

University Senate Meeting

March 4, 2026



Agenda

1. Call to Order

Call to Order – Welcome!

- Welcome! Today's University Senate meeting is being offered in a hybrid format.
- We conduct our meetings in accordance with the Senate Bylaws and adhere to Robert's Rules of Order.



Call to Order – Welcome!

- University Senate Meetings are open to all members of the campus; however, only Senators and Deans may vote.
- Senators who wish to speak during the discussion sections of the meeting can come up to the microphones if they are in the room or use the ‘Raise Hand’ feature, if they are joining us through Zoom.



Call to Order – Welcome!

- Chair Dammeyer will alternate calling on Senators who are in person and those on Zoom, in the order that they are either lined up in the room or virtually.
- If you wish to speak and you are located with us in the Colony Ballroom today, please use the microphones, placed on the aisles.



Call to Order – Welcome!

- All virtual participants are **muted** when entering the Zoom.
- You will be asked to unmute yourself when you are recognized to speak.
- Please listen for that request so you can unmute.



Call to Order – Welcome!

- Any non-Senators who wish to speak, must be introduced by a Senator or Dean.
- Senators and Deans attending virtually are labeled as Panelists and non-Senators/campus community members are labeled as attendees.



Call to Order – Procedures & Guidelines

- Attendees who would like to identify a Senator to introduce them to speak can find a complete list of Senators at <https://senate.umd.edu/CurrentSenators>.
- **All speakers must first state their name and constituency after being called on.**



Call to Order – Procedures & Guidelines

- Today's meeting being recorded.
- The audio from all University Senate meetings is utilized to create meeting minutes that will be available prior to the following meeting.



Call to Order – Procedures & Guidelines

- Please remember that all University policies and expectations for appropriate conduct apply during all University Senate meetings.



Call to Order – Chat Etiquette

- The Zoom Chat box is not part of the official record.
- If you would like to speak, please use the raise hand feature and wait to be recognized.



Call to Order – Questions

- Are there any questions about any of the procedures or guidelines that I have described?
- If so, please use the **Raise Hand** feature at the bottom of the Zoom window in the **Reactions** option or come to the microphone and wait to be called on.



Agenda

2. Approval of the February 3, 2026
University Senate Meeting Minutes
(Action)

Agenda

3. Report of the Chair
(Information)

Report of the Chair – February 3, 2026, University Senate Meeting Technical Difficulties

- Due to technical difficulties, some participants experienced an abrupt adjournment for the February 3, 2026, University Senate meeting.
- The meeting proceeded and completed all agenda items.



Report of the Chair – February 3, 2026 University Senate Meeting Technical Difficulties

- As a result of these difficulties, any Senator who planned to raise an item under New Business was invited to contact the University Senate Office to coordinate next steps.



Report of the Chair – Senator-Constituency Google Groups

- The University Senate Office re-launched the Senator-Constituency Google Groups.
- Instructions for using the Google Groups were shared with Senators on Friday, February 13th, along with the February 3, 2026, University Senate Meeting Overview.



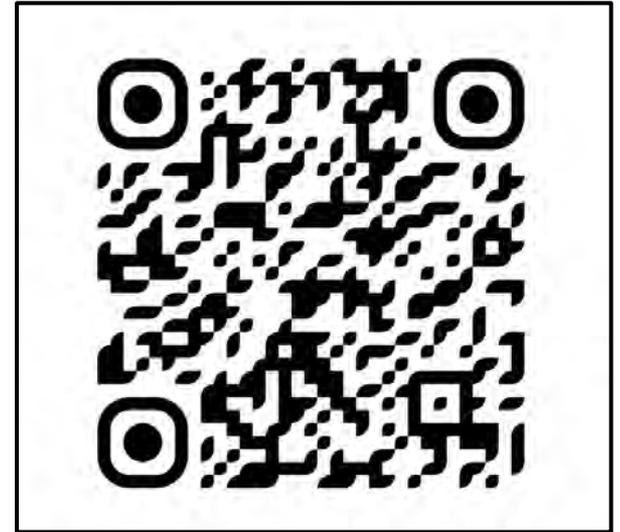
Report of the Chair – Senator-Constituency Google Groups

- This process has taken several months to complete.
- As of this morning, only 25 of 224 Senators have used the Senator-Constituency Google Groups (~11%).



