

Change is being imposed upon us by the outside world, the state legislature and Governor, the Board of Regents, and the various parts of the federal government.

1. Many programs on campus, undergraduate and graduate, have come to rely on a constant stream of well-prepared international students to fill their ranks. Some campus administrative areas are also centered on working with international students. We do not know how this stream of students will change, either what the laws will be or what the attitudes of the students themselves will be. We only know that there will be changes (and that the changes will continue to come for months or perhaps years).

2. Some folk on the campus have devoted themselves to possessing expertise in supporting students who have special vulnerabilities or who report having had unfortunate experiences on campus involving other students or staff. Again, we don't know what the final rules will be, but it is certainly clear from Dr. DeVos and others in the federal Department of Education that the rules for handling these matters will be very different from the ones with which we are most familiar (and will probably be evolving over an extended period).

3. Our own Board of Regents has made it clear that it is in the process of making major changes in the expectations for Promotion and Tenure for all of us who are involved in instruction, changes that follow more clearly in the direction that our own President has been advocating. It can be frustrating to have spend many months or many years in planning for a highly uniform pattern for tenure and promotion decisions and then have to give all of that up and learn how to deal with decisions that are made appropriate to the skills, experiences and work of each individual instructor.

4. Budgetary expectations are also changing in ways that are not easy for the campus. Money hoped for to support the Kirwan Commission in improving primary and secondary education will eventually become available, but not this coming fiscal year (and probably not the next). Monies for the resolution of the Friends of Morgan HBCU suit resolution will also not be available for an extended period (although welcome when they do arrive). It is natural for a campus to react to such financial disappointments with solutions that seem to be fixes in the short term (that might not be in the long-term interest of the students we have now).

5. PROTECTING THE STUDENTS

A. We must be sure that all our current students, at the time they are graduated, are fully prepared for successful careers in the world. This can mean resisting the urge to graduate students "on time" or to accept weaker preparation in courses because of the difficulties of the past semester. For most of our students this is their *only* opportunity for higher education so that short-changing their preparation for ANY reason is surely a failure to meet our traditional HBCU as land-grant responsibilities.

B. In determining what is needed for success by our students, we need to respect all the different disciplines on campus. No one in Math or English can try to

dictate what is appropriate for careers in Agriculture or other land-grant areas (and vice versa, we cannot expect folk in agricultural or land-grant areas to try to determine what is appropriate for graduates in history or computing). It would be silly for me to be thinking about what the standards were years ago when I was at Princeton and try to apply those standard now in a different time and at a different institution at UMES, but too many of us do seem to hold to what we knew best (particularly if it worked well in another place or time) and try directly or indirectly to impose our own histories on the very changed present. **The criteria must be what those in any particular program on campus recognize as essential NOW for the long-term success of their students.**