

## **University Senate**

September 20, 2012

### **Members Present**

Members present at the meeting: 103

### **Call to Order**

Senate Chair Smith called the meeting to order at 3:18 p.m.

### **Approval of the Minutes**

Chair Smith asked for additions or corrections to the minutes of the May 3, 2012 meeting. Hearing none, she declared the minutes approved as distributed.

### **Report of the Chair**

#### BOR Faculty & Staff Awards

Smith announced that the Board of Regents' Faculty and Staff Awards were developed by the Council of University System Faculty (CUSF) and the Council of University System Staff (CUSS) in order to recognize exceptional performance on the part of faculty and staff members at all USM institutions. Each year, faculty and staff are nominated by their colleagues in a number of areas and are sent forward to CUSF and CUSS by the institutions' presidents for consideration. Final recipients receive \$1,000 awards, and their achievements are announced to the USM community.

Last year, three UMCP faculty members were selected as award recipients in the areas of Mentoring, Scholarship, and Teaching. These faculty members are Dr. Patricia Alexander, Dr. John Fourkas, and Dr. Kenneth Kiger, respectively.

Additionally, our Senate Staff Affairs Committee conducted its annual nomination review process for exempt and non-exempt staff members, and sent six staff nominations to CUSS for consideration. One non-exempt staff member, Patricia Baker, was selected by the Board of Regents to win the award for 'Outstanding Service to Students in an Academic or Residential Environment.'

Smith asked the awardees to stand and be recognized.

#### CUSS Elections

During the Spring 2012 Semester, the Staff Affairs Committee conducted an election for the Council of University System Staff (CUSS). The University of Maryland College Park elected three full-time representatives and two alternate members to serve on CUSS. The elected CUSS members began their two-year-terms on August 1, 2012. The full-time representatives are Willie Brown, Dolores Jackson, and Sister Maureen Schrimpe; the alternate members are Larry Lauer and Dana

Wimbish. Smith congratulated the new members of CUSS, and thanked all of the staff members who participated in this important election.

#### Committee Overview

Smith gave a brief overview of the current activities of the Senate committees.

#### Senate Schedule

Smith reminded senators of the Senate schedule for the 2012-2013 academic year. We balance the schedule so that half of the meetings each semester are on the MWF class schedule and the other half are on the TUTH class schedule so that no one misses all of the meetings because of a class conflict. Senate meetings will primarily be held in the Atrium of the Stamp Student Union from 3:15-5pm, unless otherwise noted. Smith noted that President Loh would address the Senate at the November 1, 2012 meeting.

#### Legislation Tracking System

Smith stated that the legislation tracking system on the senate website is a great tool to view the status of all current/active legislation, the current status of each, related documents, and approvals. This is a useful way for Senators and the University community to stay informed of the Senate's work.

#### Facebook/Twitter

Smith stated that the Senate Office has also setup a Facebook page and Twitter account. You can find us by searching for "University of Maryland Senate" on Facebook and follow us at "umdsenate" on Twitter.

#### Senate E-Newsletter

Smith informed senators that the Senate Office has established an E-Newsletter. The first issue has been posted on the Senate website. All future issues will follow each Senate meeting and will give a brief overview of the work that was completed and what is still to come. Smith encouraged senators to explore this feature on our website or subscribe to the listserv to receive the newsletter via email.

#### Senate Website

Smith stated that the senate website itself was a great resource. It features the new newsletter, a calendar of Senate events, as well as information for senators and the campus community.

#### Protocol/Clickers

Smith reviewed senate protocol for speaking at meetings and gave a brief overview on how to use the clickers to vote on action items.

#### Art Exhibition

Smith reminded senators of an opening reception for a new exhibition entitled, African American Art Since 1950: Perspectives from the David C. Driskell Center in the gallery of the Stamp Student Union. This exhibition will provide an opportunity for the members of the Senate to see a great exhibition. She encouraged senators to attend.

