. At UMBC, it has been transparent how committed our administration is to the faculty’s role in shared governance. Their presence at the Faculty Senate is one of the primary avenues for partnership and communication in the matters facing the university community.

The Faculty Senate meetings are open to the UMBC community. It is encouraged that department colleagues come and see what occurs in the meetings.

It was another action-packed year of new initiatives, changes, and milestones. Some of the highlights include:

1. President Moffitt signed the UMBC ACA (Deferred Action for Childhood Arrivals) letter sent out to the campus after consulting with the Executive Committee
2. The senate approved a name change for the Research Council to make it the Research and Creative Achievement Council in order to more accurately reflect the broad range of faculty activities from across the campus.
3. Monitoring and discussion of the progress about the creation of qualitative measures for teaching effectiveness across departments has taken place
4. Feedback was provided with regards to the UMBC branding campaign
5. Approval of the third-tier rank for adjunct faculty
6. Approval of the language change related to the Academic Freedom Resolution proposed by the CUSF, Council of University System Faculty. This change clarified the language to ensure academic freedom to non-administrative faculty when it comes to research and publication,

determining standards, teaching, internal criticism, and participation in public debate.

7. The basketball team's success created a sound in the Nation and sparked a number of conversations on our campus about how to build upon and leverage this success in the best ways possible.
8. Approval of four Academic Program Reviews for Gerontology, Africana Studies, Emergency Health Services, and Theatre and approval of Three Year Reviews for Chemistry and Biochemistry as well as a name change approval for the current Individualized Study Program (current acronym holding as INDS).

The vacancy for the Vice President of Faculty Senate remains the same. Our by-laws state that should this position become vacant during a term, we are to elect someone from our roster of faculty senators. President Koru expressed his openness to discuss this with any potential candidates.

The report of the Faculty Senate President was accepted.

## **VI. Committee Reports**

### **A. Executive Committee**

Serving as Chair of the Executive Committee, President Koru provided the Executive Committee report. The committee will not formally meet until the end of the month.

President Koru along with a number of other Executive Committee members attended the University Retreat on August 22<sup>nd</sup>. It was a full day of presentations, vibrant discussions and panels.

Updates were received on the implementation plan for "Our UMBC" (A Strategic Plan for Advancing Excellence), along with action items for the next phase of strategic plan implementation.

The attendees participated in breakout discussions on student success, research, community engagement, and the role of athletics in the student experience.

They were also updated on campus advancement initiatives spanning alumni engagement, fundraising, marketing, and communications.

Following this retreat, a large number of the Executive Committee members gathered informally at the Faculty Senate Tea last Tuesday, September 4<sup>th</sup>. The group received a budget update and

heard about the progress with increasing the number of all-gender bathrooms from Lynn Schaefer, Vice President for Administration and Finance. Katharine Cole, Vice Provost and Dean of Undergraduate Academic Affairs, presented the measures of student success and highlighted focused improvement opportunities to help students take advantage of their full learning potential, improve our retention and increase graduation rates.

The Executive Committee will formally meet later this month on September 25, 2018. The Executive Committee provides continuity of planning and representation for the Senate and is charged with the task of preparing the agenda for the Senate meetings. In appointing the individuals for this committee, President Koru has tried to achieve a broad representation of faculty across the university. He has also tried to achieve a balance between new members and returning members to ensure continuity of planning.

The slate for the incoming Executive Committee for Academic Year 2018-2019 was approved unanimously by the Faculty Senate. The slate for the Academic Year 2018-2019 Executive Committee members are: Diane Alonso, *Psychology*, Mariajose Castellanos, *Chemical, Biochemical, and Environmental Engineering*, Diane C. Flint, *Emergency Health Services*, Adrienne Ehas-Mueting, *Social Work*, and Jacob Kogan, *Mathematics and Statistics*.

The report of the Executive Committee was approved by the Faculty Senate.