Report of the Chair – Senator-Constituency Google Groups

- To understand more about the low level of participation, Senators will complete a brief survey to share their experiences.
- Senators: Please use the QR code on the screen or click on the link shared in the Zoom chat to access the survey.



Senator-Constituency
Communication Survey



Report of the Chair – University Senate Staff, Student, and Single Member Elections

- The candidacy period for the staff, student, and single-member constituency elections for the 2026-2027 Academic Year ended on February 13, 2026.
- Elections for these constituencies began on February 23 and will end on Tuesday, March 10, 2026.



Report of the Chair – University Senate Staff, Student, and Single Member Elections

- To vote, members of the campus community should access the "Vote for Your Senator" page and select the "CLICK HERE TO VOTE" button.
- <https://www.senate.umd.edu/take-action/vote-your-senator>



Report of the Chair – University Senate Staff, Student, and Single Member Elections

- Please note that members of the campus community must log into the CAS system to access their ballot.
 - Select the Login link at the bottom of the "Vote for Your Senator" page.
 - Follow the prompt to enter your University ID Name and password.



Report of the Chair – Nominations for Elected Committees & Councils

- The University Senate Nominations Committee is in the process of generating slates of candidates to run for open positions on Senate-elected committees and councils, including the
 - Senate Executive Committee (SEC)
 - Committee on Committees
 - University Athletic Council
 - Council of University System Faculty (CUSF)
 - Campus Transportation Advisory Committee (CTAC)



Eligibility Requirements for Elected Committees & Councils

Committee/Council	Candidate Eligibility
Senate Executive Committee	<ul style="list-style-type: none">All candidates <u>must be Senators</u>
Committee on Committees	<ul style="list-style-type: none">All candidates <u>must be Senators</u>
Campus Transportation Advisory Committee (CTAC)	<ul style="list-style-type: none">Faculty & Staff candidates <u>do not have to be Senators</u>Student candidates <u>must be Senators</u>
Athletic Council	<ul style="list-style-type: none">Candidates <u>do not have to be Senators</u>
Council of University System Faculty (CUSF)	<ul style="list-style-type: none">Faculty candidates can be tenured/tenure-track or professional trackFaculty candidates <u>do not have to be Senators</u>



Report of the Chair – Nominations for Elected Committees & Councils

- The Nominations Committee is still looking for candidates to run for these important positions.
- Continuing and Outgoing Senators, and newly elected Faculty Senators have already been contacted regarding these positions.
- All other new Senators will be contacted to solicit self-nominations after elections close on March 10th.



Report of the Chair – Volunteering for University Senate Standing Committees & Councils

- In addition to the Elected Committees & Councils, the Senate Committee on Committees will also soon begin filling the University Senate's standing committees and University Councils.
- These are volunteer positions, and most do not require one to be a Senator in order to serve.



Report of the Chair – Volunteering for University Senate Standing Committees & Councils

- This process will begin in April, and Senators are encouraged to share this as an opportunity to become involved in our campus shared governance.



Report of the Chair – Volunteering for University Senate Standing Committees & Councils

- The Committee on Committees meets at the end of the spring semester to individually review all volunteers and their statements.
- The committee endeavors to create balanced committee memberships, representing a variety of colleges, disciplines, and constituencies.



