



1. Call to Order
2. Election of the Chair-Elect
3. Approval of the April 24, 2019 Senate Minutes (Action)
4. Report of the Outgoing Chair, Christopher Walsh
5. Special Elections (Action) - *Voting will take place at the meeting*
 - i. Senate Executive Committee
 - ii. Committee on Committees
 - iii. Athletic Council
 - iv. Council of University System Faculty (CUSF)
 - v. Campus Transportation Advisory Committee (CTAC)
6. Special Order of the Day
Damon Evans
Director of Athletics, University of Maryland
The State of the Athletic Department
7. New Business
8. Adjournment



CALL TO ORDER

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

APPROVAL OF THE APRIL 4, 2019 SENATE MINUTES (ACTION)

Chair Walsh asked for additions or corrections to the minutes of the April 4, 2019, meeting; hearing none, he declared the minutes approved as distributed.

REPORT OF THE CHAIR

Committee Volunteer Period

Chair Walsh noted that there is still time to sign up to serve on one of the ten Senate standing committees this coming year. He added that volunteers do not need to be a Senator to be a member of one of these committees. Senate committees address topics related to students, faculty, and staff affairs, as well as educational and campus affairs. Walsh also noted that the deadline to volunteer is April 30th and that those interested could go to the Senate website to submit a volunteer statement and pick their top three committee choices. Walsh stated that the Senate's Committee on Committees will be selecting volunteers to serve on each committee and will notify selected volunteers over the summer.

Remaining Senate Meetings

Chair Walsh reminded Senators that this is the last meeting for all outgoing Senators and asked outgoing Senators to stand and be recognized. Chair Walsh explained that the May 7th Transition Senate Meeting will be for all continuing and incoming senators and would be his last meeting as Chair. On May 7th, the Senate will elect the next Chair-Elect, Pamela Lanford will take over as Chair, and the Senate will vote for the elected committees of the Senate. The names of candidates running for the various committees and their candidacy statements were distributed on April 23rd. The agenda and any additional materials for that meeting will be sent out on April 30th.

Presidential Search Update

Chair Walsh reported that Chancellor Caret has announced the membership of the presidential search committee. He noted that Regent Gary Attman will chair the search committee, and Dean Ball of the College of Behavioral & Social Sciences was appointed Vice Chair of the search committee. Former University President and University System of Maryland (USM) Chancellor, Brit Kirwan, has also agreed to serve on the committee. Walsh stated that the membership of the committee includes faculty, staff, and students suggested by the Senate. He noted that the search committee will be holding a campus-wide open forum on Wednesday, May 8, 2019.

ENHANCING SENATE INPUT ON UNIVERSITY PLANNING AND RESOURCES (SENATE DOCUMENT #17-18-20) (ACTION)

Andrew Horbal, Chair of the Elections, Representation, & Governance (ERG) Committee, presented Enhancing Senate Input on University Planning and Resources (Senate Document #17-18-20) and provided background information on the proposal.

Chair Walsh opened the floor to discussion of the proposal.

Senator Reichard, undergraduate student, College of Behavioral & Social Sciences and member of the ERG Committee, expressed his frustration over the level of undergraduate student representation on the proposed special committee. He noted that none of his recommendations were incorporated in the final plans for the committee. He commented that he believes his experience is representative of shared governance at the university. He stated that the special committee will be ineffective and will not provide accurate or useful information to the campus community. He urged the Senate to reject the ERG committee's recommendations.

Jordan Goodman, past Senate Chair, responded that he disagreed with Senator Reichard's statements. He noted that the purpose of the committee is not to develop policy, but to help the Senate understand the budget so that it can better advise the administration. He urged the Senate to support the proposal.

Horbal noted that the special committee was intentionally designed with a three-year term so that membership could be reconsidered, as appropriate.

Senator T. Cohen, faculty, College of Computer, Mathematical, & Natural Sciences, urged the Senate to support the proposal. He noted that policy is linked to the budget, and noted that if the Senate does not understand the budget, it cannot produce good policy. He asked how the committee is intended to operate and how it would help people outside the Senate to understand the budget.

Horbal responded that the committee was designed in a way to allow it to evolve over time. He stated that the ERG Committee envisioned the special committee would educate the campus through the Senate, noting that Senators should advise their constituents based on information from the special committee.

Chair-Elect Lanford, stated that the establishment of the special committee before the presidential transition is an important opportunity for the Senate. She encouraged the Senate to support the proposal. She commented on the membership breakdown of the committee, noting that it is intended to be consistent with the membership of other Senate committees. She stated that the approach would provide a baseline of comparison so that membership can be adjusted in the future, as necessary.

Senator E. Lathrop, faculty, A. James Clark School of Engineering and member of the ERG Committee noted that the committee had lengthy discussions about the special committee's membership composition. She emphasized the importance of maintaining tradition of current Senate committee structure, noting that it is traditional to include members from the campus community at large rather than seeking representation from specific organizations. She stated that she believes it is reasonable at this juncture to maintain the proposed composition for a small and reasonable committee so that it can work effectively.

Senator Unal, faculty, Robert H. Smith School of Business, asked about the objective of the committee if the University budget is public and can be analyzed at any time. He asked if the special committee would be involved in the development of the budget, or if it would share opinions after the budget had been approved.

Horbale stated that the budget process is year-round and begins in the summer. He stated that the special committee would be directly engaged in helping to formulate the budget. He noted that the committee would interact with University's administration and the Senate throughout the entire process and would provide analysis and feedback after the budget is made public.

Senator Unal asked if the committee would have power to demand or reject particular items in the budget.

Horbale responded that as it was described to the ERG Committee, the budget process is not as simple as being able to say "yes" or "no" to individual items.

Seeing no further discussion, Walsh called for a vote on the proposal. The result was 86 in favor, 10 opposed, and 2 abstentions. **The motion to approve the proposal passed.**

PROPOSAL TO ESTABLISH A UNIVERSITY POLICY ON REPEATING UNDERGRADUATE COURSES (SENATE DOCUMENT #18-19-09) (ACTION)

Thomas Cohen, Chair of the Academic Procedures & Standards (APAS) Committee, presented the Proposal to Establish a University Policy on Repeating Undergraduate Courses (Senate Document #18-19-09) and provided background information on the proposal.

Chair Walsh opened the floor to discussion of the proposal.

Senator Rozenblit, faculty, College of Arts & Humanities, asked how the policy would affect students who fail courses.

T. Cohen responded that the policy is intended to codify current practice. He stated that students who wish to repeat a course in which they received a failing grade would have the opportunity to do so. He noted that the policy would prohibit them from registering for the same course for a third time without being granted an exception from the dean of their college.

Senator Abana, graduate student, A. James Clark School of Engineering commented that Cohen had mentioned that previous grades would remain on student transcripts even if a course is repeated course. He noted that the University should remove old grades to encourage students to retake courses for better results and asked if the policy would do so.

T. Cohen responded that the policy is largely codifying current practice. He expressed concern that encouraging students to retake courses more than necessary would waste University resources. He noted that the policy largely has to do with GPA calculations, and that the committee did not consider replacing grades on student transcripts because grade replacement was not included in the original policy proposal.

Senator Abana expressed his opinion that if a student goes to the effort of retaking a course, they deserve to have the old grade stricken from their record.

T. Cohen responded that his principal concern is that if students are overly encouraged to retake courses, resources will not be used effectively. He stated that students would be more inclined to optimize their GPAs than to graduate in a reasonable amount of time.

Senator Jennings, staff, Division of Research, introduced Suzanne Ashour-Bailey, A. James Clark School of Engineering. Ashour-Bailey asked T. Cohen to clarify the definition of “Attempt” and how it applied to auditing courses.

T. Cohen responded that the committee discussed the inclusion of “audit” as an “Attempt”. He suggested that if a student audited a course before registering to take it for a grade, they would have an advantage over other students in the course. He acknowledged that students may audit courses without registering to do so and that this policy could penalize students who officially audit courses.

Ashour-Bailey noted that students do not earn credit for auditing courses and asked why they should be penalized when they do not receive credit. She noted that it would not be in a student’s best interest for an audited course to count towards the 18-credit repeat limit.

T. Cohen responded that the committee attempted to strike a balance between helping students and using resources effectively. He noted that the committee did not discuss audits at length.

Ashour-Bailey noted that the recommendations include that the policy be implemented in Fall 2020. She asked if the policy would apply to all students at that time.

T. Cohen responded that the policy would apply to all students because it is simpler for the Office of the Registrar to manage one consistent set of criteria for repeating courses.

Senator Huntley, undergraduate student, College of Agriculture & Natural Resources, made a motion to amend the policy by removing references to audits from the definition of “Attempt” as noted in pink below:

An “**Attempt**” of a course refers to a course taken at the University for which a student received a grading symbol or marking (A+ through F, XF, P, S, W, I, **or NG, or AU**) identified in the University of Maryland Grading Symbols and Notations Used on Academic Transcripts (III-6.20[A]). An “Attempt” also refers to a course taken at another institution subsequent to an Attempt taken at the University of Maryland. An “Attempt” does not refer to a course taken during a semester in which a complete withdrawal (designated with a WW) was processed.

Chair Walsh asked for a second. The motion was seconded. He opened the floor to discussion of the amendment.

Senator Huntley expressed his concern that inclusion of “audit” as an “Attempt” would result in students inundating professors with requests to unofficially audit courses. He stated that students should not be disincentivized from following the rules.

T. Cohen responded that in his opinion, that would be a minor side effect of including “audit”. He stated that students who audit courses typically plan to do so for well-thought-out reasons, not

because they believe they will fail the course. He noted that allowing students to audit courses without counting it as an "Attempt" results in inequity between auditing students and students who take a course with no prior experience.

Senator Brown, undergraduate student, A. James Clark School of Engineering, stated that some students audit courses for fun when their personal interests lie outside their chosen field of study. She noted that students who audit courses for fun may not attend every class, and therefore would not have an advantage over other students at a later date.

Senator Scarcelli, faculty, A. James Clark School of Engineering, suggested that if University tuition were to go down in the future, students would be better able to retake courses to raise their GPA. He noted that many students in Europe retake courses for this reason, and advised the Senate to keep this in mind.

Senator J. Kahn, faculty, College of Computer, Mathematical, & Natural Sciences, stated that as an instructor of a difficult course, he is in favor of allowing students to audit so that they can do well when taking courses for a grade.

Senator Abana proposed an amendment but Parliamentarian Novara stated that the proposed amendment should be considered separately once the current amendment had been completed.

Dean Cohen, Office of Undergraduate Studies, reinforced the concept that students should be required to register to audit a course in order to more efficiently use University resources and that an audit should be considered to be an "Attempt". He expressed concern that students who audit courses have complete access to course materials but do not receive a grade, and that this could invalidate grades for students who take the class for a grade.

Senator Callaghan, faculty, College of Arts & Humanities, stated that the amount of work that a student would undertake to first audit a course and then take it for a grade should not be considered cheating. She stated that she supports the amendment to remove "audit" because students should not be penalized for applying themselves to learning.

Senator Evers, faculty, Robert H. Smith School of Business, introduced Alice Donlan, Teaching and Learning Transformation Center. Donlan urged the Senate to reject the amendment. She stated that allowing students to audit courses without limit could result in an environment in which students with the resources to pay for more semesters at the University would have an opportunity to preview courses and then take them for credit without repercussion. She expressed concern that this would be unfair to students who do not have the resources to extend their time at the University.

T. Cohen agreed that this would produce serious inequity issues among students. He noted that the amendment is regarding whether an audit should be counted as an "Attempt", not whether students should be allowed to audit courses.

Senator Koppel, faculty, College of Computer, Mathematical, & Natural Sciences, expressed her support for the amendment. She noted that many students do not complete audited courses, and that they would not receive an advantage over other students unless the professor repeated their course verbatim from semester to semester. She stated that students could get the same advantage by reading a course's required texts ahead of time. She argued that auditing allows students to perform better in their courses.

Dean Cohen introduced Adrian Cornelius, University Registrar. Cornelius stated that an “AU” mark denotes that a student audited a course for the entire semester. He expressed concern for removing “audit” from the definition of “Attempt”, students would be free to audit the same course several times before attempting it for a grade.

Senator Koppel noted that she has never experienced a student willing to audit the same class more than once and asked if Cornelius had data to support that concern.

Cornelius responded that though instances of repeated audits are likely minimal, he was concerned about the general concept.

Senator Lau, faculty, College of Arts & Humanities, expressed her support for the amendment and stated that she feels strongly that classes are a competition and that grades show that students have won that competition. She stated that she does not believe students are cheating by auditing to master course material, and expressed her disappointment that the University does not share that opinion.

T. Cohen stated that there is too much emphasis in academia for students to optimize their grades, and restated his concern about the use of University resources. He stated that students should not take unnecessary attempts at courses, even in an ideal world in which academia is motivated by thoughts of intellectual growth.

Senator Lau stated that there should be a way to restrict course registrations to prioritize students who are registering for a course for the first time.

Seeing no further discussion, Chair Walsh called for a vote on the amendment. The result was 43 in favor, 43 opposed, and 4 abstentions. In the event of a tie, the Senate Chair casts the deciding vote. Walsh opposed the amendment. **The motion to amend the policy failed.**

Walsh opened the floor to discussion of the policy.

Senator Klose, faculty, Philip Merrill College of Journalism, introduced Katherine Russell, Associate Dean, College of Behavioral & Social Sciences. Russell stated that there are other resource issues at stake beyond students auditing courses to get better grades. She gave the example of a student passing MATH120 at a community college and then having to take MATH140 at the University of Maryland. She asked if taking the course at this university would count as a repeat. She also asked if the credit for MATH120 would be removed if the student then failed MATH140. She stated that it would be a waste of resources to require the student to repeat MATH120 in that situation.

T. Cohen explained that the credit for MATH120 would not be included in the student’s University GPA, and that MATH140 would not be considered a repeat because the original class was not taken at this university. He noted that the failing grade for MATH140 would remain on the transcript, but that the student would have multiple options for repeating the course depending on their status at the University.

