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University Senate

December 11, 2014

Members Present

Members present at the meeting: 94

Call to Order

Senate Chair Webster called the meeting to order at 3:19 p.m.

Approval of the Minutes

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Chair Webster noted that Senator Blair had proposed a revision to the minutes of the November 5, 2014, meeting as follows:

Senator Belcher, undergraduate student, College of Behavioral and Social Sciences, introduced Ori Gutin. He inquired how the President foresees the affordability of higher education institutions?

Loh outlined the source of funding for the University including tuition revenue, appropriations, overhead from grants and contracts, interest from fund balances, and philanthropy. He noted that ~~graduates borrowing $25,000 should view their loans as an investment.~~ **Maryland residents have the highest median income in the country, and the University of Maryland's tuition is among the lowest across state university systems and our students tend to have much lower borrowing requirements on average. He commented that overall students should view their University of Maryland tuition as an investment, and some important conversations are needed to improve access for lower income students, who still cannot afford to attend the University at today's tuition level.**

He asked if there were any objections to the revision or any additional corrections; hearing none, he declared the minutes approved as amended.

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Report of the Chair

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<u>BOR Staff Awards</u>
Webster stated that the Staff Affairs Committee is currently accepting nominations for the prestigious Board of Regents' Staff Awards. Non-exempt and exempt staff members are eligible to be nominated. Eight individuals within the University System of Maryland will be selected as award recipients. Recipients will receive a $1,000 award and system-wide recognition. Nomination packages must be submitted to the Senate Office by Friday, December 12th. Webster encouraged senators to support fellow staff

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colleagues and nominate a staff member for an award. He asked senators to contact the Senate Office or visit the Senate website for more information. He stated that this is an excellent opportunity for our staff employees to be recognized for the amazing work that they do.

Presidential Changes to Senate Recommendations
Webster stated that the Senate approved the Review of the University of Maryland Guidelines for Appointment, Promotion, and Tenure (Senate Doc. No. 12-13-24) on September 17, 2014. President Loh approved the Senate's recommendations with a few modifications. Specifically, he agrees with the original task force recommendation regarding non-responses/declines. Therefore, the language has been reverted to "any prejudicial discussion regarding declines or non-answers is discouraged." The President noted that "it is important for the APT committee to consider all available information openly and as completely as possible, in order to avoid misunderstanding or assumptions," and as such all responses should be included in the dossier. In addition, he has revised the section on candidate notification to provide vote count at the first-level only for internal candidates and to make it available only upon request at the second level. Webster stated that the President's memo regarding this senate bill is attached to his approval on the Senate legislation system.

The Senate also approved Clarification of University APT Policy Regarding Emeritus Status for Research Faculty (Senate Doc. No. 12-13-42) on October 9, 2014. President Loh approved the Senate's recommendations with a modification. Specifically, he agreed with the Senate Faculty Affairs Committee's original recommendation to extend to retired professional track faculty who achieved the highest rank in their track the right to apply for emerita/emeritus status. He notes that he believes that emeritus status should be reserved for highly distinguished individuals whose career accomplishments and contributions to the University warrant this special status and the special privileges that go with it. Webster stated that the President's memo regarding this senate bill is attached to his approval on the Senate legislation system.

Spring 2015 Senate Meetings
Webster reminded senators that the first Senate meeting of the spring semester would be on February 11, 2015. Senators can find a complete schedule at http://www.senate.umd.edu/meetings/. Webster noted that we expect the Senate to have a very busy spring semester with much of the work that is currently in various committees coming forward for a vote.

Senate Elections
Webster announced that the Senate Office would begin the candidacy/election process for all staff, student, and single-member constituency senators for 2015-2016 on January 20, 2015. He encouraged those in attendance to run to be a

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senator and indicated that details about the timeline and process under the "Elections" tab on the Senate website.

Review of Civility in the UMD Workplace Environment (Senate Doc. No. 12-13-54) (Information)

Webster stated that the Equity, Diversity, and inclusion (EDI) Committee's report on the Review of Civility in the UMD Workplace Environment had been provided to the Senate as an informational item. After a thorough review, the EDI Committee has NOT recommended a campus-wide civility statement. However, the committee has recommended minor modifications to the first principle of the Principles of Ethical and Responsible Conduct (PERC), "Respect for Others." The committee believes that with these additions to Principle One, PERC adequately expresses the University's commitment to a respectful working and learning environment. In addition the committee recommends increased promotion and broad-based communication of PERC, especially of the first principle of "Respect for Others," as a tool for encouraging a culture of respect at the University of Maryland on an ongoing basis through 12 administrative recommendations. In addition, the committee recommends that current policies and procedures available to faculty, students, and staff at the University who experience lack of respect in the workplace or classroom be more widely publicized, along with the availability of the various ombuds officers. The Senate Executive Committee reviewed these recommendations and forwarded them to the Vice President for Administration and Finance for administrative action

