



CALL TO ORDER

Senate Chair Newman called the meeting to order at 3:19p.m.

Chair Newman noted that a hybrid option had been offered to Senators and provided brief instructions on meeting procedures and using the PointSolutions platform for voting.

APPROVAL OF THE OCTOBER 11, 2022 SENATE MINUTES

Chair Newman asked if there were any additions or corrections to the minutes of the October 11, 2022, meeting; hearing none, she declared the minutes approved as distributed.

REPORT OF THE CHAIR

Board of Regents' 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 the guidelines and eligibility requirements to nominate staff members, and that nomination packets are due to the Staff Affairs Committee by Friday, November 11, 2022.

Nominations Committee

Chair Newman stated solicitations were currently ongoing 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. She stated that the committee will meet between January and April.

Newman shared that the Senate will vote on the Nominations Committee membership in December.

SPECIAL ORDER OF THE DAY

Darryll J. Pines
President of the University of Maryland
2022 State of the Campus Address

Chair Newman invited President Pines to give his 2022 State of the Campus Address.

President Pines thanked Senate leadership and Senators for their service. President Pines began by stressing that this was everyone's University, not just leadership's. He said that Fearlessly Forward is the University's strategic plan and vision and represents a chance for those on campus to help shape

the future of the University and the world. He noted, however, that higher education across the country is under attack, and that all of campus has a responsibility in preserving the work that is done at the University.

President Pines described Dr. Jane Goodall's recent distinguished University lecture at Memorial Chapel. He thanked Dean Susan Rivera and Provost Jennifer King Rice for helping bring Dr. Goodall to campus. He mentioned that Dr. Goodall's message centered around hope and played a short video for Senators.

President Pines stated that the hope in Dr. Goodall's lecture comes at a time when the University is taking on humanity's grand challenges as one of the pillars of the Fearlessly Forward strategic plan. He shared that the cornerstone of the Fearlessly Forward plan comes from the University of Maryland Grand Challenges Grant Program, which is the largest and most comprehensive grant program ever at the University; it provides up to \$30 million dollars to help fund programs and projects to address enduring and emerging societal issues. President Pines said that he would now share the eight finalists for this grant program.

The first program that President Pines highlighted was the Maryland Initiative for Literacy & Equity (MILE). He shared that 54% of adults in the United States read below a 6th grade level and stressed the importance of reading has on learning.

The participating schools and colleges are the College of Education, the College of Arts and Humanities, the College of Behavioral and Social Sciences, and the College of Information Studies.

The second program highlighted by President Pines was the Maryland Institute for Digital Accessibility (MIDA). He shared that this will further expand accessibility for individuals with disabilities. Participating schools and colleges included the College of Information Studies and the School of Public Health.

The third program was the Center for Critical Urban Studies. He shared that the Center will combine expertise in urban planning, public health, and the humanities to work closely with city groups to help find innovative solutions for their communities. Participating schools and colleges included the School of Architecture, Planning & Preservation, the College of Arts and Humanities, and the School of Public Health.

The fourth program that President Pines introduced was Addressing Climate Challenges for a Sustainable Earth. He explained that this program will focus on identifying and mitigating the impact of climate change on our region and around the world. Participating schools and colleges included the College of Computer, Mathematical, and Natural Sciences and the College of Behavioral and Social Sciences.

The fifth program highlighted by President Pines was Pandemic Preparedness, Response, Management and Resilience Institute. He shared that this program will integrate behavioral and social sciences with infectious disease research to better design solutions for global health challenges. Participating schools and colleges included the School of Public Health, the A. James Clark School of Engineering, the College of Arts and Humanities, and the University Health Center.

The sixth program was Global FEWture: Advancing Transformative Food-Energy-Water Solutions to Ensure Community Resilience in a Changing Climate. President Pines stated that this program will

focus on helping to alleviate food and water insecurity. Participating schools and colleges included the College of Agriculture and Natural Resources, the School of Architecture, Planning & Preservation, the College of Computer, Mathematical, and Natural Sciences, the College of Behavioral and Social Sciences, the A. James Clark School of Engineering, and the School of Public Health

The seventh program President Pines introduced was the Center of Excellence in Microbiome Sciences. He stated that the program would investigate the functioning of microorganisms, how they are being affected by climate change, and such research can be translated into innovative interventions and economic growth. Participating schools and colleges included the College of Agriculture and Natural Resources and the College of Computer, Mathematical, and Natural Sciences.