Russell asked if the student would lose the earned credit for MATH120 if their initial attempt of it were taken at the University, followed by the receipt of a failing grade in MATH140.

T. Cohen noted that much of the policy refers to GPA calculations rather than earned credits.

Dean Cohen introduced Doug Roberts, Associate Dean for Undergraduate Studies. Roberts stated that the policy is about counting how many credits can be applied to a student's degree and what is included in GPA calculations. He said that if a student has fulfilled a requirement for their major, it should still apply even if the student receives a failing grade when repeating that course. He stated that making sure that the requirement still applies is complicated, but agreed that requiring a student to repeat the required class would be a waste of resources.

Seeing no further discussion, Chair Walsh called for a vote on the proposal. The result was 72 in favor, 16 opposed, and 4 abstentions. **The motion to approve the policy passed.**

STUDENT COURSE EVALUATION IMPROVEMENT PROJECT (SENATE DOCUMENT #16-17-24) (ACTION)

Thomas Cohen, Chair of the Academic Procedures & Standards Committee, presented the Student Course Evaluation Improvement Project (Senate Document #16-17-24) and provided background information on the proposal.

Chair Walsh opened the floor to discussion of the proposal.

Senator Bravo, faculty, College of Arts & Humanities thanked the APAS Committee for its work on the proposal. He expressed his belief that grade distributions should not be made available to students, because students will only register for seemingly easy courses. He stated that faculty who teach difficult courses could be adversely affected. He noted that most of the committee's recommendations were shared with clear justifications, but that the only rationale for sharing grade distributions is that students regularly ask for them and that the Office of Institutional Research, Planning & Assessment (IRPA) has to provide them to third party websites under the Freedom of Information Act. He stated that though sharing grade distributions was the University's practice before 2014, this is not a justified reason to share them now if there is no demonstrable benefit to doing so. He noted that he received emails from other departments who share his concerns. He shared a statement from another ARHU faculty member who stated that sharing grade distributions could have a deleterious effect on professional track (PTK) faculty and the University.

Senator Rozenblit made a motion to amend the proposal by striking the recommendation about sharing grade distributions as follows in pink:

~~The University should again make course grade distributions available to students.~~

Chair Walsh asked for a second. The motion was seconded. Walsh opened the floor to discussion of the amendment.

T. Cohen stated that the committee discussed arguments in favor of sharing grade distributions, including that they are already available, though not uniformly. He noted that aside from access to grade distributions, students already communicate about what courses or instructors are easy. He stated that students making less-than-noble assessments based on their own information is not a better situation than the University providing accurate data.

Mike Passarella-George, subcommittee member, referred to the history of providing grade distributions to students. He noted that responses to the question "how do you think you did in this course" were also previously available to students and were used when registering for courses. He

stated that throughout the subcommittee's experience interviewing constituent groups, every conversation with students reflected their desire for access to grade distributions. He stated that the proposed system does attempt to balance competing interests between assessing teaching effectiveness and helping students with course selection.

Senator Levermore, faculty, College of Computer, Mathematical, & Natural Sciences, stated that he teaches a large sophomore-level math course, and that he publicly shares his grade distributions. He stated that grade distributions do not provide as much information as students think they do. He observed that performance in his course typically depends on how much students help each other, and that comments from students that the class is "easy" rarely reflect the actual rigor of the course. He stated that grade distributions are an unstable feedback mechanism and that students who request them are misguided.

Senator Huntley stated that though he was originally concerned that access to grade distributions would result in grade inflation, he believes that they should be made available to students. He observed that students already discuss amongst themselves which courses are easier and that they can all access the data on third party websites. He stated that it is unfair that some students have better social networks to utilize when choosing courses during registration.

Senator Reichard emphasized Senator Huntley's statement. He stated that students already utilize independent resources to seek out grade distributions, and that the University should provide them so that students have accurate data with which to make informed decisions.

Senator Brown noted that many difficult courses are major requirements that students will register for regardless of the grade distribution. She suggested that publicizing grade distributions could result in professors improving their teaching practices.

Chair-Elect Lanford agreed that access to grade distributions could allow instructors to inform their own teaching. She suggested that it could be useful for instructors to see if they are on par with their peers.

T. Cohen stated that departments can already facilitate such comparisons.

Chair-Elect Lanford stated that she has never experienced such discussion in her own department.

Doug Roberts, subcommittee member, stated that it was very clear from students that having this information is important to them, regardless of the ability to find it from third parties. He stated that he was hopeful that the publication of grade distributions would inspire conversations about the importance of grades. He noted that there is no clear correlation between grading and rigor of a course. He stated that access to grade distributions across departments could facilitate these discussions.

Senator Huntley noted that students already tell each other which courses they think are easy.

Senator Evers noted that by providing grade distribution information, the University could put the data into better context for student use. He stated that the more the University can control the data, the less students will have to rely on inaccurate sources.

Senator Bianchini, faculty, College of Arts & Humanities, expressed her support for the amendment. She noted the effect of grade distributions on enrollment in courses taught by PTK faculty. She

stated that if the data is provided by the University, students may feel that it is an official tool to be used when registering for courses. She observed that grade distributions are not a good measure of teaching effectiveness, rigor, or information about a course, and that the data can vary wildly.

Senator Koppel stated that she is unsure how the data would be useful in terms of feedback. She noted that several PTK faculty in her department already consult each other when teaching the same course, and that their grade distributions are typically similar. She stated that there is other information available to students that they should use when choosing courses.

Senator Lau stated that the University is not responsible for providing all of the information that students want. She expressed concern that by providing grade distributions, the University would be endorsing the data as a tool that students should use.

Senator Bhargava, faculty, School of Public Policy, raised concerns about the specific comments made by the students and the repetitiveness of their comments. He was ruled out of order by Parliamentarian Novara.

Senator Huntley stated that students should be allowed to express their perspectives on an issue that affects them so significantly. He noted that students can already access grade distributions, and asked if the University really wants them to receive the data from third parties rather than providing it with context.

Senator Evers made a motion to call the question and end discussion on the amendment to the proposal.

Chair Walsh asked for a second. The motion was seconded. Walsh called for a vote on the motion to call the question and noted that it required a 2/3 vote in favor to pass. The result was 74 in favor, 4 opposed. **The motion to call the question passed.**

Chair Walsh called for a vote on the amendment to the proposal. The result was 30 in favor, 45 opposed, and 6 abstentions. **The motion to amend the proposal failed.**

Senator Napp-Avelli, faculty, College of Education, introduced Imani Goffney, College of Education. Goffney noted that it seems as though the committee was concerned about how the survey addresses bias. She noted that student bias could be expressed in responses to questions about climate and instructor satisfaction. She suggested that the questions be revisited, or that clear guidance be provided to the advisory group about the wording of those questions. She thanked the committee for its work on the proposal.

Chair-Elect Lanford made a motion to extend the meeting by ten minutes.

Chair Walsh asked for a second. The motion was seconded. Walsh called for a vote on the motion to extend and noted that it required a 2/3 vote in favor to pass. The result was 57 in favor, 20 opposed. **The motion to extend the meeting by ten minutes passed.**

T. Cohen responded to Goffney and stated that the committee was extremely sensitive to the issue of bias and would attempt to make sure that opportunities for bias be eliminated as much as possible. He noted that the trade-off to keeping responses open enough to get information is that doing so invites bias. He stated that it is a complicated issue, but that the committee will try to

formulate and test questions to gauge whether students are responding to the questions the survey is intending to ask.

Goffney observed that instructors benefit from getting information from students, and that positive questions that ask for evidence could be beneficial.

T. Cohen responded that that is the intention of several questions.

Alice Donlan, subcommittee member, stated that part of the reason that the recommendations include changing the title of the survey is to recognize that student assessments of teaching are based on their perceptions. She noted that students have a valuable viewpoint but that they cannot speak to every aspect of teaching assessment. She stated that it is dangerous when the student evaluation survey is the only measure of effective teaching. She noted that there is a vast amount of documentation of bias, so the proposal includes constructs that are designed to reduce the amount of error due to student bias. She stated that as concrete benchmarks for effective teaching are created, it is less likely that students will include bias in their responses.

Senator Dorland, faculty, College of Computer, Mathematical, & Natural Sciences, stated that he has been teaching at the University for 20 years and that he has a lot of experience with student course evaluations. He noted that students are adults and that he values their opinions, and that asking for value judgments is very important. He expressed that it is important to ask students if an instructor was an effective teacher or if the student learned a lot in the class. He asked if the recommendations were that all of the current questions be removed, and if it is possible to retain some of the current questions.

Donlan responded that there are problems with those particular questions. She stated that students are typically not pedagogy experts and do not have a strong definition of effective teaching, so students are not the correct audience to answer those questions. She noted that students do not have the experience or knowledge to know what an effective instructor is. She noted that a low score on a question like "I learned a lot in this class" could have many interpretations to the point that an instructor may not be able to correctly interpret the response. She stated that the committee desired to develop questions about things that instructors can use to improve their teaching.

Chair Walsh noted that the Senate would have to postpone discussion on this proposal due to time constraints.

NEW BUSINESS

There was no new business.

ADJOURNMENT

The meeting was adjourned at 5:10 p.m.



Transition Meeting Slate 2019

PRESENTED BY Marc Pound, Chair

REVIEW DATES SEC – April 18, 2019 | SENATE – May 7, 2019

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 Senate Nominations Committee has prepared a slate of nominees for the 2019-2020 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 Senate Nominations Committee recommends the attached slate of nominees for election at the May 7, 2019 Transition Meeting of the University Senate.

COMMITTEE WORK

The Nominations Committee began recruitment efforts in February 2019. The committee sent announcements for the self-nominations period 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 8, February 21, March 13, March 29, 2019.

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 10, 2019.

ALTERNATIVES

The 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 2019-2020 Chair-Elect
Submitted by the Senate Nominations Committee

Chair-Elect Nominees (One will be Elected)

- Laura Dugan Professor & Associate Chair College of Behavioral & Social Sciences, *Department of Criminology & Criminal Justice*

- Daniel Perry Lathrop Professor College of Computer, Mathematical, & Natural Sciences, *Department of Physics & Department of Geology*

Slate of Candidates for the Senate Executive Committee 2019-2020 Election

Submitted by the Senate Nominations Committee

Faculty Senator Nominees (Seven will be Elected)

- Tanya Bansal School of Architecture, Planning & Preservation, *Real Estate Development*
- Debabrata Biswas College of Agriculture & Natural Resources, *Animal & Avian Sciences*
- Eugene Cantor Robert H. Smith School of Business, *Accounting*
- Cinzia Cirillo A. James Clark School of Engineering, *Civil & Environmental Engineering*
- Kim Coles College of Arts & Humanities, *English*
- Kelsey Corlett-Rivera University Libraries
- William Dorland College of Computer, Mathematical, & Natural Sciences, *Institute for Research in Electronics & Applied Physics (IREAP)*
- Laura Dugan College of Behavioral & Social Sciences, *Criminology & Criminal Justice*
- Emily Edwards College of Computer, Mathematical, & Natural Sciences, *Physics*
- Rosellina Ferraro Robert H. Smith School of Business, *Marketing*
- Rachel Gammons University Libraries
- Agisilaos Iliadis A. James Clark School of Engineering, *Electrical & Computer Engineering*
- Daniel Perry Lathrop College of Computer, Mathematical, & Natural Sciences, *Physics and Geology*
- Neil Sehgal School of Public Health, *Health Services Administration*
- Madlen Simon School of Architecture, Planning & Preservation, *Architecture*
- Jo Zimmerman School of Public Health, *Kinesiology*

Exempt Staff Senator Nominees (One will be Elected)

- Andrea Dragan Division of Research, *Institutional Review Board*
- Gene Ferrick College of Computer, Mathematical, & Natural Sciences, *Dean's Office*

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

- Antonietta Jennings Division of Research, *Institute for Governmental Service & Research*
- Lealin Queen University Libraries, *Library Media Services*

Graduate Student Senator Nominees (Two will be Elected)

- Christophe Beaumier School of Public Policy
- Han Kleman College of Behavioral & Social Sciences
- Ramin Moradi A. James Clark School of Engineering
- Xinqian Qiu College of Arts & Humanities

Undergraduate Student Senator Nominees (Two will be Elected)

- Lauren Brown A. James Clark School of Engineering
- Sasha Kahn School of Architecture, Planning & Preservation
- Stephen Kenny College of Behavioral & Social Sciences
- Hannah Shraim Robert H. Smith School of Business

Slate of Candidates for the Committee on Committees, 2019-2020 Election

Submitted by the Senate Nominations Committee

Faculty Senator Nominees (Three will be Elected)

- Benjamin Blake University Libraries
- Michele Callaghan College of Arts & Humanities, *National Foreign Language Center*
- Monique Koppel College of Computer, Mathematical, & Natural Sciences, *Chemistry & Biochemistry*

Exempt Staff Senator Nominees (One will be Elected)

- Shige Sakurai Office of the Senior Vice President and Provost, *Office of Diversity & Inclusion*
- Francis Jerome Winters Division of Information Technology, *Learning Technology Strategy*

Graduate Student Senator Nominees (One will be Elected)

- Seyed Karimian A. James Clark School of Engineering
- Brittany Starr College of Arts & Humanities

Undergraduate Student Senator Nominees (One will be Elected)

- Michael Rubenstein Undergraduate Studies, Letters & Sciences
- Eleanor Vanvranken School of Public Health

Slate of Candidates for the 2019-2020 Senate-Elected Councils and Committees
Submitted by the Senate Nominations Committee

University Athletic Council Slate 2019-2020

Faculty Representative Nominees (Two will be Elected)

- Benjamin Blake University Libraries
- Thomas Cohen College of Computer, Mathematical, & Natural Sciences, *Physics*
- Kim Coles College of Arts & Humanities, *English*
- Angela Jones A. James Clark School of Engineering, *Bioengineering*

Council of University System Faculty (CUSF) Slate 2019-2020

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

- Daniel Falvey College of Computer, Mathematical, & Natural Sciences, *Chemistry & Biochemistry*
 - Marc Pound College of Computer, Mathematical, & Natural Sciences, *Astronomy*
 - Christopher Walsh College of Agriculture & Natural Resources, *Plant Science & Landscape Architecture*
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Campus Transportation Advisory Committee (CTAC) Slate 2019-2020

Faculty Representative Nominees (One will be Elected)

- Kate Doherty University Libraries
- Devin Ellis College of Behavioral & Social Sciences, *National Consortium for the Study of Terrorism & Responses to Terrorism (START)*

Exempt Staff Representative Nominees (One will be Elected)

- Jolanta Agatha Alipio College of Computer, Mathematical, & Natural Sciences, *Center for Scientific Computation and Math Modeling (CSCAMM)*
- Olivia Dent College of Computer, Mathematical, & Natural Sciences, *Astronomy*
- Lisa Klein College of Arts & Humanities, *History*

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

- Stephanie Noel College of Computer, Mathematical, & Natural Sciences, *Physics*
- Audrey Stewart Division of Administration & Finance, *Facilities Management*

Undergraduate Representative Nominees (One will be Elected)

- Marco Martinez Undergraduate Studies, Letters & Sciences
- Jason Tan College of Computer, Mathematical, & Natural Sciences

Candidacy Statements for the Chair-Elect 2019-2020 Election

Chair-Elect Nominees (One will be Elected)

**Laura Dugan, Professor & Associate Chair, Department of Criminology & Criminal Justice
College of Behavioral & Social Sciences**



I am deeply honored to be considered for Chair-Elect of the University Senate. While I have only been a member of the Senate this past year, I have always appreciated its shared governance model and its vital role to advise the President. As a big proponent of democracy and as someone who appreciates the intricacies of policy development including anticipation of unintentional outcomes, I promise to fairly represent all constituencies if elected.

