

University Senate

April 2, 2014

Members Present

Members present at the meeting: 92

Call to Order

Senate Chair Novara called the meeting to order at 3:21 p.m.

Chair Novara and the Senate took a moment to congratulate the Women's Basketball team for their recent victory and advancement to the Final Four of the NCAA Tournament.

Approval of the Minutes

Chair Novara asked for additions or corrections to the minutes of the March 6, 2014 meeting. Hearing none he declared the minutes approved as distributed.

Report of the Chair

Title IX Coordinator

Novara noted the establishment of the Office on Sexual Misconduct and Title IX Compliance and the appointment of Catherine A. Carroll as the founding director of the office. He asked Ms. Carroll to stand and be recognized.

Nominations Committee

Novara explained that the Nominations Committee is still looking for nominees for the elected committees and councils of the Senate including two faculty senator nominees and one graduate student senator nominee for the Committee on Committees, one faculty nominee for the Athletic Council, and one tenured/tenure track nominee for the CUSF alternate representative seat. He encouraged faculty to nominate themselves or colleagues by contacting the Senate Staff.

Remaining Senate Meetings

Novara reminded Senators that the April 17, 2014 Senate Meeting would be the last business meeting of the semester for outgoing Senators. The May 7, 2014 transition meeting will be for continuing and incoming senators. Donald Webster will take over as Senate Chair, and the Senate will vote for its next chair-elect and elected committees/councils. The names of candidates running for the various committees and their candidacy statements will be distributed to incoming and continuing senators on April 17, 2014.

Proposed Policy for Parental Leave for Staff (Senate Doc. No. 11-12-35) (Information)

Novara presented the Staff Affairs Committee report on the Proposed Policy for Parental Leave for Staff. He stated that the committee does not recommend any changes to the current policy at this time.

**Providing a Unified Framework for Non-Tenure Track Faculty Appointments
(Senate Doc. No. 12-13-55) (Action)**

Ellin Scholnick, Chair of the Faculty Affairs Committee, presented the committee's recommendations on Providing a Unified Framework for Non-Tenure Track Faculty Appointments along with background information.

Novara opened the floor to discussion of the report.

Dean Townshend, College of Behavioral & Social Sciences, congratulated those involved on the tremendous effort in creating the framework. He noted that getting this much clarity with the structure for non-tenure-track (NTT) faculty is remarkable.

Senator Ellis, Research Faculty, thanked those involved in creating the proposal. He noted that the 1,600 research faculty are currently in a state of confusion with respect to their positions, as described in the presentation. This proposal and its subsequent execution will provide a range of relief from those concerns. For those faculty already well established within the existing professorial positions mimicking research ranks, it will clarify the meaning of their rank for a variety of policies and provide consistency in the use and establishment of their ranks as well as requirements for promotion and advancement in the institution. For faculty research assistants, these changes will provide a chance for them to move to a position where they feel they belong. Their location will be more meaningful, more accurate and convey more respect, while creating opportunities for promotion, human resources, and administrative support that most people have come to expect from the institution. He read a brief statement from a colleague in that category and emphasized the key comment, "no promotion, no bonus", conveyed in the statement. There are NTT research and instructional faculty who have never received a merit increase regardless of their performance. This was not because they were not meritorious in their service but because no administrative mechanism existed to do so. Implementation of this policy will go far in resolving these issues. He encouraged senators to support the recommendations.

Senator Ellis introduced Thomas Holtz, Co-Chair of the Joint Provost/Senate Non-Tenure-Track Faculty Task Force, who congratulated the Faculty Affairs Committee. He strongly recommended the implementation of these recommendations. The recommendations address many of the most important issues that were raised with regard to titles, contracts, and the current "hodge-podge" of independent structures. He stated that the proposed structure looks to be fair and just.

Senator Davis, Faculty, A. James Clark School of Engineering, added his thanks and congratulations to the committee. He urged senators to vote in favor of the measure even though it raises issues that we cannot solve immediately.

Marc Pound, Faculty Affairs Committee Member, thanked everyone for taking a difficult situation and crafting a plan that is forward thinking and urged senators to support the recommendations. He noted that this is a national issue and, if the University approves this proposal, will demonstrate that we are committed to improving the professional lives of NTT faculty while setting a high standard for other institutions. This proposal puts us ahead of our peers in this regard.

Senator Lathrop, Faculty, College of Computer, Mathematical & Natural Sciences (CMNS), stated that the committee did an outstanding job. This needs to be accomplished to improve the professional lives of our NTT faculty as valuable team members in our campus community. He noted that there was unanimous support with one abstention amongst the CMNS leadership. These recommendations put promotion criteria in place. He also noted that it is prudent to consider broadening the representation of NTT faculty on the Senate and to recognize these faculty through campus-wide awards etc.

Senator Klank, Faculty, College of Arts & Humanities, questioned the term “artist in residence” because, in his experience, it is usually an exalted title for people of note. Scholnick noted that the title is in the policy itself and that degree credentials are not necessarily the qualifier. It was left as conservatively as possible by the committee and made clear that there would be other considerations.

Steven Hurtt, Faculty, College of Architecture, Planning, and Preservation, inquired whether the minimum appointment timeframe is one year because his college has made one-semester appointments in the past. He also noted that the specific requirement for the clinical professor title seems high. Scholnick stated that the term “typically” is used to allow for semester appointments. The requirements of the clinical faculty titles remain unchanged.

Juan Uriagereka, Member of the Faculty Affairs Committee and Member of the Faculty Affairs Committee, stated that the language for that title is from the University System of Maryland (USM) policy that was activated two years ago.

Hearing no further discussion, Novara called for a vote on the proposal. The result was 90 in favor, 3 opposed, and 1 abstention. **The motion to approve the proposal passed.**

New Business

There was no new business.

Adjournment

Senate Chair Novara adjourned the meeting at 3:52 p.m.