

Faculty Senate Meeting Minutes March 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.

II. Approval of the Agenda

The meeting agenda has been received by the senators electronically and in paper copy.

There are some changes to the agenda. Provost Rous will not be in attendance at this meeting. He had a meeting in D.C. related to one of his funded National Science Foundation projects. Because of this five minutes to the event center related discussion has been added to make that item 10 minutes.

President Hrabowski is also not in attendance. He and Lynne Schaeffer will be coming to the meeting from the House capital budget hearing, scheduled today from 1:00 p.m. to 3:00 p.m. The meeting will begin and upon President Hrabowski's arrival, time will be made available for him.

Mrs. Schaefer will also be in attendance to answer some of the questions asked about the selection of the events at the Events Center.

Due to the high volume of work associated with Undergraduate Council this month, the meeting minutes will be reviewed at the April meeting.

Finally, in the committee reports, the chair of the Faculty Affairs Committee wanted to make an announcement. This has been added as well.

No objections were made for the agenda amendment and the agenda was unanimously approved.

III. Report of the Faculty Senate President

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

There are plans to have the April Faculty Senate meeting at the Shady Grove campus. Last year, the meeting went very well with a lot of information exchanged between the two campuses. The plans include arranging a shuttle transportation from UMBC to Shady Grove and back from Shady Grove to UMBC that day. It was President Koru's hope that because of this early notice, the senators would have plenty of time to plan for this change. Rose Drohan will be in touch to provide further information regarding this trip.

It is also the time of the year to announce that the nominations for the Faculty Senate officer positions, namely President and Vice President positions, are now collected. Please send your nominations/self-nominations to Rose Drohan before the date of our Faculty Senate meeting in April. We expect to announce the candidates so that the senators can inform their departments and we can bring this to a vote in our May meeting.

President Koru circulated emails last August about a Faculty Senate website. This item was put on the backburner for a while due to other priorities. Discussions and planning have been restarted to maintain this as an essential component of shared governance on this campus. Faculty Senate will have an online presence.

At the first stage, our focus will be on achieving sufficient levels of usefulness and usability by relying on minimum programming effort in order to minimize the efforts and costs of continuous maintenance and evolution as the environment changes.

President Koru thanked the senators for representing their departments. He urged them to continue to ensure that they distribute all of the material as soon as they receive it and collect comments and suggestions. The senators are the eyes and ears of their department colleagues, and through them, they get a chance to voice their opinion on important matters. He also urged them to actively participate in the Faculty Senate and university committees. A functional and lively shared governance is essential for a functional, robust, and growing university.

The report of the Faculty Senate President was accepted.

VI. Committee Reports

A. Executive Committee

As President of Faculty Senate, President Koru provided the Executive Committee report.

Council of the University Systems Faculty's annual survey on the state of shared governance is due this month. As the Faculty Senate President, he chose the option of filling the survey out with the Faculty Senate Executive Committee. Therefore, in the March meeting, the Executive Committee went through and answered a set of questions in the following areas: Climate,

Institutional Communications, the Senate's role, the President's role, the Faculty's role, Joint Decision Making, and Structural Arrangements for Shared Governance. The survey is arguably too detailed to talk about in detail in the Faculty Senate however, he wanted to assure the senators that the Executive Committee took its time to provide accurate information. This information will be provided to the University System of Maryland and to the Chancellor in a timely manner.

The Executive Committee discussed a concern about the types and forms of events scheduled for the Events Center and any relevant criteria. The committee decided to schedule the item for discussion as early as possible at the March meeting without receiving a full response from Lynne Schaefer. Today Mrs. Schaefer will have an opportunity to address these concerns.

Discussions have continued on the involvement of adjuncts at the Faculty Senate and its committees. The consensus seems to be on giving them a seat at the Faculty Affairs Committee table and facilitate their participation through their senators representing their academic department. In addition, we have the view that any non-academic issue related to their working arrangements or conditions should be discussed between the AFAC Adjunct Faculty Advisory Committee and the UMBC Administration.

One upcoming item in the agenda will be an explanation of the data analytics methods and initiatives supporting student success presented by Bob Carpenter, Associate Provost/ Deputy CIO. It is the intention to focus the discussions on achieving statistical quality control and ongoing performance assessment by enabling data analytics at the individual and departmental levels.

Finally, there are also plans to invite the members of the relatively recently formed Wisdom Institute to an Executive Committee meeting, or directly to a Faculty Senate meeting. The Wisdom Institute fosters ongoing and meaningful relationships between retired faculty and staff with UMBC and the broader community. Director, Diane Lee, presently residing in North Carolina, and her administrative support, Diana Smith, would be happy to attend and explain many ways to achieve useful and rewarding communication and collaboration between the retirees and the rest of our community.

Donald Snyder added for clarification, Faculty Affairs has not had a conversation about adding inactive members to Faculty Affairs and this would be something that they would expect adjunct community to protect them on in this instance. President Koru made note that this would be discussed in the Executive Committee.

