



## Faculty Assembly Agenda

### May 12, 2020

Meeting Activity	Responsibility
I. Welcome and Call to Order	Dr. Lombuso S. Khoza
II. Approval of the April Minutes	Dr. Donna Satterlee
Today's Business A. CUSF Update B. Administrative Updates <ul style="list-style-type: none"> <li>- Return to campus</li> <li>- Fall Enrollment snapshot</li> <li>- Exception on policy about repeating classes</li> <li>- Vote on release time related to grants and contracts and indirect costs policies</li> <li>- Faculty Handbook Taskforce update</li> </ul> C. Standing Committees Updates  D. Ad Hoc Committees Updates  E. Faculty Assembly election results F. New Business	Dr. William Chapin President Anderson Vice President, Enrollment Management and Student Experience, Mr. Cooper Provost and Vice President for Academic Affairs, Dr. Niemi  Dr. Cooledge Committee Chairs: <ol style="list-style-type: none"> <li>1. Faculty Affairs</li> <li>2. Academic Standards, Curriculum, Programs, and Service</li> </ol> Committee Chairs: <ol style="list-style-type: none"> <li>1. Boyer Task Force Committee</li> <li>2. Compensation Committee</li> </ol> Parliamentarian, Mr. Joseph Bree Any Member
IV. Announcements	Any Member
V. Adjournment	Dr. Lombuso S. Khoza

**Officers:**

Chair, Dr. Bryant Mitchell  
 Chair Elect, Dr. Lombuso Khoza  
 Secretary, Dr. Donna Satterlee  
 Treasurer, Dr. William Chapin, CUSF representative  
 Past Chair, Dr. Mark Williams  
 Parliamentarian, Mr. Joseph Bree

The meeting was recorded using Blackboard Collaborate

The meeting was called to order by Lombusa Khosa at 11:05 am

Motion was made to approve the April minutes, Mark Williams made the second. The motion was approved by poll. We have a majority of ayes.

People were asked to mute their phones so that people can hear.

Dr. Chapin: (Read by Donna Satterlee)

Change is being imposed upon us by the outside world, the state legislature and Governor, the Board of Regents, and the various parts of the federal government.

1. Many programs on campus, undergraduate and graduate, have come to rely on a constant stream of well-prepared international students to fill their ranks. Some campus administrative areas are also centered on working with international students. We do not know how this stream of students will change, either what the laws will be or what the attitudes of the students themselves will be. We only know that there will be changes (and that the changes will continue to come for months or perhaps years).

2. Some folk on the campus have devoted themselves to possessing expertise in supporting students who have special vulnerabilities or who report having had unfortunate experiences on campus involving other students or staff. Again, we don't know what the final rules will be, but it is certainly clear from Dr. DeVos and others in the federal Department of Education that the rules for handling these matters will be very different from the ones with which we are most familiar (and will probably be evolving over an extended period).

3. Our own Board of Regents has made it clear that it is in the process of making major changes in the expectations for Promotion and Tenure for all of us who are involved in instruction, changes that follow more clearly in the direction that our own President has been advocating. I can be frustrating to have to spend many months or many years in planning for a highly uniform pattern for tenure and promotion decisions and then have to give all of that up and learn how to deal with decisions that are made appropriate to the skills, experiences and work of each individual instructor.

4. Budgetary expectations are also changing in ways that are not easy for the campus. Money hoped for to support the Kirwan Commission in improving primary and secondary education will eventually become available, but not this coming fiscal year (and probably not the next). Monies for the resolution of the Friends of Morgan HBCU suit resolution will also not be available for an extended period (although welcome when they do arrive). It is natural for a campus to react to such financial disappointments with solutions that seem to be fixes in the short term (that might not be in the long-term interest of the students we have now).

## 5. PROTECTING THE STUDENTS

A. **We must be sure that all our current students, at the time they are graduated, are fully prepared for successful careers in the world.** This can mean resisting the urge to graduate students "on time" or to accept weaker preparation in courses because of the difficulties of the past semester. For most of our students this is their *only* opportunity for higher education so that short-changing their preparation for ANY reason is surely a failure to meet our traditional HBCU as land-grant responsibilities.

**B. In determining what is needed for success by our students, we need to respect all the different disciplines on campus.** No one in Math or English can try to dictate what is appropriate for careers in Agriculture or other land-grant areas (and vice versa, we cannot expect folk in agricultural or land-grant areas to try to determine what is appropriate for graduates in history or computing). It would be silly for me to be thinking about what the standards were years ago when I was at Princeton and try to apply those standard now in a different time and at a different institution at UMES, but too many of us do seem to hold to what we knew best (particularly if it worked well in another place or time) and try directly or indirectly to impose our own histories on the very changed present. **The criteria must be what those in any particular program on campus recognize as essential NOW for the long-term success of their students.**

President Anderson expressed thanks to everyone for recognizing that our students had a challenging semester with things like technology, moving from campus to homes. She appreciates that faculty and staff went above and beyond the usual to help our students adapt in this difficult spring semester.

Dr. Anderson provided brief remarks about our budget. First, the CARES federal funds were received on May 8 and distributions to our students began yesterday. Although there are institutional funds from the federal allotment; she indicated that these are “not enough”. Therefore, she is working with organizations alike AASCU and APLU to continue to negotiate with our federal representatives on the need for additional funding. Dr. Anderson indicated that UMES has already had \$8M in COVID related losses, and as her campus message indicated not knowing the State budget situation and the summer/fall enrollment from the COVID fallout; therefore she has instituted a Financial Task Force to provide recommendations to her. This Task Force is chaired by Vice President Lester Primus.

Dr. Anderson will be convening a campus “Return to Campus Advisory Group” to advise on various strategies to return for fall semester. The top priority will be health and safety. This advisory group will be chaired by Chief of Staff, Dr. Robert Mock; and their preliminary plan is due to President Anderson by May 25.

Before finalizing the advisory group, Dr. Anderson wanted confirmation about protocols regarding ‘testing, PPEs, cleaning’ and received this confirmation from USM yesterday. Knowing that USM will assist in purchasing these much-needed materials, helped her feel comfortable that to proceed with planning for a phased return. She presented 3 phased scenarios to the cabinet, and the workgroups will use these to model their planning. In addition, the Chancellor has meet weekly (M,W,F) with the presidents since mid-March. The chancellor also formed an advisory group to create preliminary plan guidance that each campus can use to help formulate their own campus-specific plans. Dr. Anderson indicated that this guidance was given to them last week and these UMES workgroups will use this to create our plan.

Graduation ceremony is on Friday  
Senior Art students will have their virtual gallery show on Thursday.

Dr. Khoza- Mr. Cooper: Fall enrollment  
Greetings all:  
(Please see the PowerPoint)  
Transform yourself, transform the world

## Adjusting COVID

Evacuated about 1200 students in 5 days, and the students were able to come back to campus and pick up their things and clean their rooms. 100 students needed to remain on campus, either homeless or international students.

Some students wanted to have grades instead of Pass Fail

We were able to have

Redesign the summer bridge

Financial aid

Engaged 1200 students on various placements. We increased FAFSA applications by 80%.

We have well over 3400 applications for fall

With Mr. Lunderman, we did SGA elections and Greek In-take programs

Virtual career fair with Salisbury will take place

We will celebrate 380 degree candidates, (294 Baccalaureate, 35 Masters, 56 Doctoral) UMES is purchasing Cap and Gowns, Congratulations Gift Boxes with UMES branded gifts, and will have a virtual party.

