



CALL TO ORDER

Senate Chair Newman called the meeting to order at 3:18 p.m. She explained the procedures for the meeting and provided brief instructions on using the PointSolutions platform for voting.

APPROVAL OF THE SEPTEMBER 7, 2022 SENATE MINUTES

Chair Newman asked if there were any additions or corrections to the minutes of the September 7, 2022, meeting; hearing none, she declared the minutes approved as distributed.

REPORT OF THE CHAIR

BOR Staff Awards

Chair Newman announced that the Staff Affairs Committee is currently accepting nominations for this year's Board of Regents' Staff Awards (BORSA). She reminded Senators that BORSA is the highest System-wide recognition of the exceptional work done by staff members across the University System of Maryland (USM). She explained guidelines and eligibility requirements to nominate staff members. She stated that nomination packets are due to the Staff Affairs Committee by Friday, November 11 and that detailed instructions can be found on the Senate website.

Approval of the Interim University of Maryland Non-Discrimination Policy and Procedures (Senate Document #22-23-04)

Chair Newman shared that on September 30th, President Pines approved revisions to the Interim University of Maryland Non-Discrimination Policy and Procedures (Senate Document #22-23-04). She explained that new state law changes, that were made effective on October 1, 2022, required revising definitions in the University of Maryland Non-Discrimination Policy and Procedures. The University of Maryland policy was revised to clarify current procedures related to the investigation and adjudication processes and update current University Vice President titles. She explained that a comprehensive review of the Non-Discrimination Policy and Procedure is expected to be done in the next year.

Volunteers for the Nominations Committee

Chair Newman stated that outgoing Senators would soon receive an email about volunteering for the Senate Nominations Committee.

Newman stated that every year, the Nominations Committee solicits nominations for the Senate Chair-Elect and membership on the Executive Committee, the Committee on Committees, and other University-wide committees and councils. She stated that the Senate relies on the good judgment of the members of the Nominations Committee to present candidates that reflect the quality and diversity of the campus community. Newman explained that the committee would meet between January and April.

Newman noted that those who are interested in serving on the committee should look for an email with a link to a Google form, and complete the link as soon as possible. She added that those

interested may contact the Senate Office Staff for additional information or assistance. Newman stated that the Senate will vote on the Nominations Committee's membership in December.

SPECIAL ORDER OF THE DAY

Jack Blanchard
Associate Provost for Enterprise Resource Planning
Elevate Project Update

Newman welcomed Jack Blanchard, Associate Provost for Enterprise Resource Planning.

Blanchard explained that Elevate's goal is to modernize the obsolete Enterprise Resource Planning (ERP) system to better meet the complex needs of the University. He elaborated further on the goals of the program to provide a positive user experience for students, staff, and faculty; to increase efficiency and effectiveness; to accurately collect, report, and analyze data; to ensure data security and privacy; and to make sure that ERP systems can be easily maintained and updated.

Blanchard presented an overview of the timeline of Workday. He provided specifics on human capital management, budgeting, and student workstream implementation over the next four years.

Blanchard shared that staff and faculty engagement is a key in ensuring that Workday will be successfully implemented. He explained that Project Implementation Teams had been implemented across the University to ensure representation. Blanchard shared that a Faculty Advisory Committee was established to ensure that the Elevate project considered the unique perspectives and needs of faculty users.

Blanchard gave an overview of the training activities timeline for Workday. He shared that Elevate is currently developing instructional and training materials. He also shared some challenges that the Elevate program will be facing in spring 2023.

Blanchard passed along a note to all senators to discuss planning for the transition to Workday with their local departmental leadership. He shared that Elevate has town hall meetings every semester, the next taking place on November 2nd and 3rd. He also shared that Elevate gives monthly functional overviews, monthly newsletters, and has a website for more information.

Blanchard noted that student implementation is the highest priority, stating that students are key stakeholders. He announced that five student interns had been hired over the summer. He also announced that a lead staff position had been hired in September. He noted that student input is necessary to understand current problems.

