

**Faculty Senate
Meeting Minutes
November 14, 2023
Virtual**

Attendees: Salem Abo-Zaid, Guenet Abraham, Mir Ali, Diane Alonso, Tanyka Barber, Robert Bennett, William Blake, Dana Burr Bradley, Mariajosé Castellanos, Ann Sofie Clemmensen, Katharine Cole, Kathy Dettloff, Candace Dodson-Reed, Elizabeth Feeser, Sarah Fouts, Stephen Freeland, Amy Froide, Foad Hamidi, Kacey Hammel, Mariann Hawken, Loren Henderson, Molly Jones-Lewis, Anupam Joshi, Renique Kersh, Nancy Kusmaul, William Lacourse, Renee Lambert-Bretiere, Joel Liebman, Elaine MacDougall, Robin Majeski, Susan Mccully, Philip Mann, Curtis Menyuk, Andy Miller, Antonio Moreira, Farah Nibbs, Kevin Omland, Angela Paik, Todd Pittman, Muruhan Rathinam, Peggy Re, Daniel Ritschel, Thomas Robinson, Janet Rutledge, Mohammad Samarah, Tanya Saunders, Shannon Sauro, Valerie Sheares Ashby, Jasmine Shumaker, Donald Snyder, Brigid Starkey, Colin Studds, Jack Suess, Kathryn Sullivan, Tracy Tinga, Semhar Yohannes, Lira Yoon, Weidong Zhu

1. Welcome and Land Acknowledgement

- Susan McDonough, President of the Faculty Senate, called the meeting to order. Loren Henderson, Vice President of the Faculty Senate, served as timekeeper and monitoring the chat feature of the virtual meeting via Webex. Mia Blackston, Executive Administrative Assistant in the Office of the Provost, supports the work of the UMBC Faculty Senate.

2. Approval of the [October 10, 2023 minutes](#)

- Minutes Approved

3. Remarks from the Faculty Senate President – S. McDonough

- All Senators and Senate leadership have received an email urging action on behalf of Israel and some have been asked to sign letters in support of Palestine. All have the privilege of both free speech and academic freedom, and should exercise that right.
- S. McDonough and K. Sullivan attended the Faculty Senate chairs CUSF meeting and received updates from the various campuses around what the shared governance was on those campuses. There were a few take-a-ways:
 - New Senior Vice Chancellor, Alison Wrynn – A. Wrynn meets monthly with the Provost and VPs of Student Affairs.
 - There was a presentation from Chris Stanton, represents the Office of Emergency Management at the University of Maryland, Baltimore. College Park and UMB both have contracts with the firm, [Empathia](#). Empathia stands up an emergency crisis

center in the wake of a campus emergency. This is a reminder that University of Maryland, System has policies, system wide and in place for crisis and emergency management.

- Zakiya Lee, Chief of Staff for Senior Vice Chancellor – flagged 2 policies:
 - Religious Accommodation policy – In response to a law Governor Moore signed on July 1, 2023, regarding the provision of religious accommodations for students. T. Barber is working on updating UMBC’s policy to bring into compliance with the law.
 - Also, the draft proposal for teaching faculty title changes will officially come to the entire CUSF body. This is the policy that originated with UMBC that passes unanimously in the Senate. This will enable campuses to change lecturer stream faculty to teaching assistant professor, teaching associate professor and teaching professor. This policy will be coming to CUSF in December 2023 or January 2024.
 - At the Faculty Senate October 2023 meeting, S. McDonough announced the request for volunteers for the UFRC, as a reminder the search is for full professors, must be a full professor to serve on the UFRC and the willingness to fulfill a two-year term in the
 - Arts Humanities
 - Social Science
 - Engineering and IT
 - At large
 - Full professors willing to be nominated should send a biographical paragraph and a CV to the Provost. Encourage your colleagues to be willing to serve on this important committee.
 - In the past, the Vice Provost for Faculty Affairs has found the nominees. This has been a joint effort, the announcement is made through the Senate, the VP for Faculty Affairs leads this process.
 - Ana Oskoz is the new Vice Provost of Faculty Affairs
 - Coverage for prescription drugs for retired Maryland State employees who were hired before 2011 has been an ongoing issue. This issue has gone through the courts and is now before the

legislature. [Click here](#) to read more. Contact legislators and use your voice to vote on this issue.

- Questions/Comments
 - Is there a specific legislative representative working on this issue?
 - S. McDonough answer – I do not have an answer for that question but C. Dodson-Reed (listed on the agenda) will speak more on this issue.

