

## **Faculty Senate Meeting Minutes October 9, 2018**

Senators in attendance included: Thomas Robinson, Timothy Phin, Kevin Omland, Mariajose Castellanos, Joel Liebman, Curtis Menyuk, Doug Hamby, Lisa Dickson, Kindel Nash, Diane Flint, Tanya Olson, Mejdulene Shomali, Matthew Fagan, Susan McDonough, Amy Everhart, Joanna Gadsby, Christine Mallinson, Jacob Kogan, Hal Schreier, Liz Patton, Liang Zhu, Liz Patton, Renee Lambert-Bretiere, Brian Kaufman, Pengwang Zhai, William Blake, Diane Alonso, Nancy Miller, Adrienne Ekas-Mueting, Alan Kreizenback, and Kathy O'Dell. President Gunes Koru was also in attendance.

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

President Koru called the meeting to order.

Diane Alonso, Senator for Psychology and Director for the Psychology at Shady Grove, served as timekeeper for the meeting. She will announce when time limits have been reached and will take note should there be queries regarding our process and procedures.

President Koru pointed out the critical role that the senators hold acting as spokespersons for their respective departments on many important matters and in relaying information back to their departments for feedback.

The last month has been a time full of debates, criticisms and reflection for our institution. The law suit filed against UMBC generated a lot of important conversations. Due to this matter, the agenda has taken a slightly different appearance this month. President Hrabowski agreed to be a part of a discussion about the faculty views on the next steps regarding how to prevent and handle sexual assault on our campus.

One bullet was added to the agenda in the committee reports section. Don Snyder, Senior Lecturer in Media and Communication Studies and Chair for the Faculty Advisory Committee, will present a report.

Aside from this small change, the Senators received the meeting agenda electronically and the meeting agenda was approved.

### **II. Discussion: Faculty views on the next steps regarding how to prevent and handle sexual assault**

President Hrabowski announced that administration has attended a variety of groups throughout campus on this topic and he asked that faculty give administration a chance to let people know what is already being done.

Student leaders: Nadia Benaissa, Discussion group leader for “We Believe You”, and Colin Sullivan, President for Student Government were in attendance for the meeting and have been working with members from Student Government and members of the “We Believe You” group to analyze the situation.

Nadia Benaissa explained that “We Believe You” is an activist group working towards making a safer community on campus and ending sexual assault on campus. They provide general body meetings for students to come and learn about their activist sites and how they interact with administration. The discussion group meetings are more survivor centered and working on the healing process and how trauma affects their lives.

President Hrabowski added that administration met with the Student Government and the Student Senate the previous night.

Mr. Sullivan stated that they are still trying to process a lot with different student groups around campus and trying to reach out more. They are trying to gauge what the campus climate is at this time and make sure that students feel like they are being heard.

President Hrabowski has also been speaking to experts on campus who have been very constructively honest including: Patrice McDermott, *Vice Provost for Faculty Affairs*, Phyllis Robinson, *Professor of Biological Sciences*, and Carole McCann, *Professor and Chair of Gender and Women’s Studies*. One of the points that was made by a number of faculty is to have faculty experts central to the process. The two names given were Susan McDonough, *Associate Professor in History*, and Christine Mallinson, *Professor in Language, Literacy and Culture*.

In addition to meeting with the Chairs recently, administration has also heard that faculty want to know how to answer students’ questions and how they should handle certain situations.

President Hrabowski announced that he will be going to the editorial board at the Baltimore Sun Friday with some students to make a statement.

The President expressed his pride in the students for standing up for what they believe in and how maturely they handled the situation.

President Hrabowski noted the importance of safety and wellbeing of students, faculty and staff and respect of each member. The idea is to foster more communication involving the leadership team, key faculty and staff and student leaders as partners.

Communication about the available support services and training is crucial right now to establish a safe environment for everyone.

President Hrabowski concluded by stating that this important initiative is going to require involvement from everyone on the campus.

Provost Rous introduced mandated training for faculty, staff and students. Administration is working on the face to face training. The funds have already been allocated for this initiative and they are working on what that training looks like.

Right now, on campus, they are focusing the training on senior leadership and those involved in the judicial process. Administration wants to ensure that the training that's being implemented is appropriate considering the "Title IX" aspect as well as how we care for our students that have come forward.

President Hrabowski added that the last official statement came out in 2014. Our system and the state reviewed the statement, and in 2015 guidance for the campuses was established. During the 2015-2016 year, Title IX was established and legal counsel was brought on board.

The legal side was taken care of and now we need to focus on the "human side". Student Government requested a listening session and we need to sensitize the campus about some of the issues that people struggle with.

