



1. Call to Order
2. Special Order
Veronica Marin
Director, University Senate
Orientation: Senators, Senate Meetings, and Shared Governance
3. Election of the Senate Chair-Elect (Action)
4. Approval of the April 24, 2025 Senate Meeting Minutes (Action)
5. Nominations Committee: Transition Meeting Slate 2025 (Senate Document #24-25-36) (Action)
6. ERG Report: Revisions to the Philip Merrill College of Journalism Plan of Organization (Senate Document #24-25-22) (Action)
7. Report of the Outgoing Chair, Jordan Sly (Information)
8. Report of the Incoming Chair, Sarah Dammeyer (Information)
9. New Business
10. Adjournment



These minutes were amended on May 12, 2025, as approved by the University Senate on May 7, 2025.

CALL TO ORDER

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

APPROVAL OF THE MINUTES, APRIL 2, 2025 MEETING

Chair Sly asked if there were any corrections to the minutes of the April 2, 2025, meeting; hearing none, Chair Sly declared the minutes approved as distributed.

REPORT OF THE CHAIR

Committee & Council Volunteer Period

Chair Sly reminded members that the deadline to volunteer for one of the 10 Senate standing committees and councils for the upcoming academic year is May 2, 2025. Chair Sly asked Senators to consider volunteering and encourage their constituents to apply.

Update on the Remaining Senate Meeting

Chair Sly said this was the final meeting for all outgoing Senators and thanked them for their work in the Senate and commitment to shared governance.

Senate Transition Meeting

Chair Sly said the May 7th Senate Transition Meeting will include all continuing and incoming Senators and Deans. This will be Chair Sly's last meeting serving as Chair of the University Senate.

Chair Sly shared that on April 30th, continuing and incoming Senators, and Deans will receive the Zoom panelist invitations and the materials for the May 7th Transition Meeting. Chair Sly said that at the May 7th University Senate meeting, Sarah Dammeyer will take over the Senate Chair, and the Senate will elect a new Chair-Elect.

Nominations Committee Slates

Chair Sly said that the 2025 Nominations Committee Slates were distributed to all incoming and continuing Senators. Chair Sly asked that continuing Senators please review the slates before the next Senate meeting on May 7, 2025. Chair Sly shared that elections for the next Chair-elect will take place during the meeting, and a survey for the election of the Senate's elected committee and councils will be distributed afterwards.

Higher Education Shared Values Resolutions

Chair Sly shared that across the nation, higher education institutions are confronting escalating political pressures that threaten academic freedom, institutional autonomy, and the foundational principles of our educational system. Chair Sly said that recent developments have made it clear that academic communities must actively reaffirm their core values.

Chair Sly shared that in response to these challenges, the Senate Executive Committee (SEC) voted on April 9, 2025, to convene a subcommittee to review public statements issued by peer institutions,

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including Rutgers University, and to consider whether the University of Maryland should vote to adopt a formal resolution of its own.

Chair Sly informed Senators that members of the SEC agreed to vote on the subcommittee slate via email. The Senate Office solicited votes and members elected the following SEC members to serve on the subcommittee:

Jordan Sly, Committee Chair, LIBR-Libraries
Patrick Wohlfarth, TTK, BSOS
Vikrant Aute, PTK, ENGR
Antonietta "Toni" Jennings, Non-Exempt Staff, VPR
Addison Hanrattie, Undergraduate Student, CMNS

Chair Sly shared that the subcommittee held its first meeting on April 23, 2025 and voted to move forward with presenting the *Statement in Support of the Core Mission and Shared Values of Higher Education in the United States of America* for consideration by the full Senate. Chair Sly noted that materials were shared with Senators on April 23, 2025, and that the statement would be discussed during New Business.

In Memoriam - Gerald "Jerry" Miller, Former Senate Chair:

Chair Sly shared the passing of former Senate Chair, Professor Emeritus Gerald "Jerry" Miller, from the Department of Chemistry and Biochemistry on March 29, 2025.

An "In Memoriam" slide was shared, along with a moment of silence to honor the former Senate Chair.

PCC PROPOSAL TO ESTABLISH A BACHELOR OF ARTS IN GLOBAL CULTURES (SENATE DOCUMENT #24-25-30)

Chair Sly invited Wendy Stickle, Chair of the Program, Curricula and Courses Committee (PCC), to present on the proposal.

Stickle provided background and information on the proposal.

Chair Sly thanked Stickle and opened the floor to discussion of the proposal. Hearing none, Chair Sly called for a vote on this proposal. The result was 110 in favor, 3 opposed, and 6 abstentions. **The proposal passed.**

PCC PROPOSAL TO ESTABLISH A BACHELOR OF ARTS IN GLOBAL AND FOREIGN POLICY (SENATE DOCUMENT #24-25-31)

Chair Sly invited Wendy Stickle, Chair of the Program, Curricula and Courses Committee (PCC), to present on the proposal.

Stickle provided background and information on the proposal.

Chair Sly thanked Stickle and opened the floor to discussion of the proposal. Hearing none, Chair Sly called for a vote on this proposal. The result was 116 in favor, 1 opposed, and 4 abstentions. **The proposal passed.**

PCC PROPOSAL TO ESTABLISH A MASTER OF SCIENCE IN ARTIFICIAL INTELLIGENCE (SENATE DOCUMENT #24-25-32)

Chair Sly invited Wendy Stickle, Chair of the Program, Curricula and Courses Committee (PCC), to present on the proposal.

Stickle provided background and information on the proposal.

Chair Sly thanked Stickle and opened the floor to discussion of the proposal.

Senator Stillwell, PTK, PLCY, asked for more information on the ethical and social aspect of the requirements for this major.

Stickle invited David Jacobs, faculty in the Department of Computer Science, and affiliated with the Science Academy to answer. Jacobs said that this is a joint proposal between the Science Academy and the Artificial Intelligence Interdisciplinary Institute at Maryland (AIM). Jacobs said that the program will teach courses that touch on human centered artificial intelligence (AI) issues of security and issues of policy.

Chair Sly asked if there was further discussion. Hearing none, Chair Sly called for a vote on the proposal. The result was 108 in favor, 10 opposed, and 10 abstentions. **The proposal passed.**

PCC PROPOSAL TO ESTABLISH A BACHELOR OF ARTS IN PUBLIC SERVICE INTERPRETING AND TRANSLATION (SENATE DOCUMENT #24-25-33)

Chair Sly invited Wendy Stickle, Chair of the Program, Curricula and Courses Committee (PCC), to present on the proposal.

Stickle provided background and information on the proposal.

Chair Sly thanked Stickle and opened the floor to discussion of the proposal.

Senator Hajiaghayi, TTK, CMNS, asked for further information regarding the use of ChatGPT and other translation services in relation to the program.

Stickle invited Shawn Parry-Giles, Professor and Chair in the Department of Communication, and co-creator of the program to answer. Parry-Giles shared that the Communications department has taught interpreting and translation for the last ten years, and there is a lot of equipment that can be effectively used in these settings, however, that is not often the case in public service situations. Parry-Giles acknowledged that the use of ChatGPT and other equipment can produce a lot of errors, which is problematic when dealing with hospitals and technical terminology. There is still a need for humans to correct and edit content to ensure accuracy.

Senator Hajiaghayi, TTK, CMNS, asked for the anticipated enrollment for the degree.

Parry-Giles shared that a conservative enrollment of 8-10 students is anticipated. Parry-Giles further explained that courses will be integrated from existing courses to be more cost-effective. The

program is also working with community colleges, including an articulation agreement with Montgomery College. Parry-Giles shared that there has been interest from community colleges and K-12 schools because there is a significant need for translation services in the State of Maryland. Parry-Giles shared an example in which kids are translating and interpreting for their parents because the State of Maryland does not provide adequate services.

Senator Lyons, GRAD, JOUR, asked for more information regarding the former Graduate Studies in Interpreting and Translation Program (GSIT) and how the new program will be a better fit or work out better than the previous program, referencing page 255 of the materials.

Parry-Giles shared that they were with the GSIT program from its creation and directed it at times. The GSIT program was a high-level program, and was targeted at diplomatic context, with instructors coming out of the State Department. Parry-Giles explained that there were not enough students in the program, because many of the students in the program were international, and that population began to decrease in 2016, and especially with the pandemic. Additionally, the high-level language requirement limited enrollment. Parry-Giles shared that the new program is targeted at public service in the local community, and that pathway was what was missing in the GSIT program. With the new program, students can begin at the community college level and finish the degree in two years, with Shady Grove only offering the last two years of the degree.

Senator Osuji, TTK, BSOS, noted the proposal is initially exclusive to Spanish speakers, and asked if it would be possible to include other languages at this stage.

Parry-Giles shared that the GSIT offered up to eight languages, which led to financial consequences due to each focus language requiring two instructors, so the program did see a financial deficit. The hope for this program is to ensure the School of Languages Literature and Culture (SLLC) can fiscally provide for more languages and expand gradually to ensure success.

Senator Osuji, TTK, BSOS asked if the program had individuals who were already qualified and could fulfill the program's teaching requirements, without having to hire new instructors.

Parry-Giles shared that this would be something to investigate further, given the context of how many students per course would allow it to remain serviceable, and the potential plans for a master's program affecting enrollment.

Senator Osuji, TTK, BSOS responded that the original question may have misrepresented the program and asked if the instructor must be qualified in both English and the target language.

Parry-Giles confirmed, noting the interpreting and translation services are taught in both languages.

Chair Sly called for a vote on this proposal. The result was 109 in favor, 9 opposed, and 8 abstentions. **The proposal passed.**

APAS REPORT: REVIEW OF UMD POLICY ON EXCUSED ABSENCE [V-1.00 (G)] (SENATE DOCUMENT #24-25-10)

Chair Sly invited Shannon Hayes-Buenaflor, Chair of the Academic Procedures & Standards (APAS) Committee, to present the proposal.

Hayes-Buenaflor shared that in October 2024, the Senate Executive Committee (SEC) charged the Academic Procedures and Standards (APAS) Committee with a review of the University of Maryland (UMD) Policy on Excused Absence (V-1.00(G)) after a Senator expressed a concern about possible misalignment between UMD's policy and a University Systems of Maryland (USM) policy, which had been updated in December 2024.

Hayes-Buenaflor shared additional history of the APAS Committee work, including identification and agreement that the UMD Policy change should remove the direct quote and be broadened by referring to the USM Policy without directly quoting the policy to avoid any misquotes should future USM updates occur.

With that change of the policy language, committee members observed that UMD's Excused Absence Policy is in alignment with the updated USM Policy based on the following points: the UMD Excused Absence Policy states that events related to religious observances are considered an excused absence that receive academic accommodations, and, should a student be denied an excused absence, the UMD Policy contains the process to appeal a denied excused absence or denied accommodations for an excused absence.

Hayes-Buenaflor gave an overview of the consultations that were held with the Office of General Counsel (OGC), the Undergraduate Ombuds Officer, and the Faculty Affairs where no concerns were voiced among any of the constituents.

Additionally, after receiving further guidance from OGC, policy language was included to provide a clearer framework about reasonable accommodation. This language is in alignment with USM Policy language about reasonable accommodations.

The Academic Procedures and Standards Committee recommended that the proposed revisions to the University of Maryland Policy on Excused Absence (V-1.00(G)), as shown in the report be accepted.

Senator Lyons, GRAD, JOUR asked how this policy is related to the University bereavement policies and practices.

Hayes-Buenaflor responded that the APAS Committee received two charges around the same time: the Review of the UMD Policy On Excused Absence [V-1.00 (G)] (Senate Document #24-25-10) and the Proposal for Bereavement Policies and Practices Toward an Inclusive Community of Care (Senate Document # 23-24-27). The first speaks very specifically to the USM policy related to religious observance and the latter (which was to be presented as the next Agenda item) addresses the bereavement proposal.

Senator Lyons, GRAD, JOUR thanked Hayes-Buenaflor for the clarification.

Chair Sly asked if there was further discussion. Hearing none, Chair Sly called for a vote on the proposal. The result was 113 in favor, 4 opposed, and 11 abstentions. **The proposal passed.**

APAS REPORT: PROPOSAL FOR BEREAVEMENT POLICIES AND PRACTICES TOWARD AN INCLUSIVE COMMUNITY OF CARE (SENATE DOCUMENT # 23-24-27)

These minutes were amended on May 12, 2025, as approved by the University Senate on May 7, 2025.

Chair Sly invited Shannon Hayes-Buenaflor, Chair of the Academic Procedures & Standards (APAS) Committee, to present the proposal.

Hayes-Buenaflor shared the review originated in December 2023, University of Maryland (UMD) doctoral students submitted a proposal entitled, "Proposal for Bereavement Policies and Practices Towards an Inclusive Community of Care." The proposal highlighted the prevalence and impact of bereavement among college students, noting that a significant portion of college students experience the death of someone close to them.

Hayes-Buenaflor detailed the committee work including peer institution research, where members noticed that the majority of policies at Big 10 Academic Alliance institutions state that students are expected to inform the instructor of the need for an excused absence and the instructor has the discretion of how to academically accommodate the excused absence. Another trend was that, if a number of days are quantified in a policy, five days is the average amount a student can miss for the death of family members specified as a parent or sibling.

In comparison to the peer data reviewed, committee members observed that the University's current policy is more flexible than many peer institutions, which can accommodate various circumstances but lacks specifics for implementation.

Hayes-Buenaflor gave an overview of the consultations with stakeholders across campus, including the authors of the proposal, the Senate Student Affairs Committee, the Dean of Undergraduate Studies, the Undergraduate and the Graduate Ombuds Officers, seven Directors of Undergraduate Studies, including those with large classroom enrollments and unique classroom demands (such as labs or performance-based courses).

The committee also consulted with the University Counseling Center Director, the Dean of Students, the Office of Faculty Affairs, and the Director of Letter and Sciences, who works with a large population of undergraduate students through academic advising. Finally, the committee administered a survey to all Directors of Undergraduate Studies.

The consultations with the proposers and members of the Student Affairs Committee identified challenges with the current policy, including the burden faced by students when notifying multiple instructors about a bereavement absence and the mixed level of responses received from each instructor.

Students we spoke with expressed further challenges when the loss is not a "family member." Some students indicated that instructors' support for a grieving student may vary depending on the student's relationship with the individual who passed away, leading to inconsistent treatment based on the nature of the relationship. Only a few students acknowledged awareness of the appeal process listed in the policy or other resources available to help.

Additionally, the proposal asked that the Senate define a minimum number of days that students are eligible for when requesting an excused absence for bereavement. Many members of the UMD community acknowledged the difficulty of quantifying a minimum number of days permitted in a policy, since everyone's experience with grief is unique and individuals experience grief in a non-linear manner.

The open-ended structure of the current policy was identified through APAS consultations as the best option to ensure that there is flexibility provided to meet students' individual needs while accounting for the unique structures and demands of each course. Several constituents highlighted the importance of providing both students and faculty with better guidance of resources to utilize rather than revise the policy to include a specific number of days given for a bereavement absence.

Hayes-Buenaflor shared the sensitive nature of this proposal and the way grief impacts our campus community was a focus on committee discussion. Members felt strongly that expanding the policy to specifically mention bereavement as an excused absence was necessary.

Based on stakeholder feedback and committee discussions, members concluded that the current policy needed revisions in two areas: explicitly including bereavement as an excused absence rather than including it as an example of a "compelling reason" and expanding the definition of "family" to be more inclusive.

The committee also deliberated at length the need for supporting documentation. In speaking with representatives across campus, it was determined that some documentation is necessary. It was noted that the policy does currently allow one health-related absence without documentation. The committee recommends that this exception be broadened beyond health-related absences to be appropriate for any absence.

The Academic Procedures and Standards Committee recommended that the proposed revisions to the University of Maryland Policy on Excused Absence (V-1.00(G)), as shown in the report be accepted.

Chair Sly opened the floor for discussion.

Senator Pease, GRAD, BSOS, proposed the following amendment.

"V-1.00(G) § II.3: ~~One time~~ **Two times** per course per semester, students may provide a self-signed excuse as documentation of an absence from a single class (e.g., lecture, recitation, or laboratory session) that does not coincide with a major assessment or assignment due date."

Senator Pease, GRAD, BSOS shared gratitude to the APAS Committee's care and compassion in approaching a complex policy review. Pease also shared rationale for the amendment including the idea that individuals experience grief in different, often non-linear, ways, and this amendment would align the values and previous actions of the Senate (Resolution to Support Inclusive and Caring Bereavement Leave for Faculty and Staff) and complements the awareness and professional development recommendations of the APAS Committee by setting a modest standard of reasonable accommodation for students facing hardship that can be communicated to campus stakeholders as a part of educational interventions. In doing so, the amendment provides clarity on how students and instructors can collaborate in the event of a death loss to promote well-being and academic success without unduly burdening instructors.

The motion was seconded. Chair Sly opened the floor for discussion on the proposed amendment. Chair Sly reminded the Senate that discussion should be limited to the amendment only.

Senator Lyons, GRAD, JOUR spoke in favor of the amendment and noted that with classes that meet twice a week, this effectively gives students a week of bereavement, which Senator Lyons shared is a reasonable assessment and reasonable decision.

Senator Trovato, GRAD, BSOS spoke in support of the amendment and noted it as a meaningful action toward making the University an inclusive and compassionate community of care. Senator Trovato continued that the amendments recognized one day of bereavement may not be enough for all students, and this amendment provides students with support without compromising academic standards.

Senator Karlsson, TTK, ENGR, expressed support for the amendment but was concerned about lab courses that would only meet once a week, and asked if the APAS Committee had thoughts on how the amendment would affect lab classes or other classes that only meet once a week.

Hayes-Buenaflor began by clarifying that the self-signed note is not an excused absence. The excused absence speaks broadly to the fact that students have the right to an excused absence in a course, and Section V-1.00(G) speaks specifically to the documentation that students may need regarding an excused absence.

Hayes-Buenaflor shared that the committee did discuss this issue, noting specifically that some students may not have access to an obituary, while also understanding documentation is important. The one time per course was a compromise to keep the documentation requirement while giving students flexibility for a variety of reasons students may need to miss a course.

Senator Hajiaghayi, TTK, CMNS, made a motion to postpone the vote for this proposal, citing there was a need for more understanding on the balance between allowing for bereavement and ensuring faculty are able to adequately prepare assignments.

The motion to postpone was seconded.

Chair Sly opened the floor for discussion of postponing the proposal.

Senator Galiani, TTK, BSOS, spoke in favor of postponing explaining that it could impact professors who may have to prepare additional exams.

Senator Pease, GRAD, BSOS, responded to clarify that the segment of the policy up for discussion states that the self-signed documentation cannot be used for a major assignment or exam, and those excused absences would still require further documentation, at the discretion of the instructor.

Senator Pease, GRAD, BSOS spoke against postponing the vote given the amount of time and work the APAS Committee has done in preparing the report for the Senate vote.

Senator Lyons, GRAD, JOUR spoke against postponing the vote, explaining that if the amendment needs to be voted down to allow an effective and beneficial policy to be passed, that would be a more effective approach than postponing. However, noted that the amendment is simple and would allow a fair and empathetic addition to the policy as proposed.

