

Faculty Assembly

Minutes

19 February 2019

11:30 am in SSC Theatre

- I. Call to order and opening remarks
- II. Adoption of the 11 December minutes
- III. General Statements
 - A. Remarks by President Anderson
 - B. News from Across the Bay - Dr Chapin
 - C. Chairs committee - Dr. May
- IV. Old Business
 - A. Response to Changes in General Ed - Dr. Smith
 - B. Coalition News - Dr. R. Johnson
- V. New Business
 - A. Proposed changes to the Promotion and Tenure document
- VI. Announcements

Remarks from President Anderson:

Thank you to the faculty and staff who did the search committees. They worked hard to get 3 new vice presidents from 11 candidates.

Provost search, thank you.

Thank you to the Faculty and staff who did legislative testimony

In terms of enrollment: We will see increased enrollment, and the retention will go up

Most states will do a programmatic review and it is very critical for the general assembly/legislators. We need to come to closure and determine what we will do with it. We are taking it seriously and we will utilize the information going forward.

We will look at the inefficiencies, and determine how to streamline

Dr. Allen will look at this with the new team.

There were no questions.

11:49

News from across the Bay - Dr. Chapin

Three things-

1. Dr. Langenburg, the man who had the job of putting together the old University of Maryland System and the primarily teaching institutions, has just passed away. For this legislatively mandated union, everyone was afraid of coming out at a disadvantage, so we ended up with a system in which the power resides with the Presidents of the campuses and not with a more ordinary centralized system with a central budget and a powerful chancellor. In fact the chancellor is the chief of staff of the Board of Regents. Some institutions, St. Mary's and Morgan refused to join even with the promises of campus control.
2. The proposed budget had \$110 million for the University System of Maryland, an increase of about 6%, but about 70% of that will go to the anticipated increase in faculty/staff salaries and fringe benefits. Given that this is an election year so that all the legislators will want to go back to their districts saying that they have cut state budgets, we will inevitably get cut, particularly since the USM is a traditional easy target for cutting (since so many other state expenses are de facto mandates). In Maryland, the legislators can only cut, not increase whatever the governor proposes. The legislative auditors this year have listed only one area of concern, campuses and state centers like Shady Grove with lower numbers of students and unfortunate budget situations. This is especially directed at us, since our budget situation is not good and since we have programs at both the "centers" with problems. The current lower revenue estimates for the state will also likely lead to more cutting.
3. In the legislature, there are yet again some of the unfortunate bills that keep getting proposed by folk with special concerns of their own but no experience or understanding at all of how campuses actually function. For instance, someone proposed a bill to make removal of 'F's from student grades absolutely uniform over all programs at all campuses. This would mean, for example, that whatever time frame the bill picked, 'F's would vanish, not, for example, when the student took the course again and got an improved grade (or never in some professional programs in health areas in which an 'F' essentially end one's career in the program). Another bill would remove current requirements requiring folk to be in-state one year before they receive in-state tuition, a tremendous revenue loss for campus like UMES, FSU, and Towson with campuses near state borders. There seems to be a feeling among legislators that we now have a strong advocate speaking for the campus, so there may be good hope that our President will be successful with the separate construction budget items, like building the Health Sciences building and starting to work on real flood control, even if the operating budget suffers some hits.
4. The Board of Regents is active in redesigning what is now the "teaching load policy" to include many other activities that faculty members do that are beyond classroom teaching and research, in a way similar to that which our own President has mentioned. The standard example given seems to be that, if one person is skilled at going out in to the community and communicating the virtues of a campus and its programs, thus encourage more strong student to apply to and come to the campus (and at the same time allowing other faculty members to spend their time writing proposals for grants for dollars to support the students and allowing other faculty members to be spending their time doing research and writing papers that increase campus prestige, each of the activities would be considered a valuable toward promotion and tenure, even if the researcher brought in no dollars, the grant writer wrote no papers and the person going out into the community had no papers and no dollars. Indeed, the current policy of a twelve hour teaching load never required twelve hours of teaching from each person, but only an overall campus average. Only a few campuses computed things the UMES way, thinking that having a fixed load for everyone was mechanically the easiest way to reach the standard. The whole purpose of all these policies is to be able to report to the legislature (and the public) that we are doing our job. It will be a while before the new BOR policy is

resolved (especially given the current BOR attention focused on the unfortunate situations at UMCP in athletics and at UMBC that have led to major public concern and demands for reform) but it would appear that the direction is toward departmental control of what is expected and how it is to be reported (with different expectation for different folk in the same program) and away from general campus standards about either expectations or about how the reporting is to be done.

