

UMES Faculty Assembly

Agenda for Joint Meeting with the Senate

11 December 2018

- I. Call to order and Opening remarks The meeting was called to order at 12:17.
 - a. Friday graduation
- II. Acceptance of the November minutes- Moved by Dr. Sauder, seconded by Dr. Harris
- III. General Statements
 - A. Remarks by President Anderson-
 - a. She is celebrating 102 days here, if you are talking Monday to Friday, she has been here 82 days. She will give the 100 day remarks in January.
 - b. Thank you for being here, Dr. Warren will speak to grads on Friday as Mr. Tom Joyner is unable to come for graduation.
 - c. Thank you to the Academic Search committees for VPs as well as the Vice Chancellor. There are 10 individuals who will be interviewed.
 - d. VP- Enrollment - chaired by Dr. Purnell
 - e. VP -Financial Aid, chaired by Dr. Acquah and Dr. Allen
 - f. VP -IA Dr. Webber
 - g. Chief of Staff- Dr. Kairo (Dr. Mock)
 - h. The company Ruffalo Noel Levitz will be on campus on January 30-31 to conduct and complete a strategic enrollment management plan. This will involve several offices (Admissions, financial aid, registrar, etc.) and others.
 - i. Transfer students from the community colleges are important. She has meetings with the admission directors, and will look at the formal articulation agreements.
 - j. How can you help? TEAM- candidate said it was a team approach. We want to build customer service relationships and engage with the students. It is all about communication and integrated approaches.
 - k. Any questions?
 - B. Remarks by Dr. E.W. Chapin- across the bay at CUSF meeting. These are the minutes:

There is great concern on the system level about academic integrity (mostly the new and interesting ways that the internet serves to help violate it). There may even be teams sent to the campuses to discuss the problem. It would appear that there would be great happiness if there magically could be a universal definition that applied to all class in the USM on all levels, but since it is clear, for example that in some professional disciplines, there is intentionally a different definition applied to undergraduate beginners from the one used for students doing work toward the terminal degree, this seems unlikely. If we are visited and queried about this, it might be wise not to say anything encouraging this happy delusion, lest we not respect the wide variety of programs available across the USM system.

We need to remember that our program and its way of doing things is not the only model.

- C. The State of Maryland changed its law last spring on sick leave, so that the BOR policy used by the USM also needs changing. The changes were in fact communicated to the personnel folk on campus last spring (and so to the Presidents) so that the campuses could already be acting in accordance with state law. [The BOR are only now getting to write a new version of their policy, perhaps a process with much legal input so that it will be technically correct when done.] The two major adjustments, listed below were presented to the faculty representatives since it was felt (evidently correctly) that on some campuses the details has not yet been communicated to the faculty (and to the staff)
 - a. There are new mandatory cases in which sick leave is to be granted, particularly when cases of things like spousal abuse mean that the faculty member cannot be available because he or she can no longer be safe in the home environment.
 - b. There are additions to the class of people to whom one is sufficiently related for the leave to be granted, particularly those with whom one is in loco parentis (either direction).
 - c. Our Faculty Assembly Chair will supposedly receive formal documents about this to distribute to all faculty members.

- D. There is great concern about some of the loss of graduating high school students to the USM schools. Of the roughly 6000 graduating seniors
 - a. About one quarter (1500) come directly to the USM. In addition, about one third of all first-time admissions (system-wide and on many campuses) are transfer admissions from (mostly Maryland) community colleges, so there are rather more transfers than students coming directly from high school. UMES will need to become much more successful with the community college transfer students.
 - b. About another quarter (another 1500) select other Maryland schools, including the private schools.
 - c. About another quarter select out-of-state schools, some in the Penn State System, but rather more to schools in Virginia. Since these are often some of the academically strongest students, the USM campuses will need to find ways to keep more of them here.
 - d. Finally, roughly another quarter do not continue in higher education anywhere. This group does include some special cases, like students joining the military services, but all campuses should be working, especially through their good relations with the local county schools, to try to get plans so that more of these student end up in our community colleges. Campuses may well also need to formulate their own plans for assisting some of the weaker students in strengthening their academic backgrounds before they are put in genuine college courses (that expect students already to have beginning college-level skills in things like reading, writing and mathematics).

- e. There will clearly be no new state funds of any sort to support any of these additional campus tasks (and a need to readjust the way faculty workloads are computed to deal with the new realities: The USM is already aware that the current workload definitions do not perfectly reflect the currently reality and will be trying to make adjustments, a process always made more challenging in that it must be universal (for credible reporting to the Legislature and other outside agencies) and so not allowing any institutions to do cherry-picking in their reporting to gain special advantage over other campuses.
- E. Remarks by Dr E. May: He will need more people on the committee
- F. Other? The STEM evening was great that happened in the Engineering, Math and Computer Science building. It was an event that was organized by Extension.
- IV. Old Business- none
- V. New Business- Save the Date April 16, 2019 for the UMES Research symposium. Watch for the opportunity to submit the proposals.
- VI. There are Basketball and Indoor track have events in January
- VII. Dr. Kloza- recruitment and retention- 21 people signed up for Italy, 9 or 10 going to Dominican Republic
- VIII. Innovations and Teaching conference will be Jan. 10 and 11. Please register and attend the event. Last year was interesting.
- IX. Announcements- There may be a meeting in late January to discuss upcoming changes and policies.
- X. Adjournment- Motion to adjourn Dr. Boyd