

Faculty Senate Meeting Minutes November 13, 2018

Senators in attendance included: Thomas Robinson, Tamara Bhalla, Kevin Omland, Mariajose Castellanos, Joel Liebman, Curtis Menyuk, Doug Hamby, Diane Flint, Tanya Olson, Matthew Fagan, Susan McDonough, Amy Everhart, Joanna Gadsby, Christine Mallinson, Jacob Kogan, Hal Schreier, Liang Zhu, Liz Patton, Renee Lambert-Bretiere, Jessica Pfeifer, Pengwang Zhai, Felipe Filomeno, Diane Alonso, Adrienne Ekas-Mueting, Loren Henderson, Eve Muson, Kathy O'Dell. President Gunes Koru was also in attendance.

I. Call to Order

President Koru called the meeting to order.

Adrienne Ekas-Mueting, Assistant Dean of Field Education in Social Work 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.

There were a few changes to the agenda. A report from the Computer Policy Committee will be heard and the COEIT name change will be added as an information item and will be voted on at the December meeting.

II. Report of the President

President Hrabowski remarked on the material that was distributed from Shared Governance about the changes in the process involving procuring the consultants and the training. He has spoken to many members of the faculty and absorbed many comments. The suggestions from the senate have been incorporated into the process that they are using at this point.

He gave special thanks to Susan McDonough and Christine Mallinson for the way they are giving general direction in this process and their diligence towards the ultimate goal of campus safety.

Sarah Shin, Associate Provost for Academic Affairs, will be leading the training which will be provided to all faculty and staff. The students will be working together to talk about what kind of training they think they will need.

President Hrabowski urged positive thoughts be sent to our sister campus, College Park. They are experiencing some challenges right now and are using Shared Governance to assist them with the issues that they are dealing with right now.

The Title IX training will begin in December and there will be different date options available.

President Hrabowski stated that this mandatory training is very important and it is crucial that people take it seriously. This training will cover not only the legal side of things but, the human side of things as well.

President Koru remarked that a lot of the discussions that are going on involve this campus. Is there an intent to change our approach to address challenges on other campuses?

President Hrabowski stated that the system is not talking about this. This is up in the air right now and we are waiting to see what the new Title IX regulations will consist of. There is a need for a discussion of prevention because that can involve everyone (students, staff and faculty).

IV. Approval of the October 9, 2018 Faculty Senate Minutes

The Faculty Senate minutes for October 9, 2018 were approved as submitted.

V. Report of the Faculty Senate President

A. UFRC ballot and bio distribution for voting

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

President Koru thanked the senators for being active participants of the face to face and online discussions relating to sexual misconduct. Over the past few months, the senators have been a positive example of how campus Shared Governance and administration can rapidly work side by side by adopting quick feedback and decision cycles.

The senate had a special meeting in addition to the regular monthly meeting and was well attended.

The senator efforts are very much appreciated and President Koru acknowledged Susan McDonough and Christine Mallinson for their service and for coordinating the faculty branch of the Faculty Staff Advisory Team. They will provide more information about the current structure and processes around the prevention of sexual misconduct later in the meeting.

The biographies and ballots for the UFRC nominees were distributed prior to the meeting. President Koru asked the senators to make a vote. The nominees are:

Arts and Humanities: Lynn Cazabon – Visual Arts

Raphael Falco – Professor and Director of the Medieval and Early Modern Studies Minor in the Department of English

Engineering and IT: Gary M. Carter – Professor of Computer Science and Electrical Engineering

L.D. Timmie Topleski – Professor and Graduate Program Director in Mechanical Engineering

Mathematics & Science: Brian Cullum – Professor of Chemistry and Biochemistry

Jeff Leips – Professor of Biological Sciences

At-Large #1: Marina Adler – Professor in Sociology, Anthropology and Health Policy & Administration

Susan Sonnenschein – Professor of Psychology and Graduate Director of the Applied Development Psychology Program.

At-Large #2: Eugene Schaffer – Professor of Education

The senate had to make a motion to either accept or reject the ballot with one name for the At-Large #2 position. There is a requirement that there are two nominees however, there was only one name brought forward so the senate has to accept the ballot with only one name included for that position.

Senator Kogan asked where the names for the At-Large nominees came from.

Vice Provost McDermott responded by stating that this position represents a wider range of professional and applied professionals. Usually that would include Social Work however, they did not have available full time professionals. Sometimes the names would originate from Engineering, however, no one was available from that discipline either. The nominations come forward from the Deans of the departments.

This motion was motioned by Senator Omland and seconded by Senator Filomeno. This motion was accepted.

