

UMES Faculty Assembly, April 21, 2015

11:03

Motion to approve the minutes: Professor Williams, moved Professor Boger seconded, no nays, the motion to approve the minutes carried.

President Bell: This is the last meeting of the semester, congratulations for a successful semester.

President Bell will respond to the motions that were passed in February and she will also provide a written response.

President Bell appreciates our bringing the issues to her attention. The conflicts with the university hour for meetings, particularly department, senate and faculty assembly will be solved. She will send a memorandum about not using Tuesdays 11:00 hour for any other meetings. The policy will begin in the fall.

For the issue on whether or not to reinstitute faculty evaluation of chairs and administrators, President Belle announced that she will reinstate faculty evaluation of chairs and deans, with caveats. We need a fair instrument for this purpose, and that the results of the evaluation will be used to improve the situation, rather than to be used punitively. The provost will help identify an instrument. [The Faculty Assembly had agreed with the caveats in our earlier meeting.]

Timely contracts: President Bell has moved the function of contracts to the Provost's office, where they have developed a process for getting the contracts done in a timely fashion. Timeliness also has to do with initiation at the department level. President Bell will initiate a process to assure that the contracts can be issued on time.

For the issue of full pay for overloads and external adjuncts for student with less than 7 students in a class: Currently there are between 80 and 100 thousand dollars being spent for overloads each semester. Any pay change would impact the already tight budget. There is an issue in regard to the number of courses that are offered with less than 7 students: around 500 courses per semester. President Bell charged the provost to review the number of courses, to use resources better, and to reduce the need for overloads. She compared the number 7 students with other schools. Other larger schools may be requiring 12 or 15 students before the minimum number is met. President Bell cannot accommodate request now without further study. She will look into it further to be more efficient and effective, while also serving students. She will put it in writing so that it will be on record. [Earlier Faculty Assembly discussion recognized the problem of excess small courses and agreed that all departments need to work to schedule fewer such courses. We agreed that not all such courses can be paid at the full amount, for example, when a professor wants to offer an elective in her special area in a semester in which there are only a small number of students available to choose the course. That discussion also revealed that some such small courses arise to accommodate graduating seniors who managed to fail a course normally offered only one semester each year who now wish to take the course again on the "wrong" semester so that their graduation is not delayed. Other course sections are small because of accreditation requirements. Some small courses also arise because of lack of success in recruiting for some degree programs, often a number of years ago (and general campus problems in recruiting students from community college into some of our major programs). It is clearly not the fault of the students that some of their junior and senior courses are small and the UMES tendency seems to

have been to offer courses to keep them moving toward graduation. UMES faculty members also clearly understand the current fiscal challenges, but would prefer a return to the earlier policy of deciding on payments on the basis of the reasons that the small courses are there.]

Professor Chapin thanked President Bell for attending the meeting.. The Graduate school seminars were scheduled at the same time so that some faculty members are were attendance there. The President's return to a policy of protecting the eleven o'clock hour on Tuesday would allow such activities to continue over several days as they do now, but would expect them not to schedule events requiring faculty participation during this one hour.

In connection with the creation of suitable forms for the evaluation of administrators, Professor Williams reported that the committee considering such things as term limits for chairs has Professor Talley asking other schools how they do evaluation of chairs, so that we are asking for instruments so as not to reinvent the wheel. The Provost is currently working with this committee.

#### Old Business:

#### Legislative Report:

##### Budget:

1. The legislature put funds to continue the COLA (the one we began receiving in January) after July first into a reserve fund but did NOT authorize spending it. Now only the governor can give such authorization, something that perhaps puts him in an awkward political position.
2. Wording was passed that allows Presidents to award increases in salary to faculty members and critical staff when it is deemed absolutely necessary (for example, IT people who can find better jobs almost anywhere outside the USM) BUT not to allocate extra funds for the purpose.
3. The legislature allocated \$4.9 million for enhancement at the four HBCU's, but does NOT allow the distribution of the money until MHEC has prepared and sent the legislature a report on its use. There was also considerable resistance to the appointment of the governor's proposed MHEC secretary.
4. The \$6.4 million for our new building was included in the budget without conditions.

