University Senate

April 29, 2010

Members Present

Members present at the meeting: 89

Call to Order

Senate Chair Miller-Hooks called the meeting to order at 3:50 p.m.

Approval of the Minutes

Chair Miller-Hooks asked for additions or corrections to the minutes of the April 22, 2010 meeting. Hearing none, she declared the minutes approved as distributed.

Report of the Chair

Miller-Hooks announced that the Senate Office is still accepting volunteers for vacancies on senate committees. There is still a need for faculty volunteers. She also explained that there is one more meeting left in the semester, May 5, 2010. This will be the transition meeting where new senators will be seated and the Chair-Elect and elected committees will be selected. She also explained that the Senate has planned to take a group picture as a farewell gift for President Mote at the May 5, 2010 meeting.

Unfinished Business

Review of the Decision-Making Process Regarding Site Selection for Construction Projects (Senate Document#: 09-10-24) (Action)

Miller-Hooks explained that the proposal had been discussed and amended at the April 22, 2010 Senate meeting. She asked that Senators limit their discussion to the report as amended and make comments based on issues that have not yet been discussed. Miller-Hooks opened the floor to discussion.

Senator Smela, Faculty, College of Engineering, made a motion to call the question and end debate on the proposal as amended.

Miller-Hooks called for a vote on the motion to end debate and explained that it required a 2/3 vote. **The motion passed.**

Miller-Hooks announced that debate on the proposal had ended and that we would move immediately to a vote on the proposal as amended. **The proposal passed.**

Committee Reports

Results of the Council of University System Staff Elections 2010 (Senate Document#: 09-10-40) (Information)

Miller-Hooks explained that the Staff Affairs Committee had conducted elections for the Council of University System Staff, and the results had been submitted to the Senate for its information.

Campus Safety Report 2010 (Senate Document#: 09-10-42) (Information)

Miller-Hooks explained that the Campus Affairs Committee reviewed campus safety and submitted their Campus Safety Report to the Senate for its information.

ERG Committee: Plan of Organization for the College of Information Studies (CLIS) (Senate Document#: 07-08-35) (Action)

Marc Pound, Member of the Elections, Representation & Governance (ERG) Committee, presented the proposal to the Senate and provided background information.

Senator Tobiason, Graduate Student, College of Arts & Humanities, thanked the committee for their work and commended the College of Information Studies for its inclusion of student representation on committees in their Plan.

Senator Sachs, Undergraduate, College of Behavioral & Social Sciences, stated that he was in favor of the Plan, and that student representation is an important aspect.

Hearing no further discussion, Miller-Hooks called for a vote on the proposal. **The revisions to the CLIS Plan of Organization passed.**

PCC Proposal to Merge the Departments of Theatre and Dance into a New School of Theatre, Dance, and Performance Studies (Senate Document#: 09-10-43) (Action)

Alex Chen, Chair of the Programs, Curricula and Courses Committee, presented the proposal to the Senate and provided background information.

Miller-Hooks opened the floor to discussion of the proposal.

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

Senator Leone, Faculty, College of Behavioral & Social Sciences, asked the Dean of the College of Arts & Humanities to comment on plans to integrate student representation in the new form of governance for the merger.

Dean Harris, College of Arts & Humanities, stated that it was a complex issue, but they have made a lot of progress. The Chair has appointed an ad hoc committee to look at undergraduate, graduate student, and staff representation on committees. The ad hoc committee has been appointed and charged. He believes that this is an important issue and has every confidence that there will be appropriate representation on the committees.

Hearing no further discussion, Miller-Hooks called for a vote of the Senate. **The motion to approve the proposal passed.**

PCC Proposal to Merge the B.S. Degree Programs in Dietetics, Food Science, and Nutritional Science into a Single Program Titled "Nutrition and Food Science" (Senate Document#: 09-10-44) (Action)

Alex Chen, Chair of the Programs, Curricula and Courses Committee, presented the proposal to the Senate and provided background information. Miller-Hooks opened the floor to discussion; hearing none, she called for a vote of the Senate. **The motion to approve the proposal passed.**

PCC Proposal to Merge the Graduate Programs in Food Science and Nutrition into a Single Program Titled "Nutrition and Food Science" (Senate Document#: 09-10-45) (Action)

Alex Chen, Chair of the Programs, Curricula and Courses Committee, presented the proposal to the Senate and provided background information. Miller-Hooks opened the floor to discussion; hearing none, she called for a vote of the Senate. **The motion to approve the proposal passed.**

PCC Proposal to Establish a Master of Science Degree in Human-Computer Interaction (Senate Document#: 09-10-46) (Action)

Alex Chen, Chair of the Programs, Curricula and Courses Committee, presented the proposal to the Senate and provided background information. Miller-Hooks opened the floor to discussion; hearing none, she called for a vote of the Senate. **The motion to approve the proposal passed.**

Review of the Faculty Merit Pay Policy (Senate Document#: 09-10-04) (Action)

Eric Kasischke, Chair of the Merit Pay Taskforce, presented the proposal to the Senate and provided an overview of the work.

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

Miller-Hooks opened the floor to discussion.

Senator Smela, Faculty, College of Engineering, proposed an amendment to the policy.

Amendment:
Add the following text to Section III. A. of the policy:
The unit shall post the approved plan on its web site so that its faculty can access it.

Miller-Hooks opened the floor to discussion of the amendment; hearing none, she called for a vote of the Senate. **The amendment passed.**

Senator A'Hearn, Faculty, College of Computer, Mathematical & Physical Sciences, inquired whether the taskforce discussed the issue of research faculty.