President Hrabowski has committed that when the new guidance comes out and it "backs off" of what has been the standard of supporting the campus, this campus will not back off of the commitment that we have made to our students, faculty and staff. We will be preparing a statement and that will be distributed to the campus in the coming weeks.

President Hrabowski also stated that the safety around campus is very important to administration. There was a two hour riding/walking tour taken by administration and led by the student population to show administration some of the unsafe locations around campus. There are poorly lit areas and secluded areas that are unsafe. Facilities has promised a report of the repairs that have been done and what will be done however, there needs to be a tracking system put into place to track these reports.

President Hrabowski revisited the training topic. He stated that training will take place from the President's office all of the way down. This will be a mandated training for everyone.

The students have been very clear about wanting a change for the current ID cards. They are requesting that the emergency information be included on the back. The administration is currently working on that and this will be for everyone on campus.

Another need is proper signage around campus. President Hrabowski is requesting the assistance of the experts in looking at best practices. He emphasized that "we will do what we need to do to make sure that people feel safe on campus".

Administration is planning to hire a professional consultant to assist with this initiative and it is currently in the procurement process.

President Hrabowski is striving to obtain a higher level of trust and respect throughout the student community with this initiative through the culmination of the different pieces coming together (training, awareness, a safer environment, communication and support).

**Comment: (Senator Menyuk)** – As we move forward, it might be worth emphasizing that we don't want to compromise on the initiative of being "Green" when we think about the safety measures that are being taken around campus (lighting etc.).

**Comment: (Senator O'Dell)** – First she commented that she can't thank the students enough for holding our feet to the flames and she said that she has never been prouder of her department. They are having a special meeting today and another one next week. A department colleague shared that they have never known their department to be so cohesive and collegial during their tenure at the university. The department is putting together a Memorandum of Advisement which will reflect a lot of things that are already happening. The special meetings that administration is holding shows tremendous due respect and appreciation for all of the students and other faculty members.

The department has some concerns about the selection of the members of the Leadership Committee in terms of conflict of interest or perceived conflict of interest.

President Hrabowski commented that there was an expressed need for individuals with certain backgrounds to be there. Clearly, legally, we need the people who are responsible for those areas to have a chance to have input and be able to get things done administratively. There's an emphasis on transparency with this process that we are striving for.

Our challenge is to obtain broad representation but, we do need certain people involved so that things can get done.

**Comment: (Senator Olson)** – The worth of an external group coming in to look at these problems seems obvious, but, it also seems that it might be well served to have an internal group that is not the Leadership Council look at these same issues simultaneously. Not to say that these groups are not trusted but, people with a different relationship to the issue might also benefit the situation.

President Hrabowski stated that our desire is to have a faculty advisory group. They'd like to have this group encompass members of the Faculty Senate (besides current members Susan McDonough and Christine Mallinson who currently act in a leadership role). The idea is for this group to work with the external group.

The purpose is to show as much support as we possibly can to the students and the campus as a whole.

Senator Olson stated that having input is very different from having an internal investigation. Her concern is, coming from the English Department, it seems that with their interactions with the BRACK team, the UMBC Police Department and the Title IX representatives, there was a culture of maybe not always finding the answers or working towards what was right but, rather working towards what would appear better.

President Hrabowski believed that having the conversations and the opportunities not only to hear from other people but, to raise questions about how things are done and to have leaders involved. It's very important that we are not defensive about this issue. We do have issues and need to fix these issues.

President Hrabowski added that communication will help facilitate resolutions.

President Hrabowski stressed that this is not about "the news", this is about wanting people to be safe. He's been listening to faculty stating that students have been coming to them and we will do whatever we need to do to make sure that people are safe.

**Comment: (Senator Alonso)** – Wants to make sure that Shady Grove is involved in this process and part of the conversations. It's imperative that the communication is transparent.

President Hrabowski added that this will happen sooner rather than later.

**Comment: (Senator Shomali)** – Noted that it's very important that the mandatory Police training will include the "human" aspect.

President Hrabowski said that it would be helpful for them to hear the students and understand. This is about culture change in our society and on our campus. It is as much of a culture change as it was 30 years ago involving minority students and women in science. He commented that "We should become a model for this."

**Comment: (Senator O'Dell)** – Expressed a concern about communication with the community and with parents. One parent was distressed over the amount of communication that was conveyed.

President Hrabowski commented that the things that have been discussed today will be put in writing. There are other things that students have inquired about and we are working on them as well.