Senator Walters, Faculty, College of Computer, Mathematical or Natural Sciences, stated that he would be presenting a resolution expressing gratitude to Provost Wylie during New Business.

**2011-2012 Senate Legislation Log (Senate Doc. No. 12-13-01) (Information)**

Smith explained that the log has been provided to the Senate as an information item. It gives an overview of all of the work completed last year and the pending legislation that will continue this year.

**Approval of the Standing Committee & Council Slates 2012-2013  
(Senate Doc. No. 12-13-02) (Action)**

Vincent Novara, Chair of the Committee on Committees, made a motion to approve the standing committee and council slates as presented. He also noted that there was still a faculty vacancy on the Information Technology Council and a service and maintenance staff vacancy on the Staff Affairs Committee. Smith asked whether there were any objections to the slates. Hearing none, she called for a vote of the Senate. The result was 89 in favor, 4 against, and 2 abstentions. **The motion to approve the slates as presented passed.**

**Special Order of the Day  
Kumea Shorter-Gooden  
Chief Diversity Officer & Associate Vice President  
*Making Diversity 'Part and Parcel'***

Chair Smith welcomed Kumea Shorter-Gooden, Chief Diversity Officer & Associate Vice President to present to the Senate.

Shorter-Gooden thanked the Senate for the opportunity to speak.

Shorter-Gooden explained that she would review her observations, strengths, challenges, and what we can do about diversity on our campus.

Inclusive Excellence

Inclusive excellence means that we must be diverse and inclusive to be excellent. Studies show that heterogeneous groups solve complex problems more effectively than homogenous groups. Diverse populations of faculty, staff, and students should find the University to be accessible, but we must also ensure that he/she is successful. This involves all of our programs and services as well as the overall climate on our campus. Do people feel welcome and mirrored in their experience here?

Accomplishments and Challenges

Some of our accomplishments include the fact that 34% of our undergraduates are U.S. students of color, one-quarter of tenured/tenure-track faculty are U.S. "minority" or international, 31% of tenured/tenure-track faculty are women, 41% of non-tenure-

track faculty are women, that we were named one of the top-25 LGBT-friendly university campuses, and that our new General Education Plan includes diversity requirements such as “understanding plural societies” and “cultural competence.” Some of our continued challenges include the undergraduate achievement gap, low numbers of Black and Hispanic graduate students and tenured/tenure-track faculty, complaints about mistreatment and abuse from non-exempt staff, and climate issues.

### Underlying Issues

The underlying issues related to our challenges include “modern subtle isms,” which are the kinds of bias that are not blatant but are subtle, nuanced, and even routine. Biases are not extreme and explicit, but are subtle and harder to discern. Modern forms of sexism and racism are a problem as are religious and ability biases. These biases result in micro-aggressions, including small subtle comments and behaviors that leave people feeling excluded. Ranks and silos are also an issue on our campus. Rankism includes academic elitism in how we relate to the people in our community. Our campus is large so there are groups of similar interests to help build community but that also creates silos. Competing values have different meaning for people from different groups. Crucial to bear in mind is that there is a conflict between free speech and respect. There is also diversity fatigue because tending to these issues is difficult and uncomfortable work and UM has been dealing with these issues for a long time, and partial success often leads to relief and complacency. A comparison that helps one understand the issue is that there are parallels to information technology (IT) and diversity. IT is something that we have to continue to work on and diversity and inclusion should be considered akin to that.

### Is Diversity a Program or is it “Part and Parcel”?

Diversity should be fully integrated into the work that we do. All academic program curricula should be inclusive of diversity. Diversity should be a routinely discussed at faculty and staff meetings. Diversity should be integrated into training and professional development for faculty and staff. It should also be a part of the “reward” system, e.g. faculty hiring, promotion & tenure, staff reviews, and program reviews. Diversity should also be reflected in the physical environment and as part of every staff and faculty member’s job. Diversity and inclusion is both structural and individual.