Kasischke stated that research faculty were discussed. Specifically, they asked whether it was possible for research faculty to get merit pay increases from grant funding even if there was no State merit money. The Legal Office explained that this was not possible. He further stated that some units do include research faculty in their plans.

Senator Hackman, Faculty, Libraries, stated that he was dismayed by the exclusion of Library faculty in the taskforce's survey. He proposed an amendment to the report of the taskforce.

Amendment:
Page 1, second paragraph, add the text in bold:
To conduct its review, the Task Force requested copies of Merit Pay Distribution Plans from all units on campus responsible for determining the distribution of merit pay. In addition, an online survey was developed to provide the opportunity for all University of Maryland **tenured and tenure-track** faculty to provide feedback on their unit's merit pay plan. **Permanent status and permanent status-track Library faculty were not invited to take part in the online survey.**

Kasischke apologized for the oversight. He explained that Hackman could not amend the report, but that he was happy to include his language in the report.

Miller-Hooks explained that this change did not require a vote of the Senate.

Senator Pound, Non-Tenured Research Faculty, stated that the report should also state that research faculty were not included in the survey. Kasischke agreed.

Senator Mar, Faculty, College of Arts & Humanities, commended the taskforce's recommendation that the Provost should address salary compression and equity issues. She stated that these are important issues that should be dealt with in order to keep our junior faculty. She would like to see a mechanism to deal with this issue.

Senator Leone, Faculty, College of Behavioral & Social Sciences, commended the taskforce on their report. He asked whether the taskforce's revisions institute a mechanism in which a salary would be lost or taken away?

Kasischke stated that this policy is not related in any way to post-tenure review. There is no provision in the merit pay policy for salary reduction.

Senator Leone, Faculty, College of Behavioral & Social Sciences, referred to a statement on p.13 I. b. "Deans will distribute funds to departments using their discretion. Deans should distribute money to reward departments which are exceptionally productive in the areas of research and scholarship, creative activity, teaching and advising, and service." He asked if anyone has heard of a Dean denying an entire department of merit pay?

Kasischke responded that it was not an issue raised in their survey of the faculty. The taskforce has recommended that the Provost should review how to handle equity and compression.

Senator A'Hearn, Faculty, College of Computer, Mathematical & Physical Sciences, proposed an amendment, and it was seconded.

Amendment:
Add the following text to Section II.6.:
Units with non-tenured research faculty are encouraged to include provisions for research faculty in their merit pay plans.

Miller-Hooks opened the floor to discussion of the amendment.

Senator Goodman, Faculty, College of Computer, Mathematical & Physical Sciences, stated that he would like to understand whether the research faculty are included in the definition of faculty for this policy and whether they can vote on the unit's plan before we approve this amendment. He stated that it makes sense for a separate plan for the research faculty.

Senator Cohen, Faculty, College of Computer, Mathematical & Physical Sciences, stated that he does not believe that this policy relates to research faculty. The funding sources vary for research faculty. It is difficult to incorporate this in the same plan for tenured/tenure-track faculty. There should be a separate group that devises a plan for research faculty.

Senator Pound, Non-Tenured Research Faculty, stated that Astronomy does include research faculty in their merit process. This amendment just allows the possibility.

Senator Martin-Beltran, Faculty, College of Education, asked whether faculty can choose whether they are considered for merit pay.

Senator A'Hearn, Faculty, College of Computer, Mathematical & Physical Sciences, responded that it is the unit's choice to include research faculty in their faculty merit review plan. The amendment encourages them to provide merit pay analogous to the way it is provided for tenured/tenure-track faculty.

Senator Smela, Faculty, College of Engineering, spoke against the amendment. She stated that we need to look into how research faculty participate and how it can be handled before we incorporate it into this policy.

Senator Goodman, Faculty, College of Computer, Mathematical & Physical Sciences, spoke against the amendment. He stated that there has to be a different review for research faculty that does not involve teaching or service. The research sponsor should be involved. He does not believe this is the mechanism for that type of review.

Dean Halperin, College of Computer, Mathematical & Physical Sciences, asked whether the term 'faculty' always refers to tenured/tenure-track faculty.

Ellin Scholnick, Member of the Merit Pay Taskforce, explained that the policy is implicitly for tenured/tenure-track faculty. It does not include instructors. There is currently no such policy for research faculty.

Hearing no further discussion, Miller-Hooks called for a vote of the Senate. **The amendment failed.**

Dean Halperin, College of Computer, Mathematical & Physical Sciences, proposed an amendment to replace 'faculty' with 'tenured/tenure-track faculty' everywhere that it appears in the policy. The amendment was seconded.

Miller-Hooks opened the floor to discussion of the amendment.

Senator Hackman, Faculty, Libraries, asked whether permanent status/permanent status-track library faculty could also be included in the definition.

Senator Goodman, Faculty, College of Computer, Mathematical & Physical Sciences, asked whether Dean Halperin would agree to change his amendment to define faculty as tenured/tenure-track faculty and permanent status/permanent

status-track library faculty in the beginning of the document. Dean Halperin agreed.

Hearing no further discussion, Miller-Hooks called for a vote of the amendment. **The amendment passed.**

Hearing no further discussion, Miller-Hooks called for a vote of the proposal as amended. **The motion to approve the proposal passed.**

New Business

There was no new business.

Adjournment

Senate Chair Miller-Hooks adjourned the meeting at 4:47 p.m.

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