I came to the University of Maryland in 2001, just a month before the September 11th attacks. I was struck by how the University responded that day and in its aftermath, joining together to protect members of the community and creating a space for us all to grieve as one on the mall. Having received my Doctorate in Public Policy from Carnegie Mellon University, I continue to appreciate how UMD has evolved with changing times, keeping its finger on the pulse of progress through campaigns of inclusiveness and aggressive research agendas—albeit clumsily at times. Of course, I also recognize that we are on the crux of

an important transition, as the University engages in a search for a new president. If elected, I would serve as Senate Chair during the first year of the new president's term, and would prioritize fostering a congenial and mutually-beneficial relationship between the Senate and the president. This is the key time to ensure the Senate's role as vital in shared governance and to establish a close relationship with the President's Office.

As a faculty member in Criminology and Criminal Justice, I have pursued an active research agenda throughout my career, and see scholarship, mentorship, and teaching as priority missions for the university. Of course, I appreciate the important role that administration plays in assuring that those missions are well-served. I have served as the Director of Graduate Studies and am currently the Associate Chair of our department. I have also served on the Graduate Council and on various awards committees at the university level. With each level of service, I have pushed for changes that were needed to improve circumstances for some, while efficiently maintaining the well-being for all. If elected, I welcome the opportunity to gain greater insight into the larger workings of UMD; to advocate for the voice of the faculty, staff, and students; and to contribute to the well-being of the entire campus community.

**Daniel Perry Lathrop, Professor, Department of Physics & Department of Geology
College of Computer, Mathematical, & Natural Sciences**

The mission of the University of Maryland includes the two central roles to create new knowledge and educate and mentor a new generation of scholars. Our outstanding young scholars are well poised to have a positive impact on our state, nation, and the planet. They have that impact every year! With those goals in mind, the senate can craft a path to create a very positive interaction with our new president in July 2020 and to work to create new shared goals regarding this mission.

We also should examine Senate oversight roles, perhaps seeking new ones, with respect to large-impact campus activities. To successfully accomplish this, we should examine our nation's checks and balances, and in small steps seek to recraft governance at our Institution.

If elected Senate Chair, I will aim to advance the University's mission responsibly and foster positive collaboration with campus leadership, while aiming to greatly strengthen our citizens' voices and impact. My priority will be to always listen *respectfully* to every group from every corner of the university. We have a rich community from *diverse backgrounds and perspectives*, all of which make us a great land-grant University. We all need to be heard and help shape the University's future.

We have come a long way since our founding in 1856. In these hundred and sixty five years, there have been ups and downs. I am an optimist by nature and feel that an upward trajectory for campus is actually simple if we build on our strengths. In my interdisciplinary work across many different Departments on campus and many Colleges, I know that our problems are *not fundamentally ones of lack of resources*, despite what you have been told. It comes from *a lack of vision of how we craft a future that looks beyond a zero sum game* to understand the prisoner's dilemma (game theory), i.e. how do we move forward with compromise as a positive so that that **everyone from every background** succeeds tomorrow.



Photo caption: My research group from summer 2018. Photo credit: Dr. Daniel Serrano (PTK faculty in IREAP). Left to Right top row, Landry H., **Dan Lathrop**, Anthony M., Sarah B., Ruben R., Itamar S., next level Alessandro R., Eliot K., Heidi K., Francisco O., Artur P., Helena Y.

Elizabeth Lathrop (PTK Faculty in ENG with a Ph.D. in Chemistry) and I love our home at UMD. I believe that my understanding of the University system and its immediate community including **our families, our graduate students, our undergraduates** (shout out to my current class of scholars in PHYS 499x this term), and our leadership will allow me to serve in the position of Senate Chair in this critical time for our campus.

In my 21 years as a Professor at the University of Maryland, I have greatly enjoyed interacting with the outstanding staff, student mentees at all levels, and faculty colleagues. I have been Director of IREAP (the Institute for Research in Electronics and Applied Physics) and Associate Dean for Research at CMNS (the College of Computer, Mathematical, and Natural Sciences). In these leadership roles, I lent an ear to many voices and represented them at the University level. I have also served our Institution at large and learned its intricate landscape as part of Maryland Day for 21 years (exhibitor and speaker), among many other initiatives and committees that involve faculty and student affairs. All of my children studied as undergraduate scholars and triathlon athletes at UMD. My faculty wife,

Candidacy Statements for the Senate Executive Committee (SEC) 2019-2020 Election

Faculty Senator Nominees (Seven will be Elected)

Tanya Bansal, Assistant Clinical Professor, Real Estate Development School of Architecture, Planning & Preservation

I feel honored to be nominated to serve on the Senate Executive Committee. I have been a part of the UMD family since 2012, first as a graduate student, then as a staff member and now as a clinical assistant professor. I am a faculty member in the Real Estate Development program which is based in the School of Architecture, Planning and Preservation. This is my second year serving as a senator. The senate meetings have given me the opportunity to learn about the crucial developments taking place in the university outside of my program. It is my honor to represent my program and department on campus at the university level. Our program and school has excelled in many areas including the Solar Decathlon competition where our university was placed first in the United States and second in the World. We have won ULI competition twice in the last six years, won HUD competition twice in the last two years and won NAIOP once in the last four years.

I have been a member of integral committees within my school. I have chaired the Administrative Committee in the past and was a member of the School's 50th anniversary celebration committee. In my teaching role, I teach both undergraduate and graduate students. I am also the academic advisor for the students in the Master of Real Estate Development and Certificate program. Further as part of my teaching and administrative work, I attend various conferences nationally and internationally for program outreach. I have presented papers and participated as a panelist at some of them. Finally, I mentored a student working on a project in Sudan, mentored an IVSP student on campus and co-led a study abroad in St. Petersburg, Russia.

Ever since I moved to United States from India, University of Maryland has been my home. I want to take this opportunity to serve on the committee as a step towards giving back to the university and the community. My international background and personal experience with student life on campus will bring a unique perspective to the committee. I believe in diversity, equality and a forward-thinking approach. I hope to contribute towards the important initiatives taken by the university. Thank you for considering me for this candidacy.

Debabrata Biswas, Associate Professor, Animal & Avian Sciences College of Agricultural & Natural Resources

It is an honor to be nominated for a faculty member seat on the Senate Executive Committee (SEC) by and Dr. Pamela Lanford, the Senate Chair Elected and Dr. Christopher Walls, the current Senate Chair. My experience offers a unique experience as I have transitioned from student in both developing and developed countries to faculty member at the UMD through several postdoctoral and research faculty trainings in Canada and US. My active participation in various committees in my department (ANSC), college (AGNR) and campus (particularly Faculty Affairs Committee) provides a perspective forged from developing and executing strategies to see positive change become a reality and its role in improving diversity, efficiency and directing to upwards. Thus, I believe I would be a valuable asset to the SEC and this opportunity will allow me to get engaged and work as a member of the senate committee.

As the senate particularly committees lead by SEC can conduct dialog with the administration, offer press releases, lobby with legislators, and join in with other institutions (such as big ten) to tackle larger issues and collect or exchange required information through listening to faculty members, staffs and students, I would like to speak together often about the central issues at this great institution and participate actively to the acts of the UMD community. If I get the opportunity to serve as a faculty member of SEC, I will be happy to involve in suggestion priorities for budgeting (whether listened to or not); in suggesting standards for academic freedom (and explaining to its member what it is, and what it is not) and provide input to sustainable activities on campus and/or statewide.

**Eugene Cantor, Associate Clinical Professor, Accounting
Robert H. Smith School of Business**

I am honored to have been nominated to serve on the University Senate for the coming year as a member of the Senate Executive Committee (SEC). I am a proud graduate of the University of Maryland's Class of 1972, earning a B.S. in Accounting. After earning my CPA and practicing as an accountant with the then General Accounting Office (GAO), now the Government Accountability Office, I attended Emory University Law School and Georgetown University Law Center earning Juris Doctor (J.D.) and Master of Laws (LL.M.) in Taxation degrees, respectively. Over my more than forty-year professional career, I practiced accounting and law in both the public and private sectors, working at a law firm, investment banking firm, the Securities and Exchange Commission and the US Treasury Department. Throughout my career, I pursued my passion for teaching. I joined the adjunct faculties of several universities in Miami, Washington, DC, and Maryland. After teaching on an adjunct basis for the University of Maryland for ten years, I retired, 2015 from law practice and joined the Smith School full-time, fulfilling a personal goal of becoming a full-time college professor.

During my tenure with Smith, I have served as Associate Chair of the Accounting and Information Assurance Department ("AIA"), a member of the Smith Teaching Excellence Committee, and Chair the AIA adjunct faculty committee. I have been a member of the AIA Attributes of Learning Committee, working to develop thoughtfully constructed learning goals for our accounting courses. I have developed and taught several courses for AIA, including an accounting course in our new Business Minor Program. My involvement with the Business Minor Program includes teaching undergraduate students across all of the University's schools. I believe this enables me to appreciate seemingly unrelated disciplines and understand different student and faculty perspectives. I cannot stress enough how important I believe it is that our students have the resources to develop and master the inter-disciplinary skills that are so necessary for personal and professional success today.

I love teaching and I love the University of Maryland. I have taught in every major Smith program, with the exception of its full-time MBA program, for which I'll be teaching in the fall. It is my intention to stay with the University for a very long time and look forward to doing what I can to give back to the University. One important way would be to help it develop policies and procedures that improve teaching quality and effectiveness that will enrich our students' college experience and future success. One area on which I am focused particularly is improving the overall environment for PTK faculty. I would like to be involved in innovative approaches and successful initiatives that improve PTK faculty recognition and teaching.

As part of the inter-disciplinary skills I mentioned earlier, I believe effective communication is critical. As part of my academic philosophy, I embrace innovative approaches to improving student communication skills. I recognized this need and significantly revamped Smith's MS Business

Communication Accounting course. One of the changes I made to the course was to recruit professors from four other campus schools to take advantage of their expertise in specialized subjects (e.g., persuasion, improvisation, speech pathology, and corporate communication). This quasi team approach enabled me to infuse other disciplines that aren't typically considered in similar courses. I would like to explore and expand cross campus teaching opportunities to help our students develop specialized skills. I look forward continuing my long standing service to the University of Maryland and hope to serve as a member of the Senate Executive Committee (SEC).

**Cinzia Cirillo, Professor, Civil & Environmental Engineering
A. James Clark School of Engineering**

I'm honored to be nominated for the Senate Executive Committee, at a time when I have served as a Senator from less than a year. The University of Maryland has been my home institution since I left Europe (where I was born and educated) to join the Clark School of Engineering twelve years ago. I'm extremely grateful for the opportunity that I was offered to develop a research program in the field of transportation engineering, and to work with excellent students and colleagues.

This candidature is a way to give back; I'm motivated by the desire to make a positive impact on the future of our school and to help achieve even greater and ambitious objectives.

I have the ability to work with people of different background, and I'm good at listening to other peoples' concerns. As an engineer I have a pragmatic approach to problem solving, and as mother of two girls I'm extremely organized and efficient.

I'm particularly sensible to the involvement of women in STEM and in the development of their career. I'm part of a group of women in my Department that is trying to improve equity and possibly eliminate gender bias in our working environment. I'm also offering my international and cross-disciplinary experience. I have recently been given a joint appointment at the School of Medicine in Baltimore. As the ties between the two campuses are expected to get stronger in the near future, my experience could serve as an inspiration for more successful collaborative programs.

**Kim Coles, Associate Professor, English
College of Arts & Humanities**

I have been at the University of Maryland for 14 years, and am currently completing my second year as a Campus Senator and a member of the Senate Executive Committee. The experience of serving on the Senate Executive Committee, the interaction with the other committee members, the campus administrators, the Provost and the President, has allowed me to forge the relationships that will allow me to continue as a productive member. I have tried to be an active listener in our meetings, and to be engaged as much in questions as in answers. Working to be more inclusive of various opinions around the table, from various perspectives around the campus, and to build consensus from these points of view, has been the particular skill set that I have tried to cultivate. While serving on the Athletic Council, I hope to help foster consensus within it, and promote campus cooperation outside of it, in order to complete the important work that is in front of us.