### What’s the Office of Diversity & Inclusion (ODI) Doing?

ODI is offering diversity and inclusion grants of up to \$15,000 for pilot diversity and inclusion initiatives. ODI is also revisiting the search and selection procedures and guidelines for faculty and exempt staff. The Diversity Advisory Council is considering a strategy to assess the climate and how to implement the Strategic Plan for Diversity systematically. The office is available to educate, consult, and solve problems. ODI is also working on de-siloing among its own programs—LGBT Equity Center, MD Incentive Awards, Nyumburu, Office of Diversity Education and Compliance (ODEC), and Office of Multi-Ethnic Student Education (OMSE), and beyond.

Key Points

Diversity is about culture change. Building community is at the heart of diversity of inclusion. When we are more effective with underrepresented groups, we are more effective with everyone. We are all in this together.

Chair Smith opened the floor to questions; hearing none, she thanked Shorter-Gooden for an informative presentation.

**Reform of the University APT Committee Procedures (Senate Doc. No. 11-12-03) (Action)**

Charles Fenster, 2011-2012 Chair of the Faculty Affairs Committee, presented the proposal to create a task force to review the University of Maryland Guidelines for Appointment, Promotion, and Tenure and gave background information.

Smith opened the floor to discussion; hearing none, she called for a vote of the proposal. The result was 76 in favor, 5 opposed, and 4 abstentions. **The motion to approve the proposal passed.**

**Proposal to Clarify and Improve Student Class Selection (Senate Doc. No. 11-12-11) (Action)**

Francis Alt, 2011-2012 Chair of the Educational Affairs Committee, presented the proposal to make undergraduate course syllabi available online in a manner that is easily accessible to students and provided background information.

Smith opened the floor to discussion of the proposal.

Senator Levy, Faculty, College of Computer, Mathematical or Natural Sciences, stated that he taught at Stanford University. They work on a quarter system so comparison between their practices and ours must consider issues of timing. He stated that he has a problem with “forthcoming” courses because it is too far in advance. Requesting previous and historical syllabi is reasonable but future would be difficult. He suggested that a week before the semester would be reasonable. We already have general information on courses. What is the value of asking faculty to do it five months in advance? What is the timing for “forthcoming”?

Alt stated that students make their selections based on the forthcoming semester. The students with whom the committee spoke understood that a detailed syllabus might not be available for a forthcoming semester. He also suggested that faculty post a “tentative” syllabus.

Levy asked what happens when faculty make changes to his/her syllabi? There could be complaints from students because faculty changed the books or chapters in the syllabus. He voiced clear objection to the “forthcoming” component of the recommendation.

Dean Townshend, College of Behavioral & Social Sciences (BSOS), stated that providing timely information for students about syllabi is something we should be striving to do. In BSOS, general information is provided for a large majority of the courses. We have to recognize that for some courses it might be impossible to provide that information at the time of registration. Instructors may not be assigned or could be changed. Scheduling can be complicated. However, general guidance on any course can be provided, and it is reasonable to make timely updates to a syllabus. BSOS will do the best it can to provide syllabi for its courses. He urged senators to support the recommendation.

Alt stated that the committee found other excellent models in BSOS including Economics. In this changing market place, the availability of information should be highly sought after.

Senator Speck, Faculty, Libraries, asked whether the recommendation included storing historical syllabi in DRUM?

Alt stated that the existing policy is for just scholarly content to be included in DRUM so the policy would have to be revised to include syllabi. The use of DRUM would be one mode of implementing the recommendation.

Speck noted that he works in the Archives and they get a lot of requests for historical course syllabi. Currently, the records retention schedule does not allow for retaining historical syllabi. He suggested that the records retention schedule would have to be changed should this recommendation be approved.

