Senate E-newsletter

Discover the University Senate

Notes from the February Senate Meeting

At the February 5, 2014 Senate meeting the Senate voted in favor of the PCC proposals that established the following programs: the **New Upper-Division Certificate in Leadership Studies**, the **New Bachelor of Science in Early Childhood Education and Early Childhood Special Education,** the **Master of Science in Accounting**, the **Master of Science in Information Systems**, the **Master of Science in Marketing Analytics**, and the **Master of Science in Supply Chain Management**. The Senate also received three informational reports regarding the **Nominations Committee Slate 2013-2014**, the **Alignment of Procurement Contracts with UM Non-Discrimination Values**, and the **Review of the Evidentiary Standards in the Code of Student Conduct**. Additionally, there were two special order presentations: Bradley Hatfield, Chair of the **Joint Provost/Senate APT Guidelines Task Force**, presented the preliminary guiding principles and associated actions related to the Appointment, Promotion, and Tenure (APT) review process, and Kumea Shorter-Gooden, Associate Vice President and Chief Diversity Officer, presented the updates to the University's **Search and Selection Guidelines** (see page 2).

The Senate is one of the **largest and most powerful governing bodies** *on campus.*

University Senate = Shared Governance. *Faculty, staff, students, and administrators work together to better our University.*

The Senate debates and votes on policy-related issues and other governing aspects of the University. The Senate **directly advises the University President.**

"Effective collegial governance lies at the heart of any thriving university. Serving on the Senate has enabled me to contribute to this governance process and also develop a better understanding of the multi-faceted issues that the University must grapple with on an ongoing basis."
–Anil Gupta, Faculty Senator

Special Order Presentations From the Senate Meeting

Updates to the University's Search and Selection Policy and Procedure

President Loh charged the Equity Council with the review of the Search and Selection Policy and Procedure guidelines. The council reviewed recent technological developments as it worked to create a more flexible hiring process. Reaffirming equity and diversity in the hiring process was a major focus of the council's work, with the ideal end result being a set of guidelines that will foster a diverse, highly trained workforce. The council formed a task force that surveyed University hiring officials, as well as search chairs and committee members, about their experiences with search and selection at the University. One of the recommendations of the council was to make the formation of search committees optional when hiring exempt staff in pay bands I and II. Feedback statements on the changes to the guidelines were incorporated from University Human Resources (UHR), the Deans, and the Vice Presidents before the guidelines were approved by the President.

Kumea Shorter–Gooden

Associate Vice President and Chief Diversity Officer

Updates to the Appointment, Promotion, and Tenure (APT) Review Process

The Joint Provost/Senate APT Guidelines Task Force was charged with conducting a broad review of the University of Maryland Guidelines for Appointment, Promotion, and Tenure (APT). The overarching goal of the task force is to provide recommendations that promote accuracy, integrity, and clarity of the candidate's record of achievement through a fair, just, and transparent decision–making process. The task force's guiding perspectives have included a balancing of interests, deference to the first–level of review, specificity (one size does not fit all), recognition of synergies with campus initiatives, and education of unit leaders. Thus far, the task force has developed preliminary guiding principles and potential actions regarding the candidate notification process, equity, fairness & inclusion, external evaluators/letter solicitation, innovation & entrepreneurship, interdisciplinary research, mentoring, star appointments, standard format, teaching, and work–life balance. However, the task force welcomed feedback from the Senate as it works to finalize its recommendations. The final report and revisions to the Guidelines and Policy will be presented to the Senate in April 2014.

Bradley D. Hatfield

Chair of the Joint Provost/Senate APT Taskforce

Senate Elections!

Choose who you want to represent YOU on the largest governing body on the University of Maryland campus. This is your opportunity to participate in the shared governance of our University and vote for your Senators! The University Senate Office holds elections each year to fill vacancies on the Senate in the following constituencies: staff (exempt/non-exempt), full-time and part-time lecturers, emeritus faculty, research faculty, adjunct faculty/professors of the practice, and undergraduate and graduate students. These elections take place online on the Senate website. Tenured/tenure-track faculty elections are held within each unit, and the Senate Office is notified of election results for Faculty Senators – faculty should contact their Dean or unit head for more information.