In my various administrative roles in my department, a great deal of my time and effort is involved in internal evaluation, learning-outcomes assessment, and the advising and mentoring of students. This marks a conviction on the part of my department that the improvement of student and faculty

experience comes through constant self-assessment and course correction. This seems a good model for other modes of campus governance and campus life.

I'm prepared to serve another year, and I think that my experience leaves me well-prepared to do so. I hope that I have been, and hope to continue to be, of use on the committee that engages in oversight on the university campus.

Thank you for considering my candidacy.

**Kelsey Corlett-Rivera, Librarian III
University Libraries**

I greatly appreciate this opportunity to be considered for the Senate Executive Committee. There are number of pressing issues facing our campus in the coming year, including a presidential search, and I think that the SEC will have an important role in guiding UMD into the future.

I have been here at UMD since 2010, and have served in various shared governance roles as both a graduate student and a librarian, including a term as Chair of the Library Assembly. As a committee chair and then an officer, I spent six years on our Library Assembly Advisory Board, which is similar to the Senate Executive Committee. While I am beginning my first term as a Senator, I currently serve on the Research Technology Working Group and have served on the Equity, Diversity and Inclusion Committee in the past. I worked closely with Senate staff while serving as Chair of LA, and so am familiar with the type of work undertaken by SEC.

Through my job as a librarian, I have had the chance to work with great colleagues and students all over campus. I teach information literacy classes to undergraduates in Spanish and French, collaborate with faculty and staff colleagues in academic departments as well as the Division of IT and Division of Research, and consult with graduate students trying to organize their research using citation managers, among many other responsibilities. I feel strongly that we all accomplish more when we collaborate across traditional campus boundaries and understand the work that our colleagues are doing to support the educational mission of the university. The Senate is a great example of how all these campus communities can come together in one place and cooperate to get things done, and the SEC is leading that effort in many ways.

Thank you for considering my candidacy.

**William Dorland, Professor, Institute for Research in Electronics & Applied Physics
College of Computer, Mathematical, & Natural Sciences**

I am honored to have been nominated for a faculty member seat on the Senate Executive Committee. I came to the University in 1998 as a research scientist. After spending a year (2001-02) as an associate professor at Imperial College in London, I returned to College Park as an assistant professor in the department of physics. I was promoted to full professor in 2009, and I served seven years as the Director of the Honors College and of University Honors (01/09-12/16), during a time of (at least initially) rapid expansion and change. Since 2010, I have been a visiting professor at the University of Oxford, in the theoretical physics group. My affiliation there extends to Merton College.

Finally, I continue to pursue a well-funded research program in plasma physics while serving as editor of one of the main journals in my field.

I mention my UK and Honors College affiliations because they accurately reflect my commitment to the university's education mission, and my core belief in full-contact faculty engagement and self-governance. Tenure is a great privilege which I believe comes with an equally serious responsibility to contribute actively to the long-term health of the university. Each summer, when I go to Oxford, I see another world-class model of university organization up close. There are many differences, but the greatest is the degree to which the tenured faculty consider the institution itself to be their responsibility. I bring this intimate familiarity with "another way of doing business" to our campus and to our Senate, and I would carry that useful knowledge also to the SEC if elected.

As a member of the SEC, I would focus first on academic and education issues, just as I did when working for the Honors College in Undergraduate Studies. Selecting and installing a new president will take the university through a process of renewal and change. It is particularly important that the interests of our students, undergraduate and graduate alike, are kept in focus throughout. More broadly, I believe more should be asked of the permanent faculty, particularly in the direction of ensuring their fully commitment to the best outcomes for our students.

Of course, we all face challenges*, but it is essential that we nonetheless remain fully engaged with a program of academic excellence, no matter the challenges that come our way.

**Laura Dugan, Professor & Associate Chair, Criminology & Criminal Justice
College of Behavioral & Social Sciences**

I am deeply honored to be considered for Senate Executive Committee (SEC). While I have only been a member of the Senate this past year, I have always appreciated its shared governance model and its vital role to advise the President. As a big proponent of democracy and as someone who appreciates the intricacies of policy development including anticipation of unintentional outcomes, I will be a proponent of thoroughly vetting ideas and action steps to assure that the Senate's activities support the well-being of the entire campus community.

I came to the University of Maryland in 2001, just a month before the September 11th attacks. I was struck by how the University responded that day and in its aftermath, joining together to protect members of the community and creating a space for us all to grieve as one on the mall. Having received my Doctorate in Public Policy from Carnegie Mellon University, I continue to appreciate how UMD has evolved with changing times, keeping its finger on the pulse of progress through campaigns of inclusiveness and aggressive research agendas—albeit clumsily at times. I recognize that the SEC serves the critical roles of vetting the proposals that are sent to the Senate, optimizing the amount of attention needed for each issue, assuring that Senate floor time is strategically used, and implementing the action steps approved by the Senate. In essence, the SEC preserves the integrity of the decisions made by the Senate, while carrying out its will. If elected, I will devote the attention needed to each issue, so that the Senate can continue to be an effective body in the shared governance of the university.

As a faculty member in Criminology and Criminal Justice, I have pursued an active research agenda throughout my career, and see scholarship, mentorship, and teaching as priority missions for the university. Of course, I appreciate the important role that administration plays in assuring that those missions are well-served. I have served as the Director of Graduate Studies and am currently the

Associate Chair of our department. I have also served on the Graduate Council and on various awards committees at the university level. With each level of service, I have pushed for changes that were needed to improve circumstances for some, while efficiently maintaining the well-being for all. If elected, I welcome the opportunity to gain greater insight into the larger workings of UMD; to advocate for the voice of the faculty, staff, and students; and to contribute to the well-being of the entire campus community.

**Emily Edwards, Senior Faculty Specialist, Physics
College of Computer, Mathematical, & Natural Sciences**

I am honored to be nominated to serve on the University Senate Executive Committee. I have been at UMD since 2002, first as a graduate student and then as a postdoctoral researcher in the Department of Physics. In 2011, I moved from doing research to science communication. As a senior faculty specialist, I work closely with faculty, students, and staff in the Department of Physics, the Joint Quantum Institute, and the Joint Center for Quantum Information and Computer Science. I oversee a public information office that collaborates with UMD communicators and external government partners to convey research happening across these units to various stakeholders and non-expert audiences.

I have been a PTK senator since 2017 and have enjoyed participating in UMD's shared governance system and learning about Senate operations. During the last few years, many important and emotional issues have been brought to the Senate for consideration. I have been impressed with the professionalism and passion that members of the Senate have shown, particularly in the face of so many hot button topics. As we look to the next academic year and the future, we have a lot to be proud of, but of course, some issues remain unresolved. Shared governance that is marked by diversity of thought and efficiency will ensure that we make progress on addressing important issues and strengthen us as an institution. No matter the business brought before the Senate--whether it is developing a response to recent tumultuous actions of the Board of Regents or the more common votes on curriculum--it is crucial that the Senate continue to be ready to respond to as appropriate, and ensure that the concerns of the different campus constituencies are heard, understood, and acted upon.

If elected, I would bring a perspective gained from my work with faculty, students and staff on UMD's research mission, as well as my experience collaborating and with external partners. I look forward to learning from my colleagues on how to better address campus matters in a positive way that moves us forward as a University.

**Rosellina Ferraro, Associate Professor, Marketing
Robert H. Smith School of Business**

I am honored to be considered for the Senate Executive Committee (SEC). I began my academic career here, at Maryland, as an Assistant Professor in 2005. I was a member of the University Senate from 2007-2009. I served as a member of the SEC (2008-2009), Undergraduate CORE Committee (2007-2009), and the PCC Committee (2009-2011). I have served in several service roles at the Robert H. Smith School of Business including Associate Area Chair and Co-Coordinator of our area's PhD program.

Having served on the SEC before, I understand its importance in carrying out the work of the University Senate. Over time, I have developed a deeper and more nuanced understanding of the University and its students, faculty, and staff. I believe that I can bring a useful perspective to the SEC and I look forward to playing an active role in helping the University further its mission. Thank you for your consideration.

**Rachel Gammons, Librarian III
University Libraries**

It is an honor to be nominated to serve on the Senate Executive Committee. This is my second year as a faculty senator for UMD Libraries and I have appreciated having the opportunity to observe and contribute to campus governance. As the Head of Teaching and Learning at UMD Libraries, I work with a variety of campus partners, such as the Teaching and Learning Transformation Center, the Division of Student Affairs, and the office of Undergraduate Studies. I care deeply about the student experience, and in particular the undergraduate student experience on our campus. Although my work centers on teaching, I have also had the opportunity to participate in a variety of service roles, including my current position on the Senate Equity, Diversity, and Inclusion committee. In addition to my role as a faculty member in the Libraries, I am also a part-time Ph.D. student in the College of Education. This has given me a unique appreciation for the challenges faced by both staff and graduate students. As a senator, I am committed to forwarding issues of social justice and building a respectful and safe campus climate for all of our community members. I believe that shared governance can be a catalyst for change. If elected to serve on the SEC, I would use my platform to forward the important work of the Senate, advocate for issues of diversity and inclusion on our campus, and elevate the experiences of students.

**Agisilaos Iliadis, Professor, Electrical & Computer Engineering
A. James Clark School of Engineering**

I am running for the Senate Executive Committee. I believe my long and productive experience with Senate Committees and Councils will strongly benefit the workings of the Committee and provide an open and inclusive link to our community and Campus life. For over three decades of my tenure at the University of Maryland, I have served in numerous Senate Committees and Councils with significant contributions in the development of Campus policies on safety and security, moped registration and helmet requirements, smoke-free-campus, transportation and parking, guns on campus. I have also worked on other issues including start dates for semesters, athletics student policies on drugs, alcohol on games policies, and a variety of other issues. My service over the years provides a strong and multifaceted background with long earned experience to provide effective service to the Senate Executive Committee (SEC).

I am excited to be considered for the Senate Executive Committee and hope to be elected so I can work hard to maintain and promote an open and inclusive link to our community for a safe and productive Campus environment. I would be looking forward to helping carry out the Senate actions, reviewing current and new proposals and ideas for the Senate.

COMMITTEES AND COUNCILS SERVED:

- **Member:** Academic Procedures and Standards Committee (**APAS**) 2000-2001, 2016-2018-2019.
- **Member:** Campus Parking Advisory Committee: 2001-2002
- **Member:** Elections, Representation and Governance Committee (**ERG**): 2002-2004.

- **Faculty Senate Representative:** University Senate: 2002-2003, 2005-2006.
- **Member:** Educational Affairs Committee (**EAC**): 2003-2005. 2008-2010.
- **Member:** Campus Parking Advisory Committee: 2003-2004.
- **Member:** Campus Affairs Committee (**CAMPAFF**): 2006-2008, 2014-2016.
- **Member:** Athletic Council: 2010-2011.
- **Member:** Student Affairs Committee (College Senate): 2011-2012.
- **Member:** Information Technology (**IT**) Council: 2011-2012.
- **Faculty Senate Representative:** Athletic Council: 2014-2015.
- **Member:** College of Engineering Council: 1996-97, 1997-98.
- **Chair/member:** Several ECE Department Committees: 1993-2019

**Daniel Perry Lathrop, Professor, Department of Physics and Department of Geology
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 and communicates these to the Senate, as well as delegates appropriately to the many sub-committees.

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 be sensitive to the University's upcoming administrative changes, with a new President starting in 2020. The SEC could help ensure a positive search for the new president, working within the standards and principles of our University.

I will also help our SEC to prioritize always listening respectfully to every group from every corner of the university. We have a rich community from diverse backgrounds and perspectives, all of which make us a great land-grant University. We all need to be heard and help shape the University's future.

We have come a long way since our founding in 1856. In these hundred and sixty five years, there have been ups and downs. I am an optimist by nature and feel that an upward trajectory for campus is actually simple if we build on our strengths. In my interdisciplinary work across many different Departments on campus and many Colleges, I know that our problems are not fundamentally ones of lack of resources; it comes from a lack of vision of how we craft a future that looks beyond a zero sum game to understand the prisoner's dilemma (game theory), i.e. how do we move forward with compromise as a positive so that that **everyone from every background** succeeds tomorrow.

**Neil Sehgal, Assistant Professor, Health Services Administration
School of Public Health**

Fellow Senators, I am honored to be included on the slate for the 2019-2020 Senate Executive Committee and ask for your support to serve a second term. The past year has been a trying one for Campus, one that elevated the importance of our collective voice as members of the University community.

The opportunity to participate in shared governance was for me, as I'm sure for many of you, a key reason for my pursuit of a career in the academy, and a responsibility I have not taken lightly as I have served my first term on the SEC. Parallel to my commitment to campus service is my

commitment to public higher education – I feel a responsibility to leverage the power of the University to change society, and in my mind there is no more democratic place to push for that than a campus such as ours.

A key motivation for my campus service has been to build community among faculty across disciplines, with students, and the community at large. In my three years at UMD I have embraced opportunities for service to SPH and the University. I helped launch the Robert and Barbara Gold Public Health Innovation Award, a competition which was successful both in catalyzing a culture of innovation at SPH and in elevating the ideas of our students (with four Gold Awardees working to bring their innovations to market). Additionally, I serve as the faculty representative to the SPH Alumni Association, helping link our academic programs with the School's alumni. Within my department I direct the graduate program in Health Administration, serve as the co-faculty advisor for the Health Services Administration Student Association and the advisor to the Health Services Administration case competition teams, dedicating time and energy to foster a positive environment for our students outside of the classroom. Finally, I have served enthusiastically on the Diversity Committee, as a volunteer for the Mid-Maryland Mission of Mercy and Health Equity Festival, and is helping develop a cloud research computing environment for SPH faculty in collaboration with DIT.

