

UMES Faculty Assembly

15 Oct 2013

Meeting Called to order at 11:03

Approval of the minutes: Dr. Robert Johnson moved and Dr. Mark Williams seconded Minutes were approved

Old Business

Dr Mark Williams discussed concentration and minors be printed on Diplomas and Transcripts. Transcripts will now include this. Minors and concentration counting of credits policy is being discussed. Positive results from the previous recommendations

Bullet Proof Whiteboards: Committee has been formed but has not met yet. Kim Dumpson is taking the lead in this. Dr. Johnson attended the SGA meeting and there is a concern that students were not involved in the decision of the whiteboards.

Faculty Overload Policy: Last meeting Dr. Nykiel asked that if there are concerns to make him aware. One concern is the pay for the overload policy. Dr. Nykiel addressed the assembly regarding this issue. An increase was proposed previously (5 months ago) but was rejected. Dr. Johnson moved to send a formal letter of recommendation for a 10% increase in pay for the faculty overload policy. Seconded by Dr. Mollett

Policy overload policy was discussed. There was a question if the policy is in place. Dr. Nykiel discussed the reason for the proposed changes. The policy was redrafted to help prevent too many overloads and to insure faculty are paid for overloads. Ms. Demanche brought up a concern about the calculation of the overloads. For example, #7 on the proposed policy can be skewed. Dr. Spinner discussed including an expedited approval process from department to Academic Affairs. Dr Nykiel advised that Ms. Demanche and Dr. Spinner send notes with recommendations for changes. Dr. Satterlee brought up a concern for calculating pay for individual study for overload. Concern about how lab courses and other non traditional courses are calculated. Dr. Johnson believes that pay should not be different between a regular course and an overload course regardless of enrollment. Dr Nykiel recommends we shelve this policy until we get everything in it to make it acceptable. Dr. Sims-Tucker talked about making the process and calculations smoother. There was concern that 400 level courses that have under enrollment and then are categorized as overload. Dr Spinner stated that workload scheduling and overload are the issues. Dr Nykiel was taking notes on the discussion.

CUSF: Dr Chapin: 10 things from CUSF

1. System Consideration of Shared Governance: better USM supervision and verification; problems at levels below "whole campus".
2. Affordable Care Act: more faculty/staff to be covered by USM health insurance, but complications for part-time people.
3. Possible improvements in Tuition Remission policy (but politically perilous).

4. Open Access Textbook questions: okay as long as text decision rests with faculty member, not administratively imposed.
5. Appointment, Promotion and Tenure Policy by Board of Regents under study this year for clarifications, adjustments;
6. MOOC's: if accepted by one campus, does that mean that all other campuses must automatically accept them by transfer?
7. 9th Circuit case seemingly contradicting Garcetti decision: maybe faculty speech protection is something special.
8. Dividing up financial aid between need-based and merit. Do we now need more merit-based to attract stronger students?
9. Legal questions about unpaid internships.
10. Decision in "Friends of Morgan et. al" court case: UMES praised for special programs, cooperation with SU to avoid duplication, but...
11. Possible smaller campus asking budgets for next fiscal year (announced *before* federal closure which cuts back on MD income even more).

Some of these issues were discussed by the body.

Drs. Patterson, Spinner, Johnson, Talley, and Alston agreed to serve on an ad hoc committee to investigate open source textbooks. They will report at the next meeting

30 Credit rule for Second Degree: Concern that wording in the catalog needs to be changed.

Dr. Johnson is serving on a campus retention committee. He would like to see another small committee from the faculty to comment on the bottlenecks and problems that affect retention. Student achievement needs to be addressed. Higher achievers will help with retention. There have been complaints that faculty are uncaring, do not accept excuses for absences, poor advising and an incidence of a faculty member saying "F*** you" to a student. Discussion ensued. Michelle Demanche: There needs to be more involvement by the faculty.

Dr Spinner: Concern about the process to eliminate pre-requisites. Michelle Demanche spoke to this concern as the Chair of Senate Academic Affairs Committee

Dr. Nykiel spoke on the budget. Student enrollment is down and therefore budget is down. Freeze on hiring and state supported travel. Please read Dr. Bell's letter on how to help during this time.

Meeting adjourned