

**Faculty Senate Meeting Minutes
December 10, 2019**

Senators in attendance included: Thomas Robinson, 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, Lizz Patton, Brian Kaufman, Michael Nance, Jason Kestner, Felipe Filomeno, Diane Alonso, Pam Bennett, Adrienne Ekas-Mueting, Taka Yamashita, Eve Muson, Kathy O'Dell, Orienne Smith, and Gunes Koru were in attendance.

I. Call to Order

President Koru called the meeting to order.

President Koru welcomed the senators to our last meeting of the Fall 2019 semester.

Our President, Freeman Hrabowski will travel from New York to Baltimore today and expects to join the meeting a bit late. So, the President will report when he arrives.

Our Provost, Philip Rous, will be on a site visit as a team chair for middle states accreditation. The Provost thanks the senators for their service to shared governance and to the success of our university and students. He asked President Koru to convey his best wishes to the senators for a restful holiday with family and friends. Since the Provost cannot join the meeting, there will be no report from him. President Koru suggests that we take that item off of the agenda, and increase the time allocated for each one of the two reports in the Other reports section by five minutes, namely, Wisdom Institute and Student Government Association.

Finally, there will be a report from the Faculty Affairs committee, please add it to the Committee reports part.

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.

Orienne Smith, 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.

II. Approval of the Agenda

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

The agenda, with slight revisions, was approved by the Faculty Senate.

III. Report of the President

President Hrabowski arrived late due to a previous engagement at the Sloan Foundation.

He wished all of the senators restful holiday season.

Last month, the Provost and the President were in attendance at the APLU council.

The Association of Public and Land-grant Universities (APLU) is a research, policy, and advocacy organization dedicated to strengthening and advancing the work of public universities in the U.S., Canada, and Mexico. The association's membership consists of 242 public research universities, land-grant institutions, state university systems, and affiliated organizations.

APLU's mission is to: expand access and improve student success to deliver the innovative workforce of tomorrow; advance and promote research and discovery to improve society, foster economic growth, and address global challenges; and build healthy, prosperous, equitable, and vibrant communities locally and globally.

We have received more money this year from the state and this is money that went across the board for a total of 44 faculty (to include 34 tenure track, 7 lecturers, 3 professors of the practice, and 4 diversity post docs). People will be looking this year to see if we are able to use the additional instructional support to support even more students. We cut back on the number of freshmen this year.

We are looking at the first two years in a number of disciplines where we have a number of students having to re-take courses. These are students that are fairly well prepared. We are looking at ways to support the students. President Hrabowski thanked the Deans, faculty, and chairs for their continued work on this.

President Hrabowski added that he wants to be able to go to the legislature to show that we are able to successfully serve more students.

Finally, after a rigorous round of deliberation by the 3MT (3 minute thesis) judges (members of the graduate school and alumni), the first place prize was awarded to Mustafa Al-Adhami. He will have the honor of representing UMBC at the 3MT Regional Competition!

Also, congratulations to the [UMBC CyberDawgs](#) team for their first place finish in a field of 105 collegiate teams in the U.S. Department of Energy's Fifth Annual [CyberForce Competition](#).

Concerns: In light of Lynne Schaefer's presentation on the elevator renewal. My department would like to bring forward concerns. There needs to be a back-up plan should the other elevator go out. One of our faculty members encountered a student in a wheelchair. The person called

the right numbers and came to assist but, the only way to get the student to class was to physically carry the student and the student did not want that. Second, we do have a faculty member that needs accommodations and that worked while she could use the South elevator but, now she needs to use the North. We cannot relocate this faculty member due to their needs for instruction. Also, we are going up for accreditation with the National Association of Schools of Art and Design and they are very keen on adequate facilities and accessibility. This is a point of information. They will get into this in their report. Lastly, this is important in terms of Shared Governance and the role of fellow faculty senators, how may we, as constituents, play a more active role in planning and/or advocating for such a key component of every building on campus? If this is a challenge state wide, how can we work with system to bring this to the full attention to the Board of Regents and legislature?

President Hrabowski asked that a letter with this concern be sent to him. We've said as a campus that these safety issues and fundamental things will take precedent on everything else. The money is there. We just need to get it done and it is being addressed.

VI. Approval of the November 12, 2019 and December 10, 2019 Faculty Senate Minutes

The meeting minutes for November and December will be distributed with the February 11, 2020 meetings attachments for approval.

V. Report of the Faculty Senate President

President Koru provided a report for the Faculty Senate.

