

## **Faculty Senate Meeting Minutes February 12, 2019**

Senators in attendance included: Thomas Robinson, Mariajose Castellanos, Curtis Menyuk, Doug Hamby, Kindel Nash, Diane Flint, Tanya Olson, Mejdulene Shomali, Matthew Fagan, Susan McDonough, Amy Everhart, Christine Mallinson, Hal Schreier, Liang Zhu, Liz Patton, Renee Lambert-Bretiere, Brian Kaufman, Pengwang Zhai, Felipe Filomeno, Diane Alonso, Pam Bennett, Adrienne Ekas-Mueting, Jennifer Callaghan-Koru, Eve Muson, Kathy O'Dell. President Gunes Koru was also in attendance.

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

President Koru called the meeting to order.

Charles Nicholas, the Chair of the Academic Planning and Budget Committee served as timekeeper for the meeting. He will announce when time limits have been reached and will take note should there be queries regarding our process and procedures.

President Koru thanked the senators for representing their respective departments and serving in this capacity. Shared Governance at UMBC is strong, and the Faculty Senate plays a central role. He also welcomed the new members that have transitioned into their new role as senators.

There were a few changes to the agenda. Under the "Other Reports" section, there will be a report from Christine Mallinson and Susan McDonough about the Faculty Advisory Group and Retriever Courage and there will be an MPS in Community Leadership that will be voted on at this meeting.

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

Provost Rous thanked the senators for their continued dedication in their roles. He then provided an update on enrollment.

Our total enrollment numbers are at 12,997 students which is up by 60 students from last spring. He stressed the importance of retention and increasing our enrollment and the financial benefits associated with that growth for the institution.

Professor of Language, Literacy, and Culture, Cedric Herring is honored with an endowment established to acknowledge his legacy at the university. Professor Herring tragically passed away last year.

Vice Provost for Faculty Affairs, Patrice McDermott and Assistant Vice Provost, Autumn Reed were acknowledged for their work on acceleration programs. These programs are funded externally and they've begun to institutionalize this approach throughout the campus.

There is a strategic plan in place for a Community Engaged Scholarship. The elements of this scholarship focus on how P&T procedures are implemented and how they apply to the work at the university. They will examine how we can revise policies to recognize P&T.

The recommendation for the addition of Adjunct III promotion has been passed. The Board of Regents has invited a presentation on this from our university.

A budget proposal has been send to legislation and the confirmation of acceptance will be received soon. More information on this to follow in the next Faculty Senate.

Because of the SB1052 bill (Merger of College Park and UMB) we have been allocated an additional \$2M and this has meant an added \$5M base increase to UMBC. This will assist in funding workforce development.

Provost Rous reported that continuous conversations are happening between the UMBC Administration and the legislation on the addition of a 3% COLA. This will add \$11.1M increased base support for UMBC.

The Title IX training completed 13 trainings in January and many adjunct faculty were included in the mix (230). The adjuncts will be paid for their time in the training because it was in their original contract. Moving forward another option like a stipend might be offered or the payment option may be kept in the contracts. Administration is not sure how they will proceed with future trainings but, they are in discussions and will keep the community apprised of the decisions.

### **III. Approval of the December 11, 2018 meeting minutes**

The Faculty Senate minutes for December 11, 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.

President Koru was contacted by individuals who conduct research on shared governance and was asked for an interview. They heard about the reputation of UMBC for strong shared governance and they would like to understand how this success is achieved and how it can be replicated in other universities.

President Koru recapped some important discussions that were had in the last semester.

- After engaging the stakeholders on campus and bringing most of them to an agreement, the Senate voted and approved the removal of the Physical Education requirement.

- The Faculty Senate drafted and revised a position statement on the prevention and handling of sexual assault. Every version of this document included the faculty's input. The final version of this document had to be reviewed by the Legal Counsel due to the recommendations made by some colleagues. After the review, no issues were found and the document was accepted. This was forwarded to the University Steering Committee last week.

President Koru thanked the administration for listening closely to address the concerns of our faculty.

The training on the prevention and handling of sexual assault has only received positive feedback. This initiative will be ongoing as new members of our UMBC community enter their positions. The Retriever Courage initiative is under way and today, updates from the leaders of the Faculty Staff advisory Group will be provided. President Koru urged the senators to collect feedback from their departments and bring it back to the senate.

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 has not formally met this semester yet, however, moving into the spring, upcoming discussion topics will include:

- In the November meeting, Dean Casper and Michelle Wolf presented an upcoming application for UMBC pertaining to a "Community Engaged University under the Carnegie Classification." Continued support should be given to this application by sending information to Michelle Wolf about UMBC's already existing community engaged activities. In parallel, it would be advantageous if the Faculty Affairs Committee revises the P&T guidelines to acknowledge and value the accomplishments of the faculty members doing civically-engaged work, in all steps of the P&T process. For this purpose, the Executive Committee needs to work closely with the Faculty Affairs Committee.
- The adjunct faculty members have different levels of involvement with the university. Some have been teaching our students for decades, some intend to stay for a couple of semesters. Over the years, it has been a challenge for us to define what exactly Adjunct Professor means in terms of their involvement with the shared governance processes mainly due to their non-full time status. This issue came to the Faculty Senate Executive Committee a

number of times but, resolution has never been achieved. Some of our time in the spring semester will be spent discussing their involvement with shared governance.

- The third item to keep on the radar is to become ready for the full implementation of the qualitative measures. In the December meeting, the senate heard from our Deans about the preparedness of the departments. Keeping in mind that the first group of P&T dossiers with the qualitative measures will be received in September and the Faculty Senate and most of the faculty will not be here in the summer months, the spring semester ahead of us is the right time to complete the preparations.
- The committee will receive a budget update in the President's Tea scheduled for Thursday. In our Executive Committee meetings this year, it is expected to that conversations on various Academic Planning and Budget items as they arise throughout the semester including many APB actions such as name changes will happen.

