After calling the meeting to order and welcoming senators and guests, Faculty Senate President asked for the President’s Report.

Dr. Harbowski began by noting that of the seventeen awards given by the Board of Regents, faculty at UMBC received four. He further noted that UMBC accounts for about 10 percent of USM faculty, and 4 of 17 awards is a significantly higher percentage than that.

MHEC approved our Program in Global Studies and the BA in Childhood Education. There are two searches are underway, for the Dean of CAHSS and the Vice President for Research. We also welcome Cynthia Woodcock back to UMBC as the new Executive Director of the Hilltop Institute.

We are in the midst of the budget hearings, and the House has cut the USM proposed budget by $10 million, of which the UMBC’s share would be $1 million; we are waiting to see what happens in the Senate. There is good news in the Capital budget. We have $33 million and are asking for another $35 million to finish the Performing Arts and Humanities Building. Twelve million has been approved for reconfiguration of the UMBC Boulevard I-95 entrance to campus; $2 million of that is for planning which will begin soon. The governor has included $120 million for our Interdisciplinary Life Sciences Building in his budget; planning for 2015. The ILS will be built on the footprint of the old theatre building. This concluded the President’s report and questions were solicited from senators.

Senator Rada asked about the House cut to the budget if the $10 million was for USM or going to MHEC. Should members of the campus be lobbying their representatives on this? President Hrabowski responded in the affirmative. He is working with the Senate and agreed that the money is needed here.

Senator Rada also asked for clarification of what will be included in the interdisciplinary life sciences building. President Hrabowski restated its located and noted that it will truly be an interdisciplinary space with Engineering, GES, Bioethics and many others.

There were no additional questions and Senate President Nohe asked for the Provost’s Report.

Provost Rous began with an update on the budget situation. The original governor’s budget called for an increase of $7 million in state appropriations and about $3 million from the tuition increase. The cut by the House reduces that $10 million by $1 million leaving $9 million. We are not sure what action the Senate will take. They are often less prone to make cuts than the House.

The impact of the Sequestration is not fully known at this point. There will be a 7.6% cut to agencies like NIH, NASA, NSF and a larger cut to defense budgets. Geoff Summers has been in contact with the agencies about the cuts and is working on it. Currently existing grants will continue at the same level. Fewer grants will be awarded. For example, NSF funds
approximately 22% of the proposals and with a 10% cut it will be able to fund about 20%. It is critical that we continue to submit grant proposals. It is also important to continue spending on grants at the award level. Agencies are likely to grant fewer no-cost extensions and if the PI hasn’t spent the money as expected the agency may decide it isn’t needed and take it back.

Federal Financial Aid will also be affected for both undergraduates and graduate students. We expect to lose $14,000 dollars in Federal Work Study, which at $2000 per grant means that we can make seven fewer grants to students. We will work to rearrange financial aid packages but new students will not receive Work Study grants.

The effect on the economy of the state is pure speculation right now. It could affect the current budget because legislators may want to be conservative and next year because of decreased revenues. Federal agencies have been funded at 2009 levels because no new budget has been passed.

Dr. Hrabowski will go before the General Assembly to discuss our capital budget. We’ve done well this year with Phase II of the PAHB, the traffic circle and the advancement of the interdisciplinary life sciences building.

The strategic planning process continues to move forward. There was a leadership retreat in February at which all shared governance groups were represented. We are beginning to take the draft process from the retreat on the road. We will continue to look for input from members of the community. How did enrollment grow? How did the ratio of faculty to students grow? We hope the answers to these and other questions will drive the data and guide the process of planning.

There are two major searches in progress right now. Members of the search committees have done an amazing job. We recognize that the additional commitment of attending extra meetings pulls on everyone and appreciate the support.

Vice President Kathleen Carroll asked about the questions that can be answered by the data. Are all of these quantitative? Provost Rous stated that we are thinking in terms of numbers but will not rule out qualitative data through surveys, etc. From the beginning of this process we have written down every question asked and responses given. These became qualitative based on the number of times asked. It is also important to be aware of divergent questions, those not asked by many people. This concluded the Provost’s Report.

The report of the Faculty Senate President was next. The first of three Open Door meetings with the Faculty Senate President was in February. Several faculty members stopped by the Fireside Lounge to chat. The next meeting is Wednesday, March 27th from noon to 1:00 p.m. in the Fireside Lounge. Please encourage your colleagues to stop by. Light refreshments will be available.

