Faculty Senate Meeting Minutes  
February 12, 2013

Provost Rous opened the meeting by updating senators on the Hrabowski Fund for Innovation that recently announced recipients of this year’s first round of funding. The deadline for the second round of applications is approaching. The fund will distribute $100,000 this year.

There is a joint UMB-UMBC Research and Innovation Partnership Seed Grant Program that will award grants up to $75,000 for a 12-month period. Grants are for seed funding and cannot include overhead. The deadline is March 1st.

We are conducting two national searches; one for a new Vice President for Research and the second for a new Dean of the College of Arts, Humanities and Social Sciences. I’d like to thank Leslie Morgan and Anupam Joshi who are chairing the search committees. Offsite interviews for the Vice President position were conducted last week and the final candidates will be invited to campus soon. Later this week the offsite interviews for Dean of CAHSS will be conducted and the resulting short-list of candidates will be invited to campus.

Dr. Hrabowski arrived and began the President’s Report. Michael Witmore, Director of the Folger Shakespeare Library toured campus with Dr. Hrabowski today. While touring they stopped into Amy Froide’s class on Tudor and Stuart England and Michelle Osherow’s class. Our guest was impressed that Dr. Osherow was familiar with an obscure play, The Basset Table. He would like to partner with UMBC going forward. The state understands that the more national recognition UMBC gets, the more visibility the state gets. The awards we receive translate into jobs and money.

Although UMBC didn’t accept its first students until 1966, the original charter was issued in 1963, the year of the March on Washington and the Children’s March in Birmingham. We sometimes forget that we are south. Every other university in the state, before UMBC, was segregated. We were first founded to accept everyone, a sort of fifty-year experiment. Our experiment reflects higher education in the rest of the country and because of our faculty we have done better.

We are the only campus on which enrollment is up, with the exception of UB which only began taking freshmen and sophomores a few years ago. Part of my role is helping to shine the light on this institution so that when people look at us they are impressed. Undergraduate enrollment is up by about 2.7%. Graduate and transfer enrollments are about the same. Instate and Out-of-state enrollments are both up. Hearings in Annapolis on the budget have begun. Because of our enrollment numbers and the positive attention we have garnered, we are in a solid position. The final phase of the PAHB will cost $35 million with a total building cost of $160 million.

The Howard Hughes Laboratory is being renovated. Through our partnership we are able to use the facilities in the fall and spring. Bill LaCourse and Michael Summers are to be congratulated for their work here. Over a lifetime, Mike’s work has been worth more than $50 million. Congratulations to Constantine Vaporis this year’s recipient of the Presidential Research Award and Manil Suri for the Presidential Teaching Award and a new book. Congratulations also to recipients of this year’s Regents’ Awards, James Grubb, Tülay Adali, Suzanne Ostrand-Rosenberg and Nagaraj Neerchal. Our next big project is building our partnership with UM,B.
As a long-time member of the faculty and my private instructor in the Classics, Jay Freyman, Senator from Ancient Studies, has been amazing. Last but not least, Nancy Young and Jack Suess are to be congratulated for a great Combined Charity Campaign again this year.

The provost began his report by updating senators on the budget outlook. UMBC’s budget totals $355 million a year. That is $100 million in tuition, $91 million in state appropriations, $58 million in auxiliary funds, $22 million in other categories and $84 million in restricted funds. The budget process in Maryland begins with discussions between the USM and the Governor. Based on those discussions the governor’s budget goes to the General Assembly that has the power to cut but not add to it. So far this year the news on the budget is good. For the first time in years the budget is larger than last year’s. Tuition increases this year will be 3% for in-state undergraduate and 4% for all others. This will generate about $3 million more. The new budget includes a $7 million increase in state appropriations. $2.1 million of that are enhancement funds earmarked for student success and technology transfers. There are also mandatory costs that must be covered. Fringes amount to about $2.1 million, the COLA is about $1.1 million and the expected 4th quarter Merit about $2.5. Utility costs have gone up about $750,000 and Financial aid about $500,000.