4. Committee Reports

- a. **Organization & Operations-** N. Kusmaul
 - Organization & Operations has taken a look at the policies and practices of the senate and its functions in relation to the rest of the campus
 - This includes the bylaws
 - [Click here](#) to view
 - Would like to make this a voting item in Faculty Senate in 2024
- b. **CUSF-** A. Froide, T. Nohe, N. Neerchal
 - CUSF has met twice this semester and planning for the year. A few agenda items are:
 - Retiree prescription benefits
 - Continuing comparison of faculty shared governance on the different campuses
 - Collective bargaining-current governor of Maryland is open to discussions
 - S. McDonough - One of the things under the new chair is that Towson has a real interest in making sure there's more communication between CUSF and the individual senates. Also, thinking about how the system faculty and the individual senates can work more seamlessly together.
 - A. Froide – A. Froide is willing to share with the University System faculty organization things the senators would like to communicate
 - There's been discussion of teacher training in the state. A. Froide will be reaching out to get concerns in that area.
- c. Graduate Council – A. Miller

- [Click here](#) to view the report
- d. APB – D. Biehler
- e. Undergraduate Committee – B. Feeser
 - [Click here](#) to view UGC report

5. New Business

- a. INDS Year Three Review—S. Freedland
 - [Click here](#) to view the INDS YTR
- b. Draft S/U Grading Policy for Graduate School (information item)— J. Rutledge
 - [Click here](#) to view report
- c. Results from the Faculty Workload Survey – M. Castellanos
 - [Click here](#) to view report
- d.

6. Remarks from the President – V. Sheares Ashby

- a. V. Sheares Ashby and C. Dodson-Reed visited with members of the legislative Black Caucus of Maryland. President Sheares Ashby is working to elevate UMBC's presence and visibility in Annapolis. The Provost search is moving along nicely. The next step will be bringing four of the Provost candidates to campus during the first couple of weeks of December. For Strategic Planning, there's been some discussion with the Faculty Executive Committee. The Faculty Executive Committee shared the many ways they'd like to ensure the campus will be involved fully in the Strategic Planning process. It was also decided to utilize the UMBC's Steering Committee and thinking about how to engage the fullness of the campus. The members of the shared governance were asked two questions:
 - i. During this strategic planning process, how do we reach and engage all of the people you represent?
 - ii. Who are the people not represented by the people who sit on shared governance?
 - 1. The students thought about all of the UMBC students who may never engage with SGA or GSA. The staff and faculty as well had various ways in thinking about their constituents that were unique to the needs of those individuals.

- a. The next step is to put together a framework on how to engage these constituents and reaching others. That framework design will be shared with the University's steering committee. This process will start in January 2024.
- 2. The Middle Eastern conflict, meetings are taken place regularly to discuss recent topics and what needs to be done. Getting a feel for what's happening on campus and what's happening with students, faculty and staff. UMBC is continuing to be visual and aware of what's happening all around. Everyday there have been talks with faculty, staff and students.

7. Issues in the Legislature – C. Dodson-Reed

- a. In a snapshot of what's being viewed now as it relates to legislation in Maryland is:
 - i. There may be legislation related to student access and affordability
 - ii. Technology, as it relates to AI, two delegations of colleagues from UMBC, traveled to Annapolis to share their expertise on AI. Legislation has struggles with AI, on the technology side as well as the equity side and what this means for Maryland.
- b. Collective Bargaining-there will be some legislation related to collective bargaining and what that will mean for faculty and students.
- c. There is a committee of made up of legislators looking at program duplication. This committee is chaired by someone from the Senate and someone from the House. This committee is charged with making recommendations to the Governor and the broad legislature about program duplication. There will be continued collaboration surrounding this topic.
- d. Another topic this session is the budget and looking at K through 12 funding in education.
- e. Finally, the workforce shortage, and wanting Universities to partner with state government. Looking at a pipeline to work on those workforce shortages.
- f. Also, the focus on mental health and student success. Legislature cares broadly about the mental health of students, faculty and staff. There may be legislation related to mental health and student success.

- g. The Office of Government Relations and Community Affairs, recently hired a new Associate Vice President, Jake Wiseman. This office has a neighbor relations group made up of local elected officials as well as community members. The focus is on how UMBC advocate with things needed.

- i. Questions/Comments

- 1. Can you provide more detail on the program duplication committee?

- a. There hasn't been any conversation on the removal of any existing programs, it's primarily been about moving forward and how this committee recommend ways to work together with the University on future programing.

- b. One of the things the Office of Government Relations and Community Affairs has been working on is

- i. Creating a system to keep faculty members updated on legislation as it moves through the process, a system that's user friendly for faculty members.

- ii. Also, how to work with faculty as the subject matter expertise. As legislators are working to craft legislation, that may not be their area of expertise and this will bring a need to rely on the expertise of faculty. This will be a way to remind elected officials about the knowledge and expertise available on UMBC's campus and the ability to help shape legislation and policies.

- 1. Questions/Comments

- a. Contact was made from a legislator regarding an Assistant Living bill, when that occurs, should the Office of Government Relations and Community Affairs be notified?

- i. Yes, because there may be other things related and this office may be able to work in connecting this.

- b. Is that related only to professional legislative contacts?
 - i. Yes, only professional relation.
- c. A follow up on prescription drug plan for those working at UMBC prior to 2011?
 - i. Will need to read more about this topic.

8. Announcements

- a. [Lipitz Lecture with Constantine N. Vaporis](#): (December 6, 2023) The Black Ships
- b. Chemical Engineering students won 2nd Place Nationally in Chemical Engineering Jeopardy.
- c. Planning has begun for National Public Health Week which is scheduled for the first week in April 2024. A. Kalfoglou is reaching out to all of the different organizations throughout the campus that have programming they'd like to provide during National Public Health Week. Any faculty that would like to be involved, please reach out to A. Kalfoglou.
- d. The last day of tutoring at the writing center is December 12

9. Adjournment:

- a. This meeting adjourned at 5:05 pm