Senator Coles, TTK, ARHU, spoke against postponing the vote; the amendment governs only the small section on documentation requirement and Senator Coles shared that postponing the vote because of a dispute with the amendment would not be effective use of governing power.

Senator Stillwell, PTK, PLCY, noted that there were pressing national matters to discuss and asked if there could be a motion for cloture, to close debate and bring the vote forward immediately.

Chair Sly introduced Parliamentarian Falvey to speak on the question.

Parliamentarian Falvey shared that even taking a vote to cloture would take up time and instead asked that the hands currently up for discussion hold their comments, so that the spirit of Senator Stillwell's hope for expediency would be achieved.

Seeing no more discussion, Chair Sly called a vote on postponing the proposal. The result was 30 in favor, 84 opposed, and 7 abstentions. **The motion failed.**

Chair Sly opened discussion back up to the amendment.

Senator Nguyen, GRAD, INFO spoke in support of the amendment but asked if the amendment would be applicable to courses with less standard arrangement (i.e., research credit, or courses with less established meeting schedule and syllabus).

Senator Stillwell, PTK, PLCY, asked again if there was a mechanism like cloture, to close debate so the Senate could move on to discussion of national matters.

Senator Lyons, GRAD, JOUR, called the question.

Parliamentarian Falvey explained that if the Senators who are waiting to speak are able and willing to put their hands down, then the vote on the amendment can take place without needing to take the time to vote on the call to question.

Hearing no more discussion, Chair Sly called a vote on amendment to Proposal for Bereavement Policies and Practices Toward an Inclusive Community of Care (Senate Document # 23-24-27).

The result was 74 in favor, 44 opposed, and 10 abstentions. **The amendment passed.**

Chair Sly opened the floor for discussion of the Proposal for Bereavement Policies and Practices Toward an Inclusive Community of Care, as amended.

Senator Herman, PTK, CMNS, made a motion to recommit the proposal to committee, noting issue with the definition of "absence" referring to a single class, and would like the committee to discuss whether one absence could be defined as multiple consecutive sequence of days missed (ie; three or four days for the same reason).

The motion to recommit was seconded.

Senator Lyons, GRAD, JOUR, spoke against recommitting the proposal, noting that this issue is not one that will go away and that although the policy may not be perfect it is beneficial for students.

Chair sly called for a vote on the motion to recommit the Proposal for Bereavement Policies and Practices Toward an Inclusive Community of Care (Senate Document # 23-24-27) back to committee.

The result was 42, in favor, 73 opposed, and 11 abstentions. **The motion failed.**

Chair Sly opened the floor again for discussion on the Proposal, as amended.

Senator Shiffrinson, TTK, PLCY, asked if there was a parliamentary mechanism to go directly to a vote, to limit discussion.

Parliamentarian Falvey answered one could motion to “close debate” but shared that if members of the Senate wished to stop debating, they could simply keep their hands down, and the vote would come up more quickly.

Senator Shiffrinson, TTK, PLCY, **motioned to close debate.**

The motion was seconded.

Point of Order was raised on if the vote on the proposal would include the amendment.

Parliamentarian Falvey clarified that the amendment has been adopted, and so the proposal would be voted on with the amendment.

Chair Sly called for a vote to close debate and reminded the Senate that the vote to close debate requires a $\frac{2}{3}$ vote to pass.

The result was 94 in favor, 23 opposed, and 4 abstentions. **The motion passed.**

Chair Sly closed debate and called for a vote on the Proposal for Bereavement Policies and Practices Toward an Inclusive Community of Care (Senate Document # 23-24-27), as amended.

Chair Sly called for a vote on the proposal. The result was 93 in favor, 34 opposed, and 4 abstentions. **The proposal passed.**

NEW BUSINESS

Chair Sly presented New Business before opening the floor to Senators.

Chair Sly explained that Senators were sent an email the day prior, with information regarding a non-binding resolution to support the mission of higher education in the United States, and in solidarity with other institutions. The email included the *Statement in Support of the Core Mission and Shared Values of Higher Education in the United States of America* for consideration by the full Senate and the *University of Maryland, College Park Mutual Defense Compact*.

Chair Sly shared that after the April 2, 2025 University Senate Meeting, Senate leadership quickly formed a subcommittee to address the desire for a resolution, which was voted on by the Senate Executive Committee (SEC) to address this issue.

Chair Sly said that at the same time, Senators also worked to develop a modified draft of another institution’s resolution. Both statements work towards the same end. All working in these areas sought a statement that would fit the needs of our institution.

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Chair Sly shared Senate leadership's preferences for passing the *Statement in Support of the Core Mission and Shared Values of Higher Education in the United States of America*. Chair Sly also acknowledged that in reply to this message, Peter Sunderland, Senator, TTK, from ENGR, noted his possible support for this action. Senator Sunderland is the author of the *University of Maryland, College Park Mutual Defense Compact*.

Chair Sly proposed that the Senate suspend the rules, allowing the Senate to vote on the *Statement in Support of the Core Mission and Shared Values of Higher Education in the United States of America*, and that the Senate adopt the aforementioned statement.

Chair Sly asked for a motion to adopt the *Statement in Support of the Core Mission and Shared Values of Higher Education in the United States of America*. **A motion was made and seconded.**

Chair Sly then called for discussion of the proposal to suspend the rules, allowing the Senate to vote on the proposal, reminding the Senate that a two-thirds majority vote is required.

Senator Lathrop, TTK, CMNS, called for a point of order to verify that all Senators received the materials. The point of order was confirmed by Chair Sly.

Senator Coles, TTK, ARHU, called for a point of clarification on the current vote. Chair Sly said the Senate will first vote to suspend the rules to allow for a vote to adopt the statement. The Senator then asked if the vote excluded any consideration of the *University of Maryland, College Park Mutual Defense Compact*. Chair Sly said that there would be discussion.

Chair Sly called for a vote to suspend the rules, waving the right of first reading. Chair Sly reminded Senators this requires a two-thirds vote. The result was 110 in favor, 13 opposed. **The proposal passed.**

Chair Sly opened the floor for discussion of the proposal to adopt the *Statement in Support of the Core Mission and Shared Values of Higher Education in the United States of America*.

Senator Coles, TTK, ARHU, moved to add 15 minutes to the meeting.

Chair Sly called for a vote to extend the meeting by 15 minutes. **The motion passed.**

Chair Sly re-opened the floor for discussion.

Senator Norton, TTK, LIBR, moved to limit the debate to 25 minutes. **The motion was seconded.**

Chair Sly called for a vote to limit the debate to 25 minutes, noting a two-thirds majority vote is needed. The result was 94 in favor, 28 opposed. **The motion passed.**

Chair Sly noted the 25 minute time limit would end at 5:12 p.m. and opened the floor for discussion on the original motion to adopt the *Statement in Support of the Core Mission and Shared Values of Higher Education in the United States of America*.

Senator Coles, TTK, ARHU said the statement was thoughtful and well-considered, noting their full support. Senator Coles said they would like to vote on both documents and hoped that one would not cancel the other. Senator Coles said they would wholly support the statement.

Senator Stoltz, PTK, EDUC, seconded Senator Coles' statement and shared that the College of Education polled their community, and that 98% stood behind and supported the statement. Senator Stoltz said that the College of Education supports the statement.

Senator Herf, Emeriti, ARHU, asked to address a question to the SEC subcommittee, and said that one of the clauses of the statement refers to the non-partisan nature of peer review scholarly evaluations. Senator Herf shared their belief that one of the reasons that universities are in crisis is that the peer review process in Middle East studies has broken down and does not produce non-partisan, objective scholarship. Senator Herf expressed concern that the statement does not address the issue and asked to hear from the subcommittee. Senator Herf indicated that they were interested in considering an amendment to the statement to delete that particular clause, noting that the Senate body does not have the expertise in a statement to assert that the peer review process is working in multiple disciplines.

Chair Sly spoke as the Chair of the Subcommittee and noted that Senator Herf's concern was out of the scope of the statement. Chair Sly said that the statement is regarding the core values of higher education, and that peer review stands as a core value of higher education, whether or not it is a perfect system.

Senator Herf replied that in order to defend the university and universities, there needs to be more self-evaluation.

Chair Sly expressed agreement with Senator Herf but noted that the statement was not the appropriate place to further the discussion.

Senator Keshavarz-Karamustafa, TTK, ARHU, expressed agreement with Senator Herf's comments regarding scholarly specialties but expressed shock at the way her discipline was characterized by Senator Herf. Keshavarz-Karamustafa asserted that Middle Eastern Studies has a fair and rigorous peer review process. Senator Keshavarz-Karamustafa shared their support with the statements and seconded Senator Cole's previous statements.

Senator Seibert, TTK, BMGT, shared their concerns regarding both the *Statement in Support of the Core Mission and Shared Values of Higher Education* in the United States of America and the *University of Maryland, College Park Mutual Defense Compact*. Senator Seibert indicated that the Shared Values Statement is not politically charged, except for the timing of the response. Senator Seibert said that it is great to be idealistic, but you also have to be practical, and that you don't have to poke the bear. Senator Seibert also expressed concern over two bullet points on free speech, noting redundancy. Additionally, Senator Seibert expressed concern over factual inaccuracies and subsequent legal issues.

Chair Sly said that he is not a legal scholar, and that he did not feel qualified to address the issue, and that wordsmithing would require the statement to be sent back to the subcommittee.

Senator Jennings, Non-Exempt Staff, VPR, acknowledged their membership on the subcommittee and moved to adopt the *Statement in Support of the Core Mission and Shared Values of Higher Education in the United States of America* as a non-binding resolution.

Chair Sly called for a second.

Senator Hanrattie, Undergraduate Student, CMNS, **seconded the motion.**

Senator Wohlfarth, TTK, BSOS, spoke as a member of the subcommittee. Senator Wohlfarth responded to Senator Herf's previous concerns, noting agreement with Chair Sly, and adding that the subcommittee had to weigh expediency in their process, and that sending the statement back to the subcommittee to address language would take more time. Senator Wohlfarth shared that the subcommittee also discussed the *Mutual Defense Compact*, which originated at Rutgers University. Senator Wohlfarth shared that personally, they had concern with the clause dealing with committing resources to a shared Defense Legal Fund, within the Compact. Senator Wohlfarth shared that this clause has multiple implications that they do not support at this time, and therefore they support the Shared Values Statement that was shared by the subcommittee.

Senator Sunderland, TTK, ENGR shared their support for the statement.

Senator Zimmerman, PTK, SPHL, shared their support for the adoption of the statement, noting that it may not describe where we are at the moment, but it does describe our aspirational goals. Senator Zimmerman agreed that there are logistics and details to be worked on, such as the peer review problems, but this is what we are or can be, unless we are thwarted.

Senator Coles, TTK, ARHU, said that some of the language in both resolutions that people have issues with. Senator Coles said that these are suggestions and recommendations that assert what we stand for. The resolution is advice to our administration to cooperate or work in cooperation with our other Big 10 peers, should any one of us be threatened. It is simply to express our wishes to them in an explicit fashion. Senator Coles shared that six Big 10 members already adopted the Mutual Defense Compact, and there are four more Senate bodies in those institutions voting this week. Senator Coles expressed concern that at some point, we will be the only institution that hasn't voted for it. Senator Coles said the statement licenses our President, our provost, to take our defense, our mutual defense, seriously, a kind of NATO of the universities. We cooperate on so many other levels. This seems a reasonable thing to cooperate with.

Senator Lathrop, TTK, CMNS, called for a point of order on which document was being debated. Chair Sly confirmed that the debate was over the proposal to adopt the *Statement in Support of the Core Mission and Shared Values of Higher Education in the United States of America*.

Senator Clegg, TTK, INFO, shared their agreement with Senator Cole and others, as well as their support to adopt the Statement in Support of the Core Mission and Shared Values of Higher Education in the United States of America. Senator Clegg encouraged the Senate to think about time being of the essence and emphasized the importance of the university to have a voice to have an impact.

Chair Sly asked for any further discussion. Hearing none, Chair Sly called for a vote to adopt the *Statement in Support of the Core Mission and Shared Values of Higher Education in the United States of America*. The result was 107 in favor, 12 opposed, and 5 abstentions. **The proposal passed.**

Chair Sly called for additional New Business.

Senator Sunderland, TTK, ENGR spoke about their *University of Maryland, College Park Mutual Defense Compact*, first shared by Rutgers University. Senator Sunderland said that the Compact calls on President Pines to help establish a mutual academic defense Compact, to commit to a mutual defense fund, to make available the UMD Office of Legal Affairs, and to help convene a Big 10 summit on mutual defense.

Senator Sunderland shared that the spirit of a Compact is to encourage the UMD administration to band together with other Big 10 universities, and to prepare a coordinated response should one Big 10 school be unjustly attacked in some ways. Senator Sunderland agreed with Senator Coles' comparison to NATO, saying that the Compact is a collective defense against potential future aggression.

Senator Sunderland shared that six Big 10 schools had already adopted the Compact: Rutgers University, Michigan State, the University of Indiana, the University of Nebraska, the University of Michigan, and the University of Washington. Senator Sunderland noted that if approved, the Compact would be advisory and non-binding, and that President Pines will be at liberty to follow it in letter or in spirit.

Senator Sunderland said that the tone of the two resolutions presented today, and the President's statement are similar. Senator Sunderland said that the Compact is different, and that it calls for more concrete actions and for teaming with other Big 10 schools. Senator Sunderland said that they believe its adoption will put UMD on stronger footing if UMD is attacked in ways like Columbia and Harvard have been. Senator Sunderland urged Senators to support this Compact and thanked them for their time and consideration.

The motion was seconded. Chair Sly opened the floor for discussion.

Senator Lyons, GRAD, JOUR, asked for the result of the vote for the previous resolution.

Chair Sly said the result of the vote was 107 in favor, 12 opposed, and 5 abstentions.

Senator Lyons, GRAD, JOUR shared that Ohio State had just passed the Compact at their faculty council, and expressed concern about timing, and being behind in the conference.

Chair Sly shared that Senate leadership has been in conversation with the Senate leadership within the Big 10, and that the reason there are two statements is that not everyone agrees with some of the stipulations in the Compact, referencing Senator Wohlfarth's previous statement.

Senator Lyons, GRAD, JOUR moved to add 15 minutes to the meeting.

The motion was seconded.

Chair Sly called for a vote to extend the meeting by 15 minutes. The vote was 81 in favor, 34 opposed. **The motion passed.**

Chair Sly re-opened the floor for discussion.

Senator Lyons, GRAD, JOUR spoke on behalf of Senator Zimmerman, PTK, SPHL, who asked for a point of information in the chat. Senator Zimmerman asked how many people were needed to maintain quorum for the remainder of the meeting.

Chair Sly said that 97 Senators were needed to maintain quorum.

Senator Lathrop, TTK, CMNS, said that the core mission in the Shared Values Statement was excellent, very well written, and very well stated. Senator Lathrop expressed concern about provoking the federal government, citing them as the university's closest partner in research and collaboration. Senator Lathrop also expressed concern, asking if sharing legal advice is ethical, and questioning the university's attorney's ability to extend their representation.

Senator Sunderland, TTK, ENGR, said that lawyers often team together with their clients when they have a mutual interest, filing common briefs and working with multiple defendants.

Chair Sly invited Director Marin to provide additional insight. Director Marin shared that the Big 10 Senate Leadership and Directors speak frequently, and the topic came up in a recent meeting. Director Marin shared that the University's General Counsel can only represent UMD, who is their client. Attorneys would need to be licensed in multiple states. Director Marin said that the Rutgers University Mutual Defense Compact was inspired by the Statement in Support of the Core Mission and Shared Values of Higher Education in the United States of America, but that they went their own route and wanted to propose something different. Director Marin shared that many other institutions, even amongst the Big 10, are in preference with the Statement in Support of the Core Mission and Shared Values of Higher Education in the United States of America given the legal nuances discussed.

Senator Jarzynski, TTK, CMNS, and past Chair of the Senate, said that they support the resolution, acknowledging that it is not perfect and entails risk to the university's federal funding. Senator Jarzynski said that the resolution is admirably vague on details, and that they trust President Pines and his administration, including the Office of General Counsel, to determine how best to allocate resources, financial or legal. Senator Jarzynski said that if the University of Maryland joins a Mutual Defense Compact, as Senator Herf and others have noted, the resolution does not address a number of important issues. Senator Jarzynski continued that Universities must engage in some honest soul searching to address the real problems. Senator Jarzynski said that the Trump administration is shamelessly using these issues as an excuse in their attempts to reshape higher learning in America.

Senator Jarzynski said they are not in favor of making a statement simply to make our voices heard, or out of idealism, but as a practical matter, we have to find ways to team up with other universities to stand united against the Trump administration's moves. Senator Jarzynski said that going against a united front of all 18 institutions in the Big 10 may be less popular with voters, including students, parents, and alumni across a wide swath of states. The Trump administration is proceeding on the premise that you push, and if there is no resistance, you push harder. Senator Jarzynski said that if we and other universities adopt a strategy of keeping our heads low, then our hesitation and fear will become the Trump administration's most reliable weapon. As long as it is easy for them to proceed, they will push harder.

Senator Stillwell, PTK, PLCY, agreed with Senator Jarzynski's statement and said that it is not a perfectly worded resolution. Senator Stillwell shared their support and reminded Senators that their role, as a Senate, is to advise President Pines. Senator Stillwell said it is their understanding that this

would not commit the university legally but gives advice to President Pines to take action. Senator Stillwell recommended a vote in favor of the Compact, and suggested the formation of a subcommittee to follow up on coordination regarding how the Compact would be implemented.

Senator Stillwell said that there are tremendous resources at UMD and within the Big 10. Senator Stillwell suggested that the resources can not only aid in implementing and mobilizing this policy, but also proactively continue to build the base and capacity for democracy in this country. Senator Stillwell said that a timely response is important and recommended that Senators vote in favor of the Compact, noting that, and that there is no black or white perfect solution.

Senator Stillwell said that it's important to work with people who are willing to negotiate with us and to always extend an olive branch where we can. It is also important to act proactively and positively in building the base of Democratic support. Senator Stillwell said that they are in favor of voting for the Mutual Defense Compact and working with President Pines to figure out how best to implement it.

Senator Moeller, TTK, JOUR said that they had similar thoughts to Senator Stillwell and Senator Clegg, with two additional points. Senator Moeller acknowledged the geographical location of the university, and that the fight has not yet come to us. Senator Moeller also referenced the latest Executive Order from President Trump, and directed the Secretary of Education to deny, suspend or terminate accreditors and their ability to operate if they take into account a college's diversity and other key elements that many hold dear. Senator Moeller shared that the College of Journalism's deans and associate deans support the Compact. Senator Moeller shared that they would vote in support of the Compact.

Senator Keshavarz-Karamustafa, TTK, ARHU, expressed support for the proposal, and shared the view that attempting to evade federal attention has proven inefficient, and that the administrators of the University should implement this statement of mutual defense in ways that are legally plausible.