Mr. Cooper:

Fall enrollment: We started the recruitment goal of increasing 65% increase of Applications, and modest increase in enrollments by 8%.

We have admitted 4989 admissions for fall. We have a little bit more than 550 admits for the fall.

Last year is was 191.

Some things may happen over the summer that might not be able to come for the fall. We are monitoring closely.

SAT scores 970 average, ACT score 19, and average 3.2 GPA

We have 22 states represented plus Washington DC, and 4 nations.

Our teams received accolades – Anshay Tull received the PCACAC admissions counselor of the year, and the director, Mr. Garrett has been nominated as the national delegate for Maryland, DC, Virginia and Delaware.

The high number of undeclared major gives choices for the students as they have opportunity to decide which program fits best.

June July and August will focus on first year onboarding.

Orientation- labeled flight school, virtual immersion for school, interactive videos, utilizing curriculum schedules from departments to get into the right classes.

Summer Bridge- will have it virtual. 4 week summer immersion program, mentors, and tutors, a sample of college, peer network, and provide academic support.

There is a sample for the flight school. Fully engaged, immersed program. There is a pathway for different students. 30,000 view of where we are going.

Dr. Niemi, Congratulations to everyone who moved from in class to online quickly.

No votes today.

Dr. Harris- Indirect cost recovery and faculty release time for Grants and Contracts- Power point

Release time is the direct exchange of state labor dollars for federal labor dollars

- You can request funds in a grant to hire someone to take over some % of teaching, research labor hours for the life of the award
- Indirect costs calculated by % of salaries and fringe benefits. We are Carnegie instate #2
- Indirects are based solely on salaries and fringe. Release time needs to be written into grant. If you do not need it, do not ask for it. Whatever rate you put into the grant, we must adhere to that budget
- Level of effort, percentage effort. – 40 hours for work week.
- Release time cannot be used for bonuses or salary increases. Tenure and promotion is affected
- The support for faculty engaging in research at UMES is dismal.
- Faculty can use the funds to purchase or repair or maintain research equipment/lab instruments
- 

Travel funds should be written into the gran, not supported by indirect cost recovery.

We are planning on creating a workshop session next week to go over some of this information

44% facilities, 30% to OSRP funding break down.

Remainder (26%) to be distributed according to consultations through the deans and chairs. In the past the Office of sponsored programs, and the compliance officer. With a stable budget, we can support workshops

and small amounts of matching funds for grants, patent applications, and critical updates to computer software for grant tracking, etc.

Questions?

No vote at this time (Dr. Niemi)

Next policy:

Dr. Niemi: Briefly discuss the provisions for the repeat of classes of policy.

Access to technological tools, place to study, very challenging for the students

DFW are anticipated to be higher than usual. Some students have trouble on foundational courses.

English Department has foundational students need.

They will offer the opportunity for students to take courses at UMGC for math. Exception to policy from the catalogue. We do not want to take away classes from our campus, if we want to make that choice. So students can either repeat or go forward. She is not planning on changing the policy, this is an exception.

Dr. Williams- The math department created courses in responses to the provost's request, the courses have been there for a while. Can send questions to the Dr. Niemi.

Repeating of class policy is limited to undergrad students from the undergraduate catalog.

Dr. Cooledge: Back in the fall we established a task force to update the faculty handbook and make it more current. To get USM requirements and reduce size. We do not need redundancies, and want to include hyperlinks for the policies and to resources. Hopefully we will get the handbook together. Faculty workload, professional commitment and promotion and tenure policies. Will include the Boyer model.

Dr. Niemi- thanks for working on it, and will look forward to it in the fall.

Dr. Brown: Summary- Power point available

Kinesiology Brand new Bachelor Science degree to begin in the fall of 2021. Approval to discuss was given, and seconded by Mark Williams. Committee has concerns. Open to discuss from faculty assembly requires three new faculty members. . Dr. Treuth- needs to make clear, in full knowledge of pandemic and instigations, moving forward was from MHEC and given to Dr. Anderson. There is a shortage in the state, and they asked for institutions to step forward. Julie Bellemere suggested that there is collaboration and that it does affect Golf. There were no objections to the letter of intent. Golf could contribute as well.

Call the question. Putting up the poll. Fotoui made the motion. Motion passes on the poll

Including in the proposals- included market research and recruitment plans for all proposals for future for new programs, include in the proposal.

Demand side of things comes from generic documents about how the new program would be promoted.

The board members who serve on the committee ask the type of questions that would strengthen specifically why UMES is the appropriate place, and why UMES would succeed in the proposals.

Entertain a motion of these recommendations to go forward to the provosts office. Motion made by Dr. Williams, and seconded by Dr. Fatoui. Poll- The ayes have it.

Dr. Khoza will be chair next year. Chair elect Kate Brown, Secretary will be Donna Satterlee, Joseph Bree, parliamentarian, Bill Chapin as treasurer.

New Business: No new business.

Flyer for Art Exhibit for Thursday.

Announcements Sharee Tennessee, Program director at UMES USG campus, Have been award \$15000 monies and will be offering 15 - \$1000 dollar scholarship to the program Hospitality and Tourism management at Shady Grove.

No other announcements.

Dr. Mitchell and officers, thank you for the assembly for this year. Dr. Williams moved that we adjourn.

Senate Meeting. Dr. Lane:

Adoption of Agenda and roll call 12:38 beginning of meeting.

This is a list of senators who are here.

Ms, Sarah Adewumi, Dr. Mohamed Ali, Dr. Prince Attoh, Dr. Willie Brown, Ms. Marilyn Buerkle, Dr. Bill Chapin, Dr. Hans Cooper, Dr, Brian Dean, Dr. Bryan Gere, Dr. Timothy Gladwell, Dr. Sungiae Hwang, Dr. Lynette Johnson, Dr. Bryan Mitchell, Dr. Nancy Niemi, Dr. Maria-Therese Oyalowo, Mr. Lester Primus, Dr. Donna Satterlee, Dr. Lilly Tsai, Mr. Kadeem Turnbull, Dr. Mark Williams. We have established quorum  
Mark Williams moved to adopt agenda, seconded, Poll, Passed. The ayes have it.

Requested to table approval of the April meeting minutes. The secretary has finalized today, need to wait for five days Williams moved to table the minutes. Bree seconded. Poll passed, ayes have it.

Election results for the 2020-2021 year.

Chair of Senate: Mr. Darnell Wiggins, Vice Chair: Michael Lane, Secretary: Kendra Davis, Parliamentary – tie, between Joseph Bree and Ebony Jenkins. We will have a second election to determine Parliamentary which will be sent out. Please vote by the close of Friday, the same day as graduation.

Announcements: Dr. Lane thanks the leadership team, and the administrative assistance, shared governance, and those who took time to attend the senate, and it has been an unusual year.

Dr. Anderson- Advisory boards and advisory task force- please watch email, will have a town hall in regards to return to the campus. Wash hands, practice social distancing.

Thursday evening 5/14/2020, 5:00 graduation medaling ceremony. 46 graduates of honors program. People will be able to watch the ceremony.

Moment of silence for those who have been lost during this year.

We are still working on getting a story out on the key for honorees, including the departmental honorees, we are working on getting the plaques and will send out to the students when they are available.

It has been his honor to serve as the chair, and is looking forward to

Adjournment: Dr. Williams moved to adjourn, Mr. Bree seconded.