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 October 23rd and the agenda included:

- Our campus is a community engaged campus and university and the application needs to be completed by April 2019. While this application compiles a lot of information about the existing community engaged activities, it is also generating an awareness and appreciation of community engagement as well as the discussions about how our approach should be moving into the future. For example, what we should do when it comes to revising the P&T guidelines to accommodate community engaged fellowship.

- The compliance with the Senate Bill 740 which requires Maryland Universities to provide the undergraduate degree upon the completion of 120 credits. This issue will be discussed later in the meeting.
- We have been actively working on a Position Statement for the Faculty Senate about handling sexual misconduct. Several earlier drafts were made available to the senators and administration and the latest version will be presented later in the meeting.

President Koru asked if there were any questions.

Senator O'Dell stated that she understands this Position Statement was vetted with legal however, there was one comment in her department that she wanted to bring forward. Senator O'Dell read the comment from her department faculty member:

“In section I, campus community and business associates should be legally defined. This could be in small print at the end of the document. It is assumed that campus community consists of students (Graduate and Undergraduate), faculty (full time, part time, adjuncts, TA's, research associates) but, “business associates” get stickier. Does this mean that any vendor that does business on UMBC's campus from dining services that regularly provides supplies or services or any business that works with the UMBC students, faculty or staff including work that takes place off campus?” It is a question having to do with the merit or prudence of clarifying the legal definitions of “business associates”.

President Koru offered to pass this by General Counsel and return a reply back to the senators about this.

The Position Statement was approved by the Faculty Senate by majority vote.

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

B. Graduate Council Report

Steve Pitts, Associate Professor in Psychology, 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.

Academic Program Reviews for School of Public Policy, Department of Sociology, Anthropology and Health Administration and Policy, TESOL and History was also approved by the Graduate Council.

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.

Dr. Worchesky also provided a report about the PE requirement proposal. The Undergraduate Council has developed a proposal to eliminate the university's Phys Ed Requirement so that it is consistent with MHEC's regulations. This is in response to Senate Bill 740 that came out and is aimed at promoting students graduation. If accepted, this would go into effect in January of 2019. It would mean that students who are looking to graduate in the spring would not have a Phys Ed requirement filled for graduation.

The Registrar's office said that they have set aside time to remove this requirement from the degree graduation reviews so it would not show up on the spring review.

For winter graduation, we've been informed that a few students who have only Phys Ed requirements to complete for graduation would receive waivers if this passes.

The UGC has been working with the Athletic Department in assisting them in building new courses that the Athletic Department would bring forward that would include Academic content. The Athletics would be teaching in conjunction with other departments or individuals. Perhaps a "Health and Wellness" concept where there would be a physical component to the course and education/academic components as well.

The Provost's office has planned to fund the Athletic Department through a transition period at the same level that they are receiving funds now. This will give them time to change their program focus to accommodate the regulations.

If this initiative is approved, Dr. Worchesky advised faculty to tell students to continue and complete the Phys Ed courses that they are involved in in the fall 2018 semester because this will not go into effect until the Faculty Senate December vote and until President Hrabowski and the university approves this change. He urged students to stay the course in their fall semester Phys Ed courses.

A discussion began:

Senator McDonough: "Pertaining to the Provost agreeing to cover the Athletic Department economically but, I'm interested to find out what will happen with the instructors. Is anyone going to lose their jobs with this change?"

Dr. Worchesky: "The first thing said was that there would be no layoffs. A group of people worked with the Provost and the department on the transition where people will be working on

generating these new courses. During this transition period, the Athletic Department will continue to be funded and no one will lose their paychecks to start with. I've talked with Tim Hall, the Athletic Director and no one can see into the future about what will happen."

Senator Pitts: "How long is the transition period and was consideration given to the surrounding community colleges? There is a number of students that take PE elsewhere and transfer those credits in."

Dr. Worchesky: "I don't believe that that's been broadcasted because between here and there are several steps and to go to them and say – we're planning on doing this would be premature. The transition period was not dove into at length. I was very concerned for our fall faculty and the Provost has convinced me that they will be taken care of."

There is no plan to cancel any courses either in the spring or fall. There is plenty of time for students to make a decision to keep or drop courses.

Senator O'Dell: "Was there research done as to what other USM institutions may have gone the same route in order to be in compliance with SB 740?"

Dean Cole: "We are currently the only university in the USM that requires PE."

Senator O'Dell: "Is there any forecast of perhaps financial support or "carrot" to faculty in other departments to work with PE on development of these robust cross disciplinary courses?"

Dr. Worchesky: "I can't promise anything like that but, you could always prod for new course development monies in the various ways that are available."