**Comment: (Senator McDonough)** – Her department was concerned, in the spirit of transparency, why was the "Voices Against Violence" program went from having an independent director with victims centered services to having all of the

correspondence directed towards the legal department. There is a desire to have a more comprehensive explanation to the campus community about why that shift happened. It's problematic that this shift does not take care of the victim so much as the "client". There's word that the grant money ran out and it was never communicated.

President Hrabowski commented that the most important point is that the grant ran out and there was never a conversation about where to find the money to keep it going. We're putting the money where it needs to go and we are committed.

**Comment: (Senator Omland)** – There's concern about the diversity of the UMBC Police Department.

President Hrabowski commented that there is currently four women in the UMBC Police Department. The salary is not competitive right now and we need to work on that aspect.

President Hrabowski requested that the faculty keep coming forward with questions and feedback and keep the communication open. He added that he is very proud of our students and their leaders and how the campus community has pulled together. We are all here because we care about our students.

#### **IV. Approval of the September 11, 2018 Faculty Senate Minutes**

The Faculty Senate minutes for April 13<sup>th</sup>, 2018 and May 8<sup>th</sup>, 2018 were approved as submitted.

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

President Koru addressed the senators with the report of the Faculty Senate President.

This month his efforts concentrated on facilitating the flow of information and communication between the faculty members and the administration.

On September 15<sup>th</sup>, he was invited to a meeting with the university administration. After this meeting, an email was sent to the Faculty Senate Executive Committee members to meet with administration the following day. A thank you was extended to the Executive Committee for their prompt response and feedback.

President Koru invited the senators to contact him at any time if there are recommendations to improve the shared governance practices at UMBC.

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 formally met on September 25<sup>th</sup> and the agenda included:

- The sexual assault issue and the faculty senate's responses were discussed along with the faculty feedback. The Executive Committee decided to continue facilitating the conversation. The Town Hall meeting demonstrated the considerable scope and complexity of the issues facing UMBC and the Executive Committee decided that any motion or resolution should come from the Senate not only from the Executive Committee.
- Some initial discussions on how our university can complete its process of compliance with the Senate Bill 740, particularly on complying with the rule that undergraduate students should be able to receive their degree upon successfully completing 120 credit hours.
- General Council was in attendance and they are putting together a proposal about a policy which will allow UMBC to decline to release sociological data that belong to employees. Currently, UMBC has no policy regarding such requests, and it is in a position to be required to release data which can increase our employees' vulnerability to various re-identification attempts conducted by individuals and organizations.
- Faculty Affairs Committee also provided updates, which will be shared later in today's meeting.
- At the Faculty Senate Tea, Bob Carpenter, *Associate Provost*, shared information about the courses with the highest DFW rates.

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

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

Nancy Miller, Professor of Public Policy, was in attendance to report from the Graduate Committee and an electronic copy of the approved courses and programs was distributed prior to the meeting.

### **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 is currently working with the registrar's office to establish a designated timeline of when the courses submitted will be available in the catalog. As information is available, it will be shared.

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

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

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

The Committee convened on Thursday, October 4, 2018 and a BS in MiddleSchool STEM was approved and a UDC in Management of Aging Services was approved

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

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

Don Snyder, Senior Lecturer or Media and Communications Studies and Chair for Faculty Affairs Committee, provided an update from the Faculty Affairs Committee. He shared some bulleted items from the meeting:

- It was discovered that General Education was never established as a Faculty Senate Committee or a University Committee.
- They are currently talking through some issues with the Adjunct III and Principle Lecturer initiative. There will be an update to follow.
- Discussion about community engagement and how that is judged in Promotion and Tenure consideration.
- The committee is working on language on the policies that were passed last session that need to be changed in the Faculty Senate Handbook.
- Discussion about there being a lack of online/hybrid policies on campus. What does that mean to teach a course online for faculty?
- With regards to the DFW issue, they are asking faculty what resources we can use to increase student success.

Dr. Snyder will keep the senate apprised of all updates pertaining to the above issues as well as any others that surface.



## **VII. Miscellaneous**

**Comment: (Senator Zhai)** – Lynn Sparling will be stepping down as support for the MHEC committee and a replacement will be named soon.

**Comment: (Senator Nash)** – When the Statement of Resolution - Memorandum of Advisement is established, it will be very important to make a statement as a faculty body.

**Comment: (Donald Snyder)** – There will be an Interdisciplinary Committee Social on Thursday from 2:30 p.m.-5:30 p.m. in the Drescher Center.

**Comment: (Senator Alonso)** - Reminder to do first year DFW's.

There was no New Business and the meeting was adjourned at 4:55pm.

Respectfully submitted by Rose Drohan