WEBVTT

Chat documentation:

00:00:41.000 --> 00:00:41.900

<v Rob Johnson>I will be calling in from 410-430-0951. There will be some discussion about MATH courses. My microphone is not working so when My turn comes up.. I will need to be unmuted. Thanks

00:09:32.000 --> 00:09:32.900

<v Marshall Stevenson>Good Morning!

00:12:49.000 --> 00:12:49.900

<v Sungjae Hwang>Good morning, all!

00:13:05.000 --> 00:13:05.900

<v mdas>Good morning

00:14:40.000 --> 00:14:40.900

<v Derrek Dunn>Good morning

00:15:06.000 --> 00:15:06.900

<v Darnell Wiggins>Good Morning

00:15:31.000 --> 00:15:31.900

<v BradHudz>Good morning!!

00:15:41.000 --> 00:15:41.900

<v Brian Bergen-Aurand>Nice to "see" everyone!

00:16:06.000 --> 00:16:06.900

<v LaKeisha Harris>Good morning All

00:16:08.000 --> 00:16:08.900

<v Elvin A. Hernandez>Good morning!

00:16:26.000 --> 00:16:26.900

<v Maifan Silitonga-Wyan>Good morning

00:16:33.000 --> 00:16:33.900

<v Mark Simmons>Good morning.

00:16:37.000 --> 00:16:37.900

<v Madan>Good morning

00:16:47.000 --> 00:16:47.900

<v Hoai-An Truong>Good morning!

00:16:49.000 --> 00:16:49.900

<v Victoria Volkis>Good morning

00:16:52.000 --> 00:16:52.900

<v Shaniqua Collins>Good morning!

00:17:03.000 --> 00:17:03.900

<v Fritz Woloua>Good morning!

00:17:21.000 --> 00:17:21.900

<v Nancy Rodriguez-Weller>good morning!

00:28:58.000 --> 00:28:58.900

<v LaKeisha Harris>Hi, can everyone mute their phones please? Thank you:)

00:38:00.000 --> 00:38:00.900

<v Mohammad Ali>youare welcome

00:38:27.000 --> 00:38:27.900

<v Marshall Stevenson>Art majors who are graduating

00:44:15.000 --> 00:44:15.900

<v Heidi Anderson>Please mute your phones if you are not speaking. It will help us hear the speaker better.  
Thank you

00:47:30.000 --> 00:47:30.900

<v Beatrice Nelson>Good stuff! Cooper

00:48:55.000 --> 00:48:55.900

<v Michael Lane>You'll need to enter Presentation mode

00:48:59.000 --> 00:48:59.900

<v Michael Lane>on your desktop

00:49:26.000 --> 00:49:26.900

<v Margarita Treuth>Yes thank you.

00:54:00.000 --> 00:54:00.900  
<v LSKhoza>Well done to Ms. Tull

00:54:20.000 --> 00:54:20.900  
<v deb sauder #2>Mr. Cooper, can you account for the high number of "General Studies" majors among our admitted students?

00:54:52.000 --> 00:54:52.900  
<v Sherrie Tennessee - USG>Congratulations Ms. Tull and Mr. Garnett  
<v Beatrice Nelson>Congrats Tull!!

00:55:10.000 --> 00:55:10.900  
<v LSKhoza>Well done Mr. Garnett.

00:55:36.000 --> 00:55:36.900  
<v Beatrice Nelson>Nice job Garnett

00:56:12.000 --> 00:56:12.900  
<v Kathryn Barrett-Gaines>I agree. General Studies is a great choice for those who want to look around first, before choosing.

00:56:18.000 --> 00:56:18.900  
<v deb Sauder #2>Thank you-

00:56:26.000 --> 00:56:26.900  
<v Kathryn Barrett-Gaines>Lots of interesting students start in General Studies.

00:56:50.000 --> 00:56:50.900  
<v Madan>Well done Mr. Garnett! Thank you!

00:57:55.000 --> 00:57:55.900  
<v deb Sauder #2>How do General Studies admits contribute to retention data? All of them will change major programs eventually..

00:58:06.000 --> 00:58:06.900  
<v Marshall Stevenson>Consideration is being give to revise that major to make it more cross interdisciplinary for those students who have two areas of interest.

00:59:20.000 --> 00:59:20.900  
<v deb Sauder #2>I want to be clear, I support a delay in declaring majors for ALL entering freshmen...but this is a significant change in our recent practice...I want some clarity on how it will affect our FTFT freshman data moving forward.

01:00:42.000 --> 01:00:42.900  
<v LSKhoza>Congratulations to our amazing 2020 Senior Class. 🙌🙌🙌

01:01:14.000 --> 01:01:14.900  
<v Beatrice Nelson>Good morning!!

01:01:24.000 --> 01:01:24.900  
<v Marshall Stevenson>Hi Deb--if you are referring to my comment, we are exploring this possibility based upon what several other institutions have done. All exploratory at this point.

01:01:32.000 --> 01:01:32.900  
<v Derrek B. Dunn>Please mute your mics if you are not talking.



01:02:04.000 --> 01:02:04.900

<v Derrek B. Dunn>yes

01:02:07.000 --> 01:02:07.900

<v LSKhoza>Yes. Good Morning

01:02:10.000 --> 01:02:10.900

<v Marie-Therese Oyalowo>There is still a lot of background noise; Could you please mute your mics?

01:02:29.000 --> 01:02:29.900

<v deb sauder #2>Dr. Stevenson- no, mine was an overall response to the relatively sudden (it seems to me) incr in the number of General Studies majors...

01:06:47.000 --> 01:06:47.900

<v Joe Pitula>I'm just listening 😊

01:10:21.000 --> 01:10:21.900

<v Mark Simmons>Grant salaries CAN be used to free up other funds.

01:10:53.000 --> 01:10:53.900

<v Mark Simmons>Those freed-up funds CAN be used to provide incentive funds.

01:11:31.000 --> 01:11:31.900

<v Joe Pitula>Just not directly from the grant, as per OMB principles

01:11:32.000 --> 01:11:32.900

<v Dean Cooledge>And a lucrative grant writer can negotiate a higher salary.

01:11:59.000 --> 01:11:59.900

<v Joe Pitula>We agree. Dr. Harris is about to address that

01:14:02.000 --> 01:14:02.900

<v Joe Pitula>Vicki please mute your mic

<v Adel Karara>Faculty research incentive plans at other USM institutions do reward faculty salaries ex UMBC up to 20% or monies can also be used for other faculty research

01:14:49.000 --> 01:14:49.900

<v Mark Simmons>A higher percentage of the indirects should go to the PI to enhance their project. This would reward, motivate and incentivize them.

01:15:02.000 --> 01:15:02.900

<v Joe Pitula>Adel, UMBC has a larger budget, including an MTDC calculation for indirects

01:15:24.000 --> 01:15:24.900

<v Tim Gladwell>Can one of the moderators in this session please mute the mics of the participants to limit the background noise?

01:15:31.000 --> 01:15:31.900

<v Dean Cooledge>Joseph...you can mute her mic

01:15:44.000 --> 01:15:44.900

<v Joe Pitula>Mark, we shaved off 10% from our initial proposal to enable deans and chairs to negotiate for how much they want to distribute of that additional 10%

01:16:04.000 --> 01:16:04.900

<v Adel Karara>Joe % effort the monies come from that

01:16:43.000 --> 01:16:43.900

<v Tim Gladwell>Thank you

01:16:50.000 --> 01:16:50.900

<v Mark Simmons>5% is a pittance.