In addition to my service within the School, I have been an ambassador for SPH on campus serving on the Future of Information Alliance Brainstorming Board, and representing the School of Public Health on the UMD Banneker/Key Scholarship selection committee and the Research Technologies Working Group.

I hope that my experiences and perspective have proven helpful to my service as a member of the SEC, and I would be honored to continue to devote them and my diligence as a member for the 2019-2020 term.

**Madlen Simon, Associate Professor and Associate Dean for Academic Affairs & Outreach,
Architecture
School of Architecture, Planning & Preservation**

Thank you for the honor of considering my candidacy for the Senate Executive Committee. I am excited by the opportunity to work closely with administration and Senate leaders on issues critical to the future of our University. I would bring to the work expertise in design thinking, with a strong focus on building diverse teams for effective problem solving. Service to UMD in a variety of roles - faculty, Architecture Program Director, Associate Dean of the School of Architecture, Planning, and Preservation, and Senator - has given me insight into the broad range of issues facing students, faculty, and staff at the college and campus levels. Service as a CUSF member broadened my perspective to view the issues of higher education across the diverse spectrum of Maryland institutions. Through these experiences, I have become broadly informed about UMD policy within the context of system-wide policies and procedures. As Chair of the Senate Educational Affairs Committee, I demonstrated the ability to build consensus around a controversial policy revision.

A major focus of my service has been General Education. Serving on the General Education Implementation Committee, the Senate General Education Committee providing oversight, the CTE-Lilly Fellows group project on Scholarship in Practice, and the Scholarship in Practice Faculty Board, I participated in and learned how to effect transformative educational change in our University.

Thirteen years of service on campus committees, participation in learning communities, and teaching general education courses have also given me a broad network of students, faculty, staff, and administrators across campus. A key aspect of shared governance is bringing forth the diverse perspectives of the various stakeholders to inform decision-making. If elected to SEC, I will bring a breadth of engagement with campus constituents and concerns to my representative role.

**Jo Zimmerman, Lecturer, Kinesiology
School of Public Health**

I am a lecturer in the Department of Kinesiology, and the Physical Activity Program Director. I earned my undergraduate and master's degrees from George Mason University, and have held the ACSM Certified Exercise Physiologist (formerly known as ACSM Health Fitness Specialist) certification since 1996, the NSPA Strength and Conditioning Specialist credential since 2001, and the ACSM Exercise is Medicine credential since 2012. I have been working in the health and fitness industry for over 25 years and university teaching for over 22 years, of which 14 have been here at UMD as professional track faculty (PTK). My research interests are focused on the effects of physical activity and exercise on brain function in apparently healthy adults. By measuring behavior along with functional brain imaging we can strengthen the evidence that supports keeping active throughout the lifespan.

I have completed my second year serving as PTK Senator representing Kinesiology and the School of Public Health. I find the Senate work interesting and informative, and I'm pleased to continue in my present role. Previously I served as a PTK faculty representative on the Staff Affairs committee (3 years) and the Staff Awards subcommittee (2 years) and currently the Committee on Committees (1 year). Within the KNES department I am the Chair of the Undergraduate committee (23 years) and the Physical Activity committee (5 years), and sit on the Undergraduate Awards committee (4 years). At the School level I am a member of the Maryland Day committee, the Communications committee, and informally, the ongoing renovations committee.

Candidacy Statements for the Senate Executive Committee (SEC) 2019-2020 Election

Exempt Staff Senator Nominees (One will be Elected)

Andrea Dragan, Manager, Institutional Review Board Division of Research

I am honored to be nominated for a seat on the University of Maryland Senate Executive Committee. During my previous tenure as a Staff Senator (2015- 18) and Chair of the Student Conduct Committee (2017-18), I recognized the very significant role the SEC has in both selecting proposals that reach the floor at University Senate meetings, as well as the overall guidance and direction they provide to the campus. The SEC is also the leading example of shared governance for our campus, representing the entire campus community, ensuring that all voices are equally represented. It is of the highest importance that the Exempt Staff representative on the SEC is committed to voicing the concerns of their constituency and are dedicated toward the continued growth of the university. In my role as IRB Manager within the Division of Research, I am in a unique position in that I work with staff across nearly all divisions and departments on campus, always striving to serve each in a way that best fits their needs. I will bring this idea of serving and representing diverse needs and fearless ideas to the SEC.

This coming year will be one of transition, as President Loh will be stepping down as University President and a new president will take the helm. It is imperative to have representatives with experience and dedication to the University, as well as a vision for the future to be involved in the SEC. It is my desire to carry on the efforts of the current SEC and devote my energy and talents toward the continued development of the University of Maryland as a model for public universities across the world. It is with passion, enthusiasm, and Maryland pride that I request your vote to represent Exempt staff on the SEC.

Gene Ferrick, Director of Operations, Dean's Office College of Computer, Mathematical, & Natural Sciences

I have a passion for the University's success and maintaining a high quality of life for our campus community. My network of colleagues includes faculty, staff and students who can offer guidance concerning the issues before the Senate. The coming year will include a search for our new President and it will be important for the SEC to share current perspectives about our concerns and morale, the campus climate, and especially our hopes with the search committee.

My experience is rather robust. This fall marks 39 years of association with UMD including my start as a student. Over the years my work has ranged from operations management to student support to policy review to data analysis. I have advised and taught students; evaluated programs and courses; and backpacked in the woods with new students. As a senator I have chaired the Campus Affairs and Staff Affairs Committees, and been a member of the SEC, Student Affairs, ERG, the Campus Transportation Committee, the Committee on Committees, and the Athletic Council. My most recent work as Chair of Campus Affairs had members of the committee and myself trekking across campus to meet with numerous stakeholders concerning a charge to revise a policy. The work is challenging and satisfying. I look forward to doing more. Thank you for considering me.

Candidacy Statements for the Senate Executive Committee (SEC) 2019-2020 Election

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

Antonieta Jennings, Administrative Assistant, Institute for Governmental Service and Research Division of Research

I am very happy to be considered for re-election for a second term on the SEC. I have had the opportunity to serve on the University of Maryland's Senate for three years, the Staff Affairs Committee for two years, and the Senate Executive Committee (SEC) for a year. During my time of service, I have had the privilege of working collectively with dynamic University of Maryland faculty, staff and students to advance the mission and philosophy of the University of Maryland in creating and sustaining a thriving and culturally diverse community.

The SEC's work along with initiatives have fueled my desire to continue in public service. I am honored to be considered for an additional term for the SEC and provided the opportunity to share insights that can further enhance sustainability, understanding, and inclusion which are in alignment with the changing needs of the communities the University serves. Thank you for your consideration. I look forward to advancing the University's public service mission by continuing to use the SEC platform to shape a community-based collaborative framework to create and promote viable and innovative ideas that build upon the University's philosophy of integrity, inclusion, and trust.

Lealin Queen, Production Specialist, Library Media Services University Libraries

Hello, my name is Lealin Queen, and it is my Privilege to run the Non-Exempt Staff Senate Executive committee seat. Over the last year, I have served on the Senate along with serving on the Staff Affairs Committee. Through both of these committees, I have learned a great deal about shared governance and the workings of the Senate. I hope to take this opportunity to continue to learn and serve the overall needs of the campus community. I have been a part of the UMCP community as both a student and staff member allowing me to feel the effects of policy decisions and changes from multiple perspectives. As a library staff member, I am active in the Libraries shared governance body as the webmaster of the Library Assembly Advisory Council. In my position, with the Libraries, I consistently work with diverse sectors of the campus community, including undergraduate and graduate students, tenured faculty, department heads, and even campus facilities. Through this work, I have gained a greater understanding and context of how various proposals would integrate into the broader campus community.

I hope to leverage my time on campus to not only give consideration to short term action to Senate decisions but to also give attention to future impacts these decisions may have. Thank you for your consideration and I look forward to the upcoming year!

Candidacy Statements for the Senate Executive Committee (SEC) 2019-2020 Election

Graduate Student Senator Nominees (One will be Elected)

Christophe Beaumier **School of Public Policy**

As the end of my first year as a graduate student at the School of Public Policy approaches, I feel grateful for the numerous experiences that have defined this new chapter of my life so far. Particularly, I am honored to have been elected as a Graduate Student Senator to represent my peers for the 2019-2020 term. I am excited to put my policy skills into action and believe that a seat on SEC will allow me to make the greatest impact during my final year on campus.

In my initial candidacy statement, I pledged to engage in meaningful dialogue with my SPP colleagues and Senate members to ensure that our community's most pressing needs are addressed. If elected to SEC, I will fulfill that pledge by relaying on-the-ground issues to UMD's leadership to ensure that our voices are heard. In my academic and professional experiences, I have developed the necessary interpersonal and analytical skills to succeed in this role. Utilizing these skills, I will prioritize relationship building and work hard to ensure that the most pressing issues are delegated to the appropriate committees. I hope you will entrust me with this important leadership role and look forward to making a difference.

Han Kleman **College of Behavioral & Social Sciences**

My name is Han Kleman and I am a second year Ph.D. Sociology student studying identity and collective action. As a queer transgender person, I have always found importance to be visible, advocate, and lead. The University of Maryland has been incredible in providing me the academic training I came here for as well as providing me the tools necessary to actualize my true self. I owe the University considerably because of these. During my time at UMD, I have had the privilege to represent the Sociology department in Graduate Student Government and serve as member on the student advisory committees for the Provost and BSOS Dean. I would love the opportunity to serve on the SEC to dedicatedly represent graduate students and forward beneficial work aimed at improving university life for everybody.

Ramin Moradi **A. James Clark School of Engineering**

I am Ramin Moradi and I am a third year PhD student, studying reliability engineering at the department of mechanical engineering. As a graduate student, I have always been involved in student activities and event planning. For example, I have been the vice president of ASHRAE student chapter at UMD, officer in Graduate Assistants Advisory Committee (GAAC), and vice president and president of Iranian Graduate Students Foundation (IGSF). Over my term as the president of IGSF, I was able to raise around ten thousand dollars of funding from Graduate Student Government (GSG), Office of Diversity and Inclusion (ODI), Multicultural Involvement & Community

Advocacy (MICA), and by selling tickets. I managed to hold twenty-five small and large event, continuously working with a team of 10 to 20 graduate students.

I believe the mentioned experiences and my passion for extracurricular activities, along with my interest in serving my community by making sure that their voices will be heard by high rank officials, would make me a good candidate for the senate's executive committee.

Xinqian Qiu
College of Arts & Humanities

Graduate students comprise one-third of the student population at UMD (just under half are women, one-third are international students, and 21 percent are minorities.) As a female international Ph.D. candidate who has studied and worked on campus for eight years, I have navigated through most aspects of the graduate studies experience and interacted with all other constituencies of the UMD community. I want to join the Senate Executive Committee so I can better represent and serve our graduate students.

My academic training in American Studies has prepared me to become a compassionate scholar who truly cares about diversity and inclusion. The work experience as a Graduate Assistant, Teaching Assistant, and Research Assistant at the Asian American Studies Program, David C. Driskell Center, A. James Clark School of Engineering and the Stamp Student Union has provided me excellent opportunities interacting with our students, staff, and faculty from a diverse background. The leadership roles in regional and national Asian Pacific American organizations has ignited my passion for serving and empowering the under-represented communities.

Should I be selected, I will improve the communication channel between students and other constituencies, and enhance the graduate studies experience through collaborative and uplifting efforts.

Candidacy Statements for the Senate Executive Committee (SEC) 2019-2020 Election

Undergraduate Student Senator Nominees (One will be Elected)

Lauren Brown

A. James Clark School of Engineering

I learned recently that some faculty and staff members do not compete for a spot on the Senate through an election, as students do, but are instead subjected to “mandatory volunteerism” by their departments by means of the Senate. Unlike many students, who come to the Senate to serve and make a difference on campus, some of these members might not care as much about their position or put as much time into it as the students do due to the nature of their nomination. These members, however, outnumber the students by a substantial amount, and are sometimes not focused on issues that are important to the students. This causes many students to become disheartened when they arrive on the Senate floor and might lead to feelings of futility towards the Senate.

I am running for Senate Executive Committee because, despite being initially disheartened myself, I understand that it is my responsibility as an elected undergraduate member of the Senate to represent my constituents and their causes. I have proven my dedication to the Senate through my attendance record at Senate meetings in the last year, and by scheduling classes to account for Senate meetings. I am a student who will continue to work towards the goals that will improve student, and faculty, life on campus, no matter the obstacles thrown at me. I look forward to working with all of you on our common goals.

Sasha Kahn

School of Architecture, Planning & Preservation

My name is Sasha Kahn and I am a rising senior Architecture and Government & Politics double major serving as the Maryland School of Architecture, Planning, and Preservation Senator for next year. This will be my second term on the Senate and the SEC, having previously been one of the Senators for the School of Behavioral and Social Sciences. Over the past year, I have worked tirelessly with students to ensure that their voices are adequately represented. Unfortunately, many of the goals I set for this year went unrealized because of the series of scandals that enveloped our University. I adapted those goals, and this past year became about getting fair undergraduate representation on the Presidential Search Committee. I organized a schoolwide call for nominations, reviewed applications, interviewed eight applicants, and selected the six students best suited for the job. I have also made it my mission to raise awareness about the lack of accessibility on campus, especially for wheelchair riders. In the Spring of 2017, I successfully passed an SGA resolution to ensure that all campus construction projects that disturb sidewalks must allow alternative, accessible routes. Unfortunately, little has been done on the issue since.

This year, I am back to finish what I set out to achieve at the start of my last term. Our university must have 24-hour nearby access to health facilities, whether through the University Health Center or a neighboring off-campus facility. My goal is to work with University Administrators and former Prince George’s County Executive Ken Ulman to determine the best path forward and begin planning the project. I also hope to bring the issue of campus accessibility to the Senate, putting forward a meaningful resolution to improve the university’s sidewalks.

I look forward to working alongside you all in the Executive Committee to accomplish these goals and make our university the community we want to be a part of.