Report of the Chair – Volunteering for University Senate Standing Committees & Councils

University Senate Standing Committees & Councils with Volunteer Opportunities

- Academic Procedures & Standards (APAS)
- Campus Affairs
- Educational Affairs
- Elections, Representation & Governance (ERG)
- Equity, Diversity & Inclusion (EDI)
- Faculty Affairs
- Programs, Curricula & Courses (PCC)
- Staff Affairs
- Student Affairs
- Student Conduct
- IT Council
- University Library Council
- Research Council



Comparison of Volunteer vs. Elected Positions on University Senate Standing Committees and Councils

Volunteer Positions	Elected Positions
<ul style="list-style-type: none">•Academic Procedures & Standards (APAS)•Campus Affairs•Educational Affairs•Elections, Representation & Governance (ERG)•Equity, Diversity & Inclusion (ED)•Faculty Affairs•Programs, Curricula & Courses (PCC)•Staff Affairs•Student Affairs•Student Conduct•IT Council•University Library Council•Research Council	<ul style="list-style-type: none">•Senate Executive Committee•Committee on Committees•Campus Transportation Advisory Committee (CTAC)•Athletic Council•Council of University System Faculty (CUSF)



Report of the Chair – Volunteering for University Senate Standing Committees & Councils

- The link to learn more about joining a committee will be shared in the chat, and will be available in the minutes for today's University Senate meeting:

<https://senate.umd.edu/join-committee>



Report of the Chair – University Senate Meeting Schedule

- The University Senate has three meetings left for this academic year, all on Zoom.
- There will be two meetings in April where much of the work that is in the University Senate committees will be coming forward to the Senate for a vote.
- Chair Dammeyer strongly encourage Senators to make every attempt to attend these important meetings.



Report of the Chair – University Senate Meeting Schedule

- The May 6, 2026, University Senate meeting is the transition meeting, during which all continuing and newly elected Senators will
 - 1) Elect the next Chair-Elect of the University Senate



Report of the Chair – University Senate Meeting Schedule

2) Receive the list of nominees for the elected committees and councils, and vote after the meeting:

- Senate Executive Committee
- Committee on Committees
- Campus Transportation Advisory Committee (CTAC)
- Athletic Council
- Council of University System Faculty (CUSF)



Agenda

4. Darryll J. Pines
President, University of Maryland
State of the Campus Address

Agenda

5. Review of the Interim University of Maryland Accessible Technology Policy, VI-1.00(E) (Senate Document #25-26-09) (Action)

Digital Accessibility Policy

From Interim Policy to Federal Compliance

Information Technology (IT) Council Review

Presented by Wolfgang Losert, IT Council Chair

University Senate Meeting

Wednesday, March 4, 2026, 3:15 p.m.