01:17:04.000 --> 01:17:04.900

<v Joe Pitula>Adel, please be more specific. If we run out of time here, please send an email to Dr. harris and myself

01:17:15.000 --> 01:17:15.900

<v Adel Karara>will do thanks

01:17:23.000 --> 01:17:23.900

<v Mark Simmons>Admin. will get % from all grants. PI will only get from his/her grant.

01:18:27.000 --> 01:18:27.900

<v LaKeisha Harris>I will capture the comments and hopefully you all can join us next week.

01:18:45.000 --> 01:18:45.900

<v LSKhoza>Thank you Dr. Harris.

01:18:53.000 --> 01:18:53.900

<v Joe Pitula>Mark, we are proposing more than 5% to PIs. Now we propose 26% to deans, chairs, and PIs. We propose that you can negotiate how you would like that distributed

01:18:59.000 --> 01:18:59.900

<v Mary>Repeating of classes policy is limited to undgrad students, correct?

01:19:55.000 --> 01:19:55.900

<v Kathryn Barrett-Gaines>Dr. Cooledge and Dr. Niemi, can I as faculty register to audit the online Arabic course this summer?

01:22:34.000 --> 01:22:34.900

<v Dean Cooledge>I'll reply offline

01:22:57.000 --> 01:22:57.900

<v Kathryn Barrett-Gaines>thanks

01:25:53.000 --> 01:25:53.900

<v Victoria Volkis>Joe: that was an accident. I am sitting all this time with my microphone muted. I got a skype call from one of students, answered it and thought no one can hear. I do not know why everybody can listen to me. I am still on mute. Sorry for that accident.

01:26:55.000 --> 01:26:55.900

<v Dean Cooledge>The English department developed a complete ONLINE BA in English several years ago, but the only missing link was Math. This plan would help online BA programs in several departments.

01:27:02.000 --> 01:27:02.900

<v Joe Pitula>No problem Vicki. We're all adjusting to our virtual meetings world 😊

01:27:47.000 --> 01:27:47.900

<v Michael Lane>Dear all, please remember that UMES Senate will convene immediately following Faculty Assembly; please remain online as your schedules allow.

01:29:11.000 --> 01:29:11.900

<v Derrek B. Dunn>Dean, perhaps this effort will move the math program forward to officially developing their math classes to support your ONLINE BA in English.

01:31:59.000 --> 01:31:59.900

<v Brian Bergen-Aurand>Any time you all want to talk about any aspects of that Online BA, give me a holler.

01:32:20.000 --> 01:32:20.900

<v Julie Bellemare>Has this been discussed with the HTM program.

01:32:43.000 --> 01:32:43.900

<v Mark Simmons>Click on (-) at upper left to see full slide.

01:34:18.000 --> 01:34:18.900

<v Dean Cooledge>Did Bowie or Coppin pose any objections to the LOI?

01:34:37.000 --> 01:34:37.900

<v Derrek B. Dunn>Is this a new degree program being proposed?

01:34:51.000 --> 01:34:51.900

<v Latasha Wade>No USM institutions objected to the LOI

01:35:01.000 --> 01:35:01.900

<v Derrek B. Dunn>everyone please mute your mics

01:35:36.000 --> 01:35:36.900

<v Latasha Wade>All USM institutions were given 3 weeks to review and comment on the LOI. No questions, comments, or concerns were raised.

01:35:39.000 --> 01:35:39.900

<v Kathryn Barrett-Gaines>Does it also overlap a bit with golf management

01:35:55.000 --> 01:35:55.900

<v Kathryn Barrett-Gaines>?

01:36:07.000 --> 01:36:07.900

<v Julie Bellemare>yes, affects golf

01:36:39.000 --> 01:36:39.900

<v epboger>PGM Golf Management also overlaps and resonates.

01:36:40.000 --> 01:36:40.900

<v Margarita Treuth>No it does not overlap with golf management.

01:36:54.000 --> 01:36:54.900

<v Bryan O Gere>Ok. Good

<v Derrek B. Dunn>Yes, golf could contribute as well.

01:37:15.000 --> 01:37:15.900

<v Margarita Treuth>Thank you. We should discuss.

01:38:00.000 --> 01:38:00.900

<v Derrek B. Dunn>Great. This could be a joint degree, if we want.

01:38:39.000 --> 01:38:39.900

<v Heidi Anderson>Yes, a joint degree was also mentioned by MHEC and one of their desires to have UMES in this space. Very good point

01:38:55.000 --> 01:38:55.900  
<v Latasha Wade>I have a question when the opportunity arises  
<v Marilyn Buerkle>shouldn't we have input from the university's marketing director first?

01:39:50.000 --> 01:39:50.900  
<v Derrek B. Dunn>I thought the MHEC forms requires this information?

01:40:48.000 --> 01:40:48.900  
<v Margarita Treuth>It does, and these were placed in the proposal similar to previous proposals submitted to MHEC from UMES.

01:41:27.000 --> 01:41:27.900  
<v Derrek B. Dunn>Thank you, Margarita.

01:41:33.000 --> 01:41:33.900  
<v Kathryn Barrett-Gaines>Should we dream someday of forming a School of Management to fold over all of our management program: ORLD, golf, HTRM, sports.....?

01:43:12.000 --> 01:43:12.900  
<v Kathryn Barrett-Gaines>btw, everyone running this call is doing great work! Thank you all!

01:43:57.000 --> 01:43:57.900  
<v Yuanwei Jin>Thank you

01:44:02.000 --> 01:44:02.900  
<v Yuanwei Jin>Dr. Brown

01:44:03.000 --> 01:44:03.900  
<v Kathryn Barrett-Gaines>☺

01:45:13.000 --> 01:45:13.900  
<v LSKhoza>Congratulations to incoming Chair-Elect Dr. Brown.

01:45:23.000 --> 01:45:23.900  
<v Tim Gladwell>Congratulations

01:45:27.000 --> 01:45:27.900  
<v Latasha Wade>Congratulations everyone

01:45:33.000 --> 01:45:33.900  
<v Kathryn Barrett-Gaines>thank you all for your service to this body

01:45:36.000 --> 01:45:36.900  
<v Joseph Bree>Chair Elect- Kate Brown  
<v Heidi Anderson>Congratulations new and returning officers

01:45:41.000 --> 01:45:41.900  
<v Stephanie Hallowell #2>Congratulations!

01:45:48.000 --> 01:45:48.900  
<v Joseph Bree>Secretary- Donna Satterlee

01:46:01.000 --> 01:46:01.900

<v Beatrice Nelson>congratulation everyone!!

01:46:16.000 --> 01:46:16.900

<v Marie-Therese Oyalowo>Congratulations to all the new officers!

01:46:23.000 --> 01:46:23.900

<v Nancy Niemi>Congratulations, everyone! Thank you for your service to our university.

01:46:31.000 --> 01:46:31.900

<v Joseph Bree>Parliamentarian Joseph Bree

01:46:41.000 --> 01:46:41.900

<v Latasha Wade>Awesome Sherrie

01:46:49.000 --> 01:46:49.900

<v Joseph Bree>Treasurer- Bill Chapin

01:46:53.000 --> 01:46:53.900

<v Nancy Niemi>Wonderful Dr. Tennessee!

01:47:46.000 --> 01:47:46.900

<v Kathryn Barrett-Gaines>Can I ask that we have a moment of silence together for all of those we have lost in this time?