In this last meeting of 2020, President Koru reviewed the recent activities in his report.

In the Fall semester, the Senate continuously received updates from committees such as Grad Council, and Undergrad Council, and Academic Planning and Budget Committee. Recently, the Chair of the Faculty Affairs Committee offered to provide regular updates as well.

Moving forward, the agenda will include a 5-minute item in our default agenda template. Perhaps, for the future, we can also think about including a similar regular agenda item as a report from the Chair of the Research and Creative Achievement Council. This can be useful given the importance of that topic in the lives of most of our Faculty.

Our Senate made great progress this semester by providing other timely presentations and information to senators and, through the senators, to the individual Faculty members in the Departments. Some of those presentations included: a Blackboard update given by John Fritz and their colleagues. This was actually followed up by the visits to the individual departments. President Koru would like to thank John and his colleagues for listening to the voice of the

faculty to make continuous updates and improvements during a challenging transition period between the two Blackboard releases.

The senators also heard from Amanda Knapp about student advocacy efforts and from our Dean Katharine Cole about improving student success along with highly useful statistics.

In addition, the senators heard from Dr. Karabatis about the activities and initiatives related to Entrepreneurship at UMBC.

Also, myself as the Faculty Senate president and Vice President, started directly meeting with the leadership of the Student Associations. Unfortunately, the Grad Student representatives could not make it to the last Senate meeting, however, we will definitely invite them to one of our upcoming meetings in Spring and continue to have discussions about strengthening communication and collaboration between Faculty and Students.

Today, the senate will hear from Mehrshad Devin about the Mission and Activities about the Student Government Association, which is our major undergraduate student association on Campus.

As of December 2019, the Retriever Courage Initiative is well under way. As we know, there is now a dashboard available. In addition, the Senate will receive reports from the Faculty Senate Advisory Group at least twice a Semester. Today, Christine Mallinson will be providing that report. And, next semester Candace Dodson-Reed and Christine will be again providing the FSAG reports.

Also today, we are fortunate that Diane Lee who is the Director of the Wisdom Institute, is joining us to inform us about how this association of UMBC retirees is making contributions to the UMBC community.

Looking forward, there are already some agenda items at the planning stage for our upcoming meetings. One of them includes information and discussion on the Recommendations and Implementations regarding the Strategic Enrollment initiative. According to earlier plans, the consultants are supposed to provide their recommendations soon.

In addition, we plan to hear from Dr. Cole about the planned and proposed policy changes regarding Arbitrary and Capricious Grading.

Finally, the senate needs to decide whether we would like to hold one of our Senate meetings, probably our April meeting, in our Shady Grove location. Either Rose or I will be circulating an email or an online survey to collect your opinions about doing so. As we all know, Shady Grove, due to its location, has a strategic importance for us in terms of increasing our enrollments.

However, if we plan to hold a meeting there, we would also like to ensure that there will be good attendance. I would greatly appreciate your response to the Poll.

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

VI. Committee Reports

A. Executive Committee

President Koru provided an update from the Executive Committee.

President Koru would like to acknowledge the role Dr. Orienne Smith played in November by chairing the committee and the FS Tea which were coincidentally scheduled to be on a Monday when I was away at a conference. We were very fortunate to have a Vice President to move things forward in my absence.

The Faculty Senate Executive Committee discussed the proposed change for the Policy on Arbitrary and Capricious Grading and made a number of recommendations which were also discussed in the Senate Tea when our administrators were present. Without going into too much detail, a number of recommendations including the time window and the required disciplinary expertise were discussed. Currently, Dr. Cole is working on a new revision of this document which we plan to discuss as early as possible in our Faculty Senate meeting.

The Executive Committee also heard a presentation about how Bob Carpenter's office used data analytics for Curricular Analytics (which courses are central, delay, etc.), Predictive Analytics (e.g., who will matriculate), and micro analytics (e.g., where the focus is on a student or a course), as well as using nudges to improve performance at certain times during the semester. The next steps for Bob and his office include infusing analytics throughout the institution and informing students about the ways in which their data is used. The slides and more information can be found on <https://doit.umbc.edu/analytics/publications>.

The Executive Committee also continued some of the earlier discussions such as developing a website for the Senate. We are at the stage of forming an ad-hoc committee for the website, for which, at the moment, the most interested individuals seem to be myself, Orienne, and Diane Alanso. Please let me know if you would like to participate in writing the processes and structures related to continuous development and maintenance of the Faculty Senate website. I already had a meeting with the Provost and Pat McDermott, and the current purpose is to write this document and identify a dedicated individual who will set up the structure at the beginning of each year with the appropriate changes to memberships, roles, and authorizations for the Senate and also for the subcommittees of the Senate. This structure is planned to use UMBC groups, Box, Drive, and email lists and other already existing infrastructure as much as possible

in order to leverage it effectively, not only for providing results quickly but also to facilitate the ongoing maintenance of the site.

