

Faculty Senate Meeting Minutes September 10, 2019

Senators in attendance included: Thomas Robinson, Sarah Fouts, Molly Jones-Lewis, Kevin Omland, Mariajose Castellanos, Joel Liebman, Curtis Menyuk, Ann Sofie Clemmensen, Christelle Viauroux, Kindel Nash, Diane Flint, Tanya Olson, Katie Kein, Matthew Fagan, Anne Rubin, Amy Everhart, Semhar Yohannes, Christine Mallinson, Jacob Kogan, Hal Schreier, Weidong Zhu, Liz Patton, Susanne Sutton, Michael Nance, Jason Kestner, Felipe Filomeno, Diane Alonso, Pam Bennett, Adrienne Ekas-Muetting, Taka Yamashita, Eve Muson, Kathy O'Dell, Orianne Smith, and Gunes Koru were in attendance.

I. Call to Order

President Koru called the meeting to order.

President Koru welcomed the senators and introduced himself as the returning President of Faculty Senate. As the President of Faculty Senate, he will be serving as the chair of today's meeting.

Orianne Smith, newly elected Vice President, served as timekeeper. She 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 members of the Faculty Senate, continuing and new, both senators and ex-officio members, for being there and representing their departments or divisions. The fall semester is already well underway and the campus is buzzing with the energy of a new academic year.

Rose Drohan will serve once again as Faculty Senate Executive Administrative Assistant. Rose will continue to help everyone by sending all correspondence to the senators and maintaining the meeting minutes. She sends out the meeting agenda and materials electronically in advance of each meeting. In addition to assisting the Faculty Senate, Rose also works with several other Faculty Senate committees, including the Faculty Senate Executive Committee, Academic Planning and Budget Committee, Research and Creative Achievement Council, Undergraduate Council, and General Education Committee.

II. Approval of the Agenda

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

The agenda was approved with a minor amendment by the Faculty Senate. The Academic Planning and Budget Committee will not be providing a report because the committee has not met yet.

III. Report of the President

President Hrabowski provided an update from administration.

President Hrabowski welcomed the senators and acknowledged the search for the Vice President of Faculty Senate.

The U.S. News has reported that UMBC is ranked in the top 10 for Innovation and in the top 13 in Undergraduate Teaching. A report on enrollment will be provided by Provost Rous shortly.

President Hrabowski stated that because of the respect that our campus has gained throughout the community and the quality of work that we do, we have been acquiring more state money throughout the years.

We are very healthy and very stable. What makes this healthiness most apparent is the fact that we have been able to stay even while we've increased substantially the number of people graduating. The graduation rates and retention rates have increased.

The increases that we've been able to obtain has been to the base and now we are able to give more support in the areas where we need it.

The Board of Regents are seriously considering allowing UMBC move forward to establish a new Health Services and Counseling building. Right now these services are being offered in trailers. The voting will take place in September.

Finally, there are other cabinet positions that will be helpful to us this year. The Chief of Staff for the Governor is our graduate and the Deputy Chief of Staff played volleyball here is now the Secretary of Labor and Licensing.

President Hrabowski introduced an alumna of UMBC that just became a Full Professor at University of Maryland Baltimore. We are hosting her here this year as our American Education Fellow.

VI. Provost Report

Provost Rous began by thanking the senators for everything that they do for the university and the students. Whether they are new senators or returning, he appreciates their leadership.

A few weeks ago, the University Retreat was held in which about 200 faculty are invited to discuss and learn about some of the strategic issues that are facing us as an institutions.

The topic of discussion in the afternoon session was regarding internationalization. We are currently participating in the American Council on Education Internationalization Lab. This is where about 60-70 people across campus will work together and develop a set of recommendations related to internationalization. As the recommendations come in from the lab, this information will be shared with the rest of the campus for discussion.

The retreat also marked the launch of a new Strategic Enrollment Planning initiative. Administration is working with a consulting firm to work on a strategy to work on enrollment for the future. Over the last few years, the state has invested a significant amount of appropriations in this campus resulting in that 20M that President Hrabowski mentioned. This is investment that other campus have not received. Clearly the state would like to see a return on their investment.

