



Faculty Assembly Minutes

Meeting Activity	Responsibility	Approximate Timing
I. Welcome and Call to Order 11:05	Dr. Bryant Mitchell	1 Minute
II. Approval of the 05/14/19 Minutes	Dr. Bryant Mitchell Mark Williams 1st Etahe Johnson 2nd	3 to 4 Minutes
III. Today's Business		
A. Introduction of New Officers	Chair, Dr. Bryant Mitchell Chair Elect, Dr. Lombuso Khoza Secretary, Dr. Donna Satterlee Treasurer, Dr. William Chapin, CUSF representative Past Chair, Dr. Mark Williams	5 Minutes
B. Confirmation of Assembly Representation to Senate	Parliamentarian, Mr. Joseph Bree	5 Minutes
	Dr. Bryant Mitchell Representatives on spread sheet, with request to update. We got two updates. Please go to the departments and solve the need for representatives. We need to get the representatives to the Senate as soon as possible.	5 Minutes
	We have more academic departments, and therefore need more senate representatives. Based on the current constitution	15 Minutes
C. CUSF Update Dr. Chapin	All faculty members would like UMES to become a real family, as it was with Mama and Papa Hytche, caring for all the students as important members of one family together. This goal is still good, but the world has changed.	10 Minutes
	We are coming to a time with fewer secondary students in the pipeline, both in Maryland and nationally. So all USM campuses are pushed to become "smaller and stronger academically" (and of course, to try to steal our students to increase their numbers as we try to steal their students to increase our numbers).	5 Minutes
	As our President has indicated, we are a campus with an emphasis on graduate programs at the highest level in health science areas and concern for our Carnegie classification and so working toward the granting PhD degrees in reasonable numbers in appropriate fields. We also have a heavy commitment to STEM and agriculture-related research programs (and recently celebrated the anniversary of our Airway Science Program). All these programs need students with credible competence in mathematics (and facility in computing). The latest state reports that the scores for pre-college students in Maryland on the standardized tests this year were the lowest ever since the state began keeping these records presents us with a real challenge, especially since many of the lowest scores come from the less strong educational districts in Baltimore and elsewhere that are the sources of minority students.	5 Minutes

<p>D. Recruiting Strategy Update: New Test Optional Admissions Proposal</p>	<p>The USM system is now in flux. They are searching for a new Chancellor, several new Presidents, and learning to deal with the new expanded and more politicized Board of Regents created last year. They are dependent for consistent continuance of its operations on the work of the current vice-chancellors and their staffs (many of whom will be replaced, as is normal, when a new Chancellor comes in and brings her own known and trusted people with her). As a campus, we need to adjust to radically adjusted concepts for tenure and promotion (as well for post-tenure review). A matter our own President has put before us for our attention; a time of pressure to adjust our admissions to having the bulk of new students come from among those with AA degrees from the community colleges of the Eastern Shore and Central Maryland from Baltimore over toward Washington, while still meeting our obligation to serve the students (and economies) of the four Lower Shore counties.</p> <p>To strengthen our reputation as an institution, we need to speak with one consistent voice to the outside world, not just folks on the Eastern Shore, but at the institutions with which we are in real competition for students (UMCP, UMBC, Towson, in addition to SU and Morgan). Given the way information seems to flow more freely than one might expect from all campus offices, we must be careful to be reporting the full story of our strengths and challenges, not just the parts we would like to emphasize. This would all be easier to do if the state revenue estimates were not so consistently weak (or if total campus numbers were higher right now or if there were significantly large external sources/donations or income).</p> <p>Finally, we need to give our President and Provost the benefit of the doubt for this year. We all can find things that they have done (or we hear that they have done) that we disagree with, but we need to be patient until the end of this academic year to see the actual results. We really need to have them succeed. If for any reason, we had to start over again at the end of this academic year and have a new set of folks try to fix things on campus (taking yet another semester or two to get to know the campus, the Shore, the USM and the legislature); we would be even further behind in getting to a point at which UMES was truly the family we all want it to be. We need to make this work.</p> <p>Dr. William Chapin In Salisbury University, they netted more than we did. How do we grow, how do we grow smarter?</p> <p>Dr. Heidi Anderson, President: I will first start by responding to Dr. Chapin. We can solve this problem. Remember that high school numbers are going down in 2026, therefore we need to be creative in the types of future learners we will have (for example online, more certificates, etc). At the System level, they are supporting UMES. And The chancellor search is happening. The president's search is going on for Coppin. She is getting support from the 7 USM Vice Chancellors as well as the other USM presidents.</p> <p>As far as our fall semester enrollment, we will give you the numbers after Friday, when the census closes. She will put a message out to the campus about what is happening with our enrollment so that it is consistent and placed within context.</p> <p>How do we increase our enrollment, from the state and around the country? We need to discuss and implement innovative strategies.</p>	
---	--	--