Context for the Policy Revision

Federal Deadline

April 24, 2026

ADA Title II compliance deadline for all public universities

Strategic Response

UMD launches comprehensive review process

Cross-functional committee convened

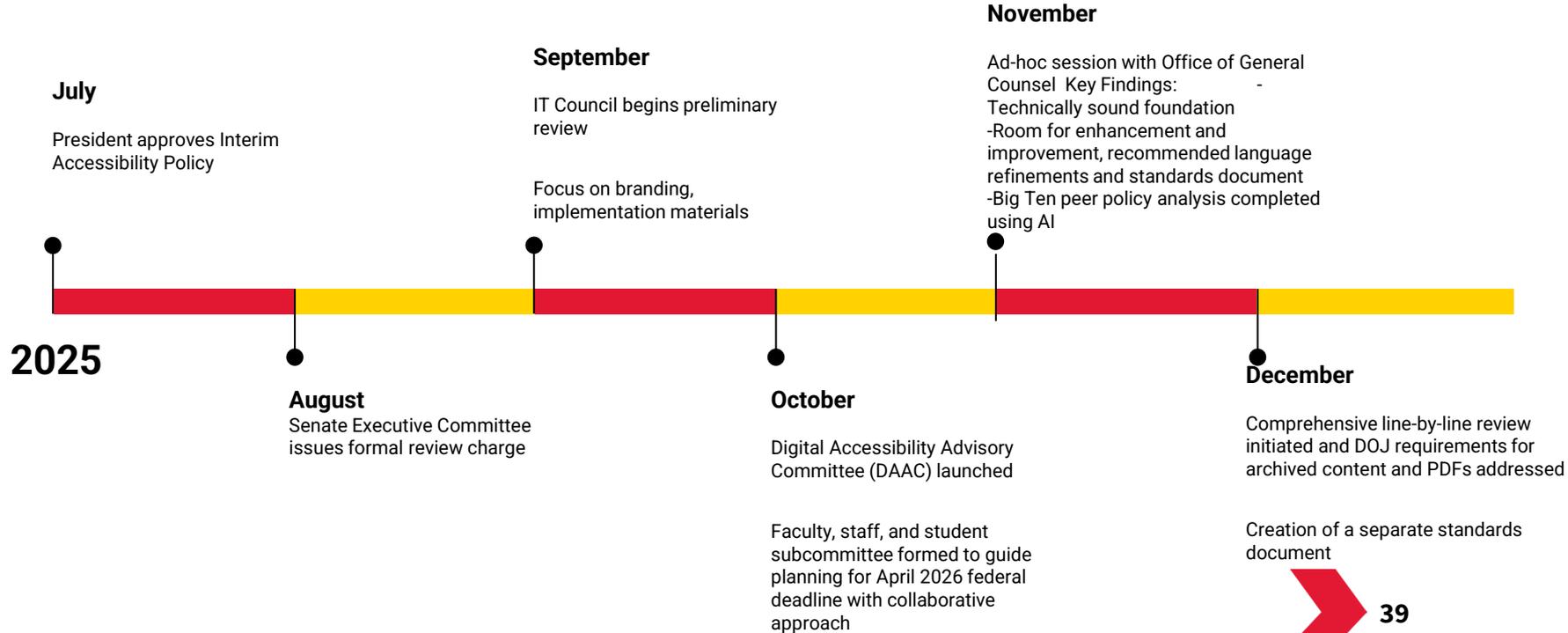
Big Ten peer analysis conducted
Leveraging AI, the ITC produced an AI Accessibility Review of the peer policies

This is not just a federal requirement; it supports core pillars of the UMD Strategic Plan.