Blanchard informed the Senate of next steps and how to stay connected and to prepare for the transition.

Newman thanked Blanchard and opened the floor for questions.

Senators were curious about what resources and processes would be put in place to manage various user experience issues post implementation.

Blanchard responded that they had received approval from leadership to develop a support organization for Workday. He shared that this organization will consist of several full-time staff to work on continually monitoring and improving unforeseen issues.

Senators suggested that Elevate also learn from the recent Concur rollout and that they take time to consult with campus constituencies before implementation.

Blanchard noted that Elevate had engaged, early in their process, with several campus constituencies for feedback.

Senators asked for a clarification of what the “cloud” is.

Blanchard explained that the cloud comes from servers that Workday is responsible for and not physical mainframes on campus.

Newman thanked Blanchard again for his presentation.

SPECIAL ORDER OF THE DAY

Will Reed
Chair of the Plan of Organization Review Committee
PORC Status Overview

Chair Newman stated that distributed in the materials was the original Plan of Organization Review Committee (PORC) charge. She informed the Senate that at the last Senate Executive Committee (SEC) meeting, the committee voted to extend the deadline of PORC until November of 2023. She added that the SEC also voted to charge PORC with conducting the review on whether or not to codify the Special Committee on University Finance (SCUF) into a formal Senate body.

Chair Newman stated that given these recent changes, the Chair of PORC, Will Reed, would be giving Senators a brief update on the status of PORC.

Chair Newman welcomed Will Reed and invited him to provide his presentation.

Reed thanked Chair Newman and provided a brief history and overview of PORC. He gave Senators an overview of how often PORC convenes, the issues that PORC generally is charged to review, and why PORC has been convened earlier than its usual timeline. He listed the members on the committee, noting in particular the diversity of constituencies represented by the committee.

Reed gave an overview and history of the areas that PORC had been charged with reviewing, which included the current Plan of Organization, revisions to the Plan of Organization, apportionment, councils, and principles surrounding shared governance. He gave an overview and content of PORC meetings that occurred during the spring of 2022 and that three subcommittees were formed to discuss the issues of apportionment, councils, and shared governance which met throughout the summer.

Reed shared that due to recent transitions in the Senate office that work has been currently put on hold. He informed Senators of next steps and the updated timelines of PORC.

Senators asked if at any time during PORC's review if they were going to survey or solicit Senate members on any of their ideas.

Reed stated that there had not been any plans made yet to solicit Senators. He explained the logic behind the composition of the committee but that he is not opposed to the idea and that guidance from Senate leadership would have to be sought to see if this was feasible.

Newman thanked Reed again for his presentation.

NEW BUSINESS

Chair Newman asked Senators if there was any new business.

Senator Blackwell, Exempt Staff, Office of Community Engagement shared the Office of Community Engagement paired with the city of College Park to host the 11th annual Good Neighbor Day. She invited all to join on November 12th from 8:30a.m.-12:00p.m. More information can be found at oce.umd.edu.

Senator Lekic, TTK Faculty, College of Computer, Mathematical, and Natural Sciences shared a concern about Concur and asked what the Senate's role is when implementing administrative procedures.

Newman thanked Senator Lekic for the comment and stated that a Concur presentation would happen at the November 2, 2022 Senate meeting. She shared that the Senate does not have a role in implementing administrative procedures that are not policies.

Senator Ram-Andriessens, Exempt Staff, University Human Resources invited all to the USM wide professional development conference from October 17-22, 2022. The conference will offer tracks of personal development; professional development; diversity, equity, and inclusion; leadership; and wellness. She went on to say that the professional development was open to staff, faculty, graduate and undergraduate students. Senator Ram-Andriessens provided the registration link in the Zoom chat: <https://www.usmd.edu/learning-and-talent/PDWeek2022>.

ADJOURNMENT

The meeting was adjourned at 4:15 p.m.