PCC Proposal to Establish a New Area of Concentration in Music Education for the Ph.D. in Music (Senate Doc. No. 14-15-13) (Action)

Elizabeth Beise, Member of the Programs, Curricula, and Courses (PCC) Committee, presented the PCC Proposal to Establish a New Area of Concentration in Music Education for the Ph.D. in Music and provided background information.

Webster opened the floor to discussion of the proposal; hearing none, he called for a vote on the proposal. The result was 72 in favor, 0 opposed, and 3 abstentions. **The motion to approve the proposal passed.**

PCC Proposal to Establish a Post-Baccalaureate Certificate in Teaching English to Speakers of Other Languages (Senate Doc. No. 14-15-14) (Action)

Elizabeth Beise, Member of the Programs, Curricula, and Courses (PCC) Committee, presented the PCC Proposal to Establish a Post-Baccalaureate Certificate in Teaching English to Speakers of Other Languages and provided background information.

Webster opened the floor to discussion of the proposal.

Senator Alexander, Emeritus Faculty, raised a concern about the budget in PCC proposals being flat over five years for adjunct faculty salaries. He noted that some past proposals have had flat budgets while others have shown incremental changes. This issue affects adjunct faculty who do not have a lot of leverage, but a small increment would make a difference. He feels that there should be a more defined process for increments. He stated that he would submit a proposal in the future on how to solve this issue and welcomed feedback from other senators.

Beise stated that she supports Alexander's efforts to support contingent and adjunct faculty. The salary noted in the budget is for a portion of an FTE, but it is just an estimate. There is a statement in the proposal that explains that Coast of Living Adjustments (COLA) is not included. She noted that this proposal was for an entrepreneurial program, so there is an opportunity to adjust the tuition in order to meet future needs. This is just an estimate to get an understanding of whether the revenue generated from the tuition could pay for the instruction, since it is not State supported. Beise noted that she personally works with departments on these budgets but not on setting salaries for adjunct faculty.

Hearing no further comments, Webster called for a vote on the proposal. The result was 71 in favor, 3 opposed, and 3 abstentions. **The motion to approve the proposal passed.**

Nominations Committee Slate 2014-2015 (Senate Doc. No. 14-15-15) (Action)

Willie Brown, Chair of the Committee on Committees presented the Nominations Committee Slate 2014-2015 and provided background information on the committee's selection process.

Webster opened the floor to additional nominations; hearing none, he called for a vote on the slate. The result was 67 in favor, 1 opposed, and 6 abstentions. **The motion to approve the slate passed.**

Special Order of the Day
Patricia Steele
Dean, University of Maryland Libraries
Books and So Much More!

Webster welcomed Patricia Steele, Dean of the Libraries and invited her to address the Senate.

Dean Steele noted that the brand for the libraries is "books." The brand is shifting, so it is important to broaden the view of the brand. Steele stated that the old paradigm was to stock the library with books that patrons could come and use. That is no longer the expectation throughout the various disciplines. There is now an expectation that the libraries will provide what you need, when you need it, and in the format that you need it, which is a very different challenge. The electronic subscriptions have now surpassed the print subscriptions.

Services
Steele provided an overview of the services that the libraries provide. She noted that 75% of the collections budget goes to electronic subscriptions while the remaining 25% is for print subscriptions. She stated that the Digital Repository at the University of Maryland (DRUM) is responsible for preserving and making accessible the products that the campus community puts forward as part of the academy. These are things that libraries did not do in the past. At times, we are short on resources to accomplish what we would like. We need to assess how we do more with limited resources.

We are hiring librarians and staff that have a variety of skills. She noted the diversity of titles and expertise in the libraries. Steele commented on the national partnerships that help the University leverage our expertise and resources. As members of the Committee on Institutional Cooperation (CIC), we now have access to 111 million volumes held among CIC institutions. As part of the HathiTrust Digital Library, users can access and search 4.5 billion pages. We are founders of two initiatives including Kuali OLE, which will redesign our systems for acquisitions, handling, and electronic resources and the Academic Preservation Trust, which allows several universities to create repositories for digital materials. Steele also noted campus partnerships such as work with the Office of Undergraduate Studies, the Graduate School, and the Teaching and Learning Transformation Center (TLTC). This center will be housed in the libraries until the Edward St. John Learning and Teaching Building is built. This is a partnership among the Provost's Office, the Division of Information Technology, and the Libraries as a high priority. The libraries also help with instruction, teaching about 20,000 undergraduates each year and specialized courses for graduate students.