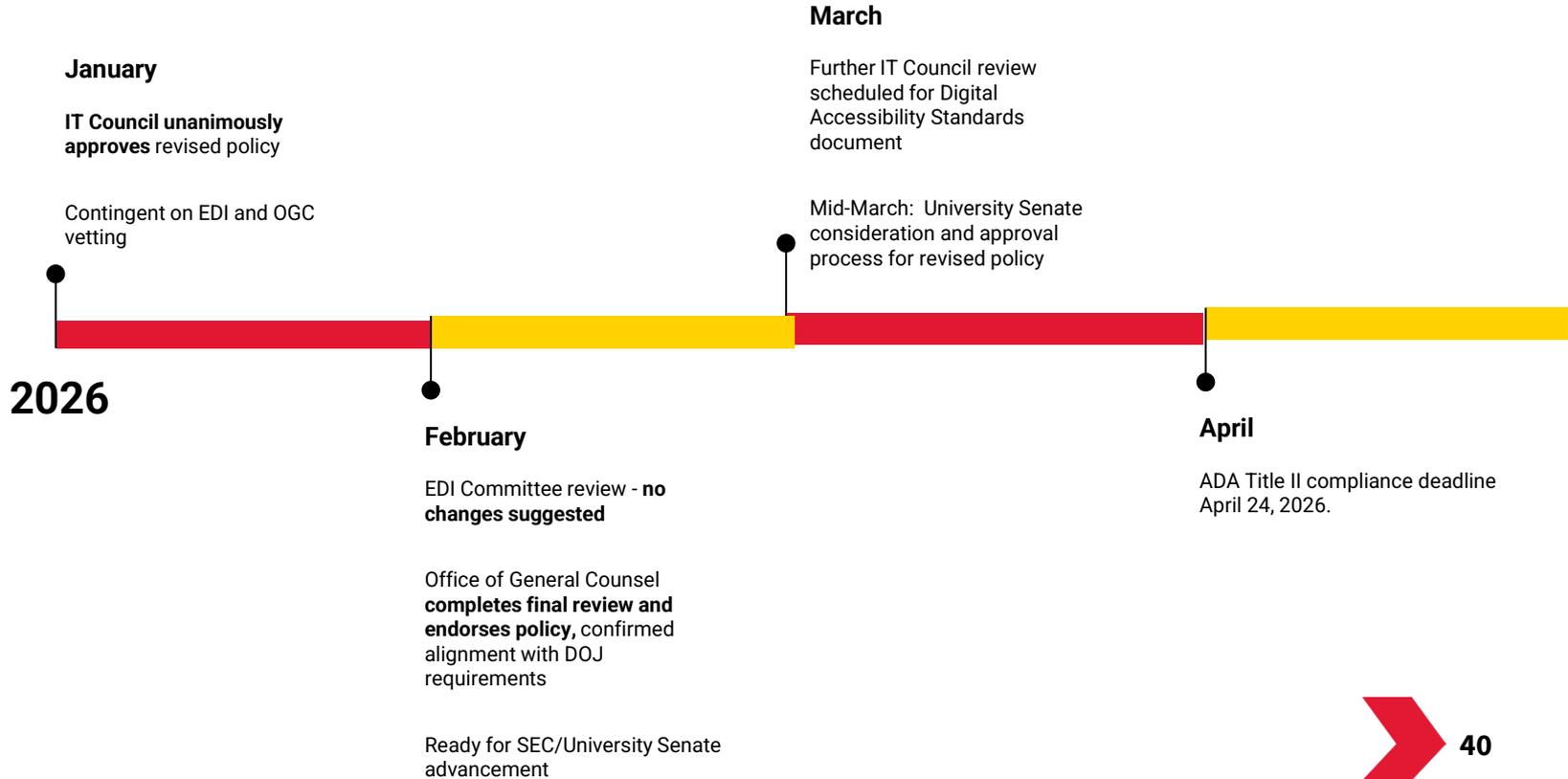


Summer to Fall 2025 Timeline

The Information Technology (IT) Council held monthly meetings and established a collaborative sub-working group with the Office of General Counsel. These groups determined that policy updates were essential to maintaining federal compliance. A brief overview of the committee’s work is chronicled below:



Spring 2026 Timeline



Key Points of the Revised Policy

- The policy reflects clarifications and language modifications; and has the strong endorsement of the five key consultative entities as identified in the charge.
- Specific implementation details are moved to a Standards Document which allows the university to update technical guidance as technology evolves without needing to revise the entire policy.
- DIT acknowledges that full compliance is a long-term process and will take a journey approach; this policy represents the essential first step.



Support Services and Clarifications

The Division of Information Technology (DIT)/University is committed to helping faculty and staff meet these requirements through:

- Workshops & Training, PDF guides, and FAQ documents.
- Office of Marketing and Communications support to provide assistance for units to ensure websites are compliant.
- DIT is identifying technology solutions and tools to automate and support accessibility checks.
- The Vice President/Chief Information Officer (VP/CIO) will manage the financial implications and resource allocation.



Recommendations

Following an extensive review involving leadership from Diversity, Legal, ADA compliance, and IT, the IT Council has proposed updates to the interim policy. The revisions, found in Appendix 1 of the report, align our standards with ADA Title II regulations and the best practices of our Big 10 peers.

The Information Technology (IT) Council proposes a two document strategy:

- Policy *High-level compliance requirements*
- Standards Document *Detailed procedures, implementation guidelines, and FAQ section*

and recommends that the proposed revision to the interim University of Maryland Policy Accessible Technology Policy (V-1.00(E)), as shown in the report, be approved.