Stephen Kenny
College of Behavioral & Social Sciences

During my first term as a Senator, I and a small group of other undergraduate Senators proposed and fought for a resolution to hold the University System of Maryland Board of Regents (BOR) accountable for their ill-informed and destructive decision to reinstate Coach DJ Durkin as head coach of the UMD football team. The original Senate resolution was a rhetorical condemnation, but we saw the need to go much further. We implored the Maryland General Assembly to allow for greater public input into the BOR selection process to avoid another such tone-deaf decision. We sought increased student and faculty representation on the Presidential Search Committee so that we could capitalize on the opportunity to change the University power structure to search for a president whose dedication to the University, especially through listening to student voices, would be up to our standards. We succeeded on both points, with the search committee being led primarily by UMD students and academics, and the accountability measures that we proposed now being considered in the General Assembly as MD SB719.

I am not, however, looking to rest on the laurels of this victory, as there is still so much that can be done to better our University. The costs associated with buying textbooks are still putting UMD students at a disadvantage to receiving a fair education, even though working to adopt online Open Textbooks (which act as alternatives to traditional textbooks) could alleviate this issue. Around 15% of students are food insecure on campus and students suffer from a lack of healthcare options. The campus community is unsure of the future of the Purple Line. Buses are still under-funded. Like the tactics used to win victories last semester, the University Senate must work with University stakeholders to resolve these issues, which affect the entire campus community.

I want to make myself as useful and helpful as possible to the UMD community, and I see a position on the SEC as the best way to achieve that. I hope you will vote for me and allow me to advocate for these goals and many more that are brought to me every day by my fellow students. Thank you for this opportunity.

Hannah Shraim
Robert H. Smith School of Business

I want to firmly express that this position is not for me, but rather for all of us. My intention in becoming part of the Senate Executive Committee (SEC) is to help facilitate a clearer dialogue concerning University Senate operations, resolve policy questions, and provide much needed representation as a liaison between the student body and the University President. I think it is crucially important that the makeup of the SEC *be diverse* to represent the *diverse perspectives* of the student body. My position as a transfer student and person of color can foster greater dialogue and concern for the issues of underrepresented students in our UMD community.

As an SEC member, I plan to work very collaboratively with our dedicated senators to really identify the interests that students and faculty need addressed through applicable solutions.

This position is a center for passionate and even tough conversations. Being a person with extensive experience working in teams, particularly within my startup, I hope to work alongside fellow SEC members to ensure that the committee fulfills its duties with the highest level of excellence.

My desire to serve is rooted in uplifting you, the University Senate, and leaving a legacy that benefits Terps both now and in the future.

Candidacy Statements for the Committee on Committees 2019-2020 Election

Faculty Senator Nominees (Three will be Elected)

Benjamin Blake, Librarian II University Libraries

As a relatively new Libraries faculty member, I would like to be elected to a position on the Committee on Committees to get a better understanding of the areas of work of the Senate and how shared governance of our University works. In this way, I would like to be able to play a more active role in the Senate as I learn about how individuals are recruited for service on various committees and councils, and how the effectiveness of committees is assessed on an ongoing basis. In general, I am interested in exploring how we might integrate the principles of diversity, equity and inclusion in the work of all committees.

Michele Callaghan, Senior Faculty Specialist, National Foreign Language Center College of Arts & Humanities

I believe my experience on the Senate, broader background, and personality make me a good candidate for the Committee on Committees. I have been in the Senate for three years and have served on the Educational Affairs Committee for the past two years.

Even though I am not a member of the teaching faculty, my father was a professor and an active member of the Senate at his university. My children are both graduates of the University of Maryland, and my husband and I lived in College Park for fifteen years. I identify in some way with all constituencies on campus and believe that I would be fair and thorough in my approach to helping place volunteers on committees.

I work well on a team and can also hunker down to work alone to meet any deadlines. I look forward to learning more about the University and helping it achieve its full potential.

Monique Koppel, Lecturer, Chemistry & Biochemistry College of Computer, Mathematical, & Natural Sciences

I am honored to be nominated to the Senate Committee on Committees. I have been a member of the University Senate for one year, representing the Department of Chemistry and Biochemistry as a PTK Senator. I obtained my undergraduate degree from the University of Maryland, College Park, and my PhD from Georgetown University. It has been a thrill to return to work at my Alma Mater as a lecturer. The Senate plays a critical role in the University and I am fascinated by its inner workings. I believe deeply in the idea of shared governance and the Senate's work that brings this principle to fruition. After a year of service, I am eager to reinvigorate my participation in this body. As a member of the Committee on Committees, I look forward to recruiting outstanding candidates to fill vacancies while maintaining an equitable balance of representation among the various university constituencies. I appreciate the opportunity to serve my community in this role.

Candidacy Statements for the Committee on Committees 2019-2020 Election

Exempt Staff Senator Nominees (One will be Elected)

Shige Sakurai, Associate Director, Office of Diversity & Inclusion Office of the Senior Vice President and Provost

My name is Shige Sakurai (they/them), and I will be starting my tenth year working at UMD this summer. I work in the LGBT Equity Center, and in my role I have had the great privilege to get to work with staff, faculty, and students all across campus and numerous functional areas - whether current or budding anthropologists, fundraisers, facilities managers, clinical psychologists, career advisors, equity officers, physicists, academic administrators, or business people, my work has given me a broad view across the institution. I seek to leverage my diverse networks and insights to help tap campus constituents for University Senate committees.

More broadly, my desire is to increase the overall understanding and engagement of the campus with shared governance, to help Senators to get to know each other and let talent shine and grow within the Senate, to continue to expand our diversity and inclusive excellence in who we appoint, and to encourage people to raise questions and solutions that create greater justice and empowerment, particularly for those who have been marginalized. I also bring a keen interest in the overarching thoughtfulness and fair functioning of our deliberative body. I ask for your vote.

Francis Jerome Winters, Specialist, Learning Technology Strategy Division of Information Technology

As a 14-year member of UMCP, I have a vested interest in doing my part in to make UMCP a beacon, both academically and culturally for the region and the nation.

From childhood I've recognized that UMCP is special: my Mother graduated from the School of Pharmacy in Baltimore, I saw UM branches in Guam in the Navy, and for every class that I failed as an undergrad at Johns Hopkins, I successfully repeated them in USM schools. Both my sons attended school here. Since my job here enables us to visit the entire campus, I've seen amazing things that have been created and developed here on Campus. I have the utmost respect for UMCP.

There is room for improvement and that is why I have offered to serve. My perspective as a Facilities staffer is different from others because we see how decisions made by the Administration and Senate affect daily and long-term operations on campus. I see both details and patterns that others may have overlooked. Subsequently, my experiences and perspectives would be a valuable addition to serving the Senate and Campus Community in order to realizing my desire to make UMCP synonymous with world-class education and research.

Candidacy Statements for the Committee on Committees 2019-2020 Election

Graduate Student Senator Nominees (One will be Elected)

Seyed Karimian

A. James Clark School of Engineering

My name is Seyed Fouad Karimian and I am a PhD student in Reliability Engineering. I feel humble that I elected as one the only 10 representatives of more than 8,000 Full-time graduate student at the University of Maryland. This one of a kind experience has huge responsibilities and I feel it's burden. I am ready to face new challenges and practice my responsibility as a representative of UMD graduate students. I would like to join Committee on Committee and I feel I can have the impact we seek for by identification and recruitment of individuals in committees and councils. It would be an honor to serve in this committee.

Brittany Starr

College of Arts & Humanities

I am honored and excited to have been elected to the UMD Senate and delighted to have been nominated to the Committee on Committees. I hope you will vote to give me the opportunity to help ensure that our Senate Committees are diverse and representative in the deepest senses of those words.

I am a doctoral student in the English Department with certificates underway in Digital Studies and Women's Studies. My research centers on communication and social and ideological change. Thus it will come as little surprise that systemic change, accountability, and a vision for a just university built from compassion, listening, and understanding are the values and vision I bring to the 2019-2020 UMD Senate and would bring to the Committee on Committees. In addition to a decade of experience serving in leadership roles and on committees at a variety of institutions both in and outside of the academy, I bring a well-trained listening ear and adept problem-solving and communication skills to the Senate. My graduate education in Rhetoric, English Literature, Women's Studies, and Digital Studies has helped me develop perceptive, informed analyses of the relationship between power, rhetoric, social change, and livable lives. I also always make time to dance in UMD's outstanding dance department and am an ardent advocate of the arts as a crucial mode of thought, creation, innovation, and change. During my time at the University of Maryland, I have served the English department extensively and am eager to expand my service to the wider campus community. For the English department, I have helped design the annual Graduate English Organization (GEO) conference, I have served as GEO Treasurer, I have volunteered to help interview prospective PhD students and I am currently serving on a committee to redesign the English 101 curriculum to engage more robustly with issues of diversity, access, and civic engagement.

Those who have served with me would tell you I am deeply thoughtful, open-minded, sedulous, ethical, quick to come up with actionable solutions and new ideas, and that I have extremely trustworthy discernment. I am engaged across disciplines in the intellectual and social life of the University and hope to be able to bring my experience and dedication to the Senate Committee on Committees. Thank you for your consideration.

Candidacy Statements for the Committee on Committees 2019-2020 Election

Undergraduate Student Senator Nominees (One will be Elected)

Michael Rubenstein Undergraduate Studies, Letters & Sciences

Being awarded the title of senator is something that I will be extremely appreciative of for my 2019-2020 term. This is my first time having a political role at the University of Maryland and I am ready for all the challenges and policy discussions that will be taking place next year. Being from Florida, I have met so many new students at this school with unique backgrounds and stories that I have never even heard of from down South. I believe that I know enough about the interests of freshman students at this school to be able to effectively create policy that is beneficial for everybody at this university. I am only a freshman, but I look forward to working with other senators for future years to come.

Eleanor Vanvranken School of Public Health

My name is Eleanor VanVranken and I am a Kinesiology major and one of the undergraduate student representatives for the School of Public Health on the 2019-2020 Senate. While this is my first year serving on the University Senate, I have held many other leadership roles across campus as well as served on a handful of influential committees. I currently work for the Department of Recreation and Wellness as a facility supervisor, club sports supervisor, personal trainer and program assistant for TERP Quest. Through this department I also serve on a Community Development Committee that works on Club Sports' outreach as well as the Student Employee Advisory Board which meets to discuss major topics such as RecWell policies and the improvement of employee lives overall.

I would be honored to serve on the Committee on Committees as I recognize the importance of not only the committee's themselves but of having extraordinary people serving on them. Committees are crucial to the effective and efficient organization of the University Senate. I am very passionate about making sure there is a diverse representation of ethnic backgrounds, areas of expertise, life experiences and opinions, just to name a few. Without representation from all groups throughout the campus community, Committees and the Senate cannot effectively serve their constituents.

Candidacy Statements for the University Athletic Council 2019-2020 Election

Faculty Representative Nominees (Two will be Elected)

Benjamin Blake, Librarian II University Libraries

I would like to serve on the University Athletics Council to participate in the monitoring of the reforms being implemented in the wake of the Jordan McNair tragedy. I am also interested in helping improve communications related to the implementation of these reforms to the campus community as a whole, and the University Senate in particular. As I understand it, President Loh has announced that 15 of 20 reforms recommended by the two external reviews have already been implemented by the program. In a review of the Athletics Department site and a general Google search, I was not able to find any specific information about these 20 reforms. There appears to be no public statements regarding the external reviews since October 31. I would like to work to improve this situation. As the Labor Archivist for UMD Libraries Special Collections, I am in regular contact with the NFL Players Association regarding their archival program. I could use this connection to provide additional resources and advice in support of the implementation of these reforms. I think that an ongoing follow up regarding reforms in the athletic program is very important in terms of the University's overall relations with our constituencies, particularly the African American community. Thank you for considering my candidacy.

Thomas Cohen, Professor, Physics College of Computer, Mathematical, & Natural Sciences

The Athletics Department has enjoyed outsized power on our campus for decades. Since power corrupts, it is not astonishing that Athletics has behaved corruptly. It has consistently put its own interests above the University as a whole and of our students. Unfortunately President Loh, rather than exerting leadership to rein in Athletics, has acted to reinforce its poor behavior. Indeed, in at least one well-documented incident (see the report of the Commission on Football Culture regarding Kevin Anderson's bogus "sabbatical"), President Loh actively colluded to cover up malfeasance in the Athletics Department. Lacking meaningful oversight of Athletics from campus leadership, the recent scandals in the football program (and the tragic death of Jordan McNair) should not have been a complete surprise. Thus, the Athletic Council now plays an essential role—it is one of the few entities on campus that can act to provide serious independent oversight of Athletics. I believe that my presence of the council will be a useful corrective, given my highly skeptical view of the behavior of the Athletics Department and my strong opinion that its power on campus should be sharply curtailed.

The student athletic fee is a concrete symbol of the Athletics Department's corruption. Through its power on campus, the Athletics Department has managed to keep in place a system that, in effect, extorts a substantial sum of money from students (more than \$1600 for a typical undergrad with a four year degree) whether or not the student has any desire to attend intercollegiate athletic events. This is disgraceful: students should not be forced to subsidize the intercollegiate athletics program—which, after all, is completely peripheral to the University's core missions of education and research. The mandatory fee is particularly disgusting in light of the cavalier way the Athletics Department spends money. According to NCAA records, in the decade ending in 2017 (the last publicly reported figures)—during which the Athletics Department collected well over \$100 million in mandatory student fees—its expenses grew by 55% above inflation. It is deeply immoral for an

organization that considers itself wealthy enough to pay its men's basketball coach more than \$2,800,000 dollars per annum, its football coach more than \$2,500,00 and has at least four other employees with salaries above \$650,000 to force students—many of whom are financially struggling—to subsidize its lavish spending. It is imperative that the mandatory athletic fee—and other subsidies to Athletics be eliminated and for the Department to live within its means.