Senator Walker, PTK, EDUC shared their support for the Compact, noting that there has been a direct and indirect attack through the dismantling of the Department of Education. Senator Walker acknowledged that the work of the College of Education, as well as around campus has been impacted. Senator Walker cited students on visas who have been denied entrance and said that the university is not under the radar. Senator Walker said that now is the time to act.

Chair Sly said that Senator Herf would be the last to comment.

Senator Herf, Emeriti, ARHU, shared agreement with what had been said by other Senators. Senator Herf said that the Core Value's statement is not a matter of keeping our heads down; it's a fine statement and an assertion of our values. Senator Herf said that the crisis has happened because of the issue of antisemitism in universities. Senator Herf said that the Trump administration is misusing this issue. Senator Herf expressed concern that the Rutgers statement does not address the issue and undermines the ability of the universities to defend themselves against this attack from the Trump administration. Senator Herf said that for those reasons, they would not support the resolution.

Chair Sly ended the discussion and called for a motion to suspend the rules, waving the right of first reading. Chair Sly reminded Senators this requires a two-thirds vote. The result was 100 in favor, 12 opposed. **The motion passed.**

Chair Sly thanked the Senate for a sturdy debate and called for a vote on the proposal to adopt the Mutual Defense Compact. The result was 93 in favor, 17 opposed, and 5 abstentions. **The proposal passed.**

Senator Moradi, PTK, CMNS raised concerns about the appropriate use of Senate communication channels, including chat and listservs.

Director Marin clarified that chat should be used responsibly and that discussions resulting in Senate actions should occur during Senate meetings rather than over listservs.

Senator Miller, PTK, CMNS shared that the roster of all University Senators is available from the Senate webpage.

Senator Clegg, TTK, INFO raised concerns about how the University is supporting international and vulnerable-status immigrant students.

Chair Sly noted that the question would be added to the list for upcoming meetings with University Administration, and a response would be provided once available.

Senator Osuji, TTK, BSOS, asked if there were plans to hold more hybrid meetings in the future, to allow for more in-person interactions amongst Senators.

Chair Sly deferred the question to Director Marin. Director Marin noted the request for additional in-person meetings has been discussed regularly, and the decision always goes back to the Senate body. Director Marin shared that budgetary limitations need to be considered. Director Marin said that the Senate Office would look into the practicality and operations of holding additional hybrid meetings, and bring the idea to the SEC.

ADJOURNMENT

The meeting was adjourned at 5:30 p.m.



Slates for the 2025 Transition Elections

PRESENTED BY Gene Ferrick, Chair

REVIEW DATES SEC – April 23, 2025 | SENATE – May 7, 2025

VOTING METHOD In a single vote

RELEVANT POLICY/DOCUMENT [Bylaws of the University Senate](#); [University of Maryland Plan of Organization for Shared Governance](#)

NECESSARY APPROVALS Senate, President

ISSUE

The University Senate Nominations Committee has prepared a slate of nominees for the 2025-2026 Chair-Elect, the Senate Executive Committee (SEC), and the Committee on Committees, as well as the Senate-elected memberships of the University Athletic Council, the Council of University System Faculty (CUSF), and the Campus Transportation Advisory Committee (CTAC).

RECOMMENDATION(S)

The University Senate Nominations Committee recommends the attached slate of nominees for election during the Transition Elections.

COMMITTEE WORK

The Nominations Committee began recruitment efforts in February 2025. The committee sent announcements for self-nominations to all continuing and incoming Faculty, Staff, and Student Senators. The Nominations Committee met on four separate occasions to discuss nominees and recruitment efforts: February 19, February 26, March 12, and March 26, 2025.

Members of the Nominations Committee reached out to eligible candidates for all open seats and obtained written consent of all nominees, in accordance with the Senate *Bylaws*. The Nominations Committee endeavored to create balanced slates with representation from across campus.

The Nominations Committee voted in favor of approving the attached slate on April 7, 2025.

ALTERNATIVES

The University Senate could decide not to accept the slate of nominees for the elections.

RISKS

There are no risks to the University.

FINANCIAL IMPLICATIONS

There are no financial implications.

Slate of Candidates for the 2025-2026 Chair-Elect
Submitted by the University Senate Nominations Committee

Chair-Elect Nominees (One will be Elected)

- Shannon Buenaflor Program Director A. James Clark School of Engineering

- Wendy Stickle Principal Lecturer College of Behavioral and Social Sciences

- Patrick Wohlfarth Professor College of Behavioral and Social Sciences

Slate of Candidates for the Senate Executive Committee, 2025-2026 Election

Submitted by the University Senate Nominations Committee

Faculty Senator Nominees (Seven will be Elected)

- Vikrant C. Aute A. James Clark School of Engineering, *Mechanical Engineering*
- Olga Haldey College of Arts & Humanities, *School of Music*
- Daniel Perry Lathrop College of Computer, Mathematical, & Natural Sciences, *Physics*
- Susan Moeller Philip Merrill College of Journalism
- Issac Moradi College of Computer, Mathematical, & Natural Sciences, *Earth System Science Interdisciplinary Center*
- Ashley L. Newby College of Behavioral & Social Sciences, *African American & Africana Studies*
- Polly O'Rourke College of Information Studies
- Campbell Scribner College of Education, *Teaching & Learning, Policy & Leadership*
- James Stillwell School of Public Policy, *Do Good Institute*
- Gurpal Toor College of Agriculture & Natural Resources, *Environmental Science & Technology*
- Paul Turner School of Public Health, *Global, Environmental, & Occupational Health*
- Margaret Walker College of Education, *Teaching & Learning, Policy & Leadership*
- Patrick Wohlfarth College of Behavioral & Social Sciences, *Government & Politics*
- Jerry Zremski Philip Merrill College of Journalism

Exempt Staff Senator Nominees (One will be Elected)

- Shannon Buenaflor A. James Clark School of Engineering, *Engineering Academic Services*
- Darrell Claiborne Robert H. Smith School of Business, *IT*
- Kim Gonzalez Robert H. Smith School of Business, *MBA Programs*

Non-Exempt Staff Senator Nominees (One will be Elected)

- Paul Keen College of Computer, Mathematical, & Natural Sciences, *Cell Biology & Molecular Genetics*

Graduate Student Senator Nominees (Two will be Elected)

- Nick Walker Hirsh College of Arts & Humanities
- Nicholas Lugu College of Behavioral & Social Sciences
- Shyma Mohammed Robert H. Smith School of Business
- Tin Trung Nguyen College of Computer, Mathematical, & Natural Sciences

Undergraduate Student Senator Nominees (Two will be Elected)

- Quy Cuong (Gigie) Nguyen College of Arts & Humanities
- Sarah Otwey School of Public Health
- Galen Richardson College of Behavioral & Social Sciences
- Pranav Sasikumar Robert H. Smith School of Business

Slate of Candidates for the Committee on Committees, 2025-2026 Election

Submitted by the University Senate Nominations Committee

Faculty Senator Nominees (Three will be Elected)

- Kelli Cummings College of Education, *Counseling, Higher Education & Special Education*
- Diganta Das A. James Clark School of Engineering, *Mechanical Engineering*
- Carinna Ferguson Office of the Provost, *Office of Undergraduate Research*
- Gurpal Toor College of Agriculture & Natural Resources, *Environmental Science & Technology*
- Jerry Zremski Philip Merrill College of Journalism

Exempt Staff Senator Nominees (One will be Elected)

- Robert Dean Division of Information Technology, *Security*

Graduate Student Senator Nominees (One will be Elected)

- Nick Walker Hirsh College of Arts & Humanities
- Shyma Mohammed Robert H. Smith School of Business

Undergraduate Student Senator Nominees (One will be Elected)

- Isabella Badolato Robert H. Smith School of Business
- Evan Levitan Letters & Sciences

Slate of Candidates for the 2025-2026 Senate-Elected Councils and Committees

Submitted by the University Senate Nominations Committee

University Athletic Council Slate 2025-2026

Faculty Representative Nominees (Two will be Elected)

- Catherine Byrne College of Arts & Humanities, *English*
- Rachel Haber College of Behavioral & Social Sciences, Geography
- Robert Harris College of Arts & Humanities, *English*
- Kris Marsh College of Behavioral & Social Sciences, Sociology

Staff Representative Nominees (One will be Elected)

- Brendan Hartlove Philip Merrill College of Journalism
 - Antonietta Jennings Division of Research, *Institute of Governmental Service & Research*
 - Keira Martone Division of Student Affairs, *Resident Life*
-

Council of University System Faculty (CUSF) Slate 2025-2026

Faculty Representative Nominees (Three Full-Time Reps and Two Alternate Reps will be Elected)

- Cody Buntain School of Information Studies
 - Tamara Clegg School of Information Studies
 - Mark Coulbourne University Libraries
 - Michael Elonge College of Agriculture & Natural Resources, University of Maryland
Extension
 - Jessica O'Hara Office of the Provost, *Office of Undergraduate Research*
 - Megan Madigan Peercy College of Education, *Teaching & Learning, Policy & Leadership*
 - Jordan Sly University Libraries
 - Wendy Stickle College of Behavioral & Social Sciences, *Criminology & Criminal Justice*
-

Campus Transportation Advisory Committee (CTAC) Slate 2025-2026

Faculty Representative Nominees (One will be Elected)

- Joseph Barnett College of Behavioral & Social Sciences, *Psychology*
- Amanda Chicoli College of Behavioral & Social Sciences, *Psychology*

Exempt Staff Representative Nominees (One will be Elected)

- Darrell Claiborne Robert H. Smith School of Business, *IT*
- Michael Driggers College of Arts & Humanities, *Clarice Smith Performing Arts Center*

Non-Exempt Staff Representative Nominees (One will be Elected)

- Amy Yaich College of Computer, Mathematical, & Natural Sciences, *Entomology*

Undergraduate Representative Nominees (One will be Elected)

- Leonard Fomin College of Behavioral & Social Sciences
- Dylan Patel College of Computer, Mathematical, & Natural Sciences

Candidacy Statements for the Chair-Elect 2025-2026 Election

Chair-Elect Nominees (One will be Elected)

Shannon Buenaflor, Program Director

A. James Clark School of Engineering, *Engineering Academic Services*



I am deeply honored to be nominated for the position of Chair-Elect of the University of Maryland Senate. Since joining the UMD community in 2008, I have been fortunate to engage with campus in diverse and meaningful ways. Most recently, I have served as a staff senator and the Chair of the Academic Procedures & Standards (APAS) Committee. These roles have allowed me to participate in shared governance through collaboration and thoughtful dialogue around academic policy. If elected Chair-Elect, I will strive to serve as a collaborative, empathetic, and transparent leader committed to upholding the values of shared governance.

Being selected as Chair-Elect would allow me to give back to the university that has shaped my life both personally and professionally. As a proud Terp, I have earned three degrees from UMD: a B.A. in English Language and Literature (2012), an M.A. in Higher Education (2016), and a Ph.D. in Higher Education Administration (2020). My passion for higher education began during my undergraduate years, working in the Writing Center and as an orientation advisor. Upon graduation, I began my professional journey as an academic advisor in the College of Education, eventually transitioning to the A. James Clark School of Engineering in 2016.

I am seeking your vote because I bring a unique combination of institutional knowledge, collaborative leadership, and an unwavering commitment to student success. In my current role as Program Director for Transfer Initiatives in the A. James Clark School of Engineering, I've led efforts to strengthen partnerships with all 16 Maryland community colleges, working to create clear, equitable transfer pathways. This work has refined my ability to bring people together, navigate complex systems, and advocate for inclusive, student-centered policies. These are the same skills and values I would bring to the role of Chair-Elect—ensuring that our shared governance processes are rooted in transparency, equity, and collective responsibility.

In addition to my administrative roles (both past and present), I have served as an adjunct faculty member in the College of Education, teaching graduate and undergraduate courses. This semester, I am co-facilitating ENES138, an engineering course offered in partnership with the Words of Engagement Intergroup Dialogue Program (WEIDP). Teaching has given me a deeper appreciation of the student experience and further informs my work as a senator.

Having experienced UMD as an undergraduate, graduate student, staff member, and adjunct faculty member, I bring a holistic understanding of our campus community. This multifaceted perspective enables me to thoughtfully consider diverse viewpoints. I believe shared governance is strongest when it amplifies the voices of all campus constituents. As Chair-Elect, I would partner closely with Senate leadership to ensure inclusive engagement, transparency, and a commitment to the

collaborative spirit that defines our university. This role would also allow me to engage more fully as a member of the UMD community. Thank you for your consideration.

Wendy Stickle, Principal Lecturer

College of Behavioral and Social Sciences, *Criminology & Criminal Justice*



My name is Wendy Stickle. I am thrilled to be nominated for the position of Chair-Elect of the University of Maryland Senate. As a member of the University community since 2003, first as a PhD student, then as a faculty member, and finally as a program director, I have held many hats and engaged with many different campus populations. I genuinely believe that UMD is stronger as a whole than any of its individual parts. Thus, as the chair-elect (and subsequent roles), I will strive to ensure faculty, staff, and students are well represented and their voices heard.

As mentioned above, I received my PhD in Criminology and Criminal Justice (CCJS) from UMD in 2009. After working at a private research firm and teaching part time, I returned to UMD in 2011 as a Lecturer and

program director of the CCJS program at Shady Grove. Today, I am a Principal Lecturer in the Department of Criminology and Criminal Justice and continue to direct the CCJS Program at the Universities at Shady Grove (USG). In these roles I engage closely with campus partners including the Office of Admissions, Office of the Registrar, academic advising, nearly all the UMD colleges, Extended Studies, and the Provost's Office. I also work closely with our University of Maryland System partners at USG. These experiences give me a unique opportunity to understand the many functions and responsibilities faculty and staff have on our campus and understand our critical role in the University of Maryland System. As an instructor, academic advisor, and education abroad leader, I deeply appreciate the student experience, particularly the experience of our most vulnerable students, including transfer students and first-generation students. Additionally, I have served on multiple senate committees including the Faculty Affairs and Educational Affairs Committees. I am currently in my second year of chairing the Senate PCC Committee.

I am fortunate that my roles on campus have offered me opportunities to work closely with multiple constituencies including staff, tenured and PTK faculty, undergraduate and graduate students. I comfortably embrace all my roles including as a supervisor, peer, colleague, advisor, mentee, and mentor. I value my UMD relationships and embrace the UMD strategic plan to strengthen our local, state, and global communities. Higher education is in a fragile place at this moment. I am ready to represent UMD, its constituents, and its mission. I have two future Terps of my own and want to ensure UMD maintains its standing, reputation, and legacy as we navigate the future.

I am honored to be considered for this critical role on the UMD Senate and am ready to put in the hard work to represent this diverse, dedicated, and worthy community.

Patrick Wohlfarth, Professor
College of Behavioral and Social Sciences, *Government & Politics*



If elected as Senate Chair, I will work diligently to facilitate the engagement and representation of all campus constituencies. The University Senate is the foundation of shared governance at the University of Maryland, advising university administration on the collective views of students, staff, and faculty. I believe a key duty of the Senate Chair is to faithfully serve the campus community by promoting transparency and inclusive deliberation on policy matters. I will strive to uphold these principles as we pursue our shared mission and values.

I am a Professor and the Director of Undergraduate Studies in the Department of Government and Politics (GVPT). I am a native of Prince George's County, Maryland; I returned home to the University of Maryland as a new faculty member in 2011. My scholarly background includes teaching and research on American political institutions, judicial politics, and the U.S. Supreme Court.

I have served the university and GVPT in a variety of roles related to both undergraduate and graduate education. I am currently a member of the Senate Executive Committee and the Chair of the University Senate's Plan of Organization Review Committee. I have served on the Governance, Leadership, and Administration self-study working group for the Middle States Commission on Higher Education accreditation process. I also previously served as the Co-Director of Graduate Studies overseeing GVPT's doctoral program, as a BSOS representative on the Graduate Council, and as a member of the graduate school's Programs, Curricula, & Courses Committee.

Candidacy Statements for the Senate Executive Committee (SEC) 2025-2026 Election

Faculty Senator Nominees (Seven will be Elected)

Vikrant C. Aute, Research Professor A. James Clark School of Engineering

This is my second term as ENGR-PTK Senator and it is an honor to be nominated for the Senate Executive Committee (SEC) once again. In my previous term, I have served on the SEC and currently serve on the Faculty Affairs Committee. I am a Research Professor of Mechanical Engineering and Co-Direct the Center for Environmental Energy Engineering. Our research enables energy sustainability by focusing on improving cooling and heating systems, which are essential for preserving our quality of life while minimizing their environmental impact. I also advise & mentor graduate students and junior faculty and have excellent situation analysis skills to turn data into decisions.

Having been a part of the University of Maryland for over 24 years, first as a graduate student and then as a PTK faculty, I am thankful for the opportunities afforded to me in pursuing my research goals while fostering the University's mission. During this period, I saw up close how the campus has evolved and flourished on many levels, which has uniquely prepared me to advocate for our students and faculty. Since my college days, I remain a strong supporter of shared governance, and becoming a PTK Senator at UMD was the first step in getting involved in shared governance. Being a Senator has been a rewarding experience, revealing all the avenues that I can pursue to help the campus community.

In my previous term on SEC, I was exposed to a different dimension of the Senate and its interaction with campus leadership. The interaction and open constructive dialog with senior leadership is crucial for achieving our shared goals for the University. Going forward, I am once again excited about working alongside our President and the senior leadership in identifying and addressing shared concerns for the campus community. I am passionate about faculty affairs and improving student life on campus. Given the opportunity, I look forward to working with the campus community and the leadership to continue the amazing work we all have accomplished. I will bring the same level of commitment, transparency, and adaptation to the Executive Committee, that I bring to my current position. I am a proud Terp and fully invested in seeing our University remain one of the world's top research and education institutions. Thank you for your support.

Olga Haldey, Associate Professor College of Arts & Humanities

I am honored to be nominated for membership in the Senate Executive Committee. I've been with the University of Maryland since 2006, and may be found at the School of Music, a part of ARHU housed at the Clarice Smith Performing Arts Center. I teach courses on the intersecting histories of music, theater, literature, and the visual arts, serve as division coordinator for Musicology & Ethnomusicology, and work closely with our graduate students – currently, some of our most vulnerable constituencies. This is my second term in the Senate, where I also previously served as a member of the PCC Committee.

Daniel Perry Lathrop, Professor
College of Computer, Mathematical, & Natural Sciences

The Senate Executive Committee is critical for responsible and effective functioning of the Senate at large. It is important that the SEC thoughtfully considers our community's initiatives, communicate these to the Senate and craft the senate meeting agenda and votes.

If elected for the SEC, I will uphold these standards while keeping in mind our University's mission to create new knowledge and educate and mentor a new generation of scholars. I will also be sensitive to the University's significant difficulties due to the Federal Government instability. The SEC can help ensure our senate responses are timely and support/minimize impacts to our constituencies. We have come a long way since our founding in 1856. In these hundred and sixty-nine years, there have been ups and downs. The coming year will bring many challenges, but if we build on our strengths, we can work to see this through. In my interdisciplinary work across many different Departments on campus and many Colleges and within advising the Vice President for Research on International affairs, I hope to assist us in these challenging times.

