

Minutes

Faculty Assembly

16 October 2018

Room 1020 Hazel Hall

- I. Call to Order 11:06
- II. Approval of 17 September minutes Johnson, first, May, second Approved
- III. General Statements
 - a. Words of Encouragement - Dr. Heidi Anderson:
 - i. First of all, this is a smaller group than usual. She wanted to share a couple of things. She sends out weekly messages. She doesn't put everything in the minutes. This week she met with the deans as a group, and the chairs as a group.
 - ii. She learned about the Cultural history, and brainstormed ideas: She needs help to turn the revenue situation around. How do you generate revenues that are not tied to enrollments? She wants to generate revenue sharing models. Possibility: Evenings and weekend programs, can get executives in, they pay for attendance. She will do a cost sharing, percentages to be determined.
 - iii. There are areas in the campus that can improve processing. She can find some things where we need to be more nimble. Help her find out how to stream line and make them better. There may be a new way of doing things. Electronically may be more accurate and efficient. What about other areas that need to be smoother? We will figure out how to smooth things out.
 - iv. Customer/service issue on campus. She is hearing from parents. Transfer students, loved the campus, the grounds and the program. She wants to fix some things to make it more it more customer service friendly. Could people just say "I don't know, when they don't know?" It should be if anybody walks in the room to smile.
 - v. She will put a survey out to the campus. What are your bright ideas for revenues, and customer service areas that need improvement? Please think about things. She is thinking about a website where you can send things in.
 - vi. Thank you for your help.
 - b. News from across the Bay - Dr. E.W. Chapin:
 - IV. Two bill from the legislature will change how Title IX procedures work on the campuses.
 - a. SB607 mandates that all parties involved must have legal counsel (but also mandates that the cost for this come from MHEC, but with no corresponding dollars appearing in the MHEC budget).

- b. Bill 1423 mandates how training shall be done on campus but, since there are changing federal regulations, and parts of the state expectation that are not clear (e.g., mandating at least two hours of training when most of the currently used materials are about an hour and a half long, requiring that the training have a part where all staff are physically present and so not all on-line), it is probably a good thing that the bill has a two-year timeline, so that we will not need to do all of this on campus until Fall of 2019.
- V. The budget process for the year starting next July 1st is pretty well done from the campus point of view.
 - a. The parts from the various campuses will be put together by the folk in Adelphi who will then send the whole USM part on to be included in the Governor's proposed budget, usually appearing shortly after Christmas. The legislature can then decrease any of the items in the governor's budget but cannot increase them.
 - b. This year there is some hope for the inclusion of about twenty million dollars' worth of enhancement funds, mostly going to support programs in state priority areas of STEM and health, but some perhaps going to support university efforts in secondary education (meeting state challenges in this area), an area in which UMES programs continue to provide opportunities for preparing African-American role models in the classroom, like this year's Maryland Teacher of the Year. We might be able to take a leadership role in the state in the area of secondary computer science education.
- VI. In the Health/Benefits area:
 - a. There have been challenges with the current version of the automated system, resulting in some new hires having to pay their own health costs (with the promise of getting recompensed eventually).
 - b. The unfortunate situation with the legislative plan for the removal of the prescription benefits from retirees who were already vested in these benefits, a matter on which the Faculty Assembly passed a motion later in the meeting, has become a little more hopeful with the intervention of a federal judge to halt the change for now (and the indication by the governor that, as a result, any change will be deferred for at least until after December of next year and that efforts will be made to have the legislature remedy the problem long-term).
- VII. The Provost at the University of Maryland Baltimore, in a recent Council meeting, spoke of the importance of the "expungement of records" in the context of the professional schools there trying to work with residents of the surrounding community, many of whom find themselves in great poverty with little access to services and jobs. With an appropriate attitude looking toward the future contributions of people in taking jobs working for the hospitals and other parts of the UMB instead concentrating on what may have happened in the past in their younger days, UMB has successfully been able to provide jobs for residents and services to the community. UMES has this same experience, particularly when we were providing educational service to ECI, some of whose inmates went on to earn both undergraduate and graduate degrees at UMES and go on to highly successful careers in business and in government. Professor Chapin also encourage the UMES faculty members to exercise a similar "expungement" of memories of any less than perfect ways that students might act during the current period of stress over midterm examinations.
 - a. Committee on Chairs - Dr. Eric May
 - i. Dr. Harris sent the previous reports from the previous meetings. Should there be term limits on chairs, how long should they be? Should they come

from in the departments, or selected by administration? How are the chairs evaluated? The previous committee made no decisions, so we are in the same place as 8 years ago? If you want to be on the committee, please email Dr. May. This comes out of a problem from 8 years ago. Do you know of another university that has rotating chairs? Bowie, and Frostburg do. They rotate so that nobody gets saddled with the problem. Average was a two year limit, with the possibility of continuing. Salisbury does a three to four year rotation. Voted in. There is no separate line for a chair. Most chairs come in with faculty rank. There is no position if the chair steps down, and there should be a position.