**Kim Coles, Associate Professor, English
College of Arts & Humanities**

I have been at the University of Maryland for 14 years, and am currently completing my second year as a Campus Senator and a member of the Senate Executive Committee. The experience of serving on the Senate Executive Committee, the interaction with the other committee members, the campus administrators, the Provost and the President, has allowed me to forge the relationships that will allow me to continue as a productive member. I have tried to be an active listener in our meetings, and to be engaged as much in questions as in answers. Working to be more inclusive of various opinions around the table, from various perspectives around the campus, and to build consensus from these points of view, has been the particular skill set that I have tried to cultivate. While serving on the Athletic Council, I hope to help foster consensus within it, and promote campus cooperation outside of it, in order to complete the important work that is in front of us.

In my various administrative roles in my department, a great deal of my time and effort is involved in internal evaluation, learning-outcomes assessment, and the advising and mentoring of students. This marks a conviction on the part of my department that the improvement of student and faculty experience comes through constant self-assessment and course correction. This seems a good model for other modes of campus governance and campus life.

I'm prepared to serve another year, and I think that my experience leaves me well-prepared to do so. I hope that I have been, and hope to continue to be, of use on the committee that engages in oversight on the university campus.

Thank you for considering my candidacy.

**Angela Jones, Senior Lecturer & Director, Fischell Department of Bioengineering
A. James Clark School of Engineering**

I would be honored to serve on the University Athletic Council. As an instructor, I usually have at least one student-athlete in my classes each semester. Most recently, student-athletes in Field Hockey (Fall 2018) and Women's Lacrosse (Spring 2019) recognized me as an MVP (Most Valuable *Professor*). I find my scholar-athletes are typically some of the most proactive, reliable, and conscientious students in my classes. However, I do get concerned when their athletic schedule requires they miss a substantial number of classes. Thankfully, this is rare, but it has happened enough to inspire me to get involved in the conversations between faculty and our intercollegiate athletics program.

I joined the Bioengineering faculty in 2013 as Lecturer, teaching undergraduate and graduate courses in our department. I was promoted to Senior Lecturer in 2018 and named as Director of the Professional Master's Program in Bioengineering earlier this year. In service to my home department

and school, I have been a member of several committees, typically related to PTK advancement and undergraduate education. I am also about to begin my second year in my second term as Senator, representing Professional Track Faculty in the School of Engineering. I am a service-minded faculty member and advocate, committed to ensuring all of our students are prepared for life beyond our campus.

Candidacy Statements for the Council of University System Faculty (CUSF) 2019-2020 Election

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

Daniel Falvey, Professor, Chemistry & Biochemistry College of Computer, Mathematical, & Natural Sciences

Thank you for considering me for a position on the Council of University System Faculty (CUSF). As most of you are aware, UMD is the largest of the 12 Institutions that make up the University System of Maryland. The System and the Chancellor have the ability to make decisions and set general policies that directly affect our campus. These include issues as varied as capital improvements, policies on academic freedom, as well the search for the next President of UMD. I would welcome the opportunity to ensure that our campus is vigorously represented in those discussions.

I have been a member of University of Maryland community since 1989, when I was appointed as an Assistant Professor in the Department of Chemistry and Biochemistry. I am currently a Professor and Associate Chair in that department. I have had an active, NSF-funded research program in the area of organic photochemistry since 1989. I have routinely taught courses at both the graduate and undergraduate level, advised undergraduate students and have mentored 21 Ph. D. students. Additionally I have served as an APT mentor for numerous junior faculty colleagues, both tenure-track and non-tenure track. As associate chair in my department, I have lead several initiatives aimed at improving undergraduate education, including serving as lead PI for a NSF-TUES grant for innovations in 3rd and 4th year teaching laboratory courses, developed a new introductory chemistry course for engineering students, and lead the acquisition of improved mass spectrometry instrumentation for our core facility.

I served as Chair of the University Senate from 2017-2018. Prior to that, I was on the Graduate Council from 1998-2001, the Senate APAS committee from 2013-2015, the Senate PCC Committee from 2009-2012, the Provost's Task Force on Open Access from 2011-2012, and the Search Committee for the Associate Provost for Faculty Affairs in 2009-2010. I have served on the University Senate from 2005-2008. During that time, I chaired the Senate Faculty Affairs Committee when we considered issues such as the policy on scholarly misconduct, post-tenure review, and open access to the research literature. Additionally I was a member of the Senate Executive Committee and the Committee on Committees.

Marc Pound, Research Scientist, Astronomy College of Computer, Mathematical, & Natural Sciences

My connection with the University goes back more than 25 years. I received my Ph.D. here in 1994, and joined the faculty as a postdoc in 1997. At that time, campus governance was the furthest thing from my mind. But, in the intervening years, I have come to appreciate the unique model of shared governance here, and its power to cultivate fairness to and respect for the many diverse voices we have in our campus community.

The CUSF mission is "to strengthen higher education in the State of Maryland through shared governance." This manifests as a commitment to credible shared governance through informed participation, openly shared ideas, and a genuine shared sense of purpose.

We are at a time when that commitment by USM is being publicly questioned. The Middle States Commission on Higher Education has found our campus to be “not in compliance” with Standard VII *Governance, Leadership, and Administration*, because of infringements on our autonomy. Because actions of the Board of Regents led to this finding, it potentially jeopardizes *all* USM institutions. CUSF’s voice is therefore critical to realize a “course correction” that will strengthen these core principles.

I have a long history of service to the University: SEC, ERG (Chair), FAC, Nominations Committee (Chair), Middle States Accreditation Committee, Provost-Senate Task Force on Non-Tenure Track Faculty, the CMNS College Council, ADVANCE Terp Allies, and many more. As a CUSF member, I would bring my experience, advocacy, leadership, and dedication to represent the needs and priorities of the flagship campus, to ensure consideration of the perspectives of Professional Track Faculty, and to help CUSF fulfill its mission at this pivotal time.

**Christopher Walsh, Professor, Plant Science & Landscape Architecture
College of Agriculture & Natural Resources**

During my four decades on campus, I’ve watched the University of Maryland transition from a sleepy commuter college into a 21st century university. This progress occurred incrementally. Year after year campus added new buildings, which were then complemented by the dedicated efforts of its faculty, staff, administrators and students.

Education is an unusual business; students are our customers and our products. In the 15 years I served as my department’s undergraduate coordinator, we made every effort to improve our students’ experience through mandatory advising and internships, timely course and curricular revisions, and solid interactions with our stakeholders through learning-outcomes assessments. As time has passed, I have also realized the value of mentoring young faculty and staff members. This is extremely important for the continued growth of those involved and the strength of the campus.

As we watch declines in state funds for operations and the specter of federal budget cuts, the University’s relatively low endowment puts the sustainability of its improvements at risk. I believe it is incumbent on each of us to increase our personal efforts, not only to grow funding for our programs but increase the endowments for scholarships and operating funds. While this may not be directly under the Campus Senate’s purview, I believe any efforts we can do to increase campus funding will pay dividends for the generations that follow.

I am currently completing my term as University Senate Chair and remain a strong believer in shared governance. In my time as Chair, I have learned a lot about this campus’ operations, our needs, and the role this flagship campus plays in the University of Maryland System.

I was honored to be nominated for a seat on the Council of University System Faculty (CUSF). If elected I will continue to represent this campus and articulate its needs and values to the Chancellor’s office and Board of Regents.

**Candidacy Statements for the Campus Transportation
Advisory Committee (CTAC)
2019-2020 Election**

Faculty Representative Nominees (One will be Elected)

**Kate Dohe, Manager, Digital Programs & Initiatives
University Libraries**

I am honored to be a candidate for the Campus Transportation Advisory Committee. I have been a librarian at the University of Maryland for the past three years, and a resident of Riverdale Park for the last year. I cycle, walk, or take the bus to and from this campus every day. From experience, I know which Baltimore Avenue crossings are difficult for pedestrians and stressful for motorists; I know which hiker-biker trails on campus need design improvements; I see where bike lanes or segregated cycling paths would reduce conflicts and improve efficiency; I know which bus routes and commuter services make very real differences in the lives of my colleagues and students. I am quite familiar with the transportation demands of this campus, and our opportunities to better serve the immediate campus and surrounding community. Moreover, I am an active member of the Washington Area Bicycling Association, and follow cycling and transportation developments across the region that impact my home and workplace. As redevelopment initiatives on Baltimore Avenue continue to thrive and mature, and the pending opening of Purple Line will considerably expand the ways students, employees, and visitors can get to campus, it seems more important than ever to engage proactively with the future of transportation at UMD. I am excited for the opportunity to contribute to this future.

**Devin Ellis, Senior Faculty Specialist, National Consortium for the Study of Terrorism &
Responses to Terrorism (START)
College of Behavioral & Social Sciences**

In the 17 years that I have been at the university, as a student and now as a faculty member, transportation issues have always been a critically important set of practical policy challenges. This continues to be the case, and if anything challenges are increasing. The redevelopment of large sections of Route 1, continuing changes to the main campus, and the growing physical footprint of the research parks all increase the need to make strategic, sustainable choices about the future of our transportation environment. I have lived on campus and off as a student, had parking passes, taken the metro, and used the shuttle services variously throughout my time here. I have also been involved in shared governance at many levels and I understand how the institution works, what our strategic challenges are, and how to get things done. At this stage of my involvement with campus issues, I can't think of a more critical area I would like to work on than transportation issues, and I would be excited and honored to be selected to serve on CTAC.

**Candidacy Statements for the Campus Transportation
Advisory Committee (CTAC)
2019-2020 Election**

Exempt Staff Representative Nominees (One will be Elected)

**Jolanta Agatha Alipio, Director of Administrative Services, Center for Scientific Computation and Math Modeling (CSCAMM)
College of Computer, Mathematical, & Natural Sciences**

I have worked for the University since 2006 in progressively more challenging positions, all of which have had considerable interplay with transportation issues on campus. First, as CSCAMM Coordinator, I also served as a Transportation Coordinator responding to all transportation queries from faculty, staff, and visitors of our Center. In my role as CSCAMM Manager, I oversaw all transportation and parking logistics for the Center's conferencing events. In my current role, as Business Director, I have developed campus-wide relationships with other departments and administrators so I can run the Center more efficiently. Given the opportunity, I would utilize those connections as a valuable resource of opinions and be able to voice them using the proper platform.

With the Greater College Park project, construction of a Purple Line, and numerous new buildings "popping up" on campus, transportation has become a paramount focus. There is a growing challenge to accommodate larger number of visitors when our own faculty, staff, and students are already stretched to the limit given the traffic and parking limitations we currently experience. I believe in community service and, with this perspective, I would advocate for common sense change and productive transportation policies to improve the campus life of our faculty, staff, students, and visitors. I am also in support of using a wide range of transportation and commuting alternatives to reduce congestion on campus. Although I have not previously served on this Committee, those who are knowledgeable about my collaborative personality have suggested that I would be a natural person to fit such a role.

If entrusted for a seat on the Campus Transportation Advisory Committee, I will seek to develop common sense solutions to improving transportation and parking issues on our campus. I am honored that others believe I would be effective in this capacity, and if given the opportunity, I will work tirelessly towards improving our system.

**Olivia Dent, Assistant Director, Astronomy
College of Computer, Mathematical, & Natural Sciences**

UMD is my home and I am a Terp for Life. I started at UMD as a student in 2004. After graduating ('08 & '11), I began and now continue my career here. Over the years, I have observed campus transportation matters including Shuttle-UM, parking, commuting, and bringing metro through campus evolve as the university and its surrounding communities have grown significantly. With this growth, the transportation needs of students, staff, faculty, and visitors have also evolved presenting new and continuing challenges for the campus to tackle. In the past year, the university's push to increase sustainable transportation efforts encouraged me to transition to commuting by public transit. This experience has helped me further understand areas related to transportation that the university is succeeding in but also where there is much more work to do. Campus transportation changes and policies are something that everyone on campus can relate to and I bring to the table the combined

perspectives and experiences of having been an undergraduate student with no car, a graduate student, a car commuting staff member, and now a public transit commuting staff member. It is my hope that this unique combination of campus experiences would help me contribute a positive and insightful voice in the committee's work.

**Lisa Klein, Director, History
College of Arts & Humanities**

It is a privilege and an honor to be considered as a candidate for the Campus Transportation Advisory Committee. I was recently elected as an exempt member of the Senate. I am excited to learn all the different facets of the Senate and how I can bring my experience as an administrator in helping guide the campus decision making on student, staff and faculty issues.

As a member of the ARHU Staff Council for the last four years and currently the elected Co-Chair, I have noticed that transportation and parking issues are important to staff happiness. The new buildings, dorms, parking garage repairs have reduced the number of available parking spots on campus. Add into this mix, the construction of the Purple line and communication will be key to the continued happiness of staff, faculty and students. I believe my skill set as an administrator and as Co-Chair for ARHU Staff Council is perfect for the CTAC committee.

**Candidacy Statements for the Campus Transportation
Advisory Committee (CTAC)
2019-2020 Election**

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

**Audrey Stewart, Program Administration Specialist, Facilities Management
Division of Administration & Finance**

I would like to self-nominate myself as a candidate to be placed on the CTAC ballot for consideration. During my tenure on campus (1994 - Present), I have been privileged to serve on several committees/councils within the Senate, while representing the Non-Exempt Staff, whether as a Senator or committee/council member. My employment has been constant within Facilities Management (FM). As an FM Parking Coordinator, I have continuously worked with the Department of Transportation Services (DOTS) and the entire campus community to ensure the safety and well-being of all faculty, staff, students and visitors/guests on this campus, especially when it pertains to overseeing the FM Fleet of vehicles that service the campus community. I would very much like to continue this relationship with the campus by offering my expertise and knowledge in dealing with transportation issues/concerns that affect all of us on the campus.