Susan Moeller, Professor
Philip Merrill College of Journalism

Thank you for the nomination to serve on the Senate Executive Committee. As a Professor at Merrill College of Journalism my research and teaching straddle fields and disciplines from journalism to public policy, AI to design, medicine to history. As a recipient of the Carnegie Scholar Award and two Fulbrights, and with teaching recognitions such as the State of Maryland Board of Regents Teaching Award and the Graduate School teaching award, I have worked to bring students, faculty, administrators, local, national and international groups together.

I arrived as a young professor at Maryland just weeks before 9/11; since then I have repeatedly served on university-level committees and search committees. My research considers how media cover the world, with a special focus on crises, conflict, and suffering; "Compassion Fatigue" is my best-known book. My research, which in part emphasizes the fostering of open dialogue, aligns well, I believe, with the multifaceted agendas of the SEC and the roles it plays in tending to the campus's and the state's immediate and long-term challenges.

My appointment this year as an Affiliate Fellow in University Honors and my decades-long teaching of GenEd's Media Literacy course further underscores my interest in hearing the voices of many others — a mindset, I suspect, that could be helpful both in the internal committee work of the SEC and in external monthly meetings with the President and senior administrators. I believe I could contribute meaningfully to the SEC's agendas.

These times are trying us all: I would appreciate regularly listening to those setting the University's priorities — and would appreciate as well the opportunity to represent those in the Senate to those "down the hill." I believe I can bring to the SEC a depth and breadth of content knowledge as well as a familiarity with navigating complex academic environments.

Issac Moradi, Research Scientist
College of Computer, Mathematical, & Natural Sciences

I am a research faculty at ESSIC, CMNS where I joined as a postdoc in 2011 and was promoted to Research Scientist in 2021. I hold two PhDs: one in Climatology and Environmental Planning from

Kharazmi University of Tehran, and another in Radio and Space Science from Chalmers University of Technology in Sweden.

Over the years, I have built strong collaborations with national and international organizations while also actively engaging in professional activities at both the UMD and within the College. For example, I have served on the UMD Senate for more than eight years, including one year on the Senate Executive Committee, one year on the Committee on Committees, two years on the Research Council, and two years on the Campus AEP Committee. I also assisted the Office of Faculty Affairs in organizing the Annual PTK Symposium.

Although UMD is a leader in recognizing professional track faculty positions, there remain several issues, some critical, that still need attention. I believe the University Senate, especially SEC, offers an excellent platform for us to be involved in and contribute to key decisions that affect the future of our university. Having worked at UMD for over 15 years, I am eager to be involved, especially at a level where decisions impact our entire community.

**Ashley L. Newby, Senior Lecturer
College of Behavioral & Social Sciences**

I am honored to be under consideration as a candidate for the Senate Executive Committee. I first came to the University of Maryland in the Fall of 2021, as a lecturer and the director of undergraduate studies (DUGS) for the African American and Africana Studies department. Since that time, I have had the privilege to serve on the University PCC committee, a variety of committees both at the college (BSOS) and university level, and am now in my first term as senator. My interdisciplinary academic background has provided me with a unique and diverse perspective that draws upon a variety of methods, fields, and traditions with the goal of always finding answers to difficult questions, and finding resolutions to complex problems. As a senior lecturer and DUGS, I have primarily taught Gen Ed courses, which have provided me with the opportunity to interact with students from various majors across the university. My membership on various committees (including the First Year Book Committee, BSOS Strategic Plan Committee, General Education Diversity Implementation Team, and the Anti-Black Racism Initiative) has also allowed me to interact with faculty and staff from every college and school at UMD. In all of my experiences, I have strove to act as a connector and to facilitate the finding of common ground among stakeholders that allow for students, staff, and faculty to have the answers and resources that they need to thrive. As a member of the Senate Executive Committee I am committed to continuing that work, and representing the voices of my constituencies in this historical crucial moment.

**Polly O'Rourke, Senior Faculty Specialist
College of Information Studies**

I am honored to be considered as a candidate for the Senate Executive Committee (SEC). I have built my career at the University of Maryland (UMD) and I have gained a wide range of experience. I welcome the opportunity to leverage my experience in service to the institution.

My work at UMD over the past 14+ years has given me extensive experience in how research works at UMD, and the issues and challenges research faculty and administrators face. I am currently the Director of Research Development at the College of Information (INFO). I have held this position since 2022. I work closely with INFO faculty and leadership to advance the College's research program. From 2011-2021 I was research faculty at the UMD's Applied Research Laboratory for Intelligence and Security (ARLIS), rising to the rank of Associate Research Scientist. My research

focused on neurocognitive approaches to improving learning and memory. I have been involved in many interdisciplinary research collaborations with faculty from across campus. I currently serve on the Senate's Research Council.

My experience extends beyond research. I currently serve on the Senate's Elections Representation and Governance (ERG) Committee. I am active in the PTK faculty community, serving on the organizing committee for the 2025 PTK Symposium, and as a mentor in the PTK Mentoring Program. I also, of course, contribute to the shared governance of my unit, the College of INFO, through service on a variety of committees including the Doctoral Committee, PTK Annual Merit/Pay Review Committee, Nominations Committee, and various records preparation and faculty/staff search committees. I am the chair of INFO's College Advisory Committee (INFO's advisory committee to the dean). Through these activities, I have gained a broader understanding of how the university works and the issues facing our campus community. I hope to have the opportunity to leverage my knowledge and experience to support the governance and success of the University of Maryland as a member of the SEC.

Campbell F. Scribner, Associate Professor
College of Education

I am an Associate Professor of Education, with a primary appointment in the department of Teaching & Learning, Policy & Leadership and an affiliate appointment in the School of Public Policy. My research and teaching cover educational history, philosophy, and law. My most recent book, "A is for Arson," discusses the history of school vandalism in the United States, concluding with some thoughts about why senseless destruction poses a challenge for researchers and why it might also be necessary for children's self-realization. My next project is a biography of a philosopher named Philip Phenix, who approached learning as a state of religious communion and existential commitment.

I have been at UMD since 2016 and have served as a university senator since 2022. I appreciate the opportunity to listen and deliberate together as a community and greatly respect the wisdom that I have seen students, staff, and faculty demonstrate in this space. As a member of the executive committee, my hope is to maintain strong lines of communication with the university administration, and to craft meeting agendas that empower senators to meaningfully participate in our model of shared governance. We are an enormous institution in the midst of immense changes, but I have faith in the energy, curiosity, and personal commitment of our senators to advise and oversee its operations, both in subcommittees and as a collective whole. For my part, I plan to arrive at every meeting prepared with written questions, an open mind, and an eye toward prudent, consensus-based decisions that lift up all members of our community.

Thank you for your support, and please feel free to reach out with further questions!

James Stillwell, Associate Clinical Professor
School of Public Policy

As our University faces dramatic challenges and changes on many fronts, we need courageous and principled leadership from the Senate and the administration to ensure we are continuing to meet our mission as a national leader in public higher education teaching, research, and service. I believe we are already rising to meet this moment in ways that make me prouder to be a Terp than ever before, and of course I believe there's always more we can be doing to advance our Fearlessly Forward values and priorities, in particular through the representative body of the Senate.

As a UMD alum, former staff member, and current faculty in SPP rounding out my first year of Senate service and now chairing our campus-wide Do Good Campus Strategic Leadership Council, I am well acquainted with working across units, disciplines, and stakeholder groups to advance shared goals. I believe in transparently informing and meaningfully including those affected by a decision into the decision-making process, and building and drawing upon goodwill at every step of the way to make our already strong community even stronger and more cohesive. I look forward to continuing to work with University leadership in this new capacity as SEC member.

Gurpal Toor, Professor
College of Agriculture & Natural Resources

No statement provided.

Paul Turner, Associate Professor
School of Public Health

I am currently the associate chair for the department GEOH within the School of Public Health. I was the director of graduate studies for 10 years prior to this. I serve on the school and senate PCC committee and a one-year term as a senator. I am interested in how multiple aspects of the university combine to create a learning space for students, develop research, and support staff and faculty. I have had limited experience of this as a committee member on the school-level SEC in 2011/12, and think it will be fascinating to expand my knowledge while supporting the university.

Margaret Walker, Associate Clinical Professor
College of Education

I am honored to be considered as a candidate for the Senate Executive Committee. I have been at the University of Maryland since 2007 and have witnessed the growing awareness of the important contributions made by PTK faculty, including the formalized recognition of our impact through my own transition from “Lecturer” to Assistant Clinical faculty and now Associate Clinical faculty, and will continue to advance our standing at UMD. As faculty in the College of Education, I know that people are our strongest asset at this university, whether students, faculty or staff, and would take this opportunity to listen to our constituents and protect and support our rights in this difficult political landscape.

In my 18 years at UMD I have built strong networks across the university and with the local community, through grant work, art collaborations, and service work. Some of this on-campus work includes mentoring fellow PTK faculty, Evaluation and Promotion Review Committees, College Accreditation committees, PTK symposium speaker, and work connected with my Do Good Fellow award. I’ve also involved our campus in art collaborations with Bowie State, Lakeland residents, the Clarice, the DC community, and UMD’s campus art galleries. Through these experiences, I have learned a great deal about how the university functions, but especially how important it is for all that our work be valued and respected, that structural inequalities on this campus need to be considered in decision-making, and that there are often competing issues on campus that can only be resolved democratically through dialog and consensus. I will continue to work as a strong advocate for the UMD community with respect and professionalism and would be honored to contribute my skills and passion as a member of the Senate Executive Committee.

Patrick Wohlfarth, Professor
College of Behavioral & Social Sciences

I am currently a member of the Senate Executive Committee (SEC) and would be honored if selected to serve a second term. The SEC offers a unique opportunity to participate in significant policy discussions that affect students, faculty, and staff. My university service experience includes a wide range of roles that may allow me to offer useful perspectives on policy matters. I am currently a Professor and GVPT's Director of Undergraduate Studies; I have been a TTK faculty member at the University of Maryland for 14 years. I also serve as the chair of the Senate's Plan of Organization Review Committee (PORC) and as a member of the Governance, Leadership, and Administration self-study working group for the Middle States Commission on Higher Education (MSCHE) accreditation process. I previously served as GVPT's Co-Director of Graduate Studies, as a BSOS representative on the Graduate Council, and as a member of the graduate school's PCC (Programs, Curricula, & Courses) Committee. I am a Maryland native (having grown up in Hyattsville) and I am an avid observer of Maryland politics and state policymaking.

Jerry Zremski, Lecturer
Philip Merrill College of Journalism

I'm running for election to the Senate Executive Committee because I think my position at the Philip Merrill College of Journalism would make me an important contributor to a panel that is central to the future of the University of Maryland. I serve as lecturer and director of the Local News Network, Merrill College's effort to help local news outlets across the state. And as such, I'm in touch with editors, news producers and newsmakers from across the state. That means I would bring an outside perspective to the important matters before the Senate. What's more, my track record at UMD shows that I get things done: I received the 2024 Provost's Do Good Innovator Award, and this year, after the Local News Network published five projects in its first two and a half years of existence, Merrill College received a \$3 million gift to endow my position.

Candidacy Statements for the Senate Executive Committee (SEC) 2025-2026 Election

Exempt Staff Senator Nominees (One will be Elected)

Shannon Buenaflor, Program Director A. James Clark School of Engineering

Thank you for considering my nomination for the University of Maryland Senate Executive Committee. I have been a member of the UMD community since 2008, first as an undergraduate student and then as a graduate student, staff member, and adjunct faculty. More recently, my role within the community has evolved as I've become more involved in the University Senate as a staff Senator and member of the Academic Procedures & Standards Committee. Senate committees serve as the backbone of the Senate and provide a significant service to the university community.

During the 24-25 academic year, I served as the APAS Committee Chair and engaged in thoughtful and meaningful conversations with various constituents across the UMD community. This experience has deepened my appreciation for shared governance and strengthened my commitment to collaboration, transparency, and equity. It has also inspired me to seek out additional opportunities to engage with the University Senate. I am now seeking your vote to serve as a member of the SEC so that I may continue my commitment to shared governance and leverage my institutional knowledge to support the important work of the Senate.

Darrell Claiborne, Director Robert H. Smith School of Business

I am enthusiastic about the opportunity to serve on the University Senate - Senate Executive Committee (SEC) for the 2025 - 2026 term. My experience as an exempt Senator, a former member of the Council for University System Staff (CUSS), and a member of several University Senate committees, combined with my commitment to the University's mission, make me a strong candidate for this role.

During my tenure at the University of Maryland, I have served on numerous UMD, University Senate, and Business school committees that have allowed me to advocate for students & employees, offer my analytical abilities, and provide collaborative leadership and effective communication. For instance, I have served as a mentor for both the Black Faculty & Staff Association (IAP) and The C.D. Mote, Jr. Incentive Awards Program to help students achieve their academic goals successfully. Additionally, I have a proven track record for problem-solving and a deep understanding of university governance experience in strategic planning. This is evidenced by my ability to develop successful and meaningful relationships with departments and colleagues across campus. My commitment to the university's & business school's strategic plans remains central to my role on campus; successful advocacy & mentoring for students is a critical priority for me daily, and my ability to navigate complex procedural issues remains constant.

I am particularly interested in expanding my involvement and contributions to the University Senate and the University of Maryland. My primary goal for the 2025 - 26 year is to identify and assume new leadership roles in the Senate and on campus. My professional work experience in student and academic affairs makes me an ideal candidate for new leadership opportunities. I am a dedicated and collaborative individual committed to the University of Maryland.

Kim Gonzalez, Assistant Director
Robert H. Smith School of Business

I am honored and excited to submit my candidacy for the Senate Executive Committee. Over the past nearly 12 years at the University of Maryland, I have been deeply committed to fostering a collaborative, inclusive, and student-centered environment, as well as a love for UMD and a sense of belongingness for my students. Helping students find their place on campus and achieve more than just the degree they came for is the most rewarding thing to witness.

My service on the Committee on Committees for the past two years has provided valuable insight into shared governance, and my role as Chair of the Elections, Representation & Governance Committee (ERG) this past year has allowed me to work collaboratively with the committee members as well as key constituencies across campus to address issues and come up with best practices for moving forward. I am also particularly focused on issues that impact staff and faculty well-being, professional development, and equity, and I am equally dedicated to initiatives that enhance the student experience. I know the Senate Executive Committee plays a critical role in shaping policies and priorities that reflect the values and needs of our campus community, and I am eager to contribute my experience, energy, and collaborative spirit to this important work. Thank you so much for your time and consideration.

Candidacy Statements for the Senate Executive Committee (SEC) 2025-2026 Election

Non-Exempt Staff Senator Nominees (One will be Elected)

**Paul Keen, Program Administrative Specialist
College of Computer, Mathematical, & Natural Sciences**

My name is Paul Keen, and I am running for the University of Maryland Senate Executive Committee as a Non-Exempt Employee. I have been on the College Park Campus since 2018, first as a manager at the University Book Center, and now as a Program Administrative Specialist in the department of Cell Biology and Molecular Genetics. I recently was awarded the 2025 CMNS Dean's Outstanding Employee award after being nominated by my peers. I am a member of the University of Maryland Senate, and through this membership was appointed to the Campus Transportation Advisory Committee (CTAC) last year to serve a 3-year term. In addition, I am part of the CTAC DOTS Finance Subcommittee which is looking into ways to improve the financial viability of DOTS in the long term. I am also a part time Graduate Student in the College of Architecture, Planning and Preservation, pursuing a master's degree in Community Planning, with a scheduled graduation date of Spring 2026.

By voting for me to join the Senate Executive Committee you are voting for someone who always listens first and then speaks. I'm not afraid to speak up in a room full of powerful individuals. I enjoy representing non-exempt employees, employees who typically are at the bottom of their given departments. Non-exempt employees typically get forgotten about in the larger context of the university, and I will always stick up for us to get the recognition that we deserve. Please reach out to me if you have any questions or concerns and I will be happy to have a dialogue with you.

Candidacy Statements for the Senate Executive Committee (SEC) 2024-2025 Election

Graduate Student Senator Nominees (Two will be Elected)

Nick Walker Hirsh College of Arts & Humanities

I am honored to have been selected as a candidate for both the Senate Executive Committee and the Committee on Committees. In the 2025-26 academic year, I will be in my second year as a PhD student here in the history department, but I also came to this school for my BA, which I earned in 2012 after participating in the History Honors Program, and was published in the 2011 edition of JANUS. I have always felt proud of my time at College Park, and have always wanted to give back to the community that helped me succeed as a non-traditional student, then and now. As such, I will strive to work with the University on behalf of other students whose academic and career trajectories don't always fit within the standard models we often think of when we imagine who we are serving.

My overall outlook is that participation is the only way to help create the communities we want to live in, and the only way to ensure that we can lift each other up in turbulent times. Aside from my academic career, I come from a family dedicated to public service and organization. My grandmother was head of the tenant council in the housing project I grew up in, and my father was heavily involved in the United Transportation Union when he worked as a railroad employee during the 90s and early 2000s. I have also worked at the DC Public Library for several years, with gaps for graduate school, as well as participating in several local community choruses, including the Gay Men's Chorus of Washington. As such, I will always work to help foster closer ties, not only within the University, but also with the broader community beyond the campus grounds.

Nicholas Lugu College of Behavioral & Social Sciences

I am an international graduate student in the Survey and Data Science MS program and current president of the African Graduate Students Association, I'm interested in joining the Senate Executive Committee to contribute meaningfully to campus governance and policy development. I believe the SEC's role in guiding proposals and ensuring thoughtful review aligns well with my academic and leadership experiences.

This opportunity will also support my future career ambitions by sharpening my skills in data-driven decision-making, collaboration, and strategic planning; key abilities for a leadership or policy-focused role. I'm excited to contribute my skills and commitment to the work of the SEC

Shyma Mohammed Robert H. Smith School of Business

I am eager to serve on the University Senate Executive Committee (SEC) to contribute my leadership experience and strategic problem-solving skills toward shaping policies that impact students, faculty, and staff at the University of Maryland. With over 12 years of global leadership experience across IT, manufacturing, software development, marketing, sales, operations, and family businesses, I bring a diverse and solutions-oriented perspective to university governance. As a newly elected Senator representing graduate students and an MBA student at the Robert H. Smith School of Business, I

have gained a deep understanding of the challenges and opportunities within our academic community. My professional journey has equipped me with a strong foundation in managing cross-functional teams, navigating transitions, and creating innovative strategies that drive growth. These skills have strengthened my ability to engage stakeholders, build consensus, and advocate for meaningful change, qualities that align directly with the mission of the SEC.

I recognize that a key responsibility of the SEC is to review proposals and committee reports to determine their readiness for Senate consideration. If elected, I will thoughtfully assess these initiatives, ask critical questions, and work collaboratively to advance those that promote inclusive and forward-looking progress across campus. I believe the SEC plays a vital role as the "gateway" to the Senate, and I will approach this responsibility with a strategic mindset, a commitment to transparency, and a deep respect for shared governance. I am dedicated to ensuring that the voices of graduate students and underrepresented groups are not only heard but reflected in decisions that shape our academic environment. I look forward to the opportunity to collaborate with university leadership and fellow SEC members to guide impactful initiatives and enhance the campus experience for all.