Review of the Interim University of Maryland Accessible Technology Policy, VI-1.00(E) (Senate Document #25-26-09) (Action)

I. REQUIREMENTS

A. All Web-based information (including both Legacy Web-based information and newly designed Web-based information) by any University administrative, academic, or programmatic unit must be in compliance with accessibility standards as required by law or otherwise by the University.

~~A.~~ B. Except as otherwise set forth in Section III.C below, effective April 24, 2026, all Web-based information (including both Legacy Web-based information and newly designed Web-based information) by any University administrative, academic, or programmatic unit must be in compliance with the W3C Web Content Accessibility Guidelines, version 2.1 (WCAG 2.1) Level A and Level AA success criteria and conformance requirements ~~and any other accessibility standards required by law or the University.~~



Review of the Interim University of Maryland Accessible Technology Policy, VI-1.00(E) (Senate Document #25-26-09) (Action)

- C.** Web-based information that is internal to a University unit(s) and is only employee-facing (meaning it is neither student-facing nor public-facing), must be in compliance with any accessibility standards required by law or the University, as further set forth in the Digital Accessibility Standards and Guidelines referenced in Section VII.
- ~~B.~~ **D.** All University web pages (newly designed or legacy), including course content sites, must comply with the requirements outlined in the UMD [“Web Accessibility Standard.”](#) The unit that owns and controls the Web-based information is responsible for any remediation and for replacing or modifying the original content.
- ~~C.~~ **E.** The instructor or unit who owns and controls online instruction content in the University’s learning management system (“LMS”) or other outside platforms is responsible for any remediation and for replacing or modifying the original content.
- ~~D.~~ ~~F.~~ The unit that procures or manages the Web content or Mobile application is responsible for remediation and for replacing or modifying the original content.



Discussion

***Review of the Interim University of Maryland
Accessible Technology Policy, VI-1.00(E)
(Senate Document #25-26-09) (Action)***



**Review of the Interim University of Maryland Accessible
Technology Policy, VI-1.00(E)
(Senate Document #25-26-09) (Action)**

- A. In Favor
- B. Opposed
- C. Abstain



Agenda

6. Review of the Alleged Arbitrary and Capricious Grading Policy (Senate Document #24-25-12) (Action)

Review of the Alleged Arbitrary and Capricious Grading Policy (Senate Document #24-25-12) (Action)

Background:

- On May 9, 2024, the University Senate Office received a proposal to review the Alleged Arbitrary and Capricious Grading Policy.
- At the October 15, 2024 Senate Executive Committee (SEC) meeting, the SEC formally charged the Educational Affairs Committee with reviewing the proposal, along with revisions to the University of Maryland Procedures for Review of Alleged Arbitrary and Capricious Grading for Undergraduate Students.



Review of the Alleged Arbitrary and Capricious Grading Policy (Senate Document #24-25-12) (Action)

- The committee's review focused on clarifying any potential overlap or confusion between existing policies and deciding whether revision can improve the consistency and transparency in how student grievances are processed.
- The Educational Affairs Committee began reviewing the charge, proposal and related documents.



Review of the Alleged Arbitrary and Capricious Grading Policy (Senate Document #24-25-12) (Action)

- Following regular committee membership cycles, the work began under Chair Phil Evers and the 2024-2025 Educational Affairs Committee and was completed by Chair Jo Zimmerman and the 2025-2026 Educational Affairs Committee.



Review of the Alleged Arbitrary and Capricious Grading Policy (Senate Document #24-25-12) (Action)

- The consultations completed included:
 - A representative from the office of undergraduate studies, in conjunction with the Academic Procedures and Standards Committee on December 12, 2025
 - A representative from the undergraduate student ombudsperson on March 4, 2025.
 - The Faculty Affairs Committee on October 29, 2025, and
 - The Student Affairs Committee on November 3, 2025.