Open forums are being scheduled for candidates for the Dean of the College of Arts, Humanities and Social Sciences and Vice President for Research positions. Senators are encouraged to attend and prompt their colleagues to do so, as well.
There is a change to an item in the minutes from the November 13, 2012 Faculty Senate meeting. The minutes read, “MHEC has approved the new MA in English Studies.” Accurate at the time of the meeting, there has been a change. When the new MA in English Studies was under review for approval at MHEC, the UMBC English faculty chose a new name. The new name is “Texts, Technologies and Literature.” The name change was made to distinguish UMBC’s unique MA from the more traditional MA in English offered by Morgan State University. MHEC approved the UMBC MA under the new name. This change will be noted in the minutes.

This concluded the report of the Faculty Senate President. President Nohe began the Executive Committee report announced updates from the Provost Office on the ongoing searches. Candidates for the VP for Research have been narrowed down to seven who will be invited to campus. Six candidates for Dean of the College of Arts, Humanities and Social Sciences have been invited to campus. Curriculum Vitae on all candidates will be made available twenty-four hours before the candidate’s scheduled visit.

Vice President for Research, Geoff Summers, issued a memo on February 28th and briefed the Executive Committee on potential impacts of the Sequestration. Although we cannot predict how this will play out he expects that funding agencies will reduce the number of funded grants rather than reduce the size of grants. He recommends that PIs maintain the level of expenditure consistent with the conditions of their awards. A drop-off could signal to the funding agency that the money is not needed and the award could be cut. It is also imperative that faculty continue to submit proposals. If agency budgets are partially or fully restored it is likely they will turn to proposals in hand for possible funding.

The committee also received an update on plans for the rehabilitation and “back-fill” of the Fine Arts Building from Julienne Simpson, Assistant Director for Planning and Facilities Management. Fine Arts has been identified as a priority for renewal. With no money directly from the State, the campus must set aside funds to rehabilitate aging buildings like Fine Arts. Major infrastructure and life safety issues have been identified in the Fine Arts building and the cost of replacement and renovation is estimated to be $16.4 million. As space is vacated in the building through ongoing moves to the new PAHB building, renewal will begin. As phases in this multi-stage renovation are completed, current tenant departments and new occupants will expand into the space. The Executive Committee has reviewed the complex, multi-year, multi-stage plan for Fine Arts and has opened a dialogue with the Provost to make certain that the campus community is kept apprised of its progress.

At the conclusion of the Executive Committee report, President Nohe asked for other committee reports.

Bruce Walz reported on APB. The committee received a budget update and report on the possible effects of sequestration. It will continue to monitor the proposed Interdisciplinary Life Sciences Building and the Fine Arts Building renovation for the impact of their costs.
Salary compression and inversion continue to be big problems on this campus. Some money has been made available to deans to address the most egregious cases in each college. APB will continue to monitor this situation.

The Psychology APR was presented at the last APB meeting. The high student to faculty ratio is being addressed through additional faculty hiring. The department hopes to renovate space and receive one-time startup funding for a Psychology Training and Research Services Center that will provide clinical training to doctoral students. The overall review was positive and APB voted unanimously to accept it.

Senator Rada commented that at the University of Michigan a faculty senate committee reviews salary issues annual. Is APB the committee that should address this issue at UMBC? Dr. Walz replied that APB is concerned with salary compression and inversion but that is not its mission. More appropriately it is probably a joint Faculty Affairs Committee and APB Committee issue. We are also under constraints by the state and it is difficult to look at salaries. He added that if the Faculty Senate wishes to direct APB to look into salaries they may do so. President Nohe noted the comment.

Matt Baker presented the Faculty Affairs Committee (FAC) report. At the UFRC’s request the committee has been reviewing policy on the content of the DP&TC report and the functions of the UFRC. Senators were provided with a copy of a proposed motion from the FAC for discussion. There is concern about the policy language that leads to inconsistencies in interpretation. This could disadvantage some departments and keep them from fulfilling their goals. The second and third sentences of the current policy lack clarity and have lend themselves to inconsistencies in interpretation and abstentions. DP&T committees leave out parts and this is of concern. The Faculty Affairs Committee recommends that the sentence, “Reports that fail to meet the criteria described above may be returned by the respective Dean or the UFRC to the DP&TC for revision” be inserted in the policy. The power to do this is not explicitly stated in the current policy.