A presentation of the “enrollment landscape” was provided at the retreat. In the next few years, from external forces, we can expect a peak in the amount of high school graduates in Maryland (2020). Most of our students come from Maryland and after that, the numbers drop fairly rapidly over 3-5 years (8% - 9% drop).

Enrollment encompasses many things: the amount of students that we admit, balance across the disciplines, Shady Grove, the many people that have completed some of college but, not all of their education, hybrid students, and transfer vs. new students.

Huron Consulting are meeting with groups across the campus to conduct interviews and meet with faculty to research and develop a picture of what the recommendations might be and what decisions will be based on these recommendations.

Regarding enrollment the Day 5 data shows:

Undergraduates – 1705 New Freshmen (down by 90 from last year)
1091 Transfer Students

The total enrollment across the campus was 13,555 (down by 1%). Graduate student totals have increased by 40 from last year (currently 2503). We hold a 68% graduation rate which is 5 points higher than last year.

The retention rates from last year:

13% freshmen left after the 1st year
10% left after the 2nd year
6% left after the 3rd year

In terms of budget, the \$20M that we obtained, most of this covers the mandatory cost increases, for instance the COLA. There are also capital and utilities and other things that needed to be taken care of.

The opening of the ILSB building and there is a substantial amount of investment in base funds to do this (i.e. animal technicians, housekeeping, animal rederivation, core facilities, utilities, and call service agreements). All of these costs add up to about \$2.8M.

There was also an investment in our faculty. Increases were made in each level.

The university has a faculty decompression and retention pull (equity pull) that is \$1.7M. Investments have been made in six new tenure track faculty positions that will come through out post-doc programs, eight FTE faculty in the area of high demand and workforce development, additional advisors and GA's (\$3.5M allocated to these).

Also, next year there is an additional eight FTE's in interdisciplinary areas and another eight FTE's in workforce development/ high demand areas assuming we get the enrollment and funding.

Other investments made this year:

- Equipment replacement for the PAHB
- Quantitative reasoning unit for students
- Student Success advocates
- Counseling Center FTE's (2 obtained)
- Women's Center FTE's (2 obtained)
- Graduate Tuition Remission and Insurance

The decision was made this year to increase the increments for promotion for FT faculty and librarians:

- Promotion to Associate Professor (\$7,000)
- Promotion to Professor (\$10,000)
- Promotion to Senior Lecturer (\$5,000)
- Promotion to Principal Lecturer (\$7,000)
- Promotion to Librarian II (\$5,000)
- Promotion to Librarian III (\$7,000)
- Promotion to Librarian IV (\$10,000)

Question: "Is there a place where one can find on why students leave? If this were broadly available to faculty, then maybe faculty could come up with ideas."

Answer: "No, but we've tried to do research and analytics and at the retreat Dr. Katherine Cole presented data on why we believe students leave. It's not just one thing, it is financial

difficulties, and other issues why students step out. One thing that we are working on are the student advocates to identify a student that we think we may be in trouble and try to get them to the right place (advisors). It's almost on a case by case basis. We do know that progress in Mathematics is very important for students, particularly in STEM fields and if they fail to progress through the calculus sequence, that's a very strong indicator that they will not be retained at the university."

Comment: "Amanda Knapp provided a presentation about the Student Success Center and the advocates at the retreat that Dean Casper held. I felt very hopeful about the numbers that she was giving about retention. The data was very impressive and it would be great for her to present at Faculty Senate."

Question: "What do we know about the reasons for the shrinking numbers for graduates in Maryland?"

Answer: "It's due to population dynamics."

Question: "Is there data on where the students are going? (i.e. dropping out, going to other institutions)."

Answer: "Yes, Dr. Katherine Cole will have that data."

V. Approval of the May 14, 2019 meeting minutes

President Koru noted one change in the minutes.

On Page 4, under Executive Committee Report, the phrase "academic home" should be written as "academic call".

The May 14, 2019 meeting minutes were approved with minor changes.

VI. Report of the Faculty Senate President

President Koru provided a report for the Faculty Senate.

President Koru is looking forward to working with the senators and encouraged them to ask any questions they may have about the process by contacting himself or Rose.