The final program that President Pines shared was the Institute for Democracy Research, Education, and Civic Action. He stated that this will focus on targeting how to rebuild the broken trust in democratic institutions, such as schools, elections, and the media, due to misinformation and disinformation. Participating schools and colleges included the College of Behavioral and Social Sciences, the College of Education, the Merrill College of Journalism, and the School of Public Policy.

President Pines continued by saying that all of these programs will help reimagine how the University teaches students in the future. He went on to share the statistics of academic excellence of the University and that the University has awarded over \$2.7 million dollars for teaching and learning grants. He shared specific examples of projects that the learning grants have helped fund. He shared that these teaching and learning grants will help impact all four pillars of the Fearlessly Forward strategic plan.

President Pines shared what the University is doing to advance the common good. He stated that Provost Rice along with others had a chance to sign a partnership with Governor Hogan called the Mesonet that distributes meteorological equipment around the state of Maryland to learn more about predicting climate. He also mentioned that he had the opportunity to host the CEO and chairman of Pfizer on campus and talk with him about developing the covid vaccine.

President Pines went on to the final pillar of the strategic plan of investing in people and communities. He shared that a large amount of work had been done to give faculty and staff cost of living adjustment (COLA) raises throughout the year. A cumulative 13.5% was given to staff in less than a 12-month period. He also shared that the Yahentamitsi Dining Hall dedication symbolized the University's commitment to the Piscataway tribes. The entire facility was a collaboration between the University and the Piscataway people. He also shared that the Johnson-Whittle Hall was recently dedicated as a part of the University's heritage community. The facility was named after the late Hiram Whittle, the first African American enrolled in the University, and Elaine Johnson Coates, the first African American woman to earn an undergraduate degree from the University. He shared a video with Senators of Elaine Johnson Coates at the dedication. He announced that along with Provost Rice that the University will be launching Terrapin Commitment, a \$20 million dollar annual investment in need-based scholarships to support low income Marylanders in the hopes of improving graduation rates, reducing student debt, and providing pathways for promising students. He then shared a video of the reactions of students who were accepted into the University of Maryland on a full scholarship.

Chair Newman thanked President Pines for his address and opened the floor to questions.

Senator Wolfe, emeritus faculty, asked President Pines his thoughts on the subject of the Supreme Court's deliberations on affirmative action.

President Pines stated that he is watching the case very closely and that the University is doing its own analysis of potential outcomes of the case, but stated that the outcome of the case will not change the University's values.

Chair Newman thanked President Pines for his time and for taking questions. President Pines thanked the University Senate for the opportunity to deliver his address.

PCC PROPOSAL TO RENAME THE CERTIFICATE OF ADVANCED STUDY IN "MEASUREMENT, STATISTICS AND EVALUATION" TO "QUANTITATIVE METHODOLOGY: MEASUREMENT AND STATISTICS" (SENATE DOCUMENT #22-23-05) (ACTION)

Chair Newman invited Betsy Beise, member of the Programs, Curricula, and Courses (PCC) Committee to present the following PCC items. She began by presenting the related proposals from the College of Education and provided background information.

Chair Newman thanked Beise and opened the floor to discussion of the proposal. Hearing none, she asked for unanimous consent for PCC proposals #22-23-05, #22-23-06, #22-23-07, #22-23-08, and #22-23-09 to be voted on as a group due to their similarities. There were no objections.

PCC PROPOSAL TO RENAME THE MASTER OF SCIENCE IN "MEASUREMENT, STATISTICS AND EVALUATION" TO "QUANTITATIVE METHODOLOGY: MEASUREMENT AND STATISTICS" (SENATE DOCUMENT #22-23-06) (ACTION)

PCC PROPOSAL TO RENAME THE PH.D. IN "MEASUREMENT, STATISTICS AND EVALUATION" TO "QUANTITATIVE METHODOLOGY: MEASUREMENT AND STATISTICS" (SENATE DOCUMENT #22-23-07) (ACTION)

PCC PROPOSAL TO RENAME THE POST-BACCALAUREATE CERTIFICATE IN "MEASUREMENT, STATISTICS AND EVALUATION" TO "QUANTITATIVE METHODOLOGY: MEASUREMENT AND STATISTICS" (SENATE DOCUMENT #22-23-08) (ACTION)

PCC PROPOSAL TO RENAME THE MASTER OF EDUCATION IN "MEASUREMENT, STATISTICS AND EVALUATION" TO "QUANTITATIVE METHODOLOGY: MEASUREMENT AND STATISTICS" (SENATE DOCUMENT #22-23-09) (ACTION)

PCC proposals #22-23-05, #22-23-06, #22-23-07, #22-23-08, and #22-23-09 were voted on as a group. The result was 104 in favor, 1 opposed, and 1 abstention. The proposals passed.