In closing, we’ve been working on a design for an interdisciplinary life sciences building. The cost is estimated to be about $120 million and the building would be built where the Academic Services building sits now. The plans include upgraded animal facilities, translational research space, life sciences innovative classrooms, lab space and no administrative offices. The governor has proposed that we begin the process in 2016 instead of as originally planned in 2020. This is an acknowledgement of faculty efforts to target this building at student success. Vice President Carroll asked if, with respect to the building, there has been discussion about where existing activities will be placed. The provost replied in the affirmative and noted that this involves a tremendous amount of planning for sequencing and occupying.

Senate President Nohe reported in combination for the President and Executive Committee. Three “Open Door” meetings have been scheduled in the Fireside Lounge. Faculty are invited to come meet with President Nohe to discuss Senate business, shared governance or any other matters of concern in an informal setting. The announcement was posted in Insights and sent electronically to senators. The first meeting is scheduled on February 20th from noon until 1:00 p.m. Light refreshments will be served.

The meeting minutes from December 11, 2012 were approved without correction.

Responding to a request from the Executive Committee, President Hrabowski spoke about his ability to leverage his national prominence to benefit the campus. He will continue to share this ongoing story with the campus community.

Michael Dillon provided a faculty retirement analysis that captured trends since 2003 and project a pattern of 10 retirements per year in upcoming years. This data will be used to better plan for retirements and for growing tenure-track and tenure faculty.

Robin Farabaugh and Anne Brodsky presented a report on the effectiveness of the shuttle service to the AMTRAK station at BWI and the MARC Station at Halethorpe. We will request
additional information from the administration on ridership and continue to follow this with the Faculty Senate.

The Executive Committee received a briefing from Deputy Chief Paul Dillon on preparedness and e2Campus in light of the “active shooter” tragedy in Sandy Hook. Chief Dillon will present at the March Faculty Senate meeting.

The committee has also continued to monitor the Shared Services Centers initiative on campus. Ben Lowenthal and Nico Washington will present an update later in this meeting. This concludes reporting of the Faculty Senate President and Faculty Senate Executive Committee.

Chairman Bruce Walz gave the APB Committee report. APB continues to monitor the budget and recently received a report on several possible budget scenarios from Ben Lowenthal. Generally things look good right now. APB also reviewed and accepted two Academic Program Reviews. The APR for Geography and Environmental Systems was very positive overall and highlighted the need for renovations within the department’s existing space. The Modern Languages, Linguistics and Intercultural Communication (MLLI) APR was also very positive. As the department grows issues of overall space and the quality of existing space will become more difficult to manage. Salary compression is also an issue as it is in many departments on campus. The chair and department are working in tandem with the dean to work on the reviewers’ recommendations.

Tim Nohe began delivering the Graduate Council’s report that had been forwarded to senators electronically. Marv Mandell arrived and completed the report that included the usual run of course approvals and graduate faculty approvals.

Terrance Worchesky presented the Undergraduate Council report. Senators had received an electronic copy of the report that included course approvals. Chairman Worchesky reported that the council is working hard to clean up the course catalog and appreciates the support it has received from the registrar’s office. The Registrar has begun attending UGC meetings and is working with the council to identify problems and resolve them.

Vice President Kathleen Carroll presented the University Steering Committee report. Development of a non-smoking policy is ongoing and a schedule of town hall meetings for members of the campus community will be announced shortly. The committee would like input from the campus on such things as locating acceptable smoking areas for resident students, campus signage and enforcement. The Steering Committee is investigating how other campuses have managed implementation of non-smoking policies.

An issue concerning faculty mentoring of doctoral students has been brought to the Steering Committee with a request that it be brought before the Faculty Senate. Doctoral students have encountered faculty resistance to mentoring on non-academic career paths. Senators were asked to take this back for discussion in their departments. On a final note, the Steering Committee would like to complete the revised Shared Governance Plan of Organization by the end of February and is awaiting reports from several committees. One issue that has come to light is the practice by some committees of asking ex-officio members to leave the room during some portion of the committee meeting. Ex-officio members
have voice but no vote and are entitled to be present during discussions and vote by the committees.

Marilyn Goldberg, Chair of the General Education Committee was not able to be present. President Nohe read an email from Dr. Goldberg concerning the committee’s work on revising the definition of the culture requirement for graduation. The current catalog description is the one voted on in 2006 after much discussion among members of the original committee chaired by Ed Orser. An objection has been raised that the current definition is narrowly defined as including only international cultures which excludes immigrant cultures and Native American cultures within the United States. The GEP hopes to present the Faculty Senate with a revised definition, in the form of a motion, later this spring. Senator Ritschel, speaking for the History Department commented that there is concern about the exclusion of Native Americans and urged flexibility in redefining the requirement.

