

Faculty Assembly

Minutes

16 April 2019

- I. Call to order by Dr. Mark Williams – Chair 11:03
Conflict today with the Research symposium
- II. Present minutes of 12 March meeting for approval Chapin 1st , Bree, 2nd
Minutes are approved
- III. General Statements
 - A. Remarks on the state of UMES – President Anderson
 - a. Legislative Actions - two cabinet members (Dr. Mock, Ms. Alissa Carr) attended the weekly visits with the Eastern Shore legislative assembly throughout this legislative session. President Anderson attended a number of these weekly meetings as well as met with various Delegates and Senators during the session. Our government affairs director Jim Mathias was also successful in getting support for UMES.
 - b. Faculty workload policy was reviewed at the CUSF meeting. More will be coming about this policy later
 - c. Recent accreditation visits with our PGA Golf Management program, ABET for Engineering programs and ACPE for pharmacy programs have been successful
 - d. Argentina visit- AASCU took a delegation to Argentina to initiate potential opportunities with US institutions and Argentinean institutions. President Anderson participated in this delegation and met individuals interested in mutual global efforts with UMES. Dr. Acquah is following up with potential interested institutions regarding study abroad, faculty exchanges and/or research
 - B. Doings on the other side of the Bay – Dr. Chapin
 - a. Because of all the changes and adjustments in administration over the last four years or so, it is probably not the case that Academic Affairs any longer has a complete list of the representatives of the various departments and their current term-status. It is quite possible that some departments also do not have up-to-date information of this sort.
 - b. We need to be sure that everyone, Academic Affairs and the Departments, receives *written* description from the Faculty Assembly rules about how many representatives, etc., each department is entitled to, depending on the number of faculty in the department. A reference to an on-line document is NOT sufficient: everybody needs to see that the current rules provide fair

representation for all departments (and bringing on-line materials up to speed is still a work in process in many areas of the campus)

- c. Departments that do have departmental records that are up to date about their representatives should send this information to the Faculty Assembly Secretary and also to Academic Affairs.
- d. For all other Departments, the Department, at a Departmental meeting, needs to elect representatives and then report them to The Faculty Assembly Secretary and to Academic Affairs. Departments with multiple representatives are encouraged to select about half their representatives for a full term and about half for a shorter half-term, so that the campus can get back to having departmental representatives with terms spread out so that not everyone is new at the same time.
- e. While it would be highly desirable for Departments to elect/report representatives this spring so that all the shared governance bodies could be off to a smooth start in early fall, we recognize that, because we are dealing with this matter so late in the spring semester, because of various potential changes and adjustments in departmental staffing, and particularly in view of the large numbers of extra meeting and activities that have already occurred this spring taking faculty members away from dealing in a normal way with their students, that some departments may not complete this work until their first departmental meeting in the fall. However, at the latest, all reports must be in, from each Department, both to Academic Affairs and to the Faculty Assembly Secretary within one week after the first departmental meeting in the fall.
- f. The overall state budget was not as bad as had been feared, so we may, for example get a little more of the COLA than had been expected. It will probably takes weeks for the actual numbers to be confirmed, given the legislative practice. The President was successful at getting special additional funds for things like reviving the Physician's Assistant program. However, in a clearly political way, the budget for the system headquarters at Adelphi was cut. This will impact all the campuses and organizations, since we are all dependent of Adelphi for keeping records and sending us information when we need it, and for communicating between the campuses, the BOR and the world. Any serious downturns in the response times here will delay any of us from moving forward with any of our activities. The last time this sort of thing occurred, the campuses put in their (minute) percentage of the cut money, taken from their campus budgets and donated to Adelphi to keep communication and information at a reasonable level. Given the clearly political nature of the cut this time, it is not clear that we will be able to help.
- g. There will be a new Regents' policy for Parental Leave passed at the BOR meeting in June. After that, folks across the Bay will need to become sufficiently expert at how it will work to educate the people on each campus who will carry it out (so that they can educate everyone else on the campus), but some

problems are clear. While it is nice to have the leave extended to twelve weeks (must be taken in one lump, starting within six weeks of the adoption/birth, etc.) this will wreak havoc on teaching schedules: imagine being responsible for teaching the first two weeks of a course, then having someone else come in to replace you for the next twelve weeks, then having to take over again for the last two weeks, especially in smaller departments where other faculty with sufficient expertise may be sparse. Also both parents are entitled to the leave, but not at the same time (which would seem, given the restrictions mentioned above, to preclude the second parent ever actually getting the leave). We need to be aware but wait until we see how the policy finally comes out.