- b. Maryland Charities - Alissa Carr & Keith Davidson:
 - i. Mr. Davidson has taken on the role for of ambassador for Maryland charities. If you give one dollar, every two weeks, it raises the participation rate. He is doing a student athletes this week. Kick off for faculty in November. You can donate to the UMES foundation through Maryland Charities. October 18th to the end date is December 18. Some do that all at once, with a check.
- c. Report on Pay Equity - Dr. L. Marsh:
 - i. Faculty salary workgroup- 16 of us, were given a charge last April. When the Hanover report came out, and we have an opportunity for review and feedback. The workgroup will make recommendation. We need to submit a progress report before the end of the semester. A lot of issues related to the peer institutions may not be relevant. The workgroup wants to clarifying whether or not the report was accurate.

VIII. Old Business

- A. Other

IX. New Business

- A. Resolution on removal of Prescription Benefits (wording below) **So moved: Bill Chapin, with the Second by Kate Brown. Motion passes. We have to send this in a letter to the president- she is here. Chair needs to take this to Adelphi. We are trying to get as much support as possible from various areas.**
- B. Other

X. Announcements: Gen Ed: Dean Webber and She met with Dr. Whitehead, will present the provost meeting next week. The power point is posted in the Gen Ed Blackboard area.

- a. Dr. Brown- blood drive- in Henson center, TODAY and they need have to have more people
- b. The pool is reopened- hours 7 to 9:30 - M-Th, Friday, 5:00 to 9:30? Saturday; 12:00 to 5:00
 - i. There is no plan to have a competitive swim team, looking at a Swim club. Talk to Dr. Davis. The pool is not a competition pool. The pool is exactly 25 yards, and it is the right depth. Refer to Mr. Davidson

- ii. Soccer is the most desired sport.
- iii. Social for athletes on Friday, in rotunda and game room. On October 19, 5 to 7. Please go and support your student athletes if they are your advisees or in your classes.
- iv. Ice cream social: 2:00 to 4:00. October 26th.
- v. Mr. Warren- Previous student- who majored in exercise science. He has been voted: Teacher of the year, State of Maryland. This is the 2nd teacher in his years. Suggestion to bring him back on campus, and make some noise. Kirkland Hall made the announcement.
- vi. Student affairs is hosting NASPA October 26. Careers and Student affairs. More information will be distributed. Dr Whitehead.

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Resolution

The UMES Faculty Assembly regrets the decision by the state of Maryland to remove the prescription benefits already vested in its retired employees. We encourage the USM to find a way of returning these benefits, at least for its vested employees.

We understand that the state is saving money by passing these costs on to the federal tax payers and to the retirees themselves in their purchase of supplemental prescription plans.

We also understand that it is normal for the state to change benefit rules of new employees when fiscal situations change.

Nevertheless, removing a benefit in which employees and retirees were already vested does not lead to great confidence that the state will honor its other previously-made commitments to those already vested, whether active or retired employees.

The current situation will make it more challenging to hire new faculty and staff in an atmosphere of lack of confidence about the reliability of benefits offered and will surely lead many active employees to delay retirements as long as possible.

We particularly deplore the lack of communication to staff and faculty bodies of the possibility of this change during the entire four-year period that the legislature was devising and modifying this plan. It would be much better to be in a situation in which we could rely on those in authority in Adelphi and on the campuses to communicate potential challenges to the faculty and other groups at the state level and on campus, even in cases that the matter was of financial benefit to the campus and the system at cost to the faculty and staff.

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Progress Faculty Salary Workgroup Report-

Date: May 24, 2018

The workgroup met twice to discuss the Hanover report. Following is a list of the comments related to the 2 charges.

A. Make recommendations related to this study

1. Need a copy of the Excel data supplement used for the report.
2. Need to confirm how the data was computed in the UMES working budget. Is it 9-month salary that is used or is summer salary added to this for the report? There was concern that summer salaries would inflate faculty salary. The salary figures do not seem to reflect the UMES working budget 2016-2016. The document does not reflect UMES campus faculty salaries; e.g. Fig1.4 and Fig 1.5.
3. Are the salaries of administrators with interim appointments and/ other administrators with faculty rank reflected in this report?
4. Besides enrollment and proximity (pg. 20), what other criteria were used to determine peer group? Need cited source of documents.
5. The validity or applicability of the data to existing UMES programs is not true e.g. Fig1.4 and Fig 1.5.
6. Many of the charts seem not to be taken directly from UMES data; Fig 1-11 and Fig 1-12 are among the few data figures where UMES is reflected.

B. Make any other recommendations-Not discussed

Will look at other resources related to faculty salary issues and break up tasks into smaller groups for fall meeting.