



Senate E-newsletter

Discover the University Senate

Notes from the September Senate Meeting

At the September 20, 2012 Senate meeting the Senate reviewed the **2011-2012 Senate Legislation Log** and voted to approve the **2012-2013 Standing Committee & Council slates**. The Senate also voted to approve the **Reform of the University Appointment, Promotion, and Tenure (APT) Committee Procedures** report from the **Faculty Affairs Committee**, which recommended forming a joint task force between the Office of the Provost and the University Senate to conduct a broad review of the University APT guidelines.

A lively discussion ensued regarding the **Proposal to Clarify and Improve Student Class Selection**. The Senate ultimately voted to approve the report and recommendation that undergraduate course syllabi from previous semesters and preliminary syllabi for forthcoming semesters be made available online for access by students. Finally, Kumea Shorter-Gooden, Chief Diversity Officer and Associate Vice President, gave a special order presentation titled "Making Diversity 'Part and Parcel'" (a synopsis of this presentation is available on pg 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.*



It is important to be part of the Senate - the governance at the University of Maryland - because our voices are heard. As Senators, we recognize problems, strive to find solutions, and vote on the way to solve those problems.

-Denise Best, Non-Exempt Staff Senator

Making Diversity “Part and Parcel”

Kumea Shorter-Gooden, Ph.D., Chief Diversity Officer

A Synopsis of Senate Special Order Presentation



After eight months on campus, I shared my observations, what I see as strengths and challenges with respect to diversity and inclusion, and what I think gets in the way of us moving forward. We have many accomplishments to celebrate, for example: (1) Thirty-four percent of our undergraduates are U.S. students of color; (2) Almost one-third of tenured/tenure-track women faculty are women; and (3) We were recently named a Top-25 LGBT-Friendly Campus.

Yet there are continued challenges, such as: (1) A persistent undergraduate achievement gap – although 82% of all students graduate in six years, the numbers for Black and Latin@ students are 69% and 75%; (2) Our numbers of Black and Latin@ tenured/tenure-track faculty are moving in the wrong direction, with 10% and 5% in 1997, yet only 5% and 3.9% in Fall 2011; (3) A number of complaints of mistreatment have been lodged by non-exempt staff.

One question is: “How come we’re continuing to wrestle with these issues?” Certainly there are resource issues; we could do a better job in a number of areas if funding weren’t so tight. Yet I believe that there are additional underlying issues that hamper us.

1. For the most part, our “isms” are subtle, covert, unconscious. We see ourselves as fair and egalitarian, but in spite of this, we harbor stereotypes and we enact biases, leading to a disconnect between our intent and our impact. But this is difficult to examine or to break because we have a strong need to believe that we are completely unbiased.
2. We fall prey to rankism – treating people differently based on their status and where they fall in the organizational hierarchy. And we have many silos, which are also ranked. What’s better? STEM or non-STEM? Faculty or staff? North campus or South campus? None of this helps us build an inclusive campus.
3. We sometimes have competing values, for example “free speech” vs. “upholding human dignity”. We see this play out on a much larger scale in the recent response of some in Libya to the video that denigrated the Prophet Muhammad. And it’s important to note that values are culturally coded. Although in the West, we privilege “freedom of expression”; others see “respect” as critically important. Not easy to reconcile, but important to be aware of.
4. I think diversity fatigue has set in. Many on campus have worked persistently for a long time, realizing some gains but also experiencing setbacks. “Been there, done that” is an understandable response; yet it’s important to see diversity and inclusion as ongoing arena of work –and, importantly, of culture change – that require continual reinvestment and renewal. And we need to acknowledge that it’s very hard work, and it can be painful.

Yet the good news is that we’re all in this together. There are no good gals or bad gals. Making diversity “part and parcel” requires all of us to learn and grow collectively as we work towards a fully inclusive community.





The Senate committees have received a number of new charges for the 2012-2013 academic year. The **Campus Affairs Committee** has been asked to develop a policy and implementation plan for the **University System of Maryland smoking ban**. The **Educational Affairs Committee** is reviewing **Coursera** – a "social entrepreneurship" company that partners with universities to offer online courses for free. The **Faculty Affairs Committee** is investigating **faculty salary step-systems**, while the **Academic Procedures and Standards (APAS) Committee** is reviewing the **calculation of commencement honors** and a proposal on **retroactive withdrawals**. The **Student Conduct Committee (SCC)** continues to work on the **Expansion of Promoting Responsible Action in Medical**



Committee News

Emergencies, while the **Student Affairs Committee** has returned to its work on the **Proposal to Change the Committee on the Review of Student Fees (CRSF) Operating Procedure**.



From the Senate Chair

Force – will be Thursday, October 10th. “Open Access” is of course not a singular matter and has a wide range of implications for disseminating research, for configurations of scholarly publication, for intellectual property, and for UMD’s mission and emphasis on innovation and entrepreneurship. Our Senate meetings are open, and we invite anyone from the campus community to come hear this important update on the Task Force’s work.

Martha Nell Smith

Upcoming Meetings

10/5/12: PCC Mtg

10/5/12: APAS Mtg

10/8/12: Student Aff. Mtg

10/9/12: Comm. on Comm.

10/9/12: SHTF Mtg

10/10/12: Senate Mtg

10/11/12: EDI Mtg

For a complete schedule

[Click Here](#)

Chief Diversity Officer and Associate Vice President Kumea Shorter-Gooden’s column gives you a good sense of the depth of her presentation to the Senate on this campus which perhaps suffers from diversity fatigue (at least in some quarters). The next presentation of keen interest to all in the campus community – “Open Access at Maryland – Is it Time?” with Dean Patricia Steele, who heads the University’s Open Access Task

Thank you Ann Wylie



The September 20, 2012 Senate meeting concluded with a resolution from faculty Senator Bill Walters to honor one of UMD's most dedicated campus citizens, 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.



Submit a Proposal to the Senate

Current Senate Legislation:

Implementation of the Policy On Smoking At USM Institutions

Senate Document 12-13-07

Review of the Coursera Program

Senate Document 12-13-06

Consideration of a Faculty Salary Step-System

Senate Document 12-13-05

Calculation of Commencement Honors

Senate Document 12-13-03

Proposal to Implement a Retroactive Withdrawal Policy at the University of Maryland

Senate Document 11-12-30

Expansion of Promoting Responsible Action in Medical Emergencies

Senate Document 11-12-22

Student- Initiated Courses (SICs) Proposal

Senate Document 10-11-38

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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