



UNIVERSITY OF MARYLAND EASTERN SHORE

UMES Senate Minutes

May 13, 2025

In-person Frederick Douglass Library Auditorium

Virtually through Microsoft Teams

- I. Welcome and Call to Order**
 - Meeting started at 11:02 am
 - Meeting was called to order by Dr. Malkia Johnson
 - Approximately 96 people
- II. Approval of March & April 2025 Faculty Assembly Minutes**
 - Tabled until the next meeting**Approval of April 2025 UMES Senate Minutes**
 - Request for a motion to approve minutes by Dr. Tiara Cornelius & Dr. Malkia Johnson
 - Minutes approved with no objection or abstention
- III. Today's Business**
 - **Updates from the Office of the President (Dr. Heidi Anderson)**
 - a. Thanked the entire campus for a productive Spring 2025 semester**
 - b. State budget constraints**
 - The state has given each school the directive to look at budget constraints
 - c. Presentation on Budget Updates from VP Henley**
 - Proposed a 10% budget cut for FY26
 - 5% additional budget cut for FY27
 - Reduction in travel, fixed expenses, and operational expenses for FY 26
 - No line item will be reduced to zero
 - Vacant lines will not be filled or used to hire consultants/temporary employees
 - Furlough days are anticipated pending approval from the Board of Regents
 - Question will not be answered until final decisions are made
 - Telework days for Summer 2025 each Friday from May 23, 2025, to August 8, 2025.
 - Telework days can only occur on Friday for eligible workers.
 - Salary increases will occur for bargaining unit employees
 - USM has approved 1% COLA for all regular faculty and staff (not including contingency employees or graduate students)
 - Auxiliary units are not provided with state funding for raises

- Townhalls will be held by Administration and Finance to discuss the specifics of the telework and furlough plan
 - The fiscal year begins on July 1
 - Delays in back-filling positions would help with the budget
 - Question: Will only union members receive the merit, COLA, and longevity bonus? Answer: All regular faculty and staff will receive the COLA. The money for this will not come out of our budget.
 - Question: Is it possible to have the telework on a different day? Answer: The teleworking must occur on Friday to allow us to shut down as many buildings on campus as possible.
 - Question: Will the University be open on Fridays during the summer? Answer: Yes, the University will be open, and you are supposed to be working. It is a working day, not a vacation day. Your supervisor must allow you to telework.
 - Question: When will furlough days be determined? Answer: After the June 13 Board of Regents meeting.
 - Question: Will the C2 employees receive COLA? Answer: No, money was not provided to give C2 employees COLA.
 - Question: Will we be expected to work on furlough days? Answer: No, you are not expected to work on furlough days.
 - Question: Will grant-funded employees receive the COLA? Answer: Yes.
 - Question: How will we develop an efficient and effective at-home workflow to support the teleworking pilot? Answer: Teleworking is not a foreign concept for the University, and it is only one day a week. You are supposed to have an office set up at home that allows you to work as efficiently and productively as you would at work.
 - Question: Can you use your leave during furlough days? Answer: You cannot use your leave during furlough days. A furlough day is a temporary reduction in salary. It will be divided into 26 pay periods.
 - Further information about the furlough days will be given after the June Board of Regents meeting.
- **Updates from the Office of the Provost (Dr. Rondall Allen)**
 - a. **Provost Allen was unable to attend**
 - **Commencement Updates (Dr. Reginald Garcon)**
 - a. **Commencement Week**
 - Today is the commencement brunch and rehearsal
 - The Office of Alumni Relations will have an event for the graduates
 - Friday is Commencement day, the guest speaker will be Governor Wes Moore, and we will start promptly at 10:00 am.
 - We are at capacity for tickets; streaming will be available for those who cannot attend in person.
 - Grades are due on the Monday following Commencement (according to the chat, grades are due on the Tuesday according to the calendar).

- b. National Clearing House Report**
 - We are obligated to send a report regarding student enrollment.
 - We must report graduation information promptly
 - c. Grade Verifications**
 - Grade verifications are completed for scholarships, grants, and employers who are paying for their employees to attend the University.
 - d. Grade Submission**
 - When you input your grades on Hawkweb, please hit the submit button.
 - **UMES Senate Library Committee Report (Dr. Carla Sewer)**
 - Tabled until the next meeting
 - **New Faculty Assembly Officers 2025-2026 (Dr. Prince Atttoh)**
 - a. Chair of Faculty Assembly:** Dr. Lily Tsai
 - b. Chair Elect of Faculty Assembly:** Dr. Leslie West
 - c. Parliamentarian:** Dr. Leslie Foncette
 - d. Secretary:** Dr. Hwei Wang
 - **New Senate Officers 2025-2026 (Dr. Malkia Johnson)**
 - a. Chair:** Dr. Erin Tucker
 - b. Vice Chair:** Ms. Jenni Price
 - c. Secretary:** Ms. Veronica Fosque
 - d. Parliamentarian:** Mr. Joseph Bree
- IV. Announcements – All Faculty, Staff, and Students**
- a. None**
- V. Adjournment**
- Meeting adjourned by 12:05 pm