Senator Ido, Part-time Graduate Student, stated that this policy change could help the University better serve the needs of students with disabilities. Students with visual or learning disabilities may need to have course materials converted through adaptive technologies so advance dissemination would benefit them.

Senator Popkin, Undergraduate, College of Behavioral & Social Sciences, stated that the Student Government Association (SGA) voted in support for this proposal and urges the Senate to support it as well. He also states that as a senior, he has used a variety of course registration resources. Having syllabi available would simplify the process and focus on course content. The need for having the syllabi in advance is because that is when students have to make registration decisions. He hopes that faculty will feel free to update his/her syllabi if it is warranted. This will make it consistent across campus. He also noted that the Psychology Department links its syllabi directly from Testudo, which helps the registration process. He urged senators to support the proposal.

Senator Lacherra, Undergraduate, College of Behavioral & Social Sciences, stated that he has been through course registration process for several years, and that he had difficulties worth noting. He shared a personal story about medical issues that further complicated an already difficult scheduling process. Students have a variety of issues that complicate their time here. He also noted that a large number of students are in support of the proposal including the Residence Hall Association

(RHA) Executive Board, the University Fraternity Council, and 20 student groups that constitute thousands of students at the University.

Senator Lathrop, Faculty, College of Computer, Mathematical or Natural Sciences, stated that the recommendation does not actually include “preliminary” syllabi. He made a motion to amend the recommendation as follows:

*The Educational Affairs Committee recommends that undergraduate course syllabi **from previous semesters and preliminary syllabi for the forthcoming semester** should be available online in a manner that is easily accessible to students.*

The motion was seconded. Chair Smith opened the floor to discussion of the amendment; hearing none, she called for a vote on the amendment. The result was 74 in favor, 2 opposed, and 1 abstention. **The motion to amend the recommendation passed.**

Chair Smith opened the floor to discussion of the proposal as amended.

Senator Lieb, Undergraduate, College of Computer, Mathematical or Natural Sciences, reiterated his support for the proposal. This was an initiative that he worked on as an SGA member last year. He rejected the notion that students will complain about changes to syllabi. Knowing instructional style would be helpful to students. The benefits to students would be worth the effort—making syllabi available would go a long way to furthering our reputation as a leader in academic excellence and innovation.

Dean Hamilton, College of Undergraduate Studies, stated that students and many faculty have wanted this for a long time. She strongly supports the recommendation. Our new general education program already has the course syllabi for over 1,000 courses.

Vice President Voss, Non-Voting Ex-Officio, stated that he just want to make sure that everyone understands the meaning of “as soon as possible” in terms of how this would be done and what is required to do it. We need to do an in-depth analysis of how it could be implemented, what changes are needed, how materials will be accessed, the associated cost, and how it aligns with other priorities.

Chair Smith stated that implementation is at the discretion of the Administration.

Hearing no further discussion, Smith called for a vote on the proposal as amended. The result was 58 in favor, 14 opposed, and 2 abstentions. **The motion to approve the proposal passed.**

### **New Business**

Senator Walters made a motion to pass a resolution in honor of outgoing Provost, Ann Wylie.

*For her decades of service to the University of Maryland in almost every capacity imaginable, for her tenacious ability to take us to “heights we never saw,” and always, even in the most dauntingly challenging times, “dwell in Possibility” (you see, she’s so amazing that she even has this nuclear chemist quoting Emily Dickinson), the University of Maryland Senate expresses our deepest gratitude and admiration for Provost Ann Wylie, who has come a long, long way from the plains of West Texas, and who has taken we Terrapins a long, long way as well. Many of us cannot imagine the University of Maryland without her. Indeed, her profound and good influence on Maryland will be with us always and will in fact outlive all of us. Words cannot convey our appreciation, and so we offer this resolution.*

The resolution was adopted by acclamation

Chair Smith expressed the Senate’s gratitude to Provost Wylie and wished her well.

### **Adjournment**

Senate Chair Smith adjourned the meeting at 4:56 p.m.