As usual, there will be some guests who will come to the Executive Committee meetings. These are among the individuals who express an interest in informing the committee, for instance, Bob Carpenter, Associate Provost/ Deputy CIO, will talk about the data analytics activities on campus, or, sometimes the committee will invite the individuals to receive their opinions for an upcoming Faculty Senate agenda item. President Koru will continue to report on those details as progress is made.

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

### **B. Undergraduate Council**

Terry Worchesky serving as chair for the Undergraduate Council provided the report of the Undergraduate Council.

Dr. Worchesky reminded the senators to advise their departments respectively that the cut off for changes is February 21<sup>st</sup> if they want them to appear in the Fall 2019 catalog.

The Undergraduate Council reviewed the IS Academic Program Review and this review was approved. Dr. Worchesky did want to mention though that the ratio of students to advisors was very unbalanced. It was noted in the review that there are 200 students to every faculty member per semester.

Senator Fagan questioned if there was a policy stating that faculty had to advise. Under "service" this is included in that bucket. Dean Bowman added that it is the practice of IS that Lecturers advise in exchange of a lighter teaching load and a professional advising staff. The department is also in the process of hiring more full time lecturers in addition to the two that

were just hired to lighten the load. President Koru said that he would take this item back to the department for a discussion.

An electronic copy of all of the approved courses and programs was distributed to the senators prior to the meeting.

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

### **C. 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 February 7th and also reviewed the IS Academic Program Review finding the same issues as the Undergraduate Council.

They also received a budget update from Finance at the meeting and a lengthy discussion was had with regards to the COEIT name change. It was decided that Dr. Nicholas would work with President Koru to find a solution for handling the issue in the department before it is ready to be reviewed by the committees again.

The next meeting is scheduled for March 7<sup>th</sup>, 2019.

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

### **D. Graduate Council**

Nancy Miller, Professor in Public Policy provided an update from the Graduate Council.

An electronic copy of all of the approved courses and programs was distributed to the senators prior to the meeting.

Janet Rutledge, Vice Provost and Dean of the Graduate School stated that a collective bargaining discussion is making its way through legislation. This returns as a proposal every year but, she feels that it has more traction this year. This initiative cannot work at one campus and not affect other institutions.

The Graduate Student Advisory Group meets regularly with administration. The adjunct faculty group have chosen not to move with the GSA and would rather stand by themselves.

Senator Menyuk asked: “If this goes through does this fall under the same hiring rubrics?”

Vice Provost Patrice McDermott answered: “Searches are not required for adjunct faculty, only full time faculty. The Adjunct group is elected and they want to be part of the shared governance on campus.”

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

## **VII. Other Reports**

### **A. Faculty and Student Advisory Group (Christine Mallinson and Susan McDonough)**

Christine Mallinson, Professor for the Center for Social Science Scholarship, and Susan McDonough, Associate Professor for History provided an update from the Faculty and Student Advisory Group (FSAG).

The FSAG provides monthly reports to the University Steering Committee. Some of the information that they share include the hiring of the new consultants that are due to come on campus on February 7<sup>th</sup>. The consultants met with Dr. McDonough and Dr. Mallinson and will be holding an information session on March 1<sup>st</sup> in an open forum.

Dr. Mallinson noted that there is an anonymous google form that is now available to provide your feedback.

The FSAG has regular standing meetings monthly and their mission and charge has been established and can be found on [courage.umbc.edu](http://courage.umbc.edu). They are reaching out to the chairs of departments to see what is being taught on how to prevent sexual misconduct currently. And beyond these working initiatives, they are committed to a long term culture change.

More information will be available as it is received.

The report of the Faculty and Student Advisory Group was approved by the Faculty Senate.

## **VII. Unfinished Business**

### **A. General Education Requirement change proposal**

Richard Sponaule, Chair of the General Education Committee brought to the senate a proposal to remove a clause from the UMBC catalog.

This clause states: “Credit awarded through a UMBC Administered Departmental Exam is not applicable toward the General Education Requirements...”

The justification for this proposal change comes from conferring with the Division of Undergraduate of Academic Affairs which stated that this policy is not correct. If it shows that a student received credit for a class, it is felt that this clause should be removed for consistency.

This item was introduced as an information item in our December meeting.

By majority vote, this proposal for the change in the General Education Requirement change proposal was accepted by the Faculty Senate.

### **B. MPS in Community Leadership**

This program intends to meet the need and growing demand for skilled professionals to be change leaders in their communities and organizations. This program was designed by an interdisciplinary group of faculty from across the college, along with representatives of the Shriver Center.

This program is designed and will be marketed to appeal to emerging leaders, and to provide the education needed to positively impact conditions in Baltimore and beyond. Graduates of the program will have the technical skills, context, and credentials needed to lead an organization in Baltimore and facilitate transformational change in existing systems and structures. This aligns well with UMBC's mission and vision, which specifically reference our commitment to community service and leadership, social responsibility, and civic engagement for the benefit of society. This program is core to UMBC's values and ongoing efforts to prepare students to think about and develop solutions to address urgent social problems in our communities.

By unanimous vote the MPS in Community Leadership was approved by the Faculty Senate.

## **IX. New Business**

### **A. UDC in Social Dimensions of Health**

### **B. LDC Allied Health Preparatory Studies**

### **C. History Academic Program Review**

These items were presented as information items and will be voted on at the March Faculty Senate.

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

Respectfully submitted by Rose Drohan