**Stephanie Noel, Executive Administrative Assistant II, Physics
College of Computer, Mathematical, & Natural Sciences**

I am honored to be nominated for the Campus Transportation Advisory Committee (CTAC). These are exciting times for traveling to, from, and around our campus with the construction of the Purple Line light rail scheduled to open in 2022. I have seen many changes on the College Park campus in the course of my University of Maryland career, and I would be delighted to help shape its further transitions.

Years ago, I received a Departmental Parking Coordinator of the Year award from the Department for Transportation Services for helping to process permits, provide parking information, and reduce the number of Parking Violation Notices for UMUC adjunct faculty teaching classes on campus. This is an acknowledgement that I still take much pride in. I look forward to making valuable contributions to the CTAC.

**Candidacy Statements for the Campus Transportation
Advisory Committee (CTAC)
2019-2020 Election**

Undergraduate Student Senator Nominees (One will be Elected)

Marco Martinez
Undergraduate Studies, Letters & Sciences

No candidacy statement submitted for consideration.

Jason Tan
College of Computer, Mathematical, & Natural Sciences

With the beginning of Purple Line construction, transportation matters on campus have become ever more complicated. The university must balance parking losses and department budget cuts, while somehow still serving the entire university population. As part of CTAC, I would like to advocate for the multitude of undergraduates who depend on DOTS to commute to campus, to get to the metro, and to navigate the university.

I hope to encourage DOTS to examine its long-term situation and evaluate exactly how it can sustainably balance its services and its costs - and preferably not by stalking parking spots and giving out immediate tickets. As our campus both grows in population and size and is weighed down by construction, DOTS will have to ensure its every decision is effective. It would be an honor to represent the undergraduate body and ensure our greater good is considered.



WE WILL
LEAD BOLDLY

WE WILL
PROVIDE A STUDENT-CENTERED ENVIRONMENT

WE WILL
INSPIRE PRIDE

GUIDING PRINCIPLES

COLLABORATION

INCLUSIVITY

INNOVATION

INTEGRITY

PASSION

TRANSPARENCY

ENGAGEMENT

COMMUNICATION

VISION

To uphold and enhance the academic mission of the University of Maryland, **we will lead boldly**. To be recognized as a premier program within the dynamic landscape of intercollegiate athletics, **we will provide a student-centered environment** dedicated to our values of inclusivity, innovation, engagement and transparency. To exceed our own high expectations as an elite athletic program, **we will inspire pride** in the character and achievement of our student-athletes, our program, our university and our state.

MISSION

2018-19 STRATEGIC PRIORITIES

BUILDING A FOUNDATION TO ELEVATE MARYLAND ATHLETICS TO GREATER HEIGHTS

BUILDING BLOCKS



STUDENT-ATHLETE HEALTH, SAFETY, WELFARE & DEVELOPMENT

Enhance Student-Athlete Support Services

- Comprehensive review of athletic training program
- Increase onsite access to mental health services
- Expand student-athlete feedback platforms

Launch Expanded Student-Athlete Development Programs

- Develop/Implement Gossett Fellows Program
- Launch Terps Career Network

PERSONNEL

Develop Comprehensive Staff Retention Plan

- ICA Staff Professional Development Series
- Onboarding Process
- Staff Identification & Recruitment
- Employee Engagement & Appreciation

FAN / GAMEDAY EXPERIENCE

Develop Roadmap for Improved Fan Experience

- Expedited venue ingress/egress - security protocols
- Decrease vehicle and pedestrian congestion, improve lot cleanliness, and enhance sustainability efforts on football gamedays
- Expand customer service training to create a more uniformed approach in assisting guests inside & outside our stadium
- Increase student engagement by implementing new traditions and enhancing in-game experiential efforts

FACILITIES

Conduct a Prioritized Facility Review

- Develop a timeline for improvements
- Implement a financial/fundraising strategy
- Create renderings for key projects

REVENUE GENERATION / FISCAL MANAGEMENT

Implementation of Data Analytics

- Utilize data analytics to gain and deliver transformative knowledge of current & future stakeholders, driving decision-making and revenue generation

Identification of Additional Football Seating Locations

- West Concourse Club, Field Level Club

Budget

- Effectively manage expenses by creating efficiencies through departmental collaboration & targeted cost reductions

FUNDRAISING

Increase Significant Donations

- Increase the number of Director's Circle annual giving donors by 10%
- Accelerate number of qualified major prospect visits & solicitations made by athletic development officers in order to achieve 920 qualified visits, 139 solicitations & \$14M in funded major gifts toward the total unit FY19 goal of \$36.1M

Expand Membership Numbers

- Grow the base of annual scholarship fund supporters by increasing member renewal rate to 85% & acquiring 1,000 new donors
- Increase M Club membership to 500 active alumni athletes



ICA Implementation of External Review Recommendations Progress Update

STRENGTHENING POLICIES AND PRACTICES FOR SAFETY & WELL-BEING

The death of football student-athlete Jordan McNair has touched the lives of every member of our community, and his legacy will forever live on as a part of Maryland Athletics. We are committed to honoring his life by making sure something like this never happens again by implementing all the recommendations from the external safety review.

M A R Y L A N D



WE WILL PROVIDE A STUDENT-CENTERED ENVIRONMENT

DEDICATED TO OUR VALUES OF INCLUSIVITY, INNOVATION, ENGAGEMENT AND TRANSPARENCY.

INCREASING MECHANISMS FOR FEEDBACK AND REVIEW

We are working to ensure that the underlying structure of our athletic department creates opportunities for our student-athletes to speak out if they have concerns, and to increase oversight and accountability for key positions.



T E R R A P I N S

UPHOLDING OUR MARYLAND VALUES

The commission report identified a number of troubling behaviors that have no place in Maryland Athletics. We are committed to implementing reforms that protect and enhance the academic mission of our university and embody our values of inclusivity, innovation, engagement and transparency.

PROMOTING PROFESSIONAL EXCELLENCE

Building on our strategic vision, and aided by the commission recommendations, our staff will effectively and efficiently enhance our organizational structures to support our athletic, academic and development objectives for our student-athletes.

Walters Recommendations

Recommendation	Status
1) A coverage model should be developed to communicate global departmental understanding of roles and responsibilities of all appropriate personnel relative to the emergency action plans (EAP).	Complete: The coverage model has been outlined, EAP roles have been explained to all appropriate personnel, and ongoing efforts to communicate the model will continue on an ongoing basis.
2) Organizational charts, job descriptions, and mission statements should reflect roles and expectations for healthcare services in a model allowing healthcare providers to work in a functional, independent care setting.	Complete.
3) A venue specific EAP should be developed, practiced, and posted for all sites. Need formalized documentation of training sessions of all staff regarding EAP, the frequency of training including the extent of content.	Complete.
4) EAPs should be adjusted daily in light of construction. The Office of Facilities communicates with staff regarding impact of construction on facility access.	Complete. Adjustment of EAP is ongoing as appropriate and communicated when necessary.
5) The EAP should be distributed to certified athletic trainers, team physicians, athletic training students, athletic administrators, coaches, institutional safety personnel, and legal counsel. All educational sessions should be documented and repeated according to need, at a minimum of annually. The EAP should be practiced by healthcare team (certified athletic trainers and physicians) at each venue on a quarterly basis, or more often if indicated. All training should be documented.	Complete. Staff training of EAP and documentation of EAP training ongoing.
6) The Gossett Team House EAP appears to be an addendum that is utilized if EMS is to be called. There needs to be a clearly defined EAP for Gossett to include information for emergencies that occur on the first and second floor.	Complete.



Recommendation	Status
7) A venue specific lightning monitoring plan needs to be established for all outdoor venues.	Complete.
8) The WBGT (wet bulb globe thermometer) index needs to be implemented for all outdoor venues. Appropriate protocols need to be established for all outdoor venues.	Complete. The protocols for hot weather for all venues have been developed with the team physicians.
9) Washington Adventist Hospital needs to be added as a potential receiving facility for an injured student-athlete.	Complete.
10) Cold water immersion devices need to be available for all training, conditioning, or practice activities. Policies and procedures for cooling patients before transport to the hospital must be explicitly stated in an EAP and shared with potential EMS responders so that treatment of EHS by all medical professionals is coordinated.	Complete.
11) Establish a trauma bag for each practice and game site as part of the EAP. The contents should include thermistors for assessment of core temperature.	Complete.
12) Develop a plan for assessment of student-athlete with exertional heat illness symptoms including but not limited to core temperature assessment and rapid cooling with cold water immersion.	Complete.
13) A medical timeout should be initiated prior to every practice and event by the athletic training and physicians.	Complete. Regular communication of policy to coaches and training staff is ongoing.
14) Automated external defibrillators (AED) locations should be established to guarantee a three-minute response time at all venues.	Complete.



Recommendation

Status

15) Establish an Athletic Medicine Review Board (AMRB) from a variety of specialties (cardiology, orthopaedic surgery, neurosurgery, psychiatry, emergency medicine, athletic training, physical therapy, strength and conditioning, nutrition, etc.) to provide oversight of sports medicine, strength and conditioning, nutrition etc. This allows oversight for all student-athlete health and welfare issues from a medical perspective.

Complete: Members were appointed in April 2019 and will meet on campus in May.

16) Personnel performing specific gravity screening should be trained consistent with professional standards.

Complete.

17) There was a lack of timely documentation in the case by those that provided care. Appropriate timely documentation of the event should occur as well as administration of the Crisis Incident Plan

Complete. Communication of the policy is ongoing.

18) Sufficient time must be allowed for change in practice venue. Practice cannot be conducted until minimal medical equipment is setup by the athletic training staff.

Complete. Communication of the policy is ongoing.

19) Establish a functional model for supervising, education, and staffing certified athletic trainers and physical therapists to allow provision of appropriate medical care in a best practice model. The current model is an athletic model with medical direction. All aspects of this model need to be formalized with consistent directives between job descriptions, understanding of all parties, and organizational charts. These concepts should be integrated for all positions related to student-athlete health and welfare including but not limited to nutrition, strength and conditioning, athletic training, and psychology.

Ongoing. We are working with the sports medicine advisory group to determine the appropriate care model.

20) Establish a standard procedure for the annual education of student-athletes utilizing any stimulant medication or related medication with potential impact on heat tolerance or other indications for exercise tolerance. This should be appropriately documented in the medical file.

Complete. Standard procedure established.



Commission Recommendations:

Recommendation	Status
<p>Strength and Conditioning Recommendations</p> <ol style="list-style-type: none">1. Strength and conditioning coaches report directly to an associate AD, not the head coach of the football program.2. Prevent S&C coaches from influencing medical and training staff3. Adopt and incorporate recommendations and best practices developed by CSCC for football strength and conditioning, as well as the 2012 Task Force Best Practices.4. Install video cameras in weight rooms and increase public access to team practices and individual training.5. Authorize a qualified, independent third party to conduct audits every two years of the strength and conditioning program.6. Establish improved methods of conducting anonymous student surveys.	<p>Ongoing with several items complete: We have already changed the reporting lines of our football strength and conditioning coach to an associate AD.</p> <p>We are utilizing the CSCC best practices and all of our strength and conditioning staff have signed the new Code of Conduct. We are developing a Code of Ethics to address reporting line and responsibilities.</p> <p>We installed video cameras in weight rooms (which will be online later this spring) and have expanded the presence of our Faculty Athletic Representative, Athletic Council members and department administrators at practices.</p> <p>Our Athletic Medicine Review Board (AMRB), which will meet in May, will be tasked with annually reviewing our sports performance program, including strength and conditioning.</p> <p>We launched Terps Feedback this summer to allow for confidential real-time online flagging of concerns by students, and have updated our process for conducting end-of-year surveys to encourage greater participation. We are also currently exploring other options for collecting feedback.</p>
<p>Health and Safety Recommendations:</p> <ol style="list-style-type: none">1. Adopt NCAA best practices for independent medical care2. Adopt NCAA best practices for football practices	<p>Ongoing: We are working with a sports medicine advisory group to determine the optimal model for our athletic training staff.</p> <p>Our football program staff are adhering to the best practices from the NCAA for football practices.</p>



Recommendation

Status

Improving Accountability in the Athletics Department

1. Increase attendance at practices by senior administrators.
2. Share the department's organizational chart and establish position descriptions for all staff.
3. Evaluate the adequacy and appropriateness of the levels of staffing for the compliance office
4. Adopt a Code of Conduct
5. Establish position descriptions for each non-student-athlete athletics community member
6. Require all coaches to certify in writing that each team is compliant with all NCAA and Big Ten procedures and rules, as well as any University policies
7. Develop an educational module to address institutional control, responsibility, ethical conduct, and integrity.
8. Develop a new coaches onboarding program.
9. Establish a performance management system for annually all department staff.
10. Develop a formal reporting and complaint tracking system, including a hotline.
11. Increase reporting lines between compliance and the President's office and the Athletic Council.
12. Endeavor to obtain exit interviews with 50% of departing senior student-athletes, transfer students, and departing Athletic Department staff.
13. Staff frequently communicating remotely should be provided with university-issued cell phones.

Ongoing with several complete: Many recommendations are already complete or were already in place. We increased the attendance of our Faculty Athletic Representative and other members of our department leadership and Athletic Council at practices across all of our sports, reinstated certification of compliance forms, and completed our update of all job descriptions. We conducted an evaluation of our compliance levels across our conference. Onboarding procedures are developed for staff and coaches. A formal complaint system has been developed. Organizational charts for all units have been updated. Our Code of Conduct for student-athletes is regularly updated and a staff Code of Ethical Conduct is nearly finalized.

Additionally, some of the recommendations by the commission are consistent with existing policies in place. For example, our compliance office already has a direct relationship with the President's Office with quarterly meetings between the President and the Associate AD of Compliance. An educational session annually for all staff regarding our obligations regarding institutional control, the student code of conduct, compliance non-discrimination and sexual misconduct, and Clery Act already exists, and will be further enhanced. All football assistant coaches and the director of operations for football have been issued University cell phones.

Work across other recommendations is ongoing and will be guided by our department's strategic vision and values.