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

B. Faculty Affairs Committee

Donald Snyder, Committee Chair, provided the report from the Faculty Advisory Committee.

Dr. Snyder received an announcement concerning some work on the Adjunct III and Principal Lecturer promotions. The most recent update with those is that the USM Education Policy and Student Life Committee approved UMBC's new ranks at their March 5th meeting. These two ranks will go to the Board of Regents on April 19th and it is anticipate final approval and it is hoped to have these options in place for candidates coming on board in 2019-2020.

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 asked if this will be announced publicly. How will people know when these new ranks will be available?

Vice Provost for Faculty Affairs, Patrice McDermott responded by stating that the Office of the Provost will be sending out a letter to every Adjunct currently working at UMBC once it's approved and communication will go out to the departments.

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

C. Undergraduate Council

As Council Chair, Terry Worchesky provided an update from the Undergraduate Council.

There were over 160 submissions have been approved this month and Dr. Worchesky noted his appreciation for the Music Department specifically. The Music Department has been working feverishly along side of the Registrars' office to clean up their program. The Registrars' office, specifically Jill Eigenbrode, *Assistant Registrar*, has been very diligent this semester to try to clean up the catalog with many programs.

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

D. Information Systems Academic Program Review

Aryya Gangopadhyay, Professor and Chair of Information Systems, provided an update on the Academic Program Review response for Information Systems.

At the last Undergraduate Council there were issues raised about the faculty/student advising ratio. This program has the highest student retention and the largest teaching load in the college. They are having a problem with faculty retention because of the demand that's put onto the faculty. Dr. Gangopadhyay does not see this as a big issue.

E. Academic Planning and Budget Committee

Charles Nicholas, Chair of the Academic Planning and Budget Committee, provided a report.

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

The committee last met last Thursday, March 7, 2019.

A lot of time was spent discussing a proposal process making sure that new programs get off to a good start by having a short preliminary review in about year three of the program rather than waiting until the first academic program review that would happen in year seven. The Academic Planning and Budget Committee is very much involved in the planning process for this.

There was also an Academic Program Review for Geography and Environmental Systems (GES), Three Post Baccalaureate Certificates in Entrepreneurship, Innovation, and Leadership, a Post Masters Certificate in Teaching and Learning Science and a UDC Psych Workplace to I-O Psychology initiative which were all approved.

A question of clarification was asked about the approval of the GES Academic Program Review. Dr. Nicholas added that it was felt that the department did a good job with its self study and there was a lot of action that had already taken place at the department and college and Provost level to address the problems. GES is a popular department and there is a big crunch for recruiting but, more sorely needed is the problem as space.

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

F. Graduate Council

Nancy Miller, Chair of the Graduate Council, provided a brief report.

The Graduate Council met on Thursday, March 7, 2019.

The Graduate Council reviewed the Information Systems Academic Program Review, the UDC Psych Workplace to I-O Psychology, the Post Masters Certificate in Teaching, all of which were approved by the Graduate Council.

On March 27th, the Graduate Experiences Achievements and Research Symposium formally known as the Graduate Research Conference will be held. This will include many events including the Three Minute Thesis, the Job Fair, and the Campus Resource Fair.

Senator Kogan inquired if there was an update on the Academic Program Review for Math and Stat. Dr. Miller stated that this item will be on the agenda for the April meeting. To date, not all members of the Council have been part of the discussion and a report has been assembled and distributed to all of the members of the council.

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

VII. Other Reports

A. New UMBC Branding

Lisa Akchin, Associate Vice President, Engagement Institution Advancement, provided a brief presentation on the new UMBC Branding Campaign.

The presentation highlighted the UMBC vision, the brandings' history and some of the new material that will be offered throughout the university.

A quick virtual tour is offered at <https://styleguide.umbc.edu/>.

B. FSAG and Retriever Courage

Christine Mallinson provided an update from the Faculty Senate Advisory Committee (FSAC).

On February 22nd, a group of faculty and staff met with the external consultants that were hired to come to the campus. There were about 20 faculty and staff that were primarily drawn from the FSAC membership with a few others. Some great things were brought forward and shared with the consultants.

The FSAC also helped organize and staff the March 1st information session in which 30-40 were in attendance.

The consultant forms are open for a couple more days. The main consultant form will be open until March 15th and after that the community input form will be available. Information can be sent directly to the consultants and both forms are available on the left hand tool bar on the retriever courage website (<https://courage.umbc.edu/>).

The subcommittees are still hard at work. The internal facing subcommittee tackled an action item already and coordinated with Jess Meyers and Jackie Stone. These ladies are spearheading

the pilot of the student training. This information was concerning some feedback that was received from those that are handling the faculty and staff training.