### **B. Graduate Council Report**

Nancy Miller was in attendance to report from the Graduate Committee however, they will not meet until next week. An update will be available at the October 9, 2018 Faculty Senate.

### **C. Undergraduate Council**

Terry Worchesky, Associate Professor in Physics, provided an update from the Undergraduate Council. An electronic copy of the report was provided to the senators prior to the meeting.

The Council met on Thursday, September 6, 2018 and seven courses changes, along with changes in a Critical Sexuality Studies Minor, and a Gender and Women's Studies BA change were approved.

A Bachelor in Science in Middle Grades STEM was approved and it was noted by Dr. Worchesky that this is the first program of its kind in the state of Maryland.

The report of the Undergraduate Council was approved by the Faculty Senate.

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

Charles Nicholas, Professor in Computer Science and Electrical Engineering, provided an update from the Academic Planning and Budget Committee.

The Committee convened on Thursday, September 6, 2018 and Year Three Reviews in TESOL (Teaching English to Speakers of Other Languages) and SAHAP (Sociology, Anthropology, and Health Administration & Policy) were approved as well as Academic Program Reviews in History and Public Policy.

The report of the Academic Planning and Budget Committee was approved by the Faculty Senate.

#### **E. Nominating Committee**

The Faculty Senate Committee slate for the Academic Year 2018-2019 was provided electronically to the senators prior to the meeting. This slate was voted on and approved unanimously by the Faculty Senate.

### **VII. Other Reports**

#### **A. Retirement Prescription Coverage changes (Zahira Meyers)**

Zahira Meyers, Human Resource Benefits Manager, and Rochelle Sanders, Director, HR Compensation/ Benefits/ HRIS/ WL&W, updated the senators on the Retirement Prescription changes that have recently been made by legislation.

The State of Maryland's Department of Budget & Management (DBM) announced a change to retiree prescription drug coverage effective January 1, 2019. This change applies to Medicare eligible retirees and their Medicare eligible dependents. On July 13, 2018 Governor Larry Hogan announced a one year transition plan for impacted retirees to reimburse out of pocket expenses in excess of \$1500.00 in 2019. DBM has been communicating directly with all current retirees and they have sent mailings in May, June, and July of this year.

Message from the Department of Budget & Management:

“Effective January 1, 2019, State Medicare-eligible retirees will no longer receive Prescription drug coverage under the State health plan, and will need to enroll in a Medicare Part D for prescription drug by then to ensure there is no gap in coverage. Retirees’ dependents who have not yet reached Medicare eligibility will see no change; they will continue to be eligible for both prescription drug and health benefits until they reach Medicare eligibility. Active State employees who are Medicare-eligible, but are still working, will likewise see no change in prescription drug and health benefits.”



An electronic copy of this notice which includes helpful links and answers to questions has also been provided to the senators.

### **VIII. Unfinished Business**

#### **A. Biological Sciences Academic Program Review**

Senator Alonso provided a motion and Senator Castellanos seconded the motion for approval of this review. The Faculty Senate approved the Biological Sciences Academic Program Review.

#### **B. Physics Academic Program Review**

Senator Alonso provided a motion and Senator Castellanos seconded the motion for approval of this review. The Faculty Senate approved the Physics Academic Program Review.

#### **C. Five new UDC's in Philosophy**

Senator Alonso provided a motion and Senator Castellanos seconded the motion for approval of this review. The Faculty Senate approved the five new UDC's in Philosophy.

#### **D. GWST Name Change**

Senator Alonso provided a motion and Senator Castellanos seconded the motion for approval of this review. The Faculty Senate approved the Name Change of Gender and Women's Studies to Gender, Women's and Sexuality Studies.

#### **E. PBC in Digital Forensics**

Senator Alonso provided a motion and Senator Castellanos seconded the motion for approval of this review. The Faculty Senate approved the PBC in Digital Forensics.

There was no New Business and the meeting was adjourned at 4:48pm.

Respectfully submitted by Rose Drohan