In other reports, senators were asked to vote for a UFRC representative in the Professional category. Names placed in nomination were Theresa Good, Professor of Chemical, Biochemical and Environmental Engineering and Roy Rada, Professor of Information Systems. Just prior to the meeting, Dr. Rada withdrew his name. By a unanimous vote Theresa Good was elected to the committee.

The final report was an update on the Shared Services Centers initiative by Ben Lowenthal and Nico Washington, Co-chairs of the task force charged with making recommendations on the implementation of centers at UMBC. Senators received a PowerPoint handout which highlighted the reasons that Shared Services Centers are being considered, discussed the process and actions of the task force and the timeline for its work. Following the presentation, senators were able to ask questions. Senator Castellanos asked if the purpose behind the initiative was to standardize processes so that they are clear. Mr. Lowenthal replied that this was part of the reason but that shared services centers would also allow for built-in redundancy and building in expertise to facilitate workflow. Currently many departments have a single person performing all administrative support tasks. If that person is on leave everything tends to come to a complete halt until they return. Shared Services Centers, by their structure, would eliminate this problem. In response to another question, Nico Washington noted that members of the task force had met with both satisfied and unsatisfied customers at shared services on other campuses. The focus at UMBC needs to be on how tasks are redistributed so that both sides benefit. Senator Ritschel commented that some of the concern about these centers stems from fear that centralization will mean administrative support becomes less readily accessible to chairs, PIs and faculty. There are departments on campus that are notorious for not answering the phone or responding to emails. He believes it is important to look at structure and the spirit with which services are offered. Mr. Lowenthal responded that accountability is critical. He expects that the recommendation made by the task force will be that the reporting line should stay within the colleges and that the Dean’s office will assume responsibility for holding centers accountable.

In response to a question from Senator Farabaugh, Nico Washington explained that staffing on campus is insufficient now and there are no plans to terminate people or positions with the implementation of shared services centers.

Senator Pitts commented on what he termed “Administrative Creep” where increasingly administrative functions, particularly those having to do with advising, have shifted from
administrative offices to faculty in departments. He is concerned that if shared services centers are implemented faculty will be asked to take on even more administrative tasks. Mr. Lowenthal commented that this is part of the idea behind shared services centers. Tasks that are not routinely performed in departments can be shifted to shared services centers where there will be an increased level of expertise and to handle them. This shift will take many tasks that are being done in the departments now and put responsibility for them within the centers. Ms. Washington added that within the ongoing process of evaluation, feedback and discussion the hope is that these concerns will be noted and steps taken to prevent their occurrence.

Senator Stuart seconded Senator Pitts’ concerns about responsibilities being shifted onto faculty and staff in the departments and noted that in smaller departments people are asked to multi-task and are often cross-trained. She suggested that the realignment of tasks to implement shared services centers should be done carefully to not disadvantage departments and achieve a win-win.

Senator Castellanos asked for clarification of business practices and functions that might be shifted to shared services centers so that she can take it back to her department and ask for feedback. Mr. Lowenthal responded that the discussion of what tasks and responsibilities should be placed within shared services centers and which will remain with the departments is ongoing. He expects the report will contain more concrete suggestions when it is issued. Ms. Washington added that the task force recognizes that “one size does not fit all.”

Senator Robinson asked how this initiative will add to the efficiency of grants and contracts management and added that the current system is lacking and costly. Mr. Lowenthal responded by saying that the shared services centers initiative is in part driven by existing problems in grants and contracts management processes. Drastic changes have been made in how we manage grants and contracts and there has been a concerted effort to clean up an existing backlog of issues. This effort will be finished at the end of the fiscal year and a very hard look will be taken at staffing in grants accounting. A clear benefit to shared services centers is the standardization of processes that will make oversight and compliance easier. Much of the existing problem is due to non-compliance years ago.

This concluded the report on Shared Services Centers. The Faculty Senate will be updated as progress is made on the initiative.

There was no Old Business

In New Business senators were asked to ask colleagues to announce the upcoming smoke-free task force campus forums. It is critical that students are aware of and participate in this process.

The meeting was adjourned.