- h. The new Appointment Tenure Promotion policy is also scheduled for the June BOR meeting. After that, what will be reported to the world will be only the number of students for each campus (particularly new students) and the total number of credit hours generated by the entire campus (to demonstrate that we are giving enough courses that the students can get through in a reasonable time. There will be no more standard course loads in Regents/campus policy and similarly no uniform expectations about articles/citations/dollars brought in, etc. All of these things will be determined in each department and in each program and may differ in expectations from one faculty member to another within a program (and differ in the form that is appropriate for various faculty members to be doing their reporting). We already have some of this for programs that have special accreditation requirements, but now *everything* be by individual program. This situation gives the campuses and programs a great deal of needed freedom (and maybe a great deal less reporting of details to do), but there are some concerns. A change in Carnegie classification, for example, will not be particularly connected to a change in course load (since there aren't any course loads any more). There has been concern expressed that administrators at some levels could decide to save money (and expensive faculty appointments) by opting to have their least-liked beloved faculty members teach huge course sections. Again, since we will not know until after June exactly what the final version of this will look like and since it again will take folk across the Bay a while to fully formulate what all the details mean (so that they can communicate all of this to the campus folk who will administer it so that those campus folk can explain it to the rest of us), we should not agonize over all the possible details but instead decide in all our programs what we would like to do (and be fully aware that the idea of fixed course load, fixed numbers of articles or citations or dollars on a level beyond the individual programs will not be part of things any more).
- i. The prescription drug benefit that the state removed from those already vested in it has been restored to a certain extent. Folk seem to be quite honest in saying that the attempt was made to remove this benefit, even though it was fully vested, came from a desire to save the dollars from seemingly ever-increasing drug costs. The good news is that for some employees, the benefit will be essentially fully restored (although carried out in a different way). The bad news is that this will cover only those who retire by this coming July first

and that all others will be paying a thousand dollars and more each year in additional copays (slightly better than just Medicare, but not much). There has also been concern expressed that there are some administrators on some of the campuses who may try to use this situation to force the retirement of folk who have been around a long time (and so perhaps have built up higher salaries over the years) in order to get the dollar savings for their areas. Remember that this all applies to *all* state employees, so that it is possible that the unions and the retired employees may challenge everything in court.

- C. Committee on Chairs - Dr. May- is at the research symposium, information will be presented at the next meeting.
 - D. Center for International Affairs - Dr Khoza:
 - a. The university was awarded a seal of excellence from the Institute for International Education for the international work we do. There are tea and cookies today and tomorrow. We are looking for volunteers for flag bearers, and volunteers for the 3rd taste of UMES. We are trying to get the international families to be able to attend the graduation for the students who are from abroad.
 - b. On the 18th of April, a student is presenting.
 - c. There are opportunities to work for the state department, particularly for the students who are learning a critical language.
 - d. 22 students traveled to Italy.
 - e. She was able to travel to Turkey just before spring break. What we do here can benefit students from elsewhere.
 - E. Other ?
 - a. Faculty senate councilors: we need to get the information to the departments about a reasonable proportion of representatives. The campus is trying to get resources back up.
 - b. Departments need to send the information to the faculty assembly secretary and the appropriate administrator. We need to elect representatives for full terms and some for half terms for senators for large departments. It would be wonderful if this could happen quickly. We only have one more meeting for this year. We can encourage people to get the information early, and we need to do this for the first meeting in the fall, and send in the information within a week after the meeting. A version will be attached to the minutes.
- IV. Old Business
- V. New Business
- A. Election of Officers for 2019 - 2020 nominations
 - B. Will be accepted from the floor, and will hold open until Friday, close of business.
 - 1. Chair - Elect: Serves as vice chair for a year, and then becomes chair the next year. Bryant Mitchell will become chair in the fall.
 - a. Mark Williams

- b. Lombusa Khoza- tentative
 - 2. Secretary:
 - a. Donna Satterlee
 - b.
 - 3. Treasurer:
 - a. Bill Chapin
 - b.
 - 4. Parliamentarian:
 - a. Joseph Bree
 - b.
- C. Office of Equity and Compliance - Jason Casares, not here, dealing with an emergency. Postpone his report until the May meeting which will be a joint meeting.
 - a. New policies, procedures and requirements will be covered. We have to adhere to training. Two hours, face to face. Please get signed up. Auditors will be here in August and September. This is a gift from the legislators. Online maybe for refreshers.
- D. We will have nominations from the floor and then hold the ballot open until Friday, April 19, when the final ballot will be composed. Voting will occur between the 22nd and the 30th of April and the new officers announced at the May meeting.
- E. Woman's bowling team placed in the top four of NCAA. We rank in the top four. The woman are now at the bowling conference, hoping to bring back a national title.
- F. Dr. Linda Johnson, Nominations forms for the Senate committee are still open. Dr. Johnson has been adding names. If you get a phone call, she will hope you will accept.
- G. Adjourned. 11:51am

Attendance	Representative	Unit
Joseph Bree	yes	Library
Donna Satterlee	yes	HUEC
Mark Williams	yes	MCS
Emmanuel Aquah	no	International
Bill Chapin	yes	MCS
L.D. Nastvogel	no	KINES
Robert Mock	no	Admin
Stephan Tubene	no	AG

Marie-Therese Oyalouwo	yes	Pharmacy
Tselelae Tulley	no	CAAS
Kate Brown	no	SBT
Marshall Stevenson	no	Dean of Arts and Professions
Nomsa Geleta	no	Educ
Sungjae Hwang	yes	KINES
H.M. Anderson	no	President
Sarah Acquah	no	Agric
Phillip Broussard	no	DEML
Margarita S. Treuth	no	KINES
Hwei C. Wang	yes	DEML
Coach Nelson	no	KINES
Nelseta Watts Jones	no	CRTS
Janese Weathes	no	CRTS
Terry Smith	no	DEML
Dean Cooledge	no	DEML
Linda Johnson	no	DNS
Brian Dean	yes	Fine Arts
Lombuso S. Khoza	no	CIE/HUEC
Chris Harrington	no	Fine Arts