##### Bills:

1. The proposals to allow two community colleges on the other side of the Bay to offer baccalaureate degrees was defeated.
2. Attempts having the legislature be the one to make rules about hazing on our campuses failed.
3. Of the many bills on reporting sexual assaults on the campuses, the only one to pass was the one that the USM had worked with to make consonant with federal law and the policies that we have already put in place.
4. There are federal rules about veterans and their dependents being treated as in-state for tuition purposes (to be consulted by those on campus interested in this question).

#### Announcements:

1. Don't forget the 1890 Land Grant Walk on Thursday: this celebrates a significant part of our UMES heritage.
2. We need to work to insure that students become more active in the UMES Senate. One of the reasons historically that the Senate considers course changes rather than having the faculty body, the Faculty Assembly do this was so that students could have a voice in the process. During this last year their numbers at Senate meetings were mostly low to nil. Having them take part in shared governance is a significant part of educating out students how to speak up for themselves. It is possible that the Vice President for Student Affairs can help with this, but we should be encouraging of our advisees and students in our classes.

[The suggestion not to have a May meeting unless the Executive Committee comes up with something critical came at announcement time, but it became an actual motion.]

#### Elections:

Professor Lakeisha Harris will be the Chair next year for Faculty Assembly: For Secretary, Treasurer and Parliamentarian, no second person was nominated.

Nominations for Chair-Elect, Secretary, Treasurer and Parliamentarian were opened but no new nominations were made.

Professor Williams moved to close the nominations. Parliamentarian Bree seconded. The motion carried.

Professor Demanche moved to vote electronically, Professor Williams seconded. The motion carried.

The Faculty Assembly agreed that two weeks to get ballot back would be fine.

#### Further Announcements:

We need to somehow to get the students to be more active in shared governance, particularly in the Senate. One of the reasons we approve courses in the Senate instead of in the Faculty Assembly, historically, is so that the students would be able to give input. Our students have been extremely inactive recently and so are not getting the learning experience of coming and expressing their views on matters that affect them. While the new Vice President for Student Affairs may help push students this way, faculty can also help by encouraging their advisees and the students in their classes to participate more.

For the May meeting – the only current agenda item is to announce results of the election for the Chair-Elect. Professor Williams moved, Professor Green seconded, to not have the May meeting unless the

Faculty Assembly Executive Committee discovered critical items to be considered at that meeting.  
Voted and approved.

Professor Chapin agreed that he will keep pushing on how we handle small enrollment for courses, particularly in the cases mentioned above, and in the cases where we have small courses offered by off-campus experts, so that we need to pay an amount sufficient to encourage qualified people to be willing to do the work.

Professor Johnson made the motion to adjourn and Parliamentarian Bree seconded.

Attending:	Unit	Representative
Jeffrey Molavi	Tech	Yes
Joyce Bell	Social Sciences	
Bill Chapin	MCS	Yes
Mark Williams	MCS	Yes
Kathy Quinn	HTM	
Rexford Abaidoo		
Sharon Brooks	Library	
Chris Hartman	Eng. & Aviation	
Margarita Treuth	Kinesiology	
Jim Bresette	SPHP	
Bryant Mitchell		
Marcelle Schiff	Fine arts	
Cynthia Nyirenda	FDL	
Robert Dodson	Agric.	
Michel Demanche	Fine Arts	Yes
Ashley Collier	PR	
Abuobida Osman	Math & CS	
Marvella Rounds	Library	
Lombuso Khoza	HUEC	
Pamela Felder	ORLD	
Beatrice Nelson		

Donna Satterlee	HUEC	Yes
Stephanie Hallowell	Rehab services	
Michael Patterson	EDU.	Yes
Christopher Harrington	Fine Arts	
Ted Mollett	AG	Yes
Deb Sauder	DNS	
E. P. Boger	HTM	
Bessie Green	AG	Yes
David Alston	Social Sciences	Yes
Todd Matthew	Counseling	
Ron McLean	Counseling	
Joseph Bree	Library	Yes
Ken Kundell	IT	
Kirkland Hall	EXSC	