01:48:01.000 --> 01:48:01.900

<v Susan Holt>Thank you everyone!

01:48:09.000 --> 01:48:09.900

<v Brian Bergen-Aurand>Thank you All!

01:48:11.000 --> 01:48:11.900

<v Maifan Silitonga-Wyan>Thank you.

01:48:13.000 --> 01:48:13.900

<v Yuanwei Jin>Thank you every one

01:48:14.000 --> 01:48:14.900

<v Derrek B. Dunn>Everyone, please stay safe and well.

01:48:25.000 --> 01:48:25.900

<v LSKhoza>Thank you to Dr. Mitchell and his executive board for a productive Assembly session this academic year. I wish you all a restful and wonderful summer wherever you may be. Take care and be safe. See you next year.

01:48:33.000 --> 01:48:33.900

<v LSKhoza>Now for the Faculty Assembly meeting

01:48:48.000 --> 01:48:48.900

<v Grace Namwamba>Thanks, Dr. Khoza.

01:49:00.000 --> 01:49:00.900

<v Kathryn Barrett-Gaines>Senate

01:51:24.000 --> 01:51:24.900

<v Sungjae Hwang>Second

01:53:28.000 --> 01:53:28.900  
<v Latasha Wade>Thanks Joseph

01:56:45.000 --> 01:56:45.900  
<v Heidi Anderson>Congratulations to all of the Senate Officers!! We look forward to working with you

01:56:48.000 --> 01:56:48.900  
<v Kathryn Barrett-Gaines>Okay. Or, can you concede to Ms. Jenkins?

01:56:57.000 --> 01:56:57.900  
<v Derrek B. Dunn>congratulations to all

01:57:19.000 --> 01:57:19.900  
<v Nancy Niemi>Congratulations to everyone - we look forward to working with you.

01:57:31.000 --> 01:57:31.900  
<v Kathryn Barrett-Gaines>Thank you to all who will serve, and to all who did serve.

01:58:11.000 --> 01:58:11.900  
<v LSKhoza>Congratulations to All the new officers.

01:59:00.000 --> 01:59:00.900  
<v Kathryn Barrett-Gaines>Parliamentarian is a BIG job in the time of covid!! lol Thanks, Mr. Bree!

01:59:15.000 --> 01:59:15.900  
<v Marie-Therese Oyalowo>Congratulations to all the new officers! Thank you to those who served during the past year!

01:59:48.000 --> 01:59:48.900  
<v Stephanie Hallowell #2>Congratulations Everyone!

01:59:52.000 --> 01:59:52.900  
<v Nancy Niemi>You did a great job, Michael.

02:00:23.000 --> 02:00:23.900  
<v Michael Lane>Thank you, everyone and thank you, Dr. Niemi

02:00:49.000 --> 02:00:49.900  
<v LSKhoza>Well done Dr. Lane

02:01:07.000 --> 02:01:07.900  
<v Heidi Anderson>I agree, well done Dr. Lane and Dr. Khoza

02:01:47.000 --> 02:01:47.900  
<v Kathryn Barrett-Gaines>yes

02:01:55.000 --> 02:01:55.900  
<v LSKhoza>Thank you Dr. Anderson. Much thanks to Dr. Mitchell for the smooth hand over.

02:02:15.000 --> 02:02:15.900  
<v Grace Namwamba>Dr. Lane, how about the outstanding student awards?

02:02:22.000 --> 02:02:22.900  
<v LSKhoza>Thank you Dr. Barrett-Gaines.

02:02:28.000 --> 02:02:28.900

<v Beatrice Nelson>Very Good!! Doc Gaines

02:03:48.000 --> 02:03:48.900

<v Grace Namwamba>Thanks for your response.

02:04:42.000 --> 02:04:42.900

<v Cynthia Cravens>Thank you, Michael!

02:04:46.000 --> 02:04:46.900

<v Kathryn Barrett-Gaines>excellent work, Dr. Lane!

02:04:55.000 --> 02:04:55.900

<v Kathryn Barrett-Gaines>Thank you so much.

<v Yuanwei Jin>Thank you, Dr. Lane !

02:05:00.000 --> 02:05:00.900

<v Dr. Henry Wagner #2>Thank you for the moment of silence.

02:05:01.000 --> 02:05:01.900

<v Beatrice Nelson>Nice job Doc Lane

02:05:10.000 --> 02:05:10.900

<v Darnell Wiggins>Thanks Dr. Lane. I'll be in touch very soon.

02:05:16.000 --> 02:05:16.900

<v Derrek B. Dunn>thank you everyone.

02:05:18.000 --> 02:05:18.900

<v Nancy Niemi>Thank you everyone!

02:05:23.000 --> 02:05:23.900

<v Beatrice Nelson>Hello President Heidi

<v Sungjae Hwang>Thank you very much, Dr. Lane and all!

02:05:28.000 --> 02:05:28.900

<v LSKhoza>Bye!

02:05:33.000 --> 02:05:33.900

<v Yuanwei Jin>Thank you very one

<v Stephanie Hallowell #2>Thank you very much Everyone!

02:05:42.000 --> 02:05:42.900

<v LSKhoza>Thank you Mr Bree for steering this ship!

# Faculty Assembly/ Senate Meeting

## 5/12/20 Report

Tuesday, May 12, 2020 10:42 AM — 3:58 PM

Name	Role	Attendee Type	First join	Last leave	Total time	Joins
Donna Satterlee	Moderator	Integration	10:42 AM	12:59 PM	02:17:43	1
Rob Johnson	Participant	Guest	10:45 AM	12:22 PM	01:36:30	1
Julie Bellemare	Participant	Guest	10:46 AM	12:37 PM	01:48:20	2
<i>Julie Bellemare</i>			<i>12:36 PM</i>	<i>12:37 PM</i>	<i>00:01:07</i>	
<i>Julie Bellemare</i>			<i>10:46 AM</i>	<i>12:34 PM</i>	<i>01:47:13</i>	
Joseph Bree	Moderator	Integration	10:49 AM	1:00 PM	02:11:09	1
VH	Participant	Guest	10:49 AM	12:37 PM	01:48:10	1
Darnell Wiggins	Participant	Guest	10:51 AM	12:54 PM	02:02:46	1
Sungjae Hwang	Participant	Guest	10:51 AM	12:54 PM	02:02:08	1
LSKhoza	Participant	Guest	10:52 AM	12:59 PM	02:07:23	1
Bryant Mitchell	Participant	Guest	10:52 AM	11:11 AM	00:19:22	1
Janese Weathers	Participant	Guest	10:52 AM	11:27 AM	00:34:12	1
Weiwei Zhu Stone	Participant	Guest	10:53 AM	12:26 PM	01:33:31	1
emmanuel acquah	Participant	Guest	10:53 AM	12:39 PM	01:45:47	1
Michael Lane	Moderator	Integration	10:54 AM	12:59 PM	02:05:48	1
Kate Brown	Participant	Guest	10:54 AM	12:54 PM	01:59:39	1
Stephan Tubene	Participant	Guest	10:54 AM	12:36 PM	01:42:23	1
Tselate Talley	Participant	Guest	10:54 AM	12:54 PM	01:59:44	1
Nancy Niemi	Participant	Guest	10:54 AM	12:54 PM	01:59:26	1
0951	Participant	Telephony	10:55 AM	11:39 AM	00:44:16	1
Dean Cooledge	Participant	Guest	10:55 AM	12:54 PM	01:58:56	1
Anh Do	Participant	Guest	10:55 AM	12:37 PM	01:42:32	1
Moses Kairo	Participant	Guest	10:55 AM	10:59 AM	00:04:18	1
Brian Dean	Participant	Guest	10:55 AM	11:05 AM	00:10:11	1