Review of the Alleged Arbitrary and Capricious Grading Policy (Senate Document #24-25-12) (Action)

- Throughout consultations and committee discussion, the following topics were repeatedly discussed and eventually agreed upon by committee;



Review of the Alleged Arbitrary and Capricious Grading Policy (Senate Document #24-25-12) (Action)

- Intentions to keep the University of Maryland Policy on the Conduct of Undergraduate Courses and Student Grievance Procedure; and the University of Maryland Procedures for Review of Alleged Arbitrary and Capricious Grading — Undergraduate Students distinct and separate, because they deal with distinct situations on campus, and the committee felt it best to avoid confusion.



Review of the Alleged Arbitrary and Capricious Grading Policy (Senate Document #24-25-12) (Action)

- The value PTK perspectives brought to the process.
- And the desire to protect PTK or lower-ranked faculty to ensure an unbiased approach, and a focus on education and transparency around the process- to ensure students and faculty are aware of all parties' rights and responsibilities.



Review of the Alleged Arbitrary and Capricious Grading Policy (Senate Document #24-25-12) (Action)

- The committee determined that aligning the appeal board membership would be the best way to implement the feedback and committee considerations.
- The amendment is reflected in the proposed policy revisions of this report.



Review of the Alleged Arbitrary and Capricious Grading Policy (Senate Document #24-25-12) (Action)

- The recommended policy changes are reflected in the redlined version (Appendix 3) in the Report.
- The only change was removing the word “tenure” from the three faculty requirements in the board.



Review of the Alleged Arbitrary and Capricious Grading Policy (Senate Document #24-25-12) (Action)

- This revision aligns the policy with other campus grievance processes and procedures, and the committee concluded that it provides a balanced approach to protecting PTK faculty while maintaining appropriate board representation.



Review of the Alleged Arbitrary and Capricious Grading Policy (Senate Document #24-25-12) (Action)

- More details can be found in the report.
- The Educational Affairs Committee recommends that these revisions be approved.



Discussion

***Review of the Alleged Arbitrary and Capricious
Grading Policy (Senate Document #24-25-12)***



**Review of the Alleged Arbitrary and Capricious Grading Policy
(Senate Document #24-25-12) (Action)**

- A. In Favor
- B. Opposed
- C. Abstain



Agenda

7. Interim University of Maryland Policy on Faculty Professional Conduct (Senate Document #24-25-06) (Action)

Interim University of Maryland Policy on Faculty Professional Conduct (Senate Document #24-25-06) (Action)

Background:

- In August of 2024, the University Senate Office received a proposal from the Office of the President submitting an interim policy for review, following University shared governance process.



Interim University of Maryland Policy on Faculty Professional Conduct (Senate Document #24-25-06) (Action)

- The proposal supported (1) Upholding the University mission requires members of our community to act in accordance with our University's values by creating and maintaining a community that is civil, respectful, secure, safe, inclusive, and accountable,
- (2) and to conduct themselves and their institutional responsibilities with integrity and professionalism.
- The policy encourages members of our community to engage in behavior that is professional and appropriate.



Interim University of Maryland Policy on Faculty Professional Conduct (Senate Document #24-25-06) (Action)

- The SEC charged the Faculty Affairs Committee with review of this interim policy, and the committee began its work by reviewing the proposal and related documents, a big ten peer review and various consultations;



Interim University of Maryland Policy on Faculty Professional Conduct (Senate Document #24-25-06) (Action)

- Melissa Thomsson, Executive Director of the Office of Integrity and Responsible Conduct (OIRC)
- University Senate Staff Affairs Committee
- Faculty, Staff, and Student ombuds representatives
- And a member of the University of Maryland's Conflict Resolvers Network on the current process of assisted conflict resolution.



Interim University of Maryland Policy on Faculty Professional Conduct (Senate Document #24-25-06) (Action)

- The committee spent a great deal of time considering the reality of alleged professional misconduct and the various levels of severity and disciplinary actions that are warranted, as well as the specific level of obligation that should be necessary for unit heads in reporting.