<p>E. Academic Affairs Update</p> <p>F. Standing Committees Updates</p> <p>G. Ad Hoc Committees Updates</p>	<p>Dr. Anderson is meeting with the Senate and Faculty assembly leaders on a monthly basis to further practice shared governance.</p> <p>Dr. Anderson presented the idea that UMES must consider going test optional in the area of undergraduate admissions. She referred to a proposal that was sent to all faculty by Dr. Mitchell last week.</p> <p>If we follow the proposal for test optional entrance, we would like to implement as quickly as possible. We will share any other insights about this at the Senate on October 8.</p> <p>Where are we in offering scholarships and financial aid? Several ways: Private dollars, honor scholarships, financial aid, loans. We are working to optimize are student aid. How do we evaluate students who need financial aid? VP Cooper: Noel Levitz is helping us evaluate. We are looking at the financial aid bucket. Honor's Program does particularly well at recruiting. The Honor's college has been offering Fulbright scholarships since 2013. We are offering full ride scholarships, for the first time.</p> <p>How does this help with academic quality? We are looking at test scores, plus GPA, a holistic approach. We will tackle the public perception as it comes up. Dr. Anderson talked about conducting a thorough faculty salary study. She will look at gender equity, compression, and discipline- skill area.</p> <p>At the recent CUSP meeting, she learned that other USM institutions are also planning to conduct a faculty and/or staff study. Therefore, she is planning to piggyback on to that 'external contract' with another USM institution who is working on the same issue. At the System level, they will work on asking for a merit increase from the General Assembly. Dr. Anderson is working to reinstate an increase for faculty when they successful complete tenure or promotion efforts. Her goal is to get this implemented fall of 2021. She will keep us informed.</p> <p>She was commended for the inauguration.</p> <p>Dr. Nancy Neimi, V.P./Provost:</p> <p>She was impressed about the founder's day celebration, and the other activities were also impressed.</p> <p>The hat of enacting the HBCU vision. She talked to the chairs, and program coordinators. If we could just do this, what can we do? She wants to hear about the effects of the academic works. The processes and forms may need to be changed, particularly for the ways that get in the way of other activities that may be more important than filling out forms. Issues may not be fixed overnight.</p> <p>In October, she will have strategic goals, and in conjunction with the work that we did at the beginning of the year, and she will make the work move forward. What is the best way to bring forward our crazy ideas? She will let the deans know that we are talking. Email, or Ms. Jawanda Jackson for an appointment. She is working with a subset of chairs, and they will meet this afternoon, to attack some ideas. We are working to make some of the interim positions headed to permanent positions. Some of the people have been in an interim position too long.</p> <p>Committee Chairs</p> <ol style="list-style-type: none"> 1. Faculty Affairs 2. Academic Standards, Curriculum, Programs, and Service <p>No standing committee chairs here.</p> <p>Ad hoc committee chaired by Eric May, for evaluation of chairs, term limits of chairs, and hiring chairs from within the department. Eric has</p>	
---	--	--