Mark Williams	Participant	Guest	10:56 AM	12:54 PM	01:58:03	1
Chris Hartman	Participant	Guest	10:56 AM	12:54 PM	01:57:56	1
SangHyon OH	Participant	Guest	10:56 AM	12:37 PM	01:40:45	1
Lynnette Johnson	Participant	Guest	10:56 AM	12:53 PM	01:57:13	1
Robert Mock	Participant	Guest	10:56 AM	12:27 PM	01:30:57	1
Dr. Chase	Participant	Guest	10:56 AM	12:21 PM	01:25:10	1
Kathryn Barrett-Gaines	Participant	Guest	10:56 AM	12:58 PM	02:01:37	1
Sarah Acquah	Participant	Guest	10:56 AM	12:36 PM	01:39:54	1
Edward Brink	Participant	Guest	10:56 AM	11:32 AM	00:35:31	2
<i>Edward Brink</i>			<i>11:09 AM</i>	<i>11:32 AM</i>	<i>00:22:41</i>	
<i>Edward Brink</i>			<i>10:56 AM</i>	<i>11:09 AM</i>	<i>00:12:50</i>	
Joshi	Participant	Guest	10:56 AM	12:37 PM	01:41:00	1
Marshall Stevenson	Participant	Guest	10:57 AM	1:03 PM	02:06:10	1
Matt Taylor	Participant	Guest	10:57 AM	10:58 AM	00:00:57	1
2193	Participant	Telephony	10:57 AM	11:39 AM	00:41:48	1
Michael Rabel	Participant	Guest	10:57 AM	12:38 PM	01:41:12	1
Manal Salamabi	Participant	Guest	10:57 AM	12:37 PM	01:39:26	1
5395	Participant	Telephony	10:57 AM	11:39 AM	00:41:36	1
Kenny Fotouhi	Participant	Guest	10:57 AM	12:53 PM	01:56:00	1
Adel Karara	Participant	Guest	10:57 AM	12:37 PM	01:39:07	1
Ronnie Allen	Participant	Guest	10:57 AM	12:54 PM	01:56:08	1
Tim Gladwell	Participant	Guest	10:58 AM	12:54 PM	01:56:06	1
Nelseta Walters Jones	Participant	Guest	10:58 AM	12:54 PM	01:56:13	1
LaKeisha Harris	Participant	Guest	10:58 AM	12:54 PM	01:55:54	1
Sharon Brooks	Participant	Guest	10:58 AM	12:54 PM	01:56:07	1
Biage	Participant	Guest	10:58 AM	12:00 PM	01:02:30	1
Pat Goslee	Participant	Guest	10:58 AM	12:54 PM	01:55:46	1
Ann Shenethia Manuel	Participant	Guest	10:58 AM	12:21 PM	01:22:56	1
Joe Pitula	Participant	Guest	10:58 AM	12:36 PM	01:38:28	2
<i>Joe Pitula</i>			<i>11:49 AM</i>	<i>12:36 PM</i>	<i>00:47:32</i>	

<i>Joe Pitula</i>			<i>10:58 AM</i>	<i>11:49 AM</i>	<i>00:50:56</i>	
William Talley	Participant	Guest	10:58 AM	12:54 PM	01:55:36	1
Janet Eke	Participant	Guest	10:58 AM	12:53 PM	01:55:26	1
Nancy Rodriguez-Well er	Participant	Guest	10:58 AM	11:26 AM	00:28:13	1
Juliana Reagan	Participant	Guest	10:58 AM	12:53 PM	01:54:51	1
LaShawn D Nastvogel	Participant	Guest	10:58 AM	12:53 PM	01:55:27	1
Matt Taylor	Participant	Guest	10:58 AM	12:22 PM	01:23:41	1
Susan Holt	Participant	Guest	10:58 AM	12:54 PM	01:55:32	1
Mark Simmons	Participant	Guest	10:58 AM	12:56 PM	01:57:52	1
B. Clinton-Scott	Participant	Guest	10:58 AM	12:26 PM	01:28:02	1
Ann	Participant	Guest	10:59 AM	12:55 PM	01:56:18	1
Jamila Johnson	Participant	Guest	10:59 AM	2:52 PM	03:53:34	1
Hoai-An Truong	Participant	Guest	10:59 AM	12:53 PM	01:54:28	1
Tiara Cornelius	Participant	Guest	10:59 AM	12:36 PM	01:37:14	1
Heidi Anderson	Participant	Guest	10:59 AM	12:54 PM	01:54:36	1
Mohammad Ali	Participant	Guest	10:59 AM	12:34 PM	01:34:59	2
<i>Mohammad Ali</i>			<i>12:26 PM</i>	<i>12:34 PM</i>	<i>00:08:20</i>	
<i>Mohammad Ali</i>			<i>10:59 AM</i>	<i>12:26 PM</i>	<i>01:26:39</i>	
Shaniqua Collins	Participant	Guest	10:59 AM	12:37 PM	01:36:53	2
<i>Shaniqua Collins</i>			<i>11:00 AM</i>	<i>12:37 PM</i>	<i>01:36:45</i>	
<i>Shaniqua Collins</i>			<i>10:59 AM</i>	<i>10:59 AM</i>	<i>00:00:08</i>	
Latasha Wade	Participant	Guest	10:59 AM	12:48 PM	01:49:15	1
Marilyn Buerkle	Participant	Guest	10:59 AM	12:53 PM	01:54:16	1
Victoria Volkis	Participant	Guest	10:59 AM	12:36 PM	01:35:42	2
<i>Victoria Volkis</i>			<i>11:44 AM</i>	<i>12:36 PM</i>	<i>00:51:46</i>	
<i>Victoria Volkis</i>			<i>10:59 AM</i>	<i>11:43 AM</i>	<i>00:43:56</i>	
Virginie Zoumenou	Participant	Guest	10:59 AM	12:37 PM	01:37:36	1
Willie Brown	Participant	Guest	10:59 AM	12:53 PM	01:54:08	2
<i>Willie Brown</i>			<i>11:58 AM</i>	<i>12:53 PM</i>	<i>00:55:47</i>	