PCC PROPOSAL TO RENAME THE MASTER OF SCIENCE IN "BUSINESS AND MANAGEMENT" TO "MANAGEMENT STUDIES" (SENATE DOCUMENT #22-23-10) (ACTION)

Betsy Beise, member of the Programs, Curricula, and Courses (PCC) Committee, presented the proposal and provided background information.

Chair Newman thanked Beise and opened the floor to discussion of the proposal; hearing none, she called for a vote. The result was 110 in favor, 1 opposed, and 2 abstentions. The proposal passed.

PCC PROPOSAL TO RENAME THE BACHELOR OF SCIENCE IN "EMBEDDED SYSTEMS AND INTERNET OF THINGS" TO "CYBER-PHYSICAL SYSTEMS ENGINEERING" (SENATE DOCUMENT #22-23-11) (ACTION)

Betsy Beise, member of the Programs, Curricula, and Courses (PCC) Committee, presented the proposal and provided background information.

Chair Newman thanked Beise and opened the floor to discussion of the proposal; hearing none, she called for a vote. The result was 108 in favor, 5 opposed, and 1 abstention. The proposal passed.

SPECIAL ORDER

Carlo Colella
Vice President and Chief Administrative Officer
Presentation on Concur

Chair Newman invited Carlo Colella to provide his presentation on Concur.

Vice President Colella thanked Chair Newman. He began his presentation by describing how the Concur program came to be. He explained that the University travel office tracks almost 25,000 yearly trips with expenses of more than \$35 million and that the current tool is outdated and limited. He stated that Concur is used by more than 45,000 organizations worldwide and that it was chosen because it is tailored specifically to travel and provides end-to-end travel processing.

Vice President Colella elaborated on the goals for the program stating that the University was seeking an easy to use, consolidated system. He mentioned that it was important to have a program that offers consistency across travel experiences, a higher level of support to the traveler, and one that incorporates current travel practices and methods. It was a priority to have a system that maintains widespread use of travel cards so there is no need to wait for reimbursement. He stated that units that did not wish to use travel cards right away can continue to expense personal credit cards and request reimbursement. He also explained that travelers could continue to use their personal travel rewards programs through Concur.

Vice President Colella stated that in order to implement Concur, the University researched peer institution practices. They also gathered input from over 200 campus members and completed four rounds of testing with a cross-functional group of about 200 users. Vice President Colella said that the program would continue to work to identify ongoing campus needs. He shared that almost 60% of the University's traveling community is already in Concur and gave a list of the units that will soon be in Concur. He explained that training is offered four times per week and that there is a website that features weekly demos, online job aids, and drop-in support.

Vice President Colella went on to share the challenges and goals for the year. He shared that customer feedback is being used to improve training and other support, and additional staff is being hired to improve customer service and work through customer concerns. He listed two websites for reference, the travel website (<https://purchase.umd.edu/travel/concur>) and the help center (<https://purchase.umd.edu/travel/concur/concur-help-center>).

Chair Newman thanked Vice President Colella and opened the floor to questions.

Senator Moaddel, T/TK Faculty, BSOS shared that every time he calls the help desk he is charged \$27. He explained that his grant does not allow for that type of expense and asked if the University should be absorbing that extra cost.

Vice President Colella said that he would follow up with the Senator about the specifics of his experience and said this was concerning to hear.

Senator Zenginoglu, PTK Faculty, CMNS asked if external participants have been included in this new platform and asked for an elaboration on the motivation of a separate system being implemented and how the data transfer between the two systems will occur.

Vice President Colella responded that Concur provided the end to end travel management that Workday does not. He continued that Concur is principally geared towards individual travelers, and that information about travelers is kept private.

Senator Cleaveland, T/TK Faculty, CMNS asked if Concur is to be used for local travel, or if it is only to be used for travel that includes hotel stays, flights, etc.

Vice President Colella answered that Concur is also a tool to do