Tin Trung Nguyen
College of Computer, Mathematical, & Natural Sciences

I have been serving at the UMD Senate and the Senate Executive Committee (SEC) since Aug 2024 and hope to remain on the SEC to continue advocating for a policy position that is of great interest to most international graduate students at UMD: I have been pushing against a long-standing, extremely unfair administrative policy by the UMD International Student & Scholar Services (ISSS): In order to obtain CPT work authorization to do a summer internship outside the University, UMD international graduate, post-coursework students are required to register for one research credit (799, 898, or 899) during summer and pay out of pocket \$1841 for that research credit. In addition to securing the interests of international students during this highly uncertain time, I also wish to push for the interests of historically disadvantaged minorities that my personal background may resonate the most with: LGBTQIA+ students and cross-disciplinary research students (those pursuing dissertation research at the intersection of two or more fields).

As a recap of my background and qualifications, I'm a third-year Computer Science PhD student, working at the AI x Law intersection. Regarding my past experience before elected to the UMD Senate Executive Committee, I served as an elected member of the CS Department Council in 2023-2024, where I worked with faculty members to refine the Department's Plans of Organization and By-Laws, for example by pushing forward amendments to expand the Department's Salary Committee to involve graduate students additionally. More broadly, my legal skills were practiced through writing Law x AI research proposals that won funding from the DOJ/NIJ (\$166.5k) and the NIST-NSF TRAILS institute (\$98.5k) in 2023. I also took the INFO College Legal Research Methods course. After completing my UMD CS PhD, I plan to attend a tech-oriented law school to pursue a long-term research and/or appellate litigation career at the intersection of law and technology. Therefore, I am strongly incentivized to sharpen my advocacy and negotiation skills by my continued service on the UMD Senate and SEC. Thanks for your consideration!

Candidacy Statements for the Senate Executive Committee (SEC) 2025-2026 Election

Undergraduate Student Senator Nominees (Two will be Elected)

Quy Cuong (Gigie) Nguyen College of Arts & Humanities

I believe that the Senate Executive Committee (SEC) is one of the most important committees as it serves as a steering committee. It oversees the Senate's plans and the feasibility of those plans. SEC committee members need to have a broad perspective to see the feasibility of a plan, as well as a leadership perspective to assign the appropriate committee to research that plan further.

As a former chapter president of the Phi Theta Kappa Honor Society at Montgomery College, I am confident that the responsibilities of the Senate Executive Committee are somewhat similar to those of a Phi Theta Kappa president. With my experience in leading a group, I believe that I will bring a broad perspective on the big picture, which is gained from my in-charge experience, to help the Senate determine the feasibility and potential obstacles in its plans.

Additionally, the proper division of plans into committees for further research requires an understanding of the committee and its members. With my experience as a president who understands my officers and the information that I have learned about our committees, I believe I will make valuable contributions to the Senate Executive Committee's division decisions for further plan research. For these two reasons, I believe that I am a suitable candidate for the responsibility of the Senate Executive Committee.

Sarah Otwey School of Public Health

To whom this may reach, my name is Sarah Otwey, I am a current second year student in the School of Public Health studying Public Health Practice. Firstly, I am grateful for this opportunity for consideration to serve on this committee. I am running for a seat on the Senate Executive Committee (SEC), I made this decision to run and hopefully serve on this board, to better execute my capabilities as a senator. Serving on the SEC will allow me to work in a collaborative and proactive structure with my other committee members as well as other senators. As a public health student I understand the importance of equity and recognition when it comes to sustainable growth for all. My firm belief in these practices, I feel, make me a well-rounded and holistic member, not only of the Senate, but also of the University as a whole. I am confident in my abilities, in which I can foster an environment that stands on advocacy, respect, equality, and upward growth.

In my current two years spent at the University I have held roles in positions that seek to uphold the core values I seek to bring to the senate, these roles being an Inclusion Ambassador for my Honors Program- Gemstone, Vice President of Diversity and Inclusion with the Residence Hall Association, and more. Honing in on my role as a Inclusion Ambassador, I was able to push for events and initiatives that help to pay homage and showcase the legacy of those who came before us and their sustainable leadership, and in my time planning these events, I gained a multitude of skills, communication, problem-solving and quick judgement calls. These skills are elements that I know can truly make or break the fluidity and strives made by any organization, with the SEC being no exception, which is another reason I seek standing on this committee, I wish to take these skills to the

SEC to ensure its total success. In short, if granted a seat within the Senate Executive Committee (SEC) I will wholly and with great vim complete every task that is issued to ensure that values of equality, respect, and growth are being met and exceeded within the SEC, the Senate, and the University as a whole. Again, thank you for this nomination and I am excited to see what the outcome is and I am excited to serve you!

Galen Richardson
College of Behavioral & Social Sciences

Hello Senators! My name is Galen Richardson, and I am a rising sophomore who was recently elected to serve on the University Senate to represent the College of Behavioral and Social Sciences. In my time at UMD thus far, I have rapidly gained experience in legislative affairs. I immediately joined the Maryland Student Legislature, a nonpartisan organization that creates legislation that can be sent to the Maryland General Assembly, quickly becoming one of the fastest-rising new members of the UMD chapter. By the end of this semester, I will have sponsored a total of six bills and debated many more. This semester, I have been chairing the Judiciary Committee, where I have been leading a group seeking to craft legislation to improve Maryland's criminal justice system. I have also served as a proxy for one of the Senators in the Resident Hall Association Senate, a task very similar to the operations of the University Senate and includes reading, debating, and voting on legislation.

If elected to the Senate Executive Committee, I will focus on improving student involvement in the Senate to create a clear and transparent process. The purpose of the Senate Executive Committee is to review all legislation that is introduced, including all proposals that originate from outside the Senate in the form of student proposals. Given that any proposal that passes the Senate could become official University Policy, it is imperative that the proposals sent before the Senate are of adequate quality. As a Government and Politics major, I have spent a great deal of time researching, reviewing, and debating legislation to ensure that any potential flaws are minimized. My experiences in legislative affairs have helped me to develop, to the best of my ability, an impartiality when making a determination on the legality or enforceability of a proposal to ensure all proposals are given proper consideration. Ultimately, my goal is to ensure that all legislation reviewed by the Senate is thoroughly vetted and will benefit the members of the campus community.

Pranav Sasikumar
Robert H. Smith School of Business

From Capitol Hill to College Park, I don't wait for a seat at the table — I pull up a chair and get to work.

I'm working in the U.S. House of Representatives on the Appropriations Committee. I've seen firsthand how policy is built, how priorities are negotiated, and how early leadership shapes long-term outcomes. That experience has sharpened my sense of strategy, strengthened my voice, and deepened my commitment to public service.

Now, I'm bringing that same energy to the Senate Executive Committee. As a current student senator for the Smith School of Business, I know the impact of having a representative who doesn't just show up but shows results. I'm not just running to fill a seat on the SEC — I'm running to make it more effective, more proactive, and more representative of the students it serves.

Vote for experience. Vote for initiative. Vote for real results.

Candidacy Statements for the Committee on Committees 2025-2026 Election

Faculty Senator Nominees (Three will be Elected)

Kelli Cummings, Associate Professor College of Education

I have been on faculty in the CHSE department since 2014 and a University Senator since 2023. I am interested in the Committee on Committees because I would like to be more involved with campus- and senate-level leadership. I have served on several departmental and college-level committees as well as the chair of the research committee for the International Council for Learning Disabilities from 2015-2019.

Diganta Das, Associate Research Scientist A. James Clark School of Engineering

I am an Associate Research Scientist at the Center for Advanced Life Cycle Engineering in the Department of Mechanical Engineering. I have been with the University for 25 years as a member of the faculty and, before that, as a graduate student. I have a deep connection with the campus and its members from all segments – staff, students, faculty, administration, and contractors.

I have taken an increasing role in school and campus-wide activities and shared governance. I have been serving as a University Senator representing the School of Engineering PTK faculty body since the beginning of this academic year.

I have been serving on the Senate Campus Affairs Committee for the last two years and have taken an active role in reviewing and developing recommendations based on the Senate Executive Committee charges. This year, I am part of the team doing a review of the “Interim University of Maryland Policy and Procedures for the Use of Facilities and Outdoor Spaces (Senate Document #24-25-05).” This charge is a challenging task, and I have taken part in interviewing and talking with various campus groups, including the Faculty Affairs Committee, Student Affairs, Student Government Association, and Graduate Student Government. I am part of the group working on developing the recommendations for the topic.

I have been an organizer of the PTK Symposium since 2020, and in the current year, I served as the chair of the marketing committee and as a member of the programming committee. I have worked with people from all the schools and levels in this process. I gained exposure to how the processes, practices, and policies vary across campus.

I was a member of the PTK working group set up by the provost in the 2022-2023 academic year. I worked on the subcommittee to review current PTK faculty titles and designations. As a larger group, we looked at PTK AEP promotion procedures and guidelines, instructional PTK faculty workload, and current hiring, appointment, title use, professional development, and support practices for PTK faculty.

Being part of these teams and the associated mutual interactions make me qualified to serve on the Committee on Committees, which is responsible for the identification and recruitment of service on Senate, University, and System committees and councils. It is this committee that selected me

several years back to become active in campus governance, and I hope to be able to pay that forward.

**Carinna Ferguson, Assistant Clinical Professor
Office of the Provost**

I am honored to be considered to serve on the Committee on Committees. I am a PTK Senator from the Office of Undergraduate Research (OUR), and I represent PTK faculty who are housed in units under the Office of the Senior Vice President and Provost. While I am new to the University of Maryland and in my second year as a faculty member, I am interested in developing collaborative, supportive relationships with colleagues across campus. I have assisted in the planning of the PTK Symposium for two years with a large team of PTK faculty members. Additionally, I have served as a Senator for the past year. As an Assistant Director and Assistant Clinical Professor in the Office of Undergraduate Research, I serve students, faculty, and staff across all units on campus. In my role, I design open-access educational resources to increase accessibility and access to information, facilitate our office's communication, program evaluation, and assessment, and engage in research with undergraduate students.

I firmly believe that all members of our diverse campus should be represented and empowered to take an active role in the University Senate. As a member of the Committee on Committees, I would draw on my current and prior work to identify, communicate with, and recruit a diverse range of individuals to serve on Senate committees and councils. Further, the Committee on Committees is responsible for assessing Senate committees and councils. Effective, efficient, and representative committees and councils allow the Senate to more effectively engage in shared governance, ensuring the voices of Senators and their constituencies are shared. Working to ensure efficacy is an area I have prior experience in, and I would be interested in providing assistance with if selected to serve on the Committee on Committees. Thank you for your consideration!

**Gurpal Toor, Professor
College of Agriculture & Natural Resources**

No statement provided.

**Jerry Zremski, Lecturer
Philip Merrill College of Journalism**

I'm running for election to the Senate Committee on Committees because I have a long track record of recruiting people to do volunteer work, meaning I could do the same in this important position. In the 2000s, I served in several positions at the National Press Club -- including as club president -- where one of my central missions was to motivate and recruit club members to get involved. I think I could do the same thing on the Committee on Committees.

Candidacy Statements for the Committee on Committees 2025-2026 Election

Exempt Staff Representative Nominees (One will be Elected)

Robert Dean, Lead IT Compliance Specialist Division of Information Technology

I feel very fortunate to be considered for a seat on the Committee on Committees. As a newly elected Senator, I am motivated to do the most with my time in the Senate. With this being my 7th year at UMD I thought now was the time to offer more of myself to campus. My tenure as a staff member with UMD has been exclusively with the Division of Information Technology. In my role as a Lead IT Compliance Specialist, I navigate governance, risk management and operational gaps. One of my most impactful responsibilities is evaluating third-party IT vendors and products for risk.

I've had the privilege of serving as an Adjunct Professor for the School of Engineering's Maryland Applied Graduate Engineering (MAGE) program. The interactions I had while instructing students motivated me to continue my own education. I am currently enrolled at our sister institution, UMB, where my own postgraduate pursuit is underway. As a result, I hold the unique distinction of being a staff-faculty-student. As a result of my unique perspective, I believe that I would prove beneficial to the Committee on Committees. I appreciate any consideration and look forward to serving UMD.

Candidacy Statements for the Committee on Committees 2025-2026 Election

Graduate Student Representative Nominees (One will be Elected)

Nick Walker Hirsh
College of Arts & Humanities

I am honored to have been selected as a candidate for both the Senate Executive Committee and the Committee on Committees. In the 2025-26 academic year, I will be in my second year as a PhD student here in the history department, but I also came to this school for my BA, which I earned in 2012 after participating in the History Honors Program, and was published in the 2011 edition of JANUS. I have always felt proud of my time at College Park, and have always wanted to give back to the community that helped me succeed as a non-traditional student, then and now. As such, I will strive to work with the University on behalf of other students whose academic and career trajectories don't always fit within the standard models we often think of when we imagine who we are serving.

My overall outlook is that participation is the only way to help create the communities we want to live in, and the only way to ensure that we can lift each other up in turbulent times. Aside from my academic career, I come from a family dedicated to public service and organization. My grandmother was head of the tenant council in the housing project I grew up in, and my father was heavily involved in the United Transportation Union when he worked as a railroad employee during the 90s and early 2000s. I have also worked at the DC Public Library for several years, with gaps for graduate school, as well as participating in several local community choruses, including the Gay Men's Chorus of Washington. As such, I will always work to help foster closer ties, not only within the University, but also with the broader community beyond the campus grounds.

Shyma Mohammed
Robert H. Smith School of Business

As a graduate student Senator and MBA candidate at the Robert H. Smith School of Business, I am excited to contribute to the University Senate's Committee on Committees. With over 12 years of global leadership experience spanning IT, manufacturing, marketing, operations, and business development, I bring a strategic mindset and a strong commitment to inclusive, effective governance. My professional background has sharpened my ability to evaluate individuals' strengths, foster diverse perspectives, and build high-performing, collaborative teams, all essential qualities for helping identify and nominate candidates to Senate committees. I believe the Committee on Committees plays a vital role in shaping the Senate's effectiveness by ensuring the right people serve in the right places. If elected, I will apply a thoughtful, equity-minded approach to committee nominations, ensuring a balance of representation, experience, and voice across our academic community. I am passionate about fostering engagement and inclusion in university decision-making, and I look forward to supporting the Senate's mission by helping build strong, representative committees that reflect the values of our campus.

Candidacy Statements for the Committee on Committees 2025-2026 Election

Undergraduate Student Senator Nominees (One will be Elected)

Isabella Badolato
Robert H. Smith School of Business

Dear Members of the University Community,
My name is Isabella Badolato, and I am honored to announce my candidacy for a position in the University Senate. As a freshman and an out-of-state student, I bring a fresh perspective on the challenges and opportunities that come with transitioning to university life. I understand firsthand the importance of fostering a welcoming, inclusive, and supportive environment for all students, regardless of their background.

If elected, I will work to amplify student voices, particularly those who may feel unheard in important campus decisions. My priorities include improving access to academic and mental health resources, increasing transparency in university spending to ensure funds are used effectively, and strengthening student-administration communication. I believe students should have a clear understanding of how tuition and fees contribute to campus improvements and resources.

I am eager to collaborate with fellow students, faculty, and staff to make meaningful contributions to our campus community. I would be honored to represent you in the University Senate and advocate for initiatives that enhance our collective experience. Please feel free to reach out with any ideas or concerns—I value your input and hope to earn your support.

Evan Levitan
Letters & Sciences

Hi, my name is Evan Levitan, and I am currently a freshman. I just got elected to the UMD Senate this election cycle and am very eager to get started. When I received the email about additional opportunities that I could take on as a senator, I jumped on that idea. I want to have a large impact during my 4 short years at Maryland. As a former high school Student Government Class Officer for three years, I gained experience in leadership, decision-making, and policy initiatives that benefited my school community. Additionally, my involvement in High School in Mock Trial, a board member of Model UN, and the U.S. The Department of Justice SPIRIT Program has strengthened my skills in research, public speaking, and problem-solving skills which are critical for effective policymaking.

At the University of Maryland, I aim to bring my experience and commitment to creating positive and meaningful change. I hope to advocate for improved academic resources, and enhanced mental health services, primary issues that directly affect students.

Additionally, I am interested in serving on the Committee on Committees because I believe in the importance of creating groups of people who want to contribute to the university community. I have been present in many decision-making opportunities that consist of choosing individuals the best for certain positions. As a Model UN board member, I was in charge of deciding which individuals in the club would go on trips or who would be placed on a different trip. Overall, my goal as a Senate member is to make a large impact on the University of Maryland community. Whether through the

SEC, the Committee on Committees, or other opportunities, I am eager to contribute in any way I can to create a better experience for all students.

Candidacy Statements for the University Athletic Council 2025-2026 Election

Faculty Representative Nominees (Two will be Elected)

Catherine Byrne, Lecturer College of Arts & Humanities

Hi! I am honored to be considered as a candidate for UMD's Athletic Council. As a former Division 1 athlete and current faculty lecturer in UMD's English department, I am interested in advocating for student-athletes and for strengthening the partnerships that exist between UMD leadership, faculty, and Intercollegiate Athletics. Currently, I teach Academic Writing, Advanced Composition, and Research and Writing for the Professions in which I help students to craft inquiry-based research on what matters most to them. I have helped student-athletes in my classes to research and write about issues such as the mental health of UMD student-athletes, UMD athletes' experience with NIL policies, and press coverage of UMD women's and men's sports. In my two years teaching at UMD, I have served on the English department's Interpolations Editorial Committee and have co-led three professional development sessions to improve faculty instruction and foster community connections. Prior to teaching at UMD, I taught for twenty years in Maryland and California public high schools and coached girls' cross country and track for five years. In 2028, I earned an MA from Trinity College, Dublin, in Drama Education. I earned a BA in English and Secondary Education in 1998.

Rachel Haber, Senior Lecturer College of Behavioral & Social Sciences

I am enthusiastically applying for consideration to serve on the 2025-2026 Athletic Council. In my 11 years of service as a PTK faculty member, I've had the opportunity to support the academic journeys of graduate and undergraduate students and hope to continue this service as a council member. In my current position as Senior Lecturer and Assistant Academic Director in Geographical Sciences, I help students navigate College and University protocol to stay compliant while completing degree requirements. I believe that giving students the opportunity to foster their athletic, as well as academic, passions will strengthen the spirit, teamwork, and energy at the University of Maryland - which is needed now more than ever.

My support for student-athletes extends to my teaching practices and personal interests. I make it a priority to give student-athletes in my courses a high degree of flexibility for completing assignments and accessing class content. This includes providing time outside the designated travel days for student-athletes to complete missed work, given the stress leading up to (and sometimes following) an athletic competition. I was formerly an instructor in GEOG's summer Academic Sports Achievement Program (ASAP), where I had the opportunity to teach Geography to k-8 students from Prince George's County on campus during UMD's summer break. The ASAP students played soccer throughout the day, and attended 1-2 academic sessions as well. This experience solidified my position that athletics is a powerful forum through which to spark an academic passion, and I believe UMD's athletic programs do the same. My personal interest in athletics also makes me suitable for this council position. As a former tennis instructor I'm aware of the student-athlete perspective from the athlete side, and I myself engage in a variety of athletic activities including swimming, hiking, and tennis.