Finally, I would like to thank the members of Executive Committee for their strong participation this semester.

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.

A report was sent electronically to the senators with all of the courses that have been approved since the November meeting.

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.

A report was sent electronically to the senators with all of the courses that have been approved since the November meeting. The Grad Council did not meet in December.

The committee members were attending the Council of Director of Schools annual meeting.

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

D. Academic Planning and Budget Committee

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

Academic Program Reviews were approved for Individualized Studies, Media and Communications Studies and a Year Three Review for Economics.

Also, a PBC in Learning Technology was approved.

The next meeting is scheduled for Thursday of this week.

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

E. Faculty Affairs Committee

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

The committee met on November 25th and will meet again in the spring.

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

VII. Other Reports

A. Wisdom Institute – Diane Lee

Diane Lee former alumni from UMBC who recently retired just three years ago provided a brief overview of the Wisdom Institute. After realizing that retirement was not what she expected especially from UMBC. From a conversation with President Hrabowski, she was challenged to create a program to engage former retirees spiritually, intellectually, and socially.

There have been signature events organized through this program to include formal sit down luncheons, informational luncheons, coaching opportunities, meditation walks, tutoring opportunities for ESL students in the inner city, and outings.

Their presence on campus speaks volumes and their experience should be acknowledged.

Dr. Diane Lee's presence was very much appreciated by the senators.

B. FSAG and Retriever Courage Initiative

Christine Mallinson provided an update (which can also be found on the website) from the Faculty Staff Advisory Group.

A new Director for the Office of Equity and Inclusion has been hired and an announcement will be forthcoming. New searches have also been released for the new Title IX Coordinator and an Equity and Inclusion Manager. The new Director is scheduled to start on January 13, 2020.

Campus bodies have been formed CEAC (Campus Equity Advisory Council) and this is part of the University Steering Committee. In addition, a Campus Inclusion Council is also being formed.

Two other key updates, the Title IX inclusion form is now available on the Retriever Courage website and the Title IX statement is available on the Blackboard under the Syllabus tab. This is recommended language only.

Candace Dodson-Reed will provide the update in March.

C. Upcoming Serials Review – Patrick Dawson

Patrick Dawson, Library Director, provided an overview of the upcoming Serials Review. The Library wants to make sure that we have access to serial content physically and virtually for all faculty that is needed for research and teaching.

D. SGA's structure – Mehrshad Devin

Mehrshad Devin, Senator for UMBC Student Government Association, provided a brief overview of the SGA's structure and current initiatives in the community. An attachment about the structure was distributed to the senators electronically prior to the meeting.

SGA is the largest shared governance committee structure on campus composed of 70 active members, 15 stipended officers, and 20 ambassadors. They operate on a \$1.13M budget funded by the student activities fees and this pays for all of the events that the student organizations hold. They also pay for charter organizations, the Retriever and SCE.

They are working on bridging the gap between the Undergraduate Student Body and Arbutus (our technical College town). There are approximately 30 business around Arbutus that support the movement of UMBC students into Arbutus.

They are also working on sustainability around campus to include compostable cup implementation and getting rid of plastic on campus.

They are also trying to get vehicles on campus to promote attendance for students. These are just a few of the many initiatives that the GSA has in motion.

Mr. Devin noted some items that the GSA would like some guidance.

Mr. Devin requested a more hands on experience when it comes to the hiring process for faculty. They would also like to create spaces on campus where students and faculty can communicate to promote a more comfortable relationship and a better student experience.

VIII. Unfinished Business

A. Ancient Studies Year Three Review

The Ancient Studies Year Three Review was approved by the Faculty Senate by majority vote.

B. Political Science Year Three Review

The Political Science Year Three Review was approved by the Faculty Senate by majority vote.

C. MLL Concentration Name Change

The MLL Concentration Name Change was approved by the Faculty Senate by majority vote.

IX. New Business

A. Geography and Environmental Systems Academic Program Review

B. Economics Year Three Review

C. Instructional Systems Year Three Review

D. Media and Communications Studies Year Three Review

E. PBC Learning Technology

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

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

Respectfully submitted by Rose Drohan