Senator Pitts commented that the concern about increased numbers of abstentions is not addressed by this sentence. Dr. Baker agreed and added that if there are a lot of abstentions and the committee leaves the narrative out of the report, deans and the UFRC are left to interpret what the committee intends. The FAC is not trying to address the issue of abstentions with this motion. There are many reasons people abstain and the FAC does not want to be too heavy-handed.

In response to being asked if anything else is missing from these reports, Dr. Baker said that it is his understanding that some reports include an interpretation of scholarship or creative activities based on quotes from outside reviewers but the DP&TC does not clarify if it agrees with that interpretation in the report. When reports are incomplete the deans are put in the position of interpreting them before passing them on to the UFRC. This clarification gives deans and the UFRC the option of returning incomplete reports to the DP&TC for revision. The FAC also hopes that the prospect of having the report returned for revision will encourage submission of complete reports in the first place.
Concern was expressed that even with the inclusion of the additional sentence the policy was very general and might benefit from enumerating specific criteria. Feedback from the colleges indicated that each dean trains department chairs on the criteria for that college. There is also year-to-year clarification of expectations. The FAC is more concerned with enforcing universal standards.

Senator Robinson noted that having served on the UFRC she is aware that sometimes the narrative and DP&TC vote do not coincide. Senator Pitts asked if the deans should indicate why they are returning the report to the DP&TC. Dr. Baker agreed that seemed a reasonable expectation.

In closing, Dr. Baker reported that the FAC is looking at policy language concerning the functions of the UFRC, the standards by which candidates are judged and the ability of the UFRC to consult with outside sources. Another issue under review is the membership on the UFRC. There are currently representatives from the Humanities, Social Sciences, Mathematics and Natural Sciences and professional departments. The COEIT has no formal representation and falls beneath either the professional or ad-hoc categories. The FAC welcomes comments on these issues and will come back to the senate with recommendations soon.

Marilyn Y. Goldberg presented the General Education Committee (GEC) report. The committee is reconsidering the GEP Culture designation and hopes to have a motion to the senate this spring. Sadly there is no forward movement on a new website for submissions. Departments submitting courses still must do so through the antiquated “clunky” site.

Assessments are an ongoing issue. Linda Hodges, Director of the Faculty Development Center is an excellent resource for departments. Academic Program Reviews require that all GEP courses be submitted for designation. A recent report passed by the GEC and submitted to the deans indicated that some departments are “closing the loop” by using assessment issues to respond to challenges. Using assessments to evaluate learning outcomes and tinkering to improve them is what we want. More departments, campus-wide are taking part and moving learning goals forward. Issues still arise in the areas of evaluation of assessments using direct measures, using embedded test questions portfolios or rubrics, functional competencies and closing the loop as more and more needs to get done. The Office of Undergraduate Education is trying to fill in the gaps left by the GEC website. Departments can piggyback department goals with learning goals.

Senator Ritschel asked how the GEC is addressing GEP Culture Designation concerns. Dr. Goldberg responded that a subcommittee of the GEC is working with the original language. Global cultures were added but this does not address things like immigration and Native Americans.

A final question concerned how submissions for GEP designation are made. Faculty should go into MyUMBC and under Tasks go to Teaching and Learning. There is a link for GEP submissions. It is still cumbersome but there are directions.
Marv Mandel gave the Graduate Council report. The council recently approved three new courses, five applications for regular graduate faculty status, one for associate status and twenty for special (3-year renewable) status.

According to Terrance Worchesky, who reported for the Undergraduate Council (UGC), the council approved the usual run of new courses and course changes. In addition the History APR was accepted. There was concern among members that the department find ways to remain at strength with a number of retirements pending. The Geography & Environmental Systems (GES) APR was also reviewed. GES has submitted a request to the UGC to change its programs by combining the 2 existing BAs into one and the two existing BS degrees into one. The external reviewers and department view this as a way to strengthen the department. Departments listen to recommendations made by reviewers and act in response to the APRs. The UGC trusts that the administration also takes the APR process seriously and follows through. The UGC accepts both APRs and moves for acceptance by the senate.

Vice President Carroll provided the Steering Committee report. Mark Sparks and Paul Dillon presented on the new configuration of the entrance off of I95 and changes to parking that will result. UMBC will lose between 120 and 150 spaces. There are two options for increasing parking. The first is a multi-level facility that is too costly. The second and favorite option is a parking lot located just outside the loop near the Walker Apartments and the athletic field. The cost for this option is about $1.6 million. There will be no parking on the entrance road from 195 to campus. With the new traffic configuration it would be too dangerous and it would detract from the look of the new entrance.