I look forward to working on the Athletic Council to clarify Maryland protocol regarding student athlete policy, improve existing policies and procedures to meet the needs of current and future students, and continue supporting the athletic programs that are critical for student wellbeing and that pave the way for academic opportunities.

Robert L. Harris, Lecturer
College of Arts & Humanities

I am excited to share my experience and perspective with the University Athletic Council as a committed education professional, an engaged member of the university community, and a passionate advocate for student achievement. Athletics offers much more than mere competition; student-athletes can cultivate leadership, resilience, and a strong sense of community. To encourage holistic development, I am especially interested in further discussions regarding integrating academics and athletics, student-athletes' well-being, and continuous improvement of support networks.

As a devoted sports fan, former coach, and educational leader, I am uniquely positioned to support the Council's oversight function during a significant change in collegiate athletics. We must ensure that our athletic programs remain student-centered, equitable, and sustainable, considering the growing influence of NIL, transfer dynamics, and the ongoing conflict between commercialization and educational principles. I approach my work with a collaborative, equity-minded attitude and am committed to strengthening the relationship between academic and athletic success at Maryland.

Kris Marsh, Professor
College of Behavioral & Social Sciences

It is with great enthusiasm that I submit my candidacy for the Athletic Council. As a Professor of Sociology, my research explores intersections of race, class, and gender. Particularly in relation to athletics, my current research includes projects analyzing how Black golfers navigate racism, sexism, and classism on the golf course, and a study of caregivers of retired NFL players. These scholarly interests, combined with my established relationships with organizations like the NFL Advisory Group, provide a unique perspective I am eager to bring to the Council.

I am excited to serve on the Athletic Council to merge my research interests with my passion for students. Throughout my career, I have maintained a strong commitment to mentorship, as evidenced by multiple teaching awards including the Morris Rosenberg Mentorship Award (2024). My experience building collaborative relationships across diverse organizations and my leadership roles in academic settings have prepared me to contribute meaningfully to the Council's work supporting our student-athletes and athletic programs. I look forward to the opportunity to apply my expertise in ways that enhance the athletic experience at our university.

Staff Representative Nominees (One will be Elected)

Brendan Hartlove, Program Director for Recruitment
Philip Merrill College of Journalism

As the Coordinator of Undergraduate Recruitment for the Philip Merrill College of Journalism, I am proud to represent the University of Maryland to prospective students and their families and to help them find their place in our community. My work allows me to see the transformative role of academics, community, and opportunity in a student's college experience. Additionally, I bring several

years of direct experience with Maryland athletics. I have been the radio voice of Maryland women's basketball for two years, a men's basketball fill-in broadcaster for four years, and contributed to the coverage of our soccer and lacrosse programs. These professional positions are a continuation of my earlier work as a student-journalist at the university, where I was passionate about providing equal coverage to all of our teams.

In these roles, I have worked closely and built strong working relationships with our student-athletes, coaches, communications and marketing staff, sponsors, and members of the media. I see firsthand the dedication our student-athletes bring to both their sports and academic studies, and I have had the privilege of helping tell their stories to a broader audience. I have also become very familiar with the ever-changing landscape of collegiate athletics, including the challenges and opportunities that NIL presents. I believe my experience in both undergraduate student services and sports broadcasting offers a unique perspective that aligns with the Athletic Council's mission. I would bring a strong commitment to student success, a deep connection to the athletic community, and a desire to help Maryland athletics continue to grow in this transformative time.

Antonietta Jennings, Administrative Assistant II
Division of Research

Let me start by saying that it is an honor to be put on the slate for the Athletic Council. I have served on the Senate for almost 10 years and have been on the Committee on Committees, CTAC, Staff Affairs, Nominations Committee and the SEC twice. I feel strongly about the Senate and it's committees and support them anyway I can. I like the idea of being on the Athletic Council because I like to see the determination and dedication our young athletes have along with maintaining their studies. My daughter played club sports (swimming and soccer) while attending UMD and I never missed any of her events. Go TERPS!

Keira Martone, Associate Director of Resident Life for Communities
Division of Student Life

I am honored to be considered for a position on the University Athletic Council. Over the past 25 years, I have served the University of Maryland in a variety of roles—from Graduate Assistant to my current position as Associate Director in the Department of Resident Life. From 2014 to 2021, I served as a Deputy Title IX Coordinator and Assistant Director for Student Conduct, working closely with students, faculty, and staff involved in the Title IX process.

Throughout my time at the university, I've had the privilege of contributing to shared governance through service on the University Senate, including roles on the Senate Executive Committee (SEC), chairing the Campus Affairs Committee and the Student Conduct Committee, and collaborating on the development of important institutional policies such as the Code of Student Conduct and the Policy and Procedures on Sexual Harassment and Other Sexual Misconduct. My work has also extended to university-wide initiatives including the Joint Presidential and University Senate Task Force on Antisemitism and Islamophobia, University Alcohol Coalition, the Hazing Policy Workgroup, the Committee for Sexual Assault and Relationship Violence, and many other task forces and committees. These roles have afforded me the opportunity to work directly with Athletics staff and student-athletes on a wide range of issues.

Many of my professional responsibilities have included significant interaction with student-athletes and Athletics staff, including supporting students navigating behavioral concerns that could affect scholarships, collaborating on Title IX cases, and assisting student athletes struggling with mental

health or substance use challenges. As a former student-athlete myself, I understand firsthand the unique pressures and rewards that come with balancing academics and athletics. That lived experience continues to shape my work and deepen my commitment to student support.

I would be excited to bring my experience, insight, and passion for student and athletics to the University Athletic Council, and I would be honored to continue serving our campus community in this capacity.

Candidacy Statements for the Council of University System Faculty (CUSF) 2025-2026 Election

Faculty Representative Nominees (Three Full-Time Reps and Two Alternate Reps)

Cody Buntain, Assistant Professor College of Information Studies

It is with pleasure that I submit my candidacy statement for the CUSF. As an assistant professor in the College of Information, my expertise and research agenda focus on the information domain and how we can make this space a higher quality one for our society. This work has critical implications for defense, governance, and civil society, and I maintain contacts across those sectors. This broad exposure provides a nuanced view of the difficulties arising across these spaces and how the University can support and address them. I see serving on the CUSF as an important avenue to advocate for and engage with policies that better position the University to tackle these and other societal problems.

Tamara Clegg, Associate Professor College of Information Studies

I would like to serve on the Committee of University System Faculty because I am interested in extending my campus service to the University System level. Here at UMD I have had the opportunity of being a part of three colleges through my various appointments and have taken on leadership roles over the past several years. I would love the opportunity to hone my leadership skills and understanding of the university system by serving on this committee and getting to meet with other faculty across the university system. I would love to be able to weigh in on and learn from others regarding larger university system issues and bring insights back to my colleagues in my college and campus-wide.

Mark Coulbourne, Librarian II University Libraries

Colleagues, I seek your support for a position on the Council of University System Faculty. If elected I would draw upon my experiences as a Faculty Member, a University Senator and a member of the Senate Executive Committee to represent our University. I believe that my years of service have prepared me for this position.

Michael Elonge, Senior Agent College of Agriculture & Natural Resources

Since being promoted to the academic rank of an Associate Professor in 2015, I have been elected twice by the AGNR to represent the College at the Senate. As the 2024 Provost's Do Good Award Winner from AGNR and having participated in meetings with the President and the Provost, AGNR would appreciate the Senate if I am elected to CUSF.

Jessica O'Hara, Assistant Clinical Professor Office of the Senior Vice President and Provost

Thank you for the nomination to serve on the Council of University System Faculty (CUSF). I have been at the University of Maryland since 2014 and have served in multiple roles during this time.

Currently, I am a Clinical Assistant Professor with the First-Year Innovation and Research (FIRE) program, where I run the microbiology-focused Host-Pathogen Interactions research stream, in addition to teaching undergraduate courses each semester for the School of Public Health. Previously, I worked for three and half years as the Assistant Program Director for the Public Health Science program at the Shady Grove campus.

I am deeply committed to shared governance on our campus. I have previously served as a PTK Senator representing the Office of the Senior Vice President and Provost, as the chair of the Educational Affairs Committee, and on the Faculty Affairs Committee for four years. Currently I am a member of the Elections, Representation & Governance Committee. In these roles, I have been able to review and provide feedback on a number of key policies that impact faculty and students.

I feel that my teaching, research, administrative, and service experiences on both the College Park and Shady Grove campuses have provided me with unique insight into the varied roles of PTK faculty at UMD and I would love the opportunity to serve the broader campus community as a member of this committee. Thank you so much for your consideration.

Megan Madigan Peercy, Professor & Special Assistant to the Provost College of Education

I appreciate the nomination to serve on the Council of University System Faculty (CUSF). I have been a TTK faculty member in the College of Education in the Department of Teaching and Learning, Policy and Leadership since 2006. The various leadership roles I have held and the commitments I have spent my time on in my almost two decades at UMD position me well to advise the USM Chancellor and report to the Board of Regents as a member of CUSF about USM-wide topics of professional and educational concern to faculty. I am deeply committed to shared governance and our responsibility to the public and the state of Maryland as a flagship, land grant university.

My current leadership role as Special Assistant to the Provost for Strategic Initiatives (2023-present) has allowed me to work closely with partners from all sectors of our campus, including all of our divisions and colleges, to understand and highlight the outstanding results of our \$320M investment since we launched our UMD Fearlessly Forward strategic plan. Prior to this appointment, I have held numerous leadership positions in my home unit, the College of Education (e.g., Associate Dean, Division Head, Co-Director of the Multilingual Research Center). These positions enable me to contribute a broad range of leadership perspectives to CUSF. Yet, I am most honored to bring my deep commitment to my students, which has been recognized through multiple national and UMD research and mentoring awards, including my recent 2025-26 UMD Distinguished Scholar Teacher award.

It is critically important, particularly in light of the current challenges that higher education is facing every day, that we come to the table with the strongest possible footing, informed about our strengths and generating creative solutions to be responsive to the unique context we are in. My approach to CUSF would draw on all of the experiences I have engaged in my work as a scholar, mentor, and leader at the University of Maryland. I am highly **collaborative and relational**, and enjoy working with different constituents to generate ideas, develop a **common vision**, and generate insights that are only possible when working together. I firmly believe in developing **strong relationships** as a way to engage in the best work we can do, because it is in bringing a variety of voices and perspectives to the table that we have a more fulsome understanding of the possibilities and impact of our work. I have strived to do this as both a faculty member and a leader on our campus, and I believe that my background will allow me to represent UMD from a uniquely informed perspective.

Jordan Sly, Librarian III
University Libraries

I am honored to be nominated as a Council of University System Faculty (CUSF) representative. Having served the University of Maryland as Chair of the University Senate, I will bring a deep understanding of our university to the USM level and advocate on our behalf and share information from the system with appropriate stakeholders. As Chair of the Senate, I had the privilege of serving as an *ex officio* member CUSF and was therefore able to witness and understand the vital work carried out by this group and understand the responsibilities and commitments of such a role.

I have a long record of university service beginning with my appointment on the Programs, Curricula, and Courses committee (2017-19), a term as an elected faculty senator 2021, an elected position on the Senate Executive Committee (2021-22, and 2022-23), and appointed to the Committee on Committees (2021-23), and the Student Conduct Committee (2022-24).

As a life-long Terp (BA, MA, PhD), I strongly believe in the excellence in research and teaching that our faculty demonstrate every day as well as the transformative power of UMD as a life-changing institution with the real power to do great things for our state, our local community, and our country through the development of highly competitive and engaged citizens and future leaders. I also strongly believe in our importance within USM as the flagship institution. The period of time in which I have served as Senate Chair has been a tumultuous one, and looking ahead, there are new challenges to confront and ones which will require knowledge of our administrative systems as well as those of the system. Thank you for your consideration of my candidacy for one of the CUSF representative positions. If elected, I will work with my fellow representatives to build a strong and successful bridge to the system that best represents UMD's interests.

Wendy Stickle, Principal Lecturer
College of Behavioral & Social Sciences

I would be honored to represent UMD on the Council of University System Faculty (CUSF). Especially in troubled times, like the one we are currently facing, shared governance and high-level collaboration become even more important. The CUSF holds an essential responsibility both in oversight and growth at the University System level. My unique background well prepares me to serve as a UMD representative on this important Council.

Since 2011 I have been a PTK faculty member in the Department of Criminology and Criminal Justice (CCJS) and the program director for our program at the Universities at Shady Grove (USG). Today, I am a Principal Lecturer in the Department of Criminology and Criminal Justice and continue to direct the CCJS Program at USG. My role at USG offers me a unique perspective, and one that best prepares me for the CUSF. As the director of an "entrepreneurial" program, I have the opportunity to work across the UMD campus, developing a deep understanding of the University beyond my department and college, and maintaining professional relationships with colleagues from a variety of departments including the Office of Admissions, Office of the Registrar, Extended Studies, and the Provost's Office. At USG, I work with representatives from eight other UMD System Institutions and the leadership of USG. I engage with colleagues across the UMD System on a daily basis.

My current role, USG engagement, and Senate involvement (including being a BSOS PTK Senator, prior participation in the Faculty Affairs and Educational Affairs Committees, and my current role as Chair of the Senate PCC Committee), well prepare me to represent UMD on the CUSF. I look

forward to serving UMD, sharing our mission with System partners, and contributing to the continued excellence of higher education in Maryland. Thank you for your consideration.

**Candidacy Statements for the Campus Transportation
Advisory Committee (CTAC)
2025-2026 Election**

Faculty Representative Nominees (One will be Elected)

**Joseph Barnet, Lecturer
College of Behavioral & Social Sciences**

I am thankful to be considered for a position on the Campus Transportation Advisory Committee. I am a Lecturer in the Department of Psychology in the School of Behavioral and Social Sciences. Before attaining my Ph.D. in psychology out of state, I am proud to say that I graduated from the University of Maryland, College Park as an undergraduate! As someone born and raised in Maryland (about 15-20 minutes from campus), I have firsthand experience benefitting from the public transportation options that the University of Maryland provides. I am also deeply passionate about safety on campus, specifically in the context of vehicles and pedestrians. I would be honored to serve on the Campus Transportation Advisory Committee, and I appreciate your consideration.

**Amanda Chicoli, Lecturer
College of Behavioral & Social Sciences**

Hello! I am honored to be considered for the Campus Transportation and Advisory Committee (CTAC).

I am currently a lecturer in the Psychology Department and a part of the Neuroscience major on campus. In this role, I have served on various departmental committees (the Psychology Department Executive Committee, Neuroscience Curriculum Committee, Psychology Undergraduate Committee), serve as the faculty advisor for NuRhoPsi honor society and the faculty mentor for the neuroscience minor and the research coordinator for the neuroscience major. Off campus, I am a member of the Society for Integrative and Comparative Biology's educational counsel and am currently enrolled in the National Science Policy Network's Policy Skills Course. I am hoping to build on these experiences and serve the campus more broadly.

I am particularly passionate about serving on the CTAC because have spent almost twelve years commuting to campus, first as a graduate student in the Neuroscience and Cognitive Science program, and now as a faculty member. I have commuted from Silver Spring, College Park, and Baltimore during this time and have used bike, shuttle, Metro, MARC and walking to get to and around campus. Commuter safety and accessibility are deeply important to me and I hope to consider ways to increase safety on our shared roadways. I also realize how convenience and accessibility can shape commuter decisions. I hope to have the opportunity to serve the campus community and if elected to the CTAC I will work to enhance the safety, accessibility and convenience of transportation to/from and around campus for all commuters. I appreciate your consideration.

**Candidacy Statements for the Campus Transportation
Advisory Committee (CTAC)
2025-2026 Election**

Exempt Staff Representative Nominees (One will be Elected)

**Darrell Claiborne, Director
Robert H. Smith School of Business**

I am enthusiastic about the opportunity of serving on the University Senate Campus Transportation Advisory Committee (CTAC) for the 2025 - 2026 term. My experience as an exempt Senator, a former member of the Council for University System Staff (CUSS), and a member of several University Senate committees, combined with my commitment to the University's mission, make me a strong candidate for this role.

During my tenure at the University of Maryland, I have served on numerous UMD, University Senate, and Business school committees that have allowed me to advocate for students & employees, offer my analytical abilities and provide collaborative leadership and effective communication. For instance, I have served as a mentor for both the Black Faculty & Staff Association (IAP) and The C.D. Mote, Jr. Incentive Awards Program to help students achieve their academic goals successfully. Additionally, I have a proven track record for problem-solving and a deep understanding of university governance experience in strategic planning. This is evidenced by my ability to develop successful and meaningful relationships with departments and colleagues across campus. My commitment to the university's & business school's strategic plans remains central to my role on campus; successful advocacy & mentoring for students is a critical priority for me daily, and my ability to navigate complex procedural issues remains constant.

I am particularly interested in expanding my involvement and contributions to the University Senate and the University of Maryland. My primary goal for the 2025 - 26 year is to identify and assume new leadership roles in the Senate and on campus. My professional work experience in student and academic affairs makes me an ideal candidate for new leadership opportunities. I am a dedicated and collaborative individual committed to the University of Maryland.

**Michael Driggers, Technical Director
College of Arts & Humanities**

I am excited to serve on the Campus Transportation Advisory Committee (CTAC) and contribute meaningfully to the development of efficient, accessible, and sustainable transportation solutions on campus. As a staff member for the past 10+ years, I have used a variety of transportation modes throughout my tenure at UMD including Metro, Shuttle UM, and biking. I understand the importance of balancing affordability, accessibility, and environmental impact, and I am eager to bring forward ideas that reflect our campus needs while addressing the unique challenges of our university. I believe in a collaborative, data-driven approach to transportation problem-solving and will work to advocate for policies that enhance mobility, sustainability, and efficiency for all campus commuters. I look forward to the opportunity to serve on CTAC and help shape the future of transportation on our campus.

**Candidacy Statements for the Campus Transportation
Advisory Committee (CTAC)
2025-2026 Election**

Non-Exempt Staff Representative Nominees (One will be Elected)

**Amy Yaich, Undergraduate Education & Extension Program Specialist
College of Computer, Mathematical & Natural Sciences**

Voting members of the senate and broader UMD community, thank you for considering me for the Campus Transportation Advisory Committee (CTAC). I started serving campus' governing body in 2021 as a member of the staff senate committee and later as a senator. Why am I interested in CTAC? I would like the opportunity to contribute to another arm of the senate, variety is the spice of life (and committee assignments 😊). Also I am hopeful I can offer a wide range of input on campus transportation fees, policies, etc. as I have a variety of experiences when it comes to campus travel.

- As the Dept. of Entomology's Parking Coordinator for 5+ years, I have engaged in conversations with our dept faculty, staff and guests on transportation policy, procedures, headaches and triumphs.
- As program support for Bug Camp I have arranged charter services for summer programming. I have had the pleasure to get to know some key players in charter services, learning about the logistics around these arrangements and the limitations.
- As a commuter who uses many modes of transport (listed in the order most frequently used) – metro bus, UMD shuttle, walk/run, bike, use of 2 to 3 day parking permits, carpool, metro train, ride share apps - I have personal experience with parking fees (& yes tickets too 🙄), micro mobility sustainability and hazards, the frustrations of campus constructions, the disparities on who pays for services who benefits from the services, and etc., etc. etc.

