Faculty Assembly Minutes Feb. 14, 2023

The meeting was brought to order by Dr. Tiara Cornelius at 11:06

Approval of the minutes 1st by Joyce Bell, 2nd by Dean Coolidge, Voted and approved, no abstentions

Presentations

Dr. Anderson Happy Valentine’s Day, Happy Quirky Alone day!

She went to see the Basketball team last night.

In the legislative session: General Assembly: New governor, new senators, new committees

The last 3 weeks she has extended the cabinet meeting for the deans and chairs.

**Priorities**

Monies for the 2nd phase of the Pharmacy Profession building, and it needs to fit all of the 8 Health professions. She is thinking about the Primary Care of Docs.

The 2nd priority 1890 land grans – means extra funding. She has been working with Dean Kairo on this.

She has some money but she needs more money for the Agricultural Research Science Center. They got some of the money during COVID, but because of Inflation, the cost of the building doubled. They were able to get 17 million from the state, they have 14 million from the feds, and they still need about five million more

The 1890 State Match – Federal to state

If you do not use the USDA money, you have to give it back- She is trying ot get the Pharmacy building and the Ag Research , all needs the state match.

They are not pushing on what the back pay is, but she is going to try to keep the dollar to dollar to keep the money in there.

Black Caucus- finance for education. She is meeting with people one on one.

The town of Princess Anne, she wants to preserve our history with the Town of Anne, Michael Graves has a grant to make Princess Anne Stronger. Delegate Stephanie Smith, Baltimore. She gave us a lot of ideas and resources. Between our town, and the university, we have 300 historic buildings in the area. Which means that there is money for historic buildings. She went to the Taste of the Eastern Shore, they will work together to make this happen. Any questions?

The Session goes until April. Dr. Anderson has attended 4 testimony briefings. Log in and send her notes for upcoming sessions.

She is looking at her Strategic planning. She did that with the extended cabinet and did a SWAT analysis, and what we should be paying attention to- Basically, they focused on visioning and looking at the future. She sent those out through the campus email.

Our Vision:

The University of Maryland Eastern Shore (UMES) will be the preeminent public Historically Black University that is recognized for leadership in student-centered education, exceptional research, innovation and inclusiveness.

Our mission:

As a public 1890 Land-Grant Historically Black University that embraces diversity, UMES is committed to serving first-generation and underserved students and providing educational research and community engagement opportunities to transform the lives of its students who will impact the state, region and the world.

She wants to talk about transforming lives. They got 10 pages of feedback.

She pulled together a group, and this is what they came up with:

The New Shared Values

Our values

**Family-**embracing our HBCU culture and principles of work, support and celebration

Student-Centered-understanding that everything everyone does at UMES is because of our students

**Pride** –remembering the history and traditions of past achievements serves as our foundation for future accomplishments

**Collaboration**- pursing opportunities to work together across all parts of the campus

**Communication**- striving to provide timely and relevant information that reflects the UMES vision

You can see and measure these values.

The Committee Members: Volunteers

Co-Chairs: Dr. Rondall Allen and Ms. Anastasia Rodriguiez

Dr. Joyce bell, Dr. Cynthia Craven, Dr. Tyrone Chase, Dr. Yen Dang, Mr. Chris Harrington, Mr. Darryl Isom, Ms. Latoya Jenkins, Dr. Tau Kadhi, Dr. Robert Mock

The Strategic Planning committee has endorsed five Priorities

1. Academic Excellence and Innovation
2. Access, Affordability and Achievement
3. Workforce and Economic Development
4. Research and community Engagement
5. Diversity, Equity and Inclusion

These work with the University Goals

They will present on a regular basis during the senate and faculty assembly.

Thank you so much

Institutional Priorities: Presented by Sandeep Gopalan Vice Provost.

He wants to share the timeline- January 2025 will be the middle states accreditation site visit, and it will depend on the members.

There is a choreographed sequence of events to make this happen.   
The first part of this is to design the document for the self-studies. In sharing what has been approved at the meeting last week:

The liaison will be here on September 19 of this year and will provide feedback on the document, which will provide a road map of what this study will be. They agreed on three priorities. They have taken cues from the federal institution. These are not set in stone. They are designed to show continuous growth.

1. Enhance Student Success:

Ensure academic programs are future –focused and prepare graduates for successful careers:

Embed culture of continuous improvement in all student services (academic and non-academic) to increase retention (75%) and graduation rates (55%)

Improve financial Sustainability and University processes:

Leverage our fiscal resources to enhance ROI and create a sustainable future for UMES;

Optimize processes for efficiency and improve the faculty, staff and student experience.

Advance Diversity, Equity and Inclusion:

Promote diversity, equity and inclusion in our policies, practices, and endeavors.

Instill in our students an appreciation and support for fairness, open-mindedness and service to others.