Interim University of Maryland Policy on Faculty Professional Conduct (Senate Document #24-25-06) (Action)

- After several full committee discussions on policy text changes, an Ad Hoc Working Group was formed, led by Chair Idsardi, who met on November 12, 2025 to finalize policy language amendments.
- These amendments were then presented to the full Faculty Affairs Committee for a vote on November 25, 2026 and sent to the Office of General Counsel.



Interim University of Maryland Policy on Faculty Professional Conduct (Senate Document #24-25-06) (Action)

- The changes presented reflect the Office of General feedback which were approved by the committee via email vote.
- The Faculty Affairs Committee recommends that these changes to the Interim University of Maryland Policy on Faculty Professional Conduct (Senate Document #24-25-06) be approved by the Senate.



Discussion

***Interim University of Maryland Policy on Faculty
Professional Conduct
(Senate Document #24-25-06)***



**Interim University of Maryland Policy on Faculty Professional
Conduct (Senate Document #24-25-06) (Action)**

- A. In Favor
- B. Opposed
- C. Abstain



Agenda

8. Elections, Representation & Governance (ERG) Presentation on the Proposal to Change the Senate Bylaws for the Equity, Diversity, & Inclusion Committee (Senate Document #25-26-11) (Information)

Elections, Representation & Governance (ERG) Presentation on the Proposal to Change the Senate Bylaws for the Equity, Diversity, & Inclusion Committee (Senate Document #25-26-11) (Information)

- This presentation is just an informational report, meaning there will be no vote.
- The ERG Committee is simply hoping to present the information as they currently understand it and hear feedback on potential changes.



ERG Presentation on the Proposal to Change the Senate Bylaws for the Equity, Diversity, & Inclusion Committee (Senate Document #25-26-11) (Information)

Brief Background:

- On August 7th, 2025, the Office of Diversity and Inclusion (ODI) changed its name to Belonging & Community at UMD.
- The title of the division's Vice President changed to reflect the name change of the office.



ERG Presentation on the Proposal to Change the Senate Bylaws for the Equity, Diversity, & Inclusion Committee (Senate Document #25-26-11) (Information)

- The Bylaws of the University Senate at the University of Maryland refer to the ODI and include the Vice President of Diversity & Inclusion as a representative on the committees.
- The Elections, Representation & Governance (ERG) Committee voted to make the technical amendments necessary to bring the Bylaws into alignment with the current name.



ERG Presentation on the Proposal to Change the Senate Bylaws for the Equity, Diversity, & Inclusion Committee (Senate Document #25-26-11) (Information)

- The Proposal also included the note that the “committee may choose to rename itself to align with the new title, but this is not required”.
- The ERG Committee was charged with determining if the Equity, Diversity, and Inclusion Committee’s name in the Bylaws should be updated to reflect current campus partner language or remain the same.



ERG Presentation on the Proposal to Change the Senate Bylaws for the Equity, Diversity, & Inclusion Committee (Senate Document #25-26-11) (Information)

Committee Work:

- The ERG Committee has already completed a significant number of its charged elements which included;
- Considering the proposal and related documents
- Big10 peer review (in which the committee looked both at current governing documents and at institutions existing offices of similar names/objectives).



ERG Presentation on the Proposal to Change the Senate Bylaws for the Equity, Diversity, & Inclusion Committee (Senate Document #25-26-11) (Information)

- Consultations with the EDI Committee and with Belonging and Community at UMD.
- In order to present the proposed changes to the University Senate and hear feedback from the representative staff, student and faculty senators, the ERG Committee has provided the following questions:




Discussion

1. Does the proposed name (Community and Belonging Committee) better support the University of Maryland's academic mission and strategic goals, or how does it risk misalignment with established faculty-led diversity initiatives?
2. How might the name change affect the EDI committee's perceived authority or effectiveness when collaborating with academic departments on issues?
3. Given that the Office of Diversity and Inclusion was recently renamed Belonging & Community at UMD, do you see value in matching the committee's name to the office for consistency, or should the Senate committee retain a distinct identity to preserve its policy-focused role?



Agenda

9. New Business
10. Adjournment

**Thank you for
attending!**