Among other constituencies represented at Steering Committee, GSA reported a successful research conference with presentations in imaging and digital arts. There also have an initiative for students to work with children in the community. Elections for officers have been moved from May to April. NESS reported concern that the non-smoking forums have not been well attended and from the feedback they have received, smokers on campus want multiple smoking areas spread out across campus. NESS believes this is out-of-sync with the USM smoke-free campus regulation and Dr. Hrabowski’s goal. Also, the newly created group that is consulting with the Shared Services Centers Task Force is still top heavy and only includes a couple of staff who actually perform the tasks being considered for centralization. This group was constituted in response to concerns by staff that the task force did not have any members from among administrative support staff.

President Nohe read a brief report from the Research Council. The Council has been working to set up meetings with each of the Vice President for Research candidates for council members and key research faculty. They urge senators to attend the open meetings to hear each of the candidates. Applications for internal grants to support research and scholarship on campus are being evaluated. The Council is exploring alternative crowd sourcing types of funding for special projects. A report is expected at the end of the semester. Jan Merka from UMBC’s Goddard Planetary Heliophysics Institute (GPHI) at NASA Goddard, a collaborative program of research with College Park and American University, gave a presentation on the institute at the last Research Council meeting. An area of concern is that researcher faculty at GPHI tend not to
have a strong connection with UMBC. The Research Council is working on ways to make better connections.

Deputy Chief Paul Dillon reported about campus safety and active shooter scenarios. Active shooter scenarios are in the news a lot but this is not a new phenomenon. Although it is an unlikely event it is a real fear held by about 80% of people surveyed. The Columbine shootings changed the way police are trained and respond to these events. It used to be that police would shelter behind their cars and wait for specially trained SWAT teams to arrive and take over. Now they run toward the shooter. They are trained to enter buildings, find the shooter and engage him/her. Training is ongoing and UMBC police train with Baltimore County police.

Other measures taken to manage active shooter incidents include the purchase of air soft simulation weapons and conducting exercises with county police. Patrol rifles have been purchased and police officers are currently being trained to use them. They will be kept in the trunks of police cars and there are strict policies on their use.

Prevention is also key. We have a Threat Assessment Plan run by the police department. UMBC also has an active Behavioral Risk Assessment and Consultation Team (BRACT) to assist the UMBC community in addressing situations where a person is displaying disruptive, disturbing or threatening behaviors. Deputy Chief Dillon emphasized that the goal is to intervene using all resources BEFORE a person sees violence as an alternative. Members of the campus community can also be effective by taking training in emergency preparedness offered through HR and by signing up for the E2 Campus Alert system. All officers are trained to use this system to send alerts and it is the most efficient and effective way to notify the campus of emergencies.

In conclusion, Deputy Chief Dillon showed senators a brief Department of Justice video on active shooter scenarios.

Vice President Carroll asked if we have a lockdown system in place at UMBC. Deputy Chief Dillon explained that because we have multiple buildings spread out over the campus it is not feasible here. The practice of sheltering in place is recommended here. In the case of this type of emergency people should hide, barricade themselves and watch. What they see may be provide useful information in the situation. The UMBC Police Department has twenty-five officers. Twenty-one are on patrol with seven to a shift. Rarely are all seven actively on shift because of leave but we have a minimum patrol strength of three.

This completed the reporting portion of the meeting. In Old Business, Vice President Carroll updated senators on the status of the Shared Governance Plan of Organization. The vote on the plan has been delayed because the SGA has brought an issue to the table. They requested membership on the Research Council and were denied. There is feeling among members of the Steering Committee that Undergraduate Research is an important component of the UMBC community. According to Vice President Carroll, the Research Council is the only university shared governance committee that excludes undergraduate students from membership.

The issue of committee membership is not addressed in the Plan of Organization. Some committees began as ad hoc committees and eventually became permanent. The Steering
Committee feels that there should be undergraduate representation on the Research Council but it is not their call. After a brief discussion among senators, it was agreed that President Nohe and Vice President Carroll would meet with Provost Rous to discuss this issue and keep the senate apprised.

The discussion on the Faculty Senate By-Laws was delayed for a future meeting.

There was no New Business to conduct and the meeting was adjourned.