Tools
The Libraries are a place to provide access to tools and technology that students may not be able to get in their units. This ranges from the technology store to borrowing equipment supported by the technology fee. We also have new space developed in partnership with the Center for Innovation and Entrepreneurship and created with donor support. In this space, students have access to 3-D printing and checkout items like Google Glass and virtual reality headsets. Fewer than 20% of peer libraries have this type of space, which puts us at the forefront.

Community

The Libraries are becoming more of a collaborative space for the community. In a multi-disciplinary world, this is the type of space that is necessary. Steele noted that the annual visits to the Libraries are increasing.

New Spaces
Steele gave an overview of new spaces in the Libraries. She noted that while it appears like social interaction, research shows that it is predominately academic. These types of collaborative spaces are necessary and cannot be book-centric. The spaces need to be very rich in technology, flexible, varied, and ones that reflect the mission of the University while inspiring people. We are hoping to have a new reading room on the fourth floor of McKeldin Library by the end of next semester. Steele showed possible designs for what McKeldin Library could be with an entrance from the Stamp Union side of campus. This design would create the types of spaces that our community needs.

Treasures
Steele gave a brief overview of some of the treasures in the Libraries. She stated that the special collections and rare books that we have are very unique. This is our most traditional area, and it distinguishes us from everyone else. The materials we have there, no one else has. She noted that there are four main collections. She highlighted the AFL-CIO collection that includes five miles of materials, making us a leader in labor research. Several different disciplines are interested in that collection.

She closed her presentation by noting that the Libraries are books but so much more.

Q & A
Senator Blair, Part-Time Graduate Student, inquired about the print aspect of journal subscriptions. She asked how these are prioritized?
Dean Steele responded that the Science, Technology, Engineering, and Math (STEM) disciplines were the first to go to electronic journals. Other disciplines like architecture and the arts are still in print. Users would like journals electronically, so that is our default. She noted that there is a program called the Last Copy Project that preserves the last copy of monographs. She stated that book repositories at Indiana University are housing complete runs of all STEM disciplines available electronically, so we have access to print copies through our Committee on Institutional Cooperation (CIC) relationship. She noted that the default is electronic because publishers do not want to print paper, as it is more expensive for them.
Blair stated that some electronic versions are not comparable to print versions of journals. She noted that there might be a bit of a gap between when we ended in print and started in electronic.

Dean Steel stated that back files are not always available. CIC institutions contribute money to get back files. She noted that there were gaps when we had to downsize journals.

Senator Hurtt, faculty, School of Architecture, raised concerns about the budget cuts that led to the closing of the Art and Architecture libraries and transferred those volumes to McKeldin Library. He commented on the importance of the library to his field. He also noted a petition opposing the library closures. He read testimonials from concerned faculty and students. He encouraged senators to talk to their deans in support of branch libraries.

Dean Steele admitted that this was a flawed process. She noted that part of the issue was the timing of when we found out about the budget cuts, and the other part was related to past discussions about both of these libraries. There had been discussion around closing these libraries since 2009. She stated that the meeting with the students was productive because we learned that the architecture students use the library in a different way. In terms of governance, she noted that she must pay for the library. When we get cuts, we have to look at the big picture. We will not be the library that the University needs without these additional expenses, but some of these enhancements come at the expense of other things. We agreed not to reduce the collections, books, or staff. Steele acknowledged the value of branch libraries. It is a shifting world, but these disciplines have not shifted as quickly. We cannot be as precipitous as the financial situation requires. We will look at Architecture in terms of what came out of our recent discussion to see what we can accommodate. She stated that she would be meeting with the Art faculty and the Arts & Humanities Dean to talk about where we are with that library. She stated that it would take some time to resolve the issues and sort out what is essential to be on site. In twenty years, there will not be the same need for physical collections, so we will need to start moving in that direction.

Hurtt stated that the process with the Art library has a longer timeline. He asked that the Architecture library be given a similar timeframe.

Dean Steele responded that architecture is farther along in their discussions but there has not been a report developed yet. She noted that she expects a real engagement in planning for the changing future.

Webster thanked Dean Steele for her presentation.

New Business

There was no new business.

Adjournment

Senate Chair Webster adjourned the meeting at 4:24 p.m.

A verbatim recording of the meeting is on file in the Senate Office.