As this was the first meeting of the academic year, the senators can start by renewing their common understanding of the Faculty Senates' role in shared governance of the University. A reflection by Gary Olson in the Chronicles of Higher Education described the importance of shared governance in the welfare of the University as follows:

“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)

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. 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 that affect faculty welfare generally; development of human resources policies and procedures for staff; selection and appointment of administrators; issues that affect the ability of students to complete their education; and other issues that arise and may affect the overall welfare of [the university].”

Each of the senators present today has a critical role in ensuring communication. The senators are responsible for communicating information regarding these topics that come before the senate to their respective departments. They are the ears of department colleagues in these meetings and the reports to their colleagues are essential for an informal faculty body. Senators also serve as a voice of their department, reporting back the feedback, recommendations, interests, and concerns of faculty members. The senators’ colleagues have demonstrated their confidence in them, and it is everything they do to represent their interests is appreciated.

The members of administration present, who are ex-officio members of the Faculty Senate, play an equally critical role. At UMBC, we have seen 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. President Koru encouraged the senators’ department colleagues to attend and see what happens in the meetings.

Additionally, President Koru encouraged the senators to reach out if they have questions and concerns regarding Senate related issues. He is accessible via email and will do his best to ensure that their concerns be addressed adequately.

The Senate meetings are formal meetings with a set agenda and time limits. By-Laws of the Faculty Senate are followed, which can be found at the Provost’s website, and the Robert’s Rule of Order. President Koru reminded the senate members to be cognizant of time and ask to be

recognized before speaking by raising a hand. There is often a good amount of time reserved for discussions, however, if time limits are reached on an agenda item, then it will be voted on as to whether the time should be extended or not.

There were many accomplishments made by the Faculty Senate last year and here are some highlights:

1. There was extensive discussions made about better prevention and handling of sexual assault, communication was made with administration in an effective and timely manner, issued a position statement, and several members of our senate participated in the Faculty-Staff Advisory Committee for the Retriever Courage Initiative.
2. The senate approved the removal of the Physical Education Requirements. Together with the administration, work was done on eliciting and addressing concerns so that this difficult matter was resolved smoothly with the minimum amount of issues.
3. The senate approved a revision of the Promotion and Tenure guidelines to acknowledge and value community-engaged scholarship.
4. And, of course, we approved a number of academic program reviews and new programs coming to the senate from the Academic Planning and Budget Committees.

Similar to last year, the senate will collaborate with the UMBC administration effectively and efficiently on important issues ranging from student success to faculty development to internationalization.

The report of the Faculty Senate President was approved by the Faculty Senate.

VII. Committee Reports

A. Executive Committee

President Koru provided an update from the Executive Committee.

The committee does not formally meet until the end of the month. However, members of the Executive Committee attended the university retreat where two topics were discussed in length: Strategic Enrollment Initiative and Internationalization.

The Executive Committee did convene at the Faculty Senate Tea last Wednesday. After the President's remarks, a budget and Title IX update from Lynne Schaefer were brought to the table. In addition, Linda Hodges, Director of the Faculty Development Center, spoke about the expanding role of the Center from a place guiding the faculty members to becoming a hub for

teaching and learning. The Executive Committee will have its first meeting later this month and updates will follow at the next Faculty Senate.

As described in the Senate By-Laws, Article VII, Section A, the At-Large members of the Executive committee, who should be UMBC faculty members, are appointed by the Faculty Senate President and approved by the Faculty Senate.

The following colleagues are presented to the senators by President Koru as the slate: Diane Alonso (Psychology), Mariajose Castellanos (Chemical, Biochemical, and Environmental Engineering), Diane C. Flint (Emergency Health Services), Adrienne Ekas-Mueting (Social Work), Curtis Menyuk (CSEE), and Nancy Miller (School of Public Policy).

The candidates were asked to leave the room so that the vote could be private.

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. Now, in appointing these individuals, President Koru has tried to pick the faculty members with a long and impeccable record of service to the university and beyond. He believed that this is a strong committee that will represent the faculty's interests well.

Question: "I was wondering if you could speak to the distribution across disciplines."

Answer: "These are covering two colleges as far as I can see."

Question: "So for the entire Executive Committee, is there representation from the Arts and Humanities?"