As the CTAC committee steps into the 2025-2026 year, please consider having me join them at the table.

**Candidacy Statements for the Campus Transportation
Advisory Committee (CTAC)
2025-2026 Election**

Undergraduate Student Senator Nominees (One will be Elected)

**Leonard Fomin
College of Behavioral & Social Sciences**

Hello Senators! I'm thrilled to bring my students-first mindset to CTAC as a member of both the Student Government Association and the BSOS Dean's Student Advisory Council. Throughout my time at UMD, I've seen the impact of chronically underfunded transportation services, with students too often bearing the brunt through rising fees and reduced access. If elected, I will advocate for a sustainable, equitable funding model that strengthens DOTS services without unfairly shifting the burden onto students. Reliable, affordable, and accessible transportation is fundamental to student success—and should be treated as such.

As part of the Big Ten Academic Alliance, UMD has a valuable opportunity to engage with peer institutions on shared transportation challenges. I believe CTAC should take the lead in launching initiatives like a regional transportation summit or a recurring forum for inter-campus dialogue. Collaborating with other large public universities will empower us to offer well-informed, innovative, and responsible recommendations to DOTS. Thank you for your time and consideration. I look forward to the opportunity to serve with you—and to champion solutions that put students first.

**Dylan Patel
College of Computer, Mathematical & Natural Sciences**

As a current student senator and an active member of the Student Affairs Committee, I have consistently worked to advocate for student needs across campus. As an international student, I have personally relied on the university's transportation services, which has given me a deep appreciation for their role in ensuring accessibility, safety, and inclusion within our campus community.

I understand the importance of balancing transportation improvements with financial responsibility, and I am committed to finding thoughtful, student-centered solutions that align with our budget. I am eager to bring my experience and perspective to the Campus Transport Authority Committee and work collaboratively to serve the needs of the entire university community.



Revisions to the Philip Merrill College of Journalism Plan of Organization

PRESENTED BY Kim Gonzalez, Chair

REVIEW DATES SEC – April 23, 2025 | SENATE – May 7, 2025

VOTING METHOD In a single vote

RELEVANT POLICY/DOCUMENT [Plan of Organization for Shared Governance at the University of Maryland. College Park](#)

NECESSARY APPROVALS Senate, President

ISSUE

The University of Maryland Plan of Organization for Shared Governance mandates that all Colleges and Schools be governed by a Plan of Organization. These Plans must conform to provisions and principles set forth in the University's Plan, the Bylaws of the University Senate, the Policy on Shared Governance in the University System of Maryland, and best practices in shared governance. Revisions to the Plan of Organization of each College, School, and the Library must be reviewed and approved by the University Senate. The Senate Elections, Representation, & Governance (ERG) Committee is the standing Committee responsible for conducting these reviews.

RECOMMENDATION(S)

The ERG Committee recommends that the Senate approve the revised Plan of Organization for the Phillip Merrill College of Journalism (JOUR).

COMMITTEE WORK

The College of Journalism submitted revisions to its Plan of Organization to the University Senate for review in October 2024.

Article 11 of the Plan of Organization for Shared Governance provides provisions for the review of College, School, and Library Plans of Organization every ten years, with the College of Journalism most recently reviewed in 2013.

The ERG Committee initially reviewed the Plan of Organization, as submitted, in October of 2024, where members noted that the revisions indicate the secretary to the College Assembly has changed to the Dean's Executive Assistant, when it was previously a non-voting member.

The committee also highlighted the democratic nature of the assembly, specifically allowing each individual at 50% or higher full-time employment (FTE) a vote.

Following the initial review, the committee examined the [Best Practices Checklist](#) and returned to the College six recommendations surrounding membership classifications, executive authority, frequency of meetings, elections, uniform practice, and executive committee and chair selection.

In February 2025 the College of Journalism returned an amended Plan with amendments or explanations when appropriate.

The ERG Committee reviewed the updated Plan of Organization in March 2025 at their meeting and did a final review. The consensus was in favor of approval, and was finalized by an email vote with unanimous approval.

The College Assembly finalized a vote on the Plan of Organization, including Appointment, Promotion and Tenure (APT) and Appointment, Evaluation, and Promotion portions on April 2, 2025. With the final College Approval there were technical changes made to the Plan, in order to bring the Plan of Organization into compliance with the AEP/APT portions. These included removing a duplicated sentence, rephrasing in section V.G.1, and updating the table of contents page numbers.

The JOUR College Assembly approved the revised version of its Plan in a college vote concluding on April 2, 2025.

The Faculty Affairs Committee Working Group convened in April 2025 and reviewed the AEP/APT portions, as it pertains to faculty life. The Faculty Affairs Committee approved the AEP/APT portions of the Plan on April 18, 2025.

The ERG Committee approved the additional minor technical amendments via email vote on April 18, 2025.

ALTERNATIVES

The Senate could reject the revised Plan of Organization.

RISKS

There are no risks to the University in adopting the revised Plan of Organization.

FINANCIAL IMPLICATIONS

There are no known financial implications.



Revisions to the Phillip Merrill College of Journalism Plan of Organization

2023-2024 Committee Members

Kim Gonzalez (Chair)
Paul Brown (Faculty)
Sophia Conrad (Faculty)
Jon Crocker (Faculty)
Tom Hatcher (Undergraduate Student)
Lian Kish (Ex-Officio-Director of HR Rep)
Suraj Krishnamurti (Undergraduate Student)
Jessica O'Hara (Exempt Staff)
Polly O'Rourke (Graduate Student)
Pamela Phillips (Faculty)

Madeleine Reynoso (Graduate Student)
Sajeela Yaqub (Ex-Officio Associate VP IRPA Rep)

Date of Submission

April 23, 2025

BACKGROUND

The University of Maryland Plan of Organization for Shared Governance mandates that all Colleges and Schools be governed by a Plan of Organization. These Plans must conform to provisions and principles set forth in the University's Plan, the Bylaws of the University Senate, the Policy on Shared Governance in the University System of Maryland, and best practices in shared governance. Revisions to the Plan of Organization of each College, School, and the Library must be reviewed and approved by the University Senate. The Senate Elections, Representation, & Governance (ERG) Committee is the standing committee responsible for conducting these reviews.

COMMITTEE WORK

The College of Journalism submitted revisions to its Plan of Organization to the University Senate for review in October 2024.

Article 11 of the Plan of Organization for Shared Governance provides provisions for the review of College, School, and Library Plans of Organization every ten years, with the College of Journalism most recently reviewed in 2013.

The ERG Committee initially reviewed the Plan of Organization, as submitted, in October of 2024, where members noted that the revisions indicate the secretary to the College Assembly has changed to the Dean's Executive Assistant, when it was previously a non-voting member.

The committee also highlighted the democratic nature of the assembly, specifically allowing each individual at 50% or higher full-time employment (FTE) a vote.

Following the initial review, the committee examined the Best Practices Checklist and returned to the College six recommendations surrounding membership classifications, executive authority, frequency of meetings, elections, uniform practice, and executive committee and chair selection.

In February 2025 the College of Journalism returned an amended Plan with amendments or explanations when appropriate.

The ERG Committee reviewed the updated Plan of Organization in March 2025 at their meeting and

did a final review. The consensus was in favor of approval, and was finalized by an email vote with unanimous approval.

The College Assembly finalized a vote on the Plan of Organization, including Appointment, Promotion and Tenure (APT) and Appointment, Evaluation, and Promotion portions on April 2, 2025. With the final College Approval there were technical changes made to the Plan, in order to bring the Plan of Organization into compliance with the AEP/APT portions. These included removing a duplicated sentence, rephrasing in section V.G.1, and updating the table of contents page numbers.

The Faculty Affairs Committee Working Group convened in April 2025 and reviewed the AEP/APT portions, as it pertains to faculty life. The Faculty Affairs Committee approved the AEP/APT portions of the Plan on April 18, 2025.

The ERG Committee approved the additional minor technical amendments via email vote on April 18, 2025.

RECOMMENDATIONS

The Elections, Representation, & Governance Committee recommends that the Senate approve the revised College of Journalism Plan of Organization as shown immediately following this report.

APPENDICES

Appendix 1 — 2025 Phillip Merrill College of Journalism Plan of Organization

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**Plan of Organization of
The Philip Merrill College of Journalism**

University of Maryland

Approved by the College Assembly May 17, 2011

(Amended by the College Assembly Dec. 8, 2011)

(Amended by the College Assembly Nov. 1, 2012)

(Amended by the College Assembly March 7, 2013)

(Amended by the College Assembly April 2, 2025)

PREAMBLE

The Plan of Organization of the Philip Merrill College of Journalism establishes the basic framework for the conduct of the College's affairs. The Plan addresses specific details of the College's organization. The Plan is meant to be consistent with the policies, procedures and regulations for the governance of the University of Maryland. The powers of the College Assembly and its committees, described in this Plan, shall be limited so that they do not contravene the authority of the Dean as provided in the statutes of the University of Maryland System.

The Plan establishes a structure that is intended to enhance the collegiality of the organization and to ensure faculty governance. It creates a framework designed to facilitate cooperation and involvement of the entire College community in all aspects of the College's mission. It is meant to ensure that academic and professional growth may be pursued in an atmosphere of stability, freedom, and trust.

ARTICLE I. **MISSION**

The College seeks to be the nation's preeminent professional school in its field, a model for others in its integration of scholarly work and professional practice. It aspires to lead in the uses and study of new technologies, including as these are related to the role of news and media in a democratic society, and to improve understanding of and performance in journalism. Its mission is to educate university students at the undergraduate, master's, and doctoral levels within a liberal arts context, preparing them for careers in journalism, for scholarly work and teaching in these fields, and to elevate the standards of professional practice. The education of students being the prime objective of the College, the Dean, faculty, and professional staff of the College shall seek to be responsive to students' needs and sensitive to their concerns.

ARTICLE II. **SHARED GOVERNANCE**

Shared governance in the College means governance shared among administration, faculty, students, staff, and affiliate organizations.

II. A. **Roles**

The faculty has a fundamental role in the governance of the College. The administration is responsible for seeking advice, initiating action, making decisions, and implementing policy, and for maintaining accountability for its actions. Administrative accountability means active accounting to the other constituencies with whom governance is shared regarding policies recommended by those constituents. The faculty has a responsibility for informed and regular participation in governance activities related to all aspects of the academic mission of the College. Staff and affiliate organizations have a vital role in support of the College mission and have the responsibility for informed and regular participation in governance activities.

Undergraduate, master's, and Ph.D. students have a responsibility for informed and regular participation in governance activities. Any individual who is simultaneously student and staff member, or student and administrator, must choose one role for purposes of voting and participation in governance.

II. B. Quorum

Every committee and deliberative body shall use a simple majority of all voting members as a quorum.

ARTICLE III. THE COLLEGE ASSEMBLY

III. A. Membership

College Assembly meetings shall be open. The Assembly is composed of the following constituencies. (At all times The Plan is intended to be consistent with the membership classifications of the Board of Regents):

III. A.1. All faculty members, as defined by the University, who have at least a fifty percent appointment in teaching or research shall have voting privileges. Any faculty member with a joint appointment in two or more units shall be counted with that unit in which his or her tenure resides. The Faculty Advisory Committee (Article V.A.4), in consultation with the Dean, will settle questions of eligibility.

III. A.2. All exempt staff, as defined by the University, who have at least a fifty percent appointment shall have voting privileges.

III. A.3. All nonexempt staff, as defined by the University, who have at least a fifty percent appointment shall have voting privileges.

III. A.4. Adjunct faculty members, as defined by the University, shall be represented by one adjunct faculty member for every 15 adjunct faculty members, to be elected by peers to serve a one-year term. The term of office shall begin October 1. The election is by written ballot and is held in September by the Dean's office. All other adjunct faculty shall be ex-officio, non-voting members of the College Assembly. The group shall also elect an alternate to serve if the elected member is unavailable to attend any meeting.

III. A.5. All Center and affiliate organization directors shall have voting rights. Any person can only vote once, so if directors are eligible to vote under another designation, this does not add to that status.

III. A.6. Graduate students enrolled in the Ph.D. program shall be represented by one full-time student to be elected by peers in the fall from the Ph.D. program student body of the College. The election is by written ballot and is held in September by the Merrill Graduate Student Association (MGSA). The term of office shall begin October 1 for a one-year term. In the event a representative cannot serve, a special election will be held to fill the vacancy. The group shall also elect an alternate to serve if the elected member is unavailable to attend any meeting.

III. A.7. Graduate students enrolled in the master's program shall be represented by one full-time student to be elected by peers in the fall from the master's program student body of the College. The election is by written ballot and is held in September by the Merrill Graduate Student Association (MGSA). The term of office shall begin October 1 for a one-year term. In the event a representative cannot serve, a special election will be held to fill the vacancy. The group shall also elect an alternate to serve if the elected member is unavailable to attend any meeting.

III. A.8. Undergraduate students shall be represented by one full-time student to be elected by peers in the fall from the undergraduate student body of the College. The term of office shall begin October 1 after election for a one-year term. In the event a representative cannot serve, a special election will be held to fill the vacancy. The group shall also elect an alternate to serve if the elected member is unavailable to attend any meeting.

III. B. **Operations**

III. B.1. **Organization.** The chair of the Faculty Advisory Committee (FAC) (Article V.D) shall act as chair of the College Assembly; and the executive assistant to the Dean shall serve as secretary. The secretary shall take minutes of the meetings and tally votes. The agenda for assembly meetings will be distributed within two days before each meeting. Minutes shall be approved by the members at each subsequent meeting, and shall be archived in the Dean's office.

III. B.2. **Functions.** The College Assembly shall be responsible for receiving and acting upon proposals made by the committees described in Article V and formulating and recommending to the Dean educational policies of the College. Recommendations of the College Assembly are by majority vote. Recommendations of the College Assembly shall be implemented when approved by the Dean.

III. B.3. **Meetings.** Meetings of the College Assembly shall be conducted in accordance with the most recent edition of Robert's Rules of Order. No vote may be taken in the absence of a quorum. A secret ballot shall be taken upon the request of any voting member of the Assembly, or upon the request of the Faculty Advisory Committee (FAC) chair. Written proxies (a written note given to a voting member authorizing a voting member to vote on one's behalf) are allowed, unless the FAC excludes proxies in advance, by communicating this decision through email to voting members at least two days in advance.

The Assembly should meet eight times, or once a month, during the course of the academic year when practical. However, it shall meet no fewer than three times per semester. All members of the College Assembly shall be notified of regular meetings and provided an agenda no fewer than two days before the meeting. The Dean, the chair of the Faculty Advisory Committee, or one-third of the voting members shall have the authority to call special meetings. All members of the College Assembly shall be notified of any special meeting and be provided an agenda and the purpose for which the meeting is being held no fewer than two working days before the meeting.

III. C. Faculty Senator

The College Assembly shall elect a faculty senator to serve a three-year term in the University Senate. Election is by written ballot and is held preferably in December (but not later than January 31) by the Dean's office. The College Assembly shall assist in the election of undergraduate and graduate student senators in accordance with the University Senate procedures.

ARTICLE IV. COLLEGE ADMINISTRATION

IV. A. The Office of the Dean.

IV. A.1. Duties of the Dean. The Dean of the College shall be the chief academic and administrative officer of the College, with the acknowledgment that executive authority flows from the Provost through the deans. The Dean shall be responsible for business operations of the College, professional and academic leadership, and shall serve as liaison with the campus community and the professions served by the College. The Dean shall provide leadership in maintaining the accreditation of the College. The Dean shall be chief advocate of the College and

shall be responsible for the unit's budget, for fund raising, and for reviewing and recommending for campus-level review proposals made by the College Assembly and the Promotion and Tenure Committee (Article V.A.6). The Dean shall certify students for degrees awarded by the College, encourage interdisciplinary programs in which the College might be included, and prepare materials needed for planning purposes. If the Dean does not implement proposals of the College Assembly or College committees, he or she shall discuss the reasons with the College Assembly or the committee involved. The Dean is responsible for timely evaluations of all (exempt and non-exempt) staff members and for evaluations of and decisions on reappointments of Professors of the Practice. (Policies and procedures for appointing and reappointing Professors of the Practice are outlined in a separate document on the College website.) The Dean's office shall be responsible for maintaining personnel files and for keeping track of which TTK and PTK faculty members need to be reviewed and/or are eligible for promotion. The dean is responsible for ensuring that each new faculty member and each Assistant Professor has an official mentor. Performance of Adjunct Lecturers shall be evaluated by the Dean or the Dean's designate(s) annually. ("Adjuncts," according to the UMD Policy on Adjunct Faculty [\(II-1.07\(A\)\)](#), are part-time instructional faculty who are paid by the course, or whose appointments are less than 50% FTE or who are ineligible for benefits.)

IV. A.2. Appointment of the Dean. Members of the College Assembly shall participate in the appointment of the Dean as specified in campus procedures for appointing deans. College Assembly members shall take an advisory vote by secret ballot on the final list of candidates. The result of this vote shall be communicated to the search committee and the provost.

IV.B. Administrative Functions

IV. B. 1. Academic Administrators. The College may have Associate and Assistant Deans and other administrative officers as necessary. Academic administrators shall perform those duties assigned to them by the Dean. Individuals may have multiple roles. Searches for appointments to these administrative positions will be guided by University procedures. The Dean will inform the Assembly of the progress of such searches in a timely fashion.

IV. B.2. Review of the Administrators. All administrators shall receive periodic performance reviews as specified by University policy. Review shall include input from the faculty, staff, and students in the College.

IV. C. Administration of Graduate Studies

IV. C.1. Doctoral Program. The College shall have a Director of the Ph.D. program. Recommendations for the appointment of this directorship shall be made by the Ph.D. Committee to the Dean, who will consider the recommendation in making the appointment. Directors shall serve an initial term of three years, and shall be eligible for annual reappointment.

The Director of Doctoral Studies shall promote doctoral student recruitment, oversee student orientations, and ensure doctoral student advisement until students have chosen a specific advisor. The Director shall be the chair of the Ph.D. Committee (Article V.A.1).

The Director for Research, or the Associate Dean for Research, shall promote research among both faculty and students. The Director shall assist in locating and securing resources for research production, and work to facilitate professional development and the publication of research.

IV. C.2. Master's Programs. The College shall have a director of master's and certificate programs. Recommendations for appointment of this director, who shall be a member of the faculty, shall be made by the Master's Committee to the Dean, who will consider those recommendations in making the appointment. The director for the master's programs shall serve an initial term of three years, and shall be eligible for annual reappointment. The director of master's programs shall oversee the recruitment and selection of master's students, and the orientation and advisement of master's students.

ARTICLE V. COMMITTEES

The College shall maintain the standing committees outlined below. After soliciting recommendations from the faculty, the Faculty Advisory Committee shall nominate slates of candidates for standing committees, to be approved by the Assembly. Appointments include members for all standing College committees or representatives to participate in the search, nomination, and review of administrators and units at any campus and University level. Faculty, exempt and nonexempt staff, center directors and staff, and students shall all be eligible to serve on standing committees unless otherwise prohibited by this Plan.