	<p>put together a committee, and has begun the work. No information of what is currently happening. Last report was April or May. Suggestion of getting him to come to the October meeting</p> <p>Provide more written reports to give information in advance. It is unproductive to hear about something in a meeting, given the importance of them to the university. Please put the information in writing.</p> <p>Rob Johnson- look at the news outlets. Status of the level of the lawsuit. \$570,000 million is the outcome? Not set in stone, can still write to your elected officials. Mr. Robinson sends out information. We need faculty to get involved, there are no repercussion. Please contact Rob Johnson if you need more information.</p> <p>Committee Chairs We will be sending out information for people to represent us on the two standing committees, as it does not make sense to have a committee if nothing stands. Talk to your department chair to send in the representatives names.</p>	
<p>IV. Announcements</p>	<p>Dr. Khoza: A math honor student went to South Korea, and we will hear more about the experience later.</p> <p>Jamilla Johnson has coordinated the PGA program for some years. She is now working with CASS. Dr. Wiggins is the second person doing the first year coordination. She would like to work with all of the academic departments. We need to get the freshman to attend different events. Let CASS know when there are events happening so that they can let the freshman know. Please welcome us with open wings.</p> <p>Cathy Paisseri: There are questions and confusion about putting instructor assistants in Blackboard. It is not anything new. Instructors, assistants, and auditing students goes through Hawk Web. If you follow the rules, then it will work. It needs to go through the correct process. She sent out an email to the department chairs, and requested the information to the course coordinators. It will make your life easier if you follow the process.</p> <p>If the department chairs and coordinators (help desk ticket to Ms. Paisseri) want access to courses, send the course ID. She does not want to add people to more courses than she needs to do. She needs the course ID to create batch files</p>	<p>5 Minutes</p>
<p>V. Adjournment</p>	<p>Dr. Bryant Mitchell: 11:56</p>	
	<p>Name</p>	<p>Unit Representative</p>

VI. Attendance	Lombuso Khoza	CIE/HUEC	
	Jamila Johnson	CASS	
	Miriam Purnell	Pharmacy	
	Kate Brown	SBT	
	Willie Brown	SBT/Engineering and Aviation	yes
	Darnell Wiggins	CASS	
	Nomsa Galeta	EDU	
	Tyrone Chase	Social Science	
	Prince Attoh	ORLD	
	Hwei C. Wang	DBMA	
	Leesa Thomas Banks	DBMA	
	Terry Kundell	DEML	
	Kenny Fotouhi	Tech	
	Ronnie Allen	Pharmacy	
	Marie Therese-Oyalowo	Pharmacy	yes
	Jeffrey Molavi	Tech	yes
	Mark E. Williams	MCS	yes
	Dean Cooledge	DEML	yes
	Phillip Broussard	DEML	
	Etahe Johnson	Tech	
	Lurline Marsh	AGRI	
	LaShawn Nastvogel	KINES	
	Margarita Treuth	KINES	
	Rob Johnson	MCS	
	Coach Nelson	KINES	
	Kutresa Lankford-Purnell	Rehab	
	Bryan Gere	Rehab	
	Sungjae Hwang	KINES	yes
	Cynthia Cravens	DEML	yes
	Sarah Acquah	CIE	
	E. Bogar	HRM	
	David Alston	IA	
	Cathy Passeri	CITOL	
	Bill Chapin	MCS	yes
	Lynnette Johnson	EDU	yes
	Joe Pitula	DNS	
LaKeisha Harris	Grad		
Nancy Niemi	Academic Affairs		
Marilyn Buerkle	DEML		
Michael Lane	DEML		
Gabriela Vlahovici-Jones	DEML		
Lily Tsai	CJ	yes	
Nelseta Walters-Jones	CJ		
Amy Gooding	ENG		
Kimberly Clark Shaw	CAAS		
Brian Dean	FA	yes	
Donna Satterlee	HUEC	yes	

09/17/19