To vote for your Senators, log-in on the Senate website with your Directory ID and password. You will be automatically routed to the appropriate ballot. Instructions for how to vote will be included on the ballot. You will only be able to view the ballot and vote for Senators in your constituency category (e.g. full-time undergraduates in ARHU vote for full-time undergraduates in ARHU).

Election results are announced via email to candidates and the campus community the day after the voting deadline. All results will also be posted on the Senate website at: http://www.senate.umd.edu/elections/results.cfm

February 24, 2014: *Election Period Opens*

March 7, 2014: *Election Period Closes*

Visit the Senate Elections Webpage for More Information!

The **Student Conduct Committee** has submitted a report to the **SEC** regarding use and promotion of an **Academic Integrity Tutorial**, which was created in conjunction with the Office of Student Conduct. The **Campus Affairs Committee** is gathering input regarding safety and security issues, and it is reviewing the **Proposal to Streamline the University's Marijuana Policy with State Policy**. The **Staff Affairs Committee** is currently facilitating the elections for new members of the **Council of University System Staff (CUSS)**; interested staff should contact the Senate Office for more information. The **Faculty Affairs Committee** is reviewing three proposals: **Providing a Unified Framework for NTT Faculty Appointments**, **Consideration of an Overall Title for NTT Faculty**, and the **Clarification of University APT Policy Regarding Emeritus Status for Research Faculty**. Finally, the **Nominations Committee** is currently soliciting nominations for Senate-elected committees and councils, for more information, **click here**!

Committee News

From the Senate Chair

At the February 5th University Senate meeting, the senators approved seven new proposals from the Programs, Curricula, and Courses Committee (PCC). Marilee Lindemann, Chair of PCC, presented these new proposals that came from the Robert H. Smith School of Business, and the College of Education. (At our next meeting we will look at a new proposal from the iSchool.) This type of work is an example of shared governance working at the University of Maryland. Over the past year, I have received considerable feedback about how faculty members feel that they have less of a voice in the development of the academic offerings at this institution. I have also heard the other side of the argument where senators feel like we are merely rubber-stamping these proposals. However, I believe that by virtue of the University Senate even having a PCC Committee provides an opportunity for all to be involved in a meaningful way in the development of new courses, new curricula, and new programs. And the discussion for the new proposals at the last meeting demonstrated something more than mere rubber-stamping. That meeting revealed that there are many questions Senators can put forth in the discussion: How does this compare to programs in your department? Does the grade-point average required to graduate seem adequate for a major research institution? What does this mean for currently existing programs? Do these programs compete with those existing programs? And many others. This is an opportunity for you to have a voice in this area of the academic enterprise at the University of Maryland. I hope you will continue to use that voice.

Vincent Novara

Upcoming Meetings

2/21/14: ERG Mtg

2/24/14: Faculty Affairs Mtg

2/27/14: SCC Mtg

3/4/14: Campus Affairs Mtg

3/5/14: Student Affairs Mtg

3/5/14: Senate Mtg

3/10/14: EDI Mtg

3/10/14: Faculty Affairs Mtg

For a complete schedule of Senate and Committee meetings **Click Here**

Submit a Proposal to the Senate

Current Senate Legislation:

2014 Council of University System Staff Elections
Senate Document 13-14-18

Update Adjunct 1 & 2 Classification Policy
Senate Document 13-14-15

Proposal to Streamline the University's Marijuana Policy with State Policy
Senate Document 13-14-13

Consideration of an Overall Title for Non-Tenure Track Faculty
Senate Document 12-13-56

Providing a Unified Framework for Non-Tenure Track Faculty
Senate Document 12-13-55

Review of Civility in the UMD Workplace Environment
Senate Document 12-13-54

Click on any legislation item above for more details. To view all Senate Legislation: **Click Here**

Any member of the campus community may submit a proposal to the University Senate to review University policies★ and procedures or to suggest the creation and establishment of new ones.

To submit an idea or proposal to the Senate, click on a link below to download a blank proposal form in Word or as a PDF.

Proposal Form (Word Version)
Proposal Form (PDF Version)
Sample Proposal

★ A manual of current University policies can be found here: http://www.president.umd.edu/policies

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