The internal and external facing subcommittees are continuing to do research in compiling and collecting information that were shared at the last meeting. The goal is to complete the research at the end of March. Then the recommendations will be finalized at the April 12th meeting and those final recommendations will be sent to the University Steering Committee.

C. Concerns about events held at the Events Center

Kevin Omland expressed displeasure from his department about an event that happened February 1-3 at the Events Center.

His colleagues wanted to bring to the senators attention about how our Events Center represent our university. The fact that it was happening during the day, during the semester on a Friday, and the nature of the event was thought to be a concern.

The “Consumer Show” tab on the Events Center home page opens UMBC up to all kinds of different events that we may need to think about more carefully.

Lynne Schaefer responded to this issue.

She thanked Dr. Omland for bringing this to the attention of Administration. Ms. Schaefer provided a quick overview of how the Event Center works.

The university borrowed money to build the center and now we need to find ways to pay this money back. The revenue model is that the student fees primarily cover the debt to build the actual building. The events that are held outside of our UMBC events (outside of basketball games, graduation etc.) pay for the operation of the building.

An outside company was hired to manage the facility and the events however, a management fee is the only thing that UMBC pays them. Their main obligation is to us to cover those costs. This is still a learning curve to find out what is working and what is not for both sides.

Also, as we are working the outside management company that are booking these events, we are having conversations about what is appropriate for UMBC and what reflects our image the way we want it to be reflected.

There are black-out dates that are allocated for convocation and our campus events where they are not allowed to schedule. They are also working with the management company to be very selective on what events are held here.

The Events Center is a brand new facility in the “market” and more and more people are interested in coming to us to hold venues. We had our first “sold out” concert (*Shine Down*) last week that created a traffic jam on campus and this was another issue that had to be worked out for students coming to class.

Every event is not reviewed by administration however, there is certain criteria that needs to be met under the contract and the management company will come to administration with questionable events.

Ms. Schaefer is available to further discuss this matter if anyone would like to do so.

VII. Unfinished Business

A. UDC in Social Dimensions of Health

The Faculty Senate unanimously approved the UDC in Social Dimensions of Health.

B. LDC Allied Health Preparatory Studies

The Faculty Senate unanimously approved the LDC Allied Health Preparatory Studies.

C. History Academic Program Review

The Faculty Senate unanimously approved the History Academic Program Review.

D. Plan of Organization

The Faculty Senate unanimously approved the Plan of Organization.

IX. New Business

A. Sociological Data

Chris Tkacik, Associate General Counsel in the President's Office, provided to the senators the UMBC Policy on Public Records Containing Sociological Information for their review.

The Maryland Public Information Act is a law that makes many government records public information. On a weekly, sometimes daily basis, his office receives several requests from the general public from anyone seeking public information from the university. His office can deny some requests but, there are many exceptions that are not written in the law.

There is a federal law that keeps some student records from distribution or disclosure. His office does not have the same thing with faculty and staff. He does not have the ability to stop or interrupt the distribution of certain information for faculty and staff.

This is very concerning. This Sociological Policy allows Dr. Tkacik's group to keep this information and redact it and to keep it confidential and not disclose it to outside requests (see attachment).

Dr. Tkacik is hoping to gain the senators support on this policy.

This policy will be voted on at the May 14th Faculty Senate.

Question: How will we benefit from this policy?

Answer: Right now we are required to supply this information however, this policy will protect a lot of information that the Public Information Act does not touch.

The law says that government records are public however, this policy allows that this information would be kept confidential.

If a subpoena was presented, the subpoena would trump this policy and information would have to be released.

Many public agencies have this policy but, they don't have the level of information for our community that we do. This is a small city so everything is collected and tracked right now.

Additional time was allowed for the continuation of this discussion.

Commercial purpose is one of the reasons that they can keep students information confidential and they don't have that same exception with faculty and staff because of the specific piece of legislation that was written for higher education.

Comment: "Thank you for taking these steps and I would continue to support this effort moving forward."

This item will be voted on at the May 14, 2019 meeting.

- B. Dance Academic Program Review**
- C. SAHAP Year Three Review**
- D. TESOL Year Three Review**

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

X. President's report

President Hrabowski arrived with good news from the legislature. There was a worry about a proposed budget cut however, today eased a lot of worry. We are requesting \$17M for some badly needed infrastructure repair. The good news is that this request was granted.

We are also granted a 2% COLA in January and are scheduled to receive an additional .5% plus a \$500.00 bonus in on April 1st of this year. The money is there in the base for this.

There is also a potential for an additional 3% COLA for July 1st and another \$11M to UMBC to help build our workforce. We are moving in the right direction. We will know about this the first week in April.

A question was asked about the sudden departure of the Women's Basketball coach. President Hrabowski responded that it was a personal matter and the students are being taken care of completely.

Announcements: Dina Glazer, Chair of the Nominating Committee requested that faculty volunteer for the Faculty Senate committees.

The meeting was adjourned at 4:58 p.m.

Respectfully submitted by Rose Drohan