None of the Phys Ed courses are being dropped so varieties of courses that are required by the NCAA of student athletes are still going to be there and will still be attended.

The proposal is that the university drop the Phys Ed requirement so the Phys Ed credits right now are institutional credits that don't count towards the 120 academic credit requirement and this proposal does not change the courses that are already there so they would still remain with institutional credit that will not count toward the 120 requirement.

One other thing is that students that take these courses, even if we drop the requirement, will still count towards the 12 credits for full time status and will still count towards any requirement towards financial aid or residential life.

Dean Cole added that they checked with the financial aid department and they said that because it is no longer required, if the student is using PE credits to get to the 12 credit for financial aid full time, they will not count.

The reason that they were counted before was because they were counted as requirements. Communication is planned for tomorrow to send out to students.

Senator O'Dell: "The PE credits will still count towards the 12 credits for full time status and for residential status but, not for financial aid?"

Dr. Worchesky: "This is correct."

Senator Ekas-Mueting: "Is there any plan to communicate this with students and to what extent are departments expected to communicate this?"

Dean Cole: "There will be an email sent to faculty and staff tomorrow morning and will be communicated to students tomorrow afternoon explaining that this is a proposal going through senate and will be voted on in December."

Senator Omland: "Is there any way we can get around the requirement to wait the additional month to communicate this with students?"

Dr. Worchesky: "I would whisper in your ear that you could put forward a motion but, ..."

Senator Flint: "Why are we waiting? Is this for transparency?"

Dean Cole: "It is for transparency but, we can't say anything until the December vote."

President Koru: "So we reached the time limit on this. Is there a motion to extend the time for an additional 10 minutes?"

Senator Pitts: "I do move to extend. Is there a Roberts Rule of Order in terms of bringing a discussion item to an immediate vote?"

Senator Castellanos: "I think because we represent our departments and not ourselves, we take this information back to our departments and bring back the feedback."

President Koru: "General practice is to bring items as information items first then vote on them the next month."

Senator Pitts: "I do think that we need to be cautious when sending this email to the students. I would suggest emphasizing to students not to drop courses until this vote in December."

President Koru: "Okay, if there is no other comments or questions, please take this to your departments..."

Senator Omland: "I would like to move that we vote today on this proposal. I'll throw that out as a motion."

President Koru: "So for those types of motions, we would need 2/3 majority but, I still think that department colleagues need to hear about that because there are faculty members that have never heard about such resolutions. We would like to hear their opinions and it would be more appropriate to collect feedback and come back next month. We can talk about the nature of the announcement via email."

Donald Snyder: "President Koru, I think if there's a motion, we need to see if there's a second."

President Koru: "So there is a motion but, I can rule whether that motion is in order or not so I think that motion is out of order so we'll move on with the next item. Please inform your colleagues."

Senator Fagan: "I have another motion. That motion is that we all go back to our departments and get back to you/Rose as soon as we can to input our votes. I don't know if we're allowed to vote via proxy."

Senator Pfeiffer: "I'm concerned that it's not out of order but, if we're going to vote it down, we should vote it down."

President Koru: "My reasoning is that it's not in line with our general practice so we usually bring it to the attention of our colleagues and vote on it the following month."

Senator Pfeiffer: "I would just say that it's not out of order, it might be a reason to vote it down."

Senator Everhart: "Today is the last day to drop so this might cause more chaos. If we vote now and then the students find out tomorrow yet today is the last day to drop classes."

Don Snyder: "As far as Senator Fagan's motion, I know that voting by proxy is not usually normal orders but, it's not unprecedented. If we have snow issues in December and the meeting gets delayed, I remember in the past we've had to hold a proxy vote. Can we make the argument that we go back to the departments now and then have a proxy vote, is that something that can be done?"

Senator Olson: “What’s the difference between deciding this in two weeks as opposed to deciding this in four weeks. It’s going to be messy either way.”

President Koru: “There are other issues connected with this. For example, how will the faculty be compensated and your colleagues may have different views that will be helpful to bring up. Let’s take this back to our departments and come back with more feedback. Feel free to get back to Dr. Worchesky and myself.”

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 Academic Planning and Budget Committee last met on November 1st. The proposal to change the name from the College of Engineering and IT to the College of Engineering, Computing and Information was discussed. An email vote was taken a few days ago and this was approved.

The Academic Planning and Budget Committee also received and approve a Year Three Review for LLC and approved the MPS in Community Leadership.

The next meeting is scheduled for December 6th.

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.