Dr. Williams: Dr. May is the chair of the chair committee and it has 10 members. It is uniform across schools. Most of the work will be done by email, and they will produce a final report.

Old Business

General Education proposal update - Dr T. Smith

Dr. Smith- Please communicate with Dr. Smith privately about general education

Coalition update: Robert Johnson

Coalition task force to coordinate with task force and we will get involved

Keep the campus community updated about the case as appropriate

Prepare recommendation and rationale about how our institution should use any funding

Robert Mock, David Austin, Jeffrey Molavi, and Robert Johnson, Lisa Thomas Banks

Original filing was in 2006. In January 2012, a six week trial began

October: Expansion of Mission and program uniqueness and institutional identity at the HBI's.

January 2019 4th circuit judges say Maryland HBCU lawsuit should be settled, set a mediation deadline of April 30

We believe that we will be asked to tell how we will use a certain sum of money

1. Strengthen existing programs
2. Establish high demand niche programs
3. Initiatives that expand our offerings

Dr. Anderson to be asked to develop something that is a reflexive proposal

\$570, 141, 543 million dollars on excel spread sheets

Over the next two or three weeks to send the best possible proposal

This is a one-time amount that we will be using.

We will have a series of town hall meetings for broad base series of proposals.

Monday, Feb. 25, 4:00 to 5:00: need to inform all faculty with the proposals.

March 5, in department meetings.

Niche programs- Lisa Thomas Banks

Operation and infrastructure- Dr. Mock.

Graduate school-

We need everybody to help- how to best use these funds as we only have a couple of weeks. Dr. Anderson will be asked to submit a proposal soon

21 line items that will be broken down... We will review all proposals. Be at the town hall meetings and express the concerns.

We can do something for these students if we had the resources.

I. New Business

A. Proposed Promotion and Tenure policy changes – Dr R. Allen

Proposed promotion and policy changes- given climate in board of regents, may be premature to talk about changes now, and then have to make changes again. Not sure how that will work.

Objections: There are things we can put into policy the next year, somebody seconded.

Dr. Cooledge: We approved a post tenure review policy. It follows the changes. Table until the March meeting? It will probably be joint meeting and faculty assembly will go first this time. Dr. Arumula made the motion to table the post tenure review policy, and it was seconded.

In view of what has happened until 2012, and we have been working on the document for 3 years. How does the faculty look at the document that has been posted?

Make programs either to deal with. Student teaching, and advising, and community service. It is best for UMES to be prepared. At this stage the document is in the draft form, and we need the voice of faculty. Please look at the document and send in

We can have this at the provost faculty meeting on the 4th Thursday of the month. Please circulate the proposed policy, so we can have a more informed meeting.

Send comments and questions to Dr. Arumula

Joseph Bree's topic is tabled to take to the next meeting. There was a second. Discussion: The chairs would like to discuss with the faculty.

I. Adjournment

Motion to adjourn. See you next month. 12:28 pm

Attendance:	Representative	Department
Virginie Zoumenou	No	HUEC
Marie-Therese Oyalow	Yes	Pharmacy

Rob Johnson		Math and Computer Science
Leesa Thomas-Banks		BMA
LaKeisha Harris	No	RECN
Joseph Bree	Yes	Library
Hwei c. Wang	Yes	DBMA
Kieu Anh Do	No	HUEC
Dean Cooledge	No	DMLA
Cathy Hanssens-Passeri	No	CITOL
Alissa Carr	No	Prez
Marilyn Buerkle	No	DEML
Kimberly Clark-Shaw	No	CAAS
Jurgen Schwarz	No	DAFRS
Sharon D. Brooks	No	Library
Linda Johnson	No	DNS
Chris Prusse	Yes	HTM
Brian Dean	No	Ag. Food Res Sci
Caleb Nindo	No	SPHP
Timothy Gladwell	Yes	SPHP
Mark Simmons	No	SPHP
Madan Kharel	No	SPHP
Yuanwei Jin	No	Eng. Avi
LaShaun D. Nastvogel	No	Kines
Margarita S. Treuth	No	Kines
M. A. Okulate	No	DNS
Sarah Acquah	No	Agric
Parchinus Chigbu	No	DNS
Grace Namwamba	No	HUEC
Bill Chapin	Yes	MCS
Mark Williams	Yes	MCS

Donna Satterlee

yes

HUEC