<i>Willie Brown</i>			<i>10:59 AM</i>	<i>11:58 AM</i>	<i>00:58:21</i>	
Marie-Therese Oyalowo	Participant	Guest	10:59 AM	12:53 PM	01:54:16	1
Marymdas	Participant	Guest	10:59 AM	12:51 PM	01:51:47	1
Phillipb6716	Participant	Guest	10:59 AM	12:36 PM	01:36:39	1
0898	Participant	Telephony	11:00 AM	12:54 PM	01:54:11	1
TBell	Participant	Telephony	11:00 AM	11:39 AM	00:39:18	1
Kim Clark-Shaw	Participant	Guest	11:00 AM	11:39 AM	00:39:14	1
<i>Kim Clark-Shaw</i>			<i>11:00 AM</i>	<i>11:41 AM</i>	<i>00:41:21</i>	<i>1</i>
<i>Kim Clark-Shaw</i>			<i>11:00 AM</i>	<i>11:54 AM</i>	<i>00:54:12</i>	<i>2</i>
<i>Kim Clark-Shaw</i>			<i>11:41 AM</i>	<i>11:54 AM</i>	<i>00:12:41</i>	
<i>Kim Clark-Shaw</i>			<i>11:00 AM</i>	<i>11:41 AM</i>	<i>00:41:31</i>	
BradHudz	Participant	Guest	11:00 AM	12:56 PM	01:56:35	1
Chris Harrington	Participant	Guest	11:00 AM	2:13 PM	03:11:11	4
<i>Chris Harrington</i>			<i>1:50 PM</i>	<i>2:13 PM</i>	<i>00:22:17</i>	
<i>Chris Harrington</i>			<i>11:25 AM</i>	<i>1:50 PM</i>	<i>02:24:53</i>	
<i>Chris Harrington</i>			<i>11:23 AM</i>	<i>11:25 AM</i>	<i>00:01:52</i>	
<i>Chris Harrington</i>			<i>11:00 AM</i>	<i>11:22 AM</i>	<i>00:22:09</i>	
Ahmed Elnabawi	Participant	Guest	11:00 AM	12:54 PM	01:53:57	1
Lily Tsai	Participant	Guest	11:00 AM	12:53 PM	01:53:28	1
Madan	Participant	Guest	11:00 AM	12:36 PM	01:36:12	1
Candice Ridlon	Participant	Guest	11:00 AM	12:49 PM	01:48:25	1
Mobolaji Okulate	Participant	Guest	11:01 AM	12:53 PM	01:52:54	1
Sandy Johnston	Participant	Guest	11:01 AM	12:37 PM	01:36:27	1
6683	Participant	Telephony	11:01 AM	11:39 AM	00:38:11	1
Kim Poole-Sykes	Participant	Guest	11:01 AM	12:53 PM	01:52:40	1
5488	Participant	Telephony	11:01 AM	11:39 AM	00:37:45	1
Jason Cornelius	Participant	Guest	11:01 AM	12:37 PM	01:35:33	1
Salina Parveen	Participant	Guest	11:01 AM	12:23 PM	01:21:56	1

Sherrie Tennessee - US G	Participant	Guest	11:01 AM	12:38 PM	01:36:17	1
Margarita Treuth	Participant	Guest	11:01 AM	12:53 PM	01:52:11	1
Maifan Silitonga-Wyan	Participant	Guest	11:01 AM	12:36 PM	01:35:10	1
Tom Loveland	Participant	Guest	11:01 AM	12:36 PM	01:34:52	1
0472	Participant	Telephony	11:01 AM	11:39 AM	00:37:27	1
Corrie	Participant	Guest	11:02 AM	12:36 PM	01:34:26	1
Fritz Woloua	Participant	Guest	11:02 AM	12:38 PM	01:36:24	1
Derrek Dunn	Participant	Guest	11:02 AM	11:18 AM	00:15:57	1
Bryant Mitchell	Participant	Guest	11:02 AM	1:05 PM	02:02:42	1
Tim Sparta	Participant	Guest	11:02 AM	11:28 AM	00:25:57	1
Hans Cooper	Participant	Guest	11:02 AM	12:54 PM	01:51:31	1
Moses Kairo	Participant	Guest	11:02 AM	12:53 PM	01:50:17	1
Brian Bergen-Aurand	Participant	Guest	11:02 AM	12:54 PM	01:51:15	1
Elissa Gordon	Participant	Guest	11:02 AM	11:45 AM	00:41:31	2
<i>Elissa Gordon</i>			<i>11:43 AM</i>	<i>11:45 AM</i>	<i>00:01:46</i>	
<i>Elissa Gordon</i>			<i>11:02 AM</i>	<i>11:42 AM</i>	<i>00:39:45</i>	
Sarah Adewumi	Participant	Guest	11:03 AM	11:03 AM	00:00:29	1
Cynthia Cravens	Participant	Guest	11:03 AM	12:53 PM	01:50:41	1
4745	Participant	Telephony	11:03 AM	11:39 AM	00:35:42	1
0545	Participant	Telephony	11:04 AM	11:39 AM	00:35:19	1
Elvin A. Hernandez	Participant	Guest	11:04 AM	12:54 PM	01:49:58	1
Jun Zhang	Participant	Guest	11:04 AM	12:55 PM	01:51:02	1
Sarah Adewumi	Participant	Guest	11:04 AM	2:00 PM	02:54:51	4
<i>Sarah Adewumi</i>			<i>11:26 AM</i>	<i>2:00 PM</i>	<i>02:34:16</i>	
<i>Sarah Adewumi</i>			<i>11:25 AM</i>	<i>11:25 AM</i>	<i>00:00:07</i>	
<i>Sarah Adewumi</i>			<i>11:25 AM</i>	<i>11:25 AM</i>	<i>00:00:04</i>	
<i>Sarah Adewumi</i>			<i>11:04 AM</i>	<i>11:24 AM</i>	<i>00:20:24</i>	
Nomsa Geleta	Participant	Guest	11:04 AM	11:05 AM	00:01:00	1
Miriam Purnell	Participant	Guest	11:04 AM	12:53 PM	01:49:14	1

Peter Wang	Participant	Guest	11:04 AM	12:37 PM	01:32:37	1
Tiffany Maxwell	Participant	Guest	11:04 AM	11:27 AM	00:22:32	1
Fred Tejada	Participant	Guest	11:05 AM	12:36 PM	01:31:13	1
kadeem	Participant	Guest	11:05 AM	11:08 AM	00:03:03	1
Terry Kundell	Participant	Guest	11:05 AM	12:54 PM	01:48:07	1
Urban Wiggins	Participant	Guest	11:06 AM	11:09 AM	00:02:51	1
Nomsa Geleta	Participant	Guest	11:06 AM	12:48 PM	01:41:53	1
Russell Kohl	Participant	Guest	11:06 AM	12:36 PM	01:29:54	1
Kadeem	Participant	Guest	11:06 AM	12:54 PM	01:47:47	2
<i>Kadeem</i>			<i>12:41 PM</i>	<i>12:54 PM</i>	<i>00:12:49</i>	
<i>Kadeem</i>			<i>11:06 AM</i>	<i>12:41 PM</i>	<i>01:34:58</i>	
Gabriela Vlahovici-Jones	Participant	Guest	11:06 AM	12:28 PM	01:21:19	1
Brian Dean	Participant	Guest	11:06 AM	11:11 AM	00:04:40	1
Stephanie Hallowell	Participant	Guest	11:07 AM	11:42 AM	00:34:19	1
0898 #2	Participant	Telephony	11:08 AM	11:39 AM	00:30:38	1
1	Participant	Telephony	11:08 AM	11:39 AM	00:30:26	1
Taylor	Participant	Guest	11:09 AM	12:41 PM	01:32:28	1
pbowins	Participant	Guest	11:09 AM	12:54 PM	01:45:01	1
Urban Wiggins	Participant	Guest	11:09 AM	11:14 AM	00:04:53	1
4866	Participant	Telephony	11:09 AM	11:39 AM	00:29:57	1
keith offen	Participant	Guest	11:09 AM	3:58 PM	04:48:25	1
deb sauder	Participant	Guest	11:10 AM	11:25 AM	00:15:12	1
Bryan O Gere	Participant	Guest	11:10 AM	12:29 PM	01:18:57	1
R DeBenedetto	Participant	Guest	11:11 AM	12:29 PM	01:17:53	1
Brian Dean	Participant	Guest	11:13 AM	12:52 PM	01:39:00	1
Uche Udeochu	Participant	Guest	11:13 AM	12:54 PM	01:41:02	1
Evelyn Jones	Participant	Guest	11:14 AM	12:36 PM	01:21:47	2
<i>Evelyn Jones</i>			<i>11:15 AM</i>	<i>12:36 PM</i>	<i>01:20:53</i>	
<i>Evelyn Jones</i>			<i>11:14 AM</i>	<i>11:14 AM</i>	<i>00:00:54</i>	