Answer: "I also had to consider if whether people accept to serve on the committee and also if they have a record of service."

Question: "Did you approach potential candidates from Arts and Humanities?"

Answer: "Not this time."

Comment: "It does seem wiser to have some representation from Arts and Humanities on this committee."

Comment: "Part of the problem is there is the Social Sciences, Arts and Humanities all in one college but, there are different concerns in the colleges."

Answer: "Also, when we make these decisions, there are other members of the Executive Committee, for example Orianne Smith. You can contact any of us to express your concerns at any time."

Question: "So overall, is there any other representation from the Arts and Humanities?"

Answer: “So we have the President and Vice President of Faculty Senate, Chair of Academic Planning and Budget Committee, Chair of Graduate Council, Chair of the Undergraduate Council and the Liaison from the Undergraduate School which has not been established yet.”

Comment: “I have no problem about the choice of members but, I have concerns about the composition.”

Orianne Smith voiced that she has been at the campus for 14 years and listens closely to concerns that expressed completely and is not afraid to bring things to the table.

The slate was approved by the senate by majority vote. President Koru looks forward to working with them in the next academic year.

Question: “Is there anything written in our university by-laws that suggest what the makeup of this committee should be? Does it mention what percentage of what college representation should be on this committee?”

Answer: “This is something that we can discuss.”

Comment: “I believe that even distribution across the disciplines should be represented on this committee.”

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

B. Undergraduate Council

Beth Feeser, Chair of the Undergraduate Council, provided a report.

As this was the first meeting with a new chair, no courses/programs were reviewed. There were a few initiatives that were approved however: BA HAPP to Public Health Administration and Three Year Reviews for GWST, POLI, ANCS and MCS.

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

C. Graduate Council

Steve Pitts, Faculty Representative for the Graduate Council, provided a brief report.

As this was the first meeting with a new chair, no courses/programs were reviewed.

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

D. Academic Planning and Budget Committee

The Academic Planning and Budget Committee has not met yet. Their first meeting is scheduled for September 12, 2019.

E. Faculty Affairs Committee

Vicki Sipe, Chair for the Faculty Affairs Committee provided a report from the committee.

The Faculty Affairs Committee held their first meeting yesterday and a proposal was brought forward from Adjunct Faculty Advisory Committee representation on the Faculty Affairs Committee. This request was denied however, they noted that their rationale was that they were requesting a stronger relationship with UMBC's faculty. A response was drafted to the AFAC to reflect the denial and the reasons why.

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

VII. Other Reports

A. Updates and requests from the VP for Research (Karl Steiner)

Karl Steiner, Vice President for Research, provided an update from the Research Park Advisory Committee.

Over the last year with some of the global changes that have been happening, NIH and NSF have issued a variety of letters that have been issues to the VPR office and across the country in highlighting a growing concern about how universities are working with foreign government.

Dr. Steiner provided a presentation on this topic and electronic copies were provided to the senators.

B. Updates on Retriever Courage (Christine Mallinson)

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

The reports can be found on <https://courage.umbc.edu/>.

C. Blackboard Updates (John Fritz)

Mr. Fritz provided a handout highlighting the new Blackboard applications.

VIII. Unfinished Business

A. MA in Instructional Systems Development (ISD) degree Program to Learning and Performance Technology

The Faculty Senate unanimously approved the MA in Instructional Systems Development (ISD) degree Program to Learning and Performance Technology.

B. UMBC Research Park Advisory Committee matrix change

The Faculty Senate unanimously approved the UMBC Research Park Advisory Committee matrix change. This will mean that the current committee make up of 5 members serving a staggered 3 year term be changed to the composition of 6 members serving a staggered 2 year term.

IX. New Business

A. All Gender Restroom

There's been an effort on UMBC's campus for several years now to get more All Gender Restrooms available in the spirit of all-inclusive excellence. The Facilities Management has converted almost all single user restrooms into all gender restrooms and all the new builds (ILSB and remodels) will have all gender restrooms in them.

A map of campus and electronic copy of this information was provided to the senators prior to the meeting.

The meeting was adjourned at 5:30 p.m.

Respectfully submitted by Rose Drohan