Student members shall be elected to standing committees as prescribed in Article VI. Unless otherwise stated (eg. on the Ph.D. Committee), each standing committee shall elect its own chair. Committees may originate and present proposals to the College Assembly relating to specific areas of their concern. Except as specified by this Plan, all committee terms are annual and terms shall begin following the election.

The Dean or the College Assembly may create other ad hoc committees. The Dean shall inform the College Assembly if needs should arise requiring such special committees to serve

more than one year. The Dean shall consult with the College Assembly in appointing the members of these ad hoc committees.

V. A. Ph.D. Committee

The Ph.D. Committee shall monitor the College's doctoral program and policies, and select candidates applying to the College's Ph.D. program. This committee should meet at least twice a semester (but it can be more). Curriculum or course modification proposals to the Ph.D. curricula made by the Program Courses and Curricula Committee (Article V.A.5) shall be considered by the Committee for Doctoral Studies for review prior to any action from the College Assembly. This committee (or a subcommittee) shall distribute information to students about contests, prizes, fellowships, and scholarships, and collect applications and make awards. Decisions about contests, prizes, fellowships, and scholarships shall be based on criteria in the memoranda of understanding (MOUs), if these are established. The Ph.D. Committee shall be minimally composed of four faculty members who teach graduate-level courses, a doctoral student, and the director of doctoral studies, who chairs the committee. This Committee is intended to be inclusive, and include as many interested faculty members as possible. The student member shall be excused when individual students are being discussed.

V. B. Committee for Master's Degree Programs

The Master's Committee shall monitor the College's master's programs and policies, and select candidates applying to the College's programs. This committee should meet at least twice an academic year (but it can be more). Curriculum or course modification proposals to the master's curricula made by the Program, Courses and Curricula Committee may be considered by this Committee for review prior to any action from the College Assembly. This committee (or a subcommittee) distributes information to students about scholarships, collects applications, and

makes awards based on criteria in the MOUs, if these are established and if appropriate. The Committee also ensures that information about contests and prizes is shared with Master's students. The Committee shall be minimally composed of four faculty members who teach graduate-level courses and the director of the master's programs.

V. C. Appointments Committee

The Appointments Committee shall have, at a minimum, representation of faculty, one graduate student, one undergraduate student, and the Dean (in an ex-officio, nonvoting capacity). This committee will meet on an ad hoc basis, as needed. The Appointments Committee shall recommend position descriptions to the Dean to initiate all tenure-track and professional-track faculty and center director searches in the College. The Committee shall act in accordance with the most recent version of the College's policies on procedures for appointments, tenure and promotion. Should a search extend beyond one academic year, the Committee shall inform the College Assembly of its progress and intent. All members have voting privileges.

V. D. Faculty Advisory Committee (FAC)

V. D.1. Membership. The FAC shall consist of six faculty members with full voting privileges in the College Assembly. All members shall serve for two years and shall not be eligible for reelection for one year after completing their terms. All members have voting privileges.

V. D.2. Election. Members of the Committee shall be elected by faculty by secret ballot. Three members shall be elected from the ranks of tenure, tenure-track faculty, and three from the other full-time faculty ranks. For both of these categories, the names of all eligible persons are listed on a ballot; the ballot is distributed to all people in those categories, and the election results

are reported to the Dean. The election shall take place before the final College Assembly meeting of each year.

V. D.3. **The Chair.** The FAC shall elect its own chair annually from among its members. The chair of the FAC shall chair the College Assembly.

V. D.4. **Duties.** To serve as a conduit for information between the faculty and the Dean, the FAC shall meet monthly with the dean during the regular academic year and during the summer, as needed, on matters of interest and concern to the College. The Committee shall serve as the College's committee on committees, as well as advise the Dean on budget, facilities, strategic planning, and faculty matters. The Committee shall draft and present to the College Assembly for its approval the slates for membership of the standing committees, except for student representatives, who are directly elected by students. If requested, the Committee may review any complaints or grievances. This does not preclude College Assembly members from taking grievances or complaints to relevant bodies outside the College, or going directly to the Dean. The Dean shall report to the FAC as to the action on and disposition of recommendations from other College committees. The chair of the FAC shall report regularly on its activities to the College. The FAC shall advise the Dean regarding requests from or for unpaid visiting fellows.

V. E. **Programs, Courses and Curricula (PCC) Committee**

The PCC Committee shall originate or review curriculum proposals, coordinate programs, recommend academic standards and related policies, review course syllabi, coordinate teaching enhancement, and be responsible for the ongoing evaluation of academic programs in the College. This committee typically meets at least monthly during the academic year, or eight times. If less work is needed, it should meet no fewer than four times during that time frame. The

Committee shall be composed of seven faculty members, one undergraduate student, one doctoral student, and one master's student. All members have voting privileges.

The College Assembly may add members to provide expertise on particular curricular or programmatic issues, and the PCC can seek input from non-PCC members.

V. F. Advancement, Promotion and Tenure Committee

The Advancement, Promotion and Tenure (APT) Committee shall be composed of all tenured faculty, excluding the Dean. This committee should meet once a year (but it can be more, depending on whether cases are coming up for consideration for promotion and/or tenure). The chair is chosen by the committee and must be a full professor; the chair is responsible for writing the committee's final reports with input from the committee. All members have voting privileges.

V. F.1. Tenure Track Promotion and Tenure Decisions. Full professors shall consider, by secret vote, each question of promotion to full professorship. Full professors and associate professors shall consider by secret vote each question of promotion to associate professorship and tenure. The Committee shall act in accordance with the College's criteria and procedures for appointment to tenure-track and tenure positions, reappointment, and promotion. These criteria and procedures are available in a separate document; changes must be approved by tenure/tenure-track faculty. APT decisions shall be reported to the Dean. The Dean shall meet with the Committee with voice but not voting privileges. The Dean shall report his or her decisions regarding tenure and promotion to the Committee.

V.F. 2. Formal Intermediate Reviews. A subcommittee of the APT Committee shall perform a formal intermediate review of the progress toward meeting the criteria for tenure and promotion after the third year of an assistant professor's appointment, to assess the candidate's

progress toward promotion, to inform the reviewed faculty member of that assessment, and to advise the candidate and Dean of steps that should be taken to improve prospects for promotion. These intermediate reviews look at research/professional activity, teaching and service, but do not involve external evaluations (see language regarding tenure in separate document).

V.F.3. Tenure and Promotion Reviews

Tenure reviews are governed by the APT documents of the System, the Campus, and the College. The review file shall be constructed in compliance with the University Appointment, Promotion, and Tenure Procedures Manual effective at the beginning of the academic year in which a formal review for tenure and/or promotion will occur. Several relevant points, however, follow here:

V. F. 4. Post-tenure Reviews. With the intent of facilitating continued development of tenure-track and tenured faculty, rewarding outstanding faculty, revealing and correcting impediments to faculty productivity, and improving the teaching, service, and/or scholarly productivity of individual faculty members and of the College as a whole, all faculty members shall undergo formal periodic review of their professional activities. The APT Committee shall perform a formal post-tenure review in the fifth year of a tenured professor's appointment and every five years thereafter (or five years after a promotion). For associate professors, this review involves assessing progress toward meeting the criteria for promotion to the rank of professor. An associate professor may request review earlier than five years. Similar criteria are used for annual reviews of tenure-track/untured faculty. The process for PTK faculty is outlined in section Article IV.

The periodic review will result in a report written by a three-member subcommittee of the APT committee that must be approved by the whole APT committee. The three members of the subcommittee will be at rank or above, with respect to the faculty member under review. The review, and the resulting report, will consider the following, for the period of review (that is, since the previous review, whether that was occasioned by a promotion or tenure, or the previous periodic review): (a) a narrative written by the faculty member under review that covers teaching; research, scholarly or creative activities; and documented service; (b) a portfolio assembled by the faculty member under review that covers teaching, research, scholarly or creative activities; and documented service; this may include syllabi, copies of teaching assessments by students or other student material; scholarly or professionally-relevant publications; documented service activities to the University, state, nation, professional community, or other organization; and other materials as the faculty member sees fit; (c) a report of the peer review of teaching, advising, and other relevant activities; the peer observation will involve at least two people, at two different times, sitting in on a class, looking at some relevant teaching materials for the course in question, and talking to students without the presence of the faculty member; and (d) the report of the faculty member's previous periodic review, if any.

The subcommittee report will be shown to the faculty member under review. Faculty who choose to write a response shall submit that response to the review committee within 14 calendar days of receipt of the appraisal, or establish an agreeable alternate deadline with the review committee for submitting the response. In either case, the whole of the P&T committee will examine the narrative report written by the faculty member under review and the subcommittee report, and the response from the faculty member, if any. It will either write a new report or approve the subcommittee report. The standards by which the faculty members are evaluated are

the standards for the relevant rank (associate or full professor). Thus, faculty members are expected to continue to perform at the level required for promotion to the rank they have attained.

The final report, whether a revision of the subcommittee report or the original, will then be sent to the dean. The results of a review should generate a discussion between a faculty member and the dean. This discussion should concentrate on the future professional development of the faculty member. If the P&T committee and the Dean agree that a periodic review indicates that a faculty member is significantly deficient in meeting College expectations, the faculty member and the Dean shall prepare a clear, written development plan, with a timetable, for enhancing meritorious work and improving performance. The P&T committee will review that faculty member one year later, using the same criteria as above. If two consecutive periodic reviews indicate that a faculty member is significantly deficient in meeting College expectations, the faculty member must respond, in writing, to the two reports. Using the post-tenure reports, the response of the faculty member, and other information as appropriate (for example, the dean can conduct separate observations and evaluations of teaching), the Dean will recommend an appropriate plan of action. This plan might, for example, specify additional service or teaching assignments, if the faculty member has not produced scholarship; or attendance at teaching workshops, if the problem is weaknesses in teaching. (These examples do not rule out a host of other potential solutions.) The faculty member will receive a copy of the Dean's report, including the recommendations for appropriate action, and a timeline. The APT committee will re-review the faculty member again after one year (or two, if this is agreed to be more appropriate); and this process will continue until such reviews are deemed positive.

V. G. Professional Track Appointments, Evaluation and Promotion Committee

The Professional Track Appointments, Evaluation and Promotion Committee (AEP) is responsible for evaluating the performance of Professional Track Faculty members on a regular basis (see V. G.1. below) and for evaluating the performance of Professional Track Faculty members who are being considered for promotion (see V. G.2.). All Senior Lecturers and Principal Lecturers who serve at least 50 percent of FTE are members of this committee. This committee should meet at least once an academic year.

V. G.1. Regular Reviews of PTK Faculty: PTK faculty, including Lecturers, Senior Lecturers and Principal Lecturers, shall have their course evaluations and other relevant forms of evaluation reviewed as specified in the college Appointment, Evaluation and Promotion policy for professional track faculty. Performance of Adjunct Lecturers shall be evaluated by the Dean or the Dean's designate(s) annually. ("Adjuncts," according to the UMD Policy on Adjunct Faculty [\(II-1.07\(A\)\)](#), are part-time instructional faculty who are paid by the course, or whose appointments are less than 50% FTE or who are ineligible for benefits.)

Regular, periodic peer evaluations of the full-time instructional faculty will be conducted in compliance with the University of Maryland AEP Guidelines and Manual, and the college's Appointment, Evaluation and Promotion Policy for Professional Track Faculty.

V.G. 2. Promotion and Evaluation of PTK Faculty: The Dean's office maintains a list of PTK faculty eligible for promotion and will be responsible for informing the Professional Track Appointments, Evaluation and Promotion Committee when they are eligible. The PTK committee will initiate evaluation of the applications of PTK faculty for promotion to Senior Lecturer and Principal Lecturer. Voting members of the PTK committee must be at or above the

ranks of the promotion being sought. See additional details on the process; the materials needed for submission; evidence of teaching, advising and mentoring; record of service to the profession, the college and university; research, professional and creative work; and awards and grants in the college's AEP policy for professional track faculty and in the university's AEP Guidelines and Manual.

V. H. Undergraduate Committee

The Undergraduate Committee shall monitor the College's undergraduate programs and policies. Curriculum or course modification proposals shall be forwarded to the PCC for review prior to any action from the College Assembly. This committee (or a subcommittee) shall distribute information to students about scholarships, collect applications, and make awards based on criteria in the MOUs, if these are established. The committee shall be minimally composed of four faculty members who teach undergraduate-level courses, an undergraduate student, the internship director, the associate or assistant dean for undergraduate education, and a representative from the Undergraduate Student Services Office. The student member shall be excused when individual students (including for scholarships or awards) are being discussed. All members shall have a vote, including those serving ex-officio. This committee should meet at least twice a calendar year (but it can be more, and it may meet in the summer).

V. I. Committee on Centers and Affiliate Organizations

The Committee on Centers and Affiliate Organizations (CCA) shall serve as a conduit for information between the Dean, faculty, and centers and affiliate organizations. The CCA shall meet at least once a semester with the Dean during the regular academic year and the summer, as needed, on matters of interest and concern to the College.

The CCA shall consist of all center directors and one tenured faculty member. All members have voting privileges. The CCA shall elect its own chair annually from among its members. The CCA shall be charged with advising the Dean and the faculty about matters involving the centers and affiliate organizations, and with soliciting faculty input about the operation of the centers and affiliate organizations and the substance of their program curricula. The CCA is intended to be a vehicle for integrating the centers and affiliate organizations into the life of the College and for ensuring that the centers and affiliate organizations and the core faculty take maximum advantage of one another's talents and resources. The CCA chair shall report regularly on its activities to the College Assembly.

Creation of new centers requires approval of the College Assembly.

V. J. Awards Committee

The Awards Committee distributes information about contests, fellowships, prizes, and awards for which staff and faculty may be eligible, collects applications, and makes nominations when appropriate. Members include at least one tenured faculty member, one professional track faculty member, and at least one exempt or non-exempt employee. The Committee shall meet at least once per year and select its own chair annually from among its members. All members have voting privileges.

V. K. Committee on Diversity

The Committee on Diversity promotes and monitors diversity in the College, which is taken to be essential to a university environment. Consistent with University policy, efforts toward diversity take into consideration race, color, creed, sex, sexual orientation, marital status, personal appearance, age, national origin, political affiliation, physical or mental disability and

any other element of diversity that emerges that is consistent with university policy. This committee should meet at least once a year (but it can be more). The standing committee develops and monitors plans regarding the hiring, promotion and advancement, retention, and recruitment of employees and students. It reviews diversity issues in terms of curricula, and may make suggestions regarding diversity to the PCC. Committee members include four faculty members, at least one exempt or nonexempt staff member, the college's equity officer, and one student. The Committee shall elect its own chair annually from among its members. All members have voting privileges, including those serving ex officio.

V. L. Tenure Track Merit Pay Committee

The Merit Pay Committee for tenured and tenure-track faculty shall be elected in a secret ballot by those faculty to address merit pay. Each Committee member will serve a three-year term. (Terms are staggered.) No faculty member can serve more than one term consecutively but becomes eligible to run again after a year off. The chair of the Committee should be chosen by the committee annually. The Committee will act in accordance with the College's policy on faculty merit pay distribution. This committee should meet once a year.

The Committee is advisory and will forward its evaluations to the Dean's office. The Committee may request a meeting with the Dean to discuss recommendations. The Dean will decide on merit pay distribution and inform the committee of this distribution. The Dean sends appropriate salary letters to all faculty members. If any member of the full-time faculty has a question about his or her award, he or she may meet with the Dean, who will relay the Committee's decision on the case. If the faculty member is not satisfied with the merit pay determination at the College level, he or she can discuss the matter with the Provost and or/file a formal grievance.

V.M. Professional Track Merit Pay Committee

The Professional Track Merit Pay Committee addresses merit pay of all PTK faculty. It shall be elected in a secret ballot by all PTK faculty and comprises five members, each serving a three-year term. (Terms are staggered.) After the initial term, no faculty member can serve more than one term consecutively but becomes eligible to run again after one year off the Committee. The Committee elects its own chair annually. This committee should meet once a year.

The Committee will act in accordance with the College's policy on PTK faculty merit pay distribution. The Committee is advisory and will forward its evaluations to the Dean's office. The Committee may request a meeting with the Dean to discuss recommendations. The Dean will decide on merit pay distribution and inform the committee of this distribution. The Dean sends appropriate salary letters to all faculty members. If any member of the full-time faculty has a question about his or her award, he or she may meet with the Dean, who will relay the Committee's decision on the case. If the faculty member is not satisfied with the merit pay determination at the College level, he or she can discuss the matter with the Provost and or/file a formal grievance.

ARTICLE VI. STUDENT GOVERNANCE

Students are encouraged to participate in the deliberative and decision-making bodies of the College.

During the early part of the fall semester of each academic year, a College student-service administrator shall coordinate the "Call for Nominations" and subsequent election process. Students shall be invited to nominate candidates for the College Assembly and College committees or express interest in serving on other committees for the upcoming academic year.

Undergraduate students vote for undergraduate representatives. Master's students vote for master's student representatives. Ph.D. students vote for Ph.D. student representatives. Upon establishment of the list of candidates, along with statements of interest from students wishing to serve on College committees, registered students shall be issued ballots to vote for their respective College Assembly and committee representatives. Ballot results shall be made public.

One undergraduate student, one master's student and one doctoral student shall be elected to the College Assembly. Each constituency of students shall elect their representative and also elect an alternate. In addition, students shall elect their representatives, each constituency using a separate ballot, to the Appointments Committee and the PCC Committee. Students may organize their own academic, professional, and extracurricular associations. College faculty shall be encouraged to help with those associations, when asked.

ARTICLE VII. GRIEVANCE OF VARIANCE FROM THE PLAN OF ORGANIZATION

Any voting member of the College Assembly who feels there has been variance from the policies stated in the Plan of Organization may issue a written grievance to the FAC expressing those concerns. Any non-voting member of the College may submit a grievance to either their elected representative or to the chair of the Faculty Advisory Committee. The Faculty Advisory Committee will consider the grievance at its next regularly scheduled meeting and forward it, along with its written comments, to the Dean. The Dean will respond to the Faculty Advisory Committee and the griever in writing. The Faculty Advisory Committee will then respond to the griever, in writing, in a timely fashion.

ARTICLE VIII. ADOPTION, AMENDMENT, REVIEW, AND LIMITS OF THE PLAN OF ORGANIZATION

This Plan of Organization may be amended by a majority of all voting members of the College Assembly. Voting will be by secret ballot at a special meeting called for the explicit, announced purpose of this vote. The quorum for that meeting remains at fifty percent of the voting members plus one. At least five days in advance, the draft of the Plan shall be distributed to all members of the College Assembly and the special meeting announced. No absentee ballots will be allowed. Final approval of the Plan rests with the University Senate.

This Plan of Organization shall be reviewed every ten years or fewer by a committee elected by the faculty, students, and staff as prescribed by the Plan of Organization for the University of Maryland. In no case shall anything in this plan be construed as contradicting established University procedures.