Urban Wiggins	Participant	Guest	11:14 AM	11:43 AM	00:28:55	1
Kingsley Ejiogu	Participant	Guest	11:14 AM	12:38 PM	01:23:30	1
Grace Namwamba	Participant	Integration	11:16 AM	12:54 PM	01:37:21	1
Derrek B. Dunn	Participant	Guest	11:16 AM	12:54 PM	01:37:15	1
Johnson	Participant	Guest	11:20 AM	11:37 AM	00:17:06	1
J Halpern	Participant	Guest	11:22 AM	12:21 PM	00:58:49	1
Beatrice Nelson	Participant	Guest	11:24 AM	12:54 PM	01:30:01	1
deb sauder	Participant	Guest	11:25 AM	11:57 AM	00:31:37	1
8420	Participant	Telephony	11:27 AM	11:39 AM	00:11:30	1
Janese Weathers	Participant	Guest	11:27 AM	12:54 PM	01:26:11	1
Leesa Thomas-Banks	Participant	Guest	11:28 AM	11:38 AM	00:09:46	1
Stephanie Hallowell	Participant	Guest	11:31 AM	1:04 PM	01:32:22	1
Edward Brink	Participant	Guest	11:33 AM	11:33 AM	00:00:50	1
2	Participant	Telephony	11:34 AM	11:39 AM	00:05:19	1
Edward Brink	Participant	Guest	11:34 AM	12:18 PM	00:43:50	1
Lana Sherr	Participant	Guest	11:37 AM	12:21 PM	00:43:36	2
<i>Lana Sherr</i>			<i>12:21 PM</i>	<i>12:21 PM</i>	<i>00:00:22</i>	
<i>Lana Sherr</i>			<i>11:37 AM</i>	<i>12:21 PM</i>	<i>00:43:14</i>	
Linda Johnson	Participant	Guest	11:38 AM	11:39 AM	00:00:38	1
Leesa Thomas-Banks	Participant	Guest	11:38 AM	12:48 PM	01:09:23	3
<i>Leesa Thomas-Banks</i>			<i>12:47 PM</i>	<i>12:48 PM</i>	<i>00:00:37</i>	
<i>Leesa Thomas-Banks</i>			<i>12:40 PM</i>	<i>12:47 PM</i>	<i>00:07:03</i>	
<i>Leesa Thomas-Banks</i>			<i>11:38 AM</i>	<i>12:40 PM</i>	<i>01:01:43</i>	
epboger	Participant	Guest	11:39 AM	1:31 PM	01:52:04	1
4866 #2	Participant	Telephony	11:39 AM	12:54 PM	01:14:31	1
0545 #2	Participant	Telephony	11:39 AM	12:53 PM	01:14:25	1
0951 #2	Participant	Telephony	11:39 AM	12:25 PM	00:46:04	1
4745 #2	Participant	Telephony	11:39 AM	1:00 PM	01:20:55	1
0898 #3	Participant	Telephony	11:39 AM	12:36 PM	00:57:17	1
6716 #2	Participant	Telephony	11:39 AM	12:37 PM	00:57:34	1

6683 #2	Participant	Telephony	11:39 AM	11:54 AM	00:15:22	1
8420 #2	Participant	Telephony	11:39 AM	12:54 PM	01:14:38	1
0898 #4	Participant	Telephony	11:39 AM	12:54 PM	01:14:44	1
5488 #2	Participant	Telephony	11:39 AM	11:51 AM	00:12:26	1
0472 #2	Participant	Telephony	11:39 AM	11:50 AM	00:11:00	1
3	Participant	Telephony	11:39 AM	12:44 PM	01:05:30	1
5395 #2	Participant	Telephony	11:39 AM	12:46 PM	01:07:04	1
4	Participant	Telephony	11:39 AM	12:53 PM	01:14:20	1
2193 #2	Participant	Telephony	11:39 AM	12:46 PM	01:07:04	1
5816	Participant	Telephony	11:40 AM	11:58 AM	00:18:42	1
TBell	Participant	Guest	11:41 AM	12:54 PM	01:12:23	1
Urban Wiggins	Participant	Guest	11:43 AM	12:54 PM	01:10:40	1
Johnson	Participant	Guest	11:44 AM	12:24 PM	00:39:29	1
Elissa Gordon	Participant	Guest	11:46 AM	12:54 PM	01:06:38	2
<i>Elissa Gordon</i>			<i>12:40 PM</i>	<i>12:54 PM</i>	<i>00:14:11</i>	
<i>Elissa Gordon</i>			<i>11:46 AM</i>	<i>12:39 PM</i>	<i>00:52:27</i>	
Linda Johnson	Participant	Guest	11:50 AM	12:53 PM	01:03:37	1
Katherine James	Participant	Guest	11:51 AM	12:27 PM	00:36:14	2
<i>Katherine James</i>			<i>11:51 AM</i>	<i>12:27 PM</i>	<i>00:35:34</i>	
<i>Katherine James</i>			<i>11:51 AM</i>	<i>11:51 AM</i>	<i>00:00:40</i>	
Lester	Participant	Guest	11:53 AM	12:41 PM	00:47:46	1
5488 #3	Participant	Telephony	11:53 AM	12:53 PM	00:59:59	1
Dr. Henry Wagner	Participant	Guest	11:54 AM	12:54 PM	00:59:51	1
Carole Champagne	Participant	Guest	11:56 AM	12:53 PM	00:56:57	1
7210	Participant	Telephony	12:04 PM	12:30 PM	00:26:08	1
Edward Brink	Participant	Guest	12:18 PM	12:20 PM	00:01:41	1
Edward Brink	Participant	Guest	12:20 PM	12:24 PM	00:03:35	1
Edward Brink	Participant	Guest	12:24 PM	12:25 PM	00:01:19	1
Yuanwei Jin	Participant	Guest	12:25 PM	12:54 PM	00:28:24	1
Edward Brink	Participant	Guest	12:25 PM	12:36 PM	00:10:30	1

UMES_CITOL	Participant	Guest	12:26 PM	12:54 PM	00:27:50	1
Katherine James	Participant	Guest	12:27 PM	12:39 PM	00:11:07	2
<i>Katherine James</i>			<i>12:28 PM</i>	<i>12:39 PM</i>	<i>00:11:02</i>	
<i>Katherine James</i>			<i>12:27 PM</i>	<i>12:27 PM</i>	<i>00:00:05</i>	
B	Participant	Guest	12:32 PM	12:41 PM	00:09:11	1
Robert Mock	Participant	Guest	12:35 PM	12:54 PM	00:18:12	1
Edward Brink	Participant	Guest	12:38 PM	12:47 PM	00:08:40	1
Dr. Molavi	Participant	Guest	12:48 PM	12:56 PM	00:07:57	1
Leesa Thomas-Banks	Participant	Guest	12:48 PM	12:54 PM	00:05:23	1
Brian Dean	Participant	Guest	12:53 PM	12:53 PM	00:00:39	1