They took a cue from what the feds have designated as their priorities. There has been some talk about that minority students are getting in debt for college, and the degrees they get are not preparing them for high-paying jobs, and so they are paying back loans instead of accruing wealth.

We want to prepare the students for high paying employment.

We have a good product.

There are concerns about graduation rates and completion rates. To show that we have strategies to follow these guidelines. We want to show that our finances are good for long term.

It may be how we provide degrees. We want high value degrees to have higher paying jobs. High ROI careers.

The third pillar, how we empower our students to be great change makers. UMES has some successes for these three priorities, for continuous improvement.

Alignment of Institutional Priorities with UMES Strategic Plan Priorities (numbers here refer to SP)

|  |  |  |  |
| --- | --- | --- | --- |
|  | Enhance Student success | Commitment to Financial Sustainability and process improvement | Advance Diversity , Equity and Inclusion |
| Academic Excellence and Innovation | 1.1, 1.2, 1.3, 1.5, 2.3, 2.4, 2.5, 2.6, 2.7 3.3 | 1.1 1.2 1.4 1.5 2.1 2.5 | 1.7 |
| Research | 4.2 4.8 | 1.3 4.7 | 4.3 4.4 4.5 |
| Access, Affordability and Achievement | 2.1 2.2 3.3 | 1.6 | 3.1 |
| Workforce and Economic Development | 3.2 3.4 3.5 |  | 3.1 3.6 |
| Diversity, Equity and Inclusion | 5.2 5.3 5.4 |  | 5.1 |

This is how the priorities respond. They need to be mutually reinforcing.

There is more meat and bones instead of throwaway checkmarks.

The next slide shows how these middle states translate.

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| --- | --- | --- | --- |
|  | Enhance Student success | Commitment to Financial Sustainability and process improvement | Advance Diversity , Equity and Inclusion |
| Standard 1- Mission and Goals | 1.1 1.2 1.3 |  |  |
| Standard II Ethics and Integrity | 2.7 | 2.3 2.5 2.8 2.9 | 2.2 |
| Standard III- Design and delivery of the Student Learning Experience | 3.1 3.2 3.3 3.3 3.4 3.5 3.6 | 3.8 |  |
| Standard IV-Support of the student experience | 4.1 4.2 | 4.3 4.4 4.5 | 4.1 |
| Standard V- Educational Effectiveness and Assessment | 5.1 5.2 5.3 | 5.5 |  |
| Standard VI- Planning, resources and Institutional Improvement |  | 6.1 6.2 6.3 6.4 6.5 6.6 6.7 6.8 6.9 |  |
| Standard VI-Governance, leadership and Administration |  | 7.1 7.2 7.3 7.4 7.5 |  |

We do not want to do this in a vacuum. We want to be able to link this to what we will show in January 2025.

We want to open this document for faculty input, and there will be a survey about the priorities.

1st Draft is due May 1. There is an aggressive time line. Of Jan 2024, will need an external chair.

There is a lot of work going into this. They had to do six different workshops with middle states.

Committee Report Dr. Grace Namwamba, Happy Valentines day. Thank you for the work that you do.

The Dept of Mathematics submitted a proposal for robust plan to bring back the Mathematics major.

She is entertaining a motion to reactivate the major for Mathematics.

Dr. Mitchell made the motion. Scott England made the second.

It was suspended due to retention and enrollment and other reasons. They addressed the concerns. It was put together and advisory committee. They looked at trends where mathematics is going. Starting a minor in actuarially sciences. It was a self-imposed suspensions, and it is self-imposed reenrollment. We just needed to right a letter to reinstate.

We are following the steps to get the letter to the provost. There are certain actions in curriculog that have to be voted on for this to move on. The letter is posted in curriculog. Any more discussion? The department assured that there were resources available to support this. This fits in with what we are doing. She will entertain a vote. All in favor? There is a poll online. Called as passed. None opposed, no extensions. The motion carries.

Update from the faculty concerns committee. We are collecting the voice of the faculty and share with the concerns with the administrations. The survey results are on canvas. We are always seeking your opinion. We will bring your voice to the committee. Fridays at 3:00 is the meeting, online.

New business to bring to the group? For the Stars scholarship created from the HHMI grant. We will have a cohort of 10 students in the summer. For research projects for the students. She is putting information together with more details. We have 65 applications at last count. She is excited. Students have not been notified of acceptance yet. They are doing a good job of letting students know about the program.

Course proposals are not voted on. They only need the deans approval. They are being rolled over, Ms. Price assured that this process is happening.

Dean Stevenson- Major Black history will be Feb. 23, at 7:00 pm, in the SSC theater. This will be a major event, at 7:00 pm. Can contact via email, and he will give more detail.

The library Auditorium has been finished. It has new carpeting, has aisles down the edges. The Senate will be there next week.

11:54, so moved! Adjourned. Joint meeting in March.