Dr. Snyder highlighted the attachment that was distributed electronically prior to the meeting, “Revisions to the Faculty Handbook, November 18 pdf”. In this document, there are pages being proposed to the Faculty Handbook reflecting policies that have already been accepted by the Faculty Senate. We are not changing anything about the policy except the language.

This is the original item and will be voted upon at the next Faculty Senate meeting in December.

VII. Other Reports

A. Faculty Staff Advisory Committee and its role

Susan McDonough, Associate Professor in History and Christine Mallinson, Professor in Language, Literacy and Culture provided a definition of the Faculty Staff/ Advisory Committee's and its role at campus.

Dr. McDonough explained that in response to the concerns that were raised by the Faculty Senate and then in the Special Session of the Faculty Senate, the administration has heard the concerns about a conflict of interest with certain members of the original accountability team. The administration took a breath and realized that the initial response, the filing of the lawsuit and the very moving outpouring of concerns at the student listening session had prompted a "first responders" response to the crisis. Now the crisis is ongoing and we are in the midst of a long process of thinking about how to make our campus a safer place for everyone.

The various areas of campus shared governance have been more included in this new adoration that has been called "Retriever Courage". The website is still a work in progress but, there are many resources that are already included in the site.

The Faculty Staff Advisory group had their first meeting today and the roster of that committee has been provided electronically to the senators. There have been five new additions to this roster as well. Staff members are needed for this roster to provide a more robust variety of opinions. Dr. Mallinson asked the senators to reach out to their departments for volunteers for this group, in particular Res Life, Student Affairs, Health Center and the various student interfacing groups.

The website: courage.UMBC.edu is regularly being updated and the roster will be uploaded when it is finalized. Faculty Senators are encouraged to remind their departments that if they have information that they'd like to contribute, that they can always email this site.

Dr. McDonough stated that there is currently 35 members of this committee and one of their main goals is to map out their first step as a committee. They have two broad subcommittees which include an outward facing subcommittee (that will look at both peer institutions and aspirational institutions, what they are doing around the prevention of sexual violence and support for victims of sexual violence) and an inward facing subcommittee. This committee is a UMBC version of this. This subcommittee will address: what is actually happening on campus, who are the various people who are available to students, what are the various trainings and initiatives. This will assist this committee in addressing with administration what initiatives should be adopted by UMBC.

The goal would be to meet once a month as a whole group. Subcommittees will meet separately and Dr. Mallinson and Dr. McDonough will return back to the Faculty Senate with updates.

The Student Advisory group is currently being organized and they are having conversations about who they are representing and who needs to be at the table so they are not fully formed yet. Once they are formed, the Faculty Staff Advisory group will be involved with conversations with them.

One of the actions that is being taken right now is making sure that there are multiple faculty and staff members from this large group that will sit on the Procurement Advisory Committee.

When the Procurement Advisory Committee is mentioned, they are talking specifically about the process through which the outside firm will be hired to come to UMBC in the spring semester and at the end of their presence at campus they will produce a report. Scope of work is available on the Retriever Courage website under “Resources”.

Senator O’Dell: “Could you speak to where the suggestion rests that came up at our Special Faculty Senate meeting to have a Special Faculty Senate group?”

President Koru: “The Faculty Senate Executive Committee has not discussed this yet so if you have a proposal of what the scope of work and what should be the reporting method for such a committee, we could discuss it further.”

This would need to move to the Faculty Senate Executive Committee. Senator Olson offered to bring this forward at the next Executive Committee.

B. Carnegie Classification

Michelle Wolff, Director of the Shriver Center provided a presentation regarding Carnegie Classification (attachment).

VIII. Unfinished Business

A. UFRC results

The following nominees have been selected to sit on the UFRC:

Arts and Humanities: Lynn Cazabon – Visual Arts

Engineering and IT: L.D. Timmie Topleski – Professor and Graduate Program Director in Mechanical Engineering

Mathematics & Science: Jeff Leips – Professor of Biological Sciences

At-Large #1: Marina Adler – Professor in Sociology, Anthropology and Health Policy & Administration

At-Large #2: Eugene Schaffer – Professor of Education

IX. New Business

A. COEIT name change

[information item] [attachment]

B. Public Policy Academic Program Review

[information item] [attachment]

C. Language, Literacy, and Culture Year Three Review

[information item] [attachment]

D. Computer Policy (Amy Everhart)

Amy Everhart, Senior Lecturer Information Systems provided a presentation regarding the new Computer Policy. Ms. Everhart urges all faculty to try out the new Ultra Shell. There will be training offered all winter long and it is encouraged that all faculty take part in it.

There was no New Business and the meeting was adjourned at 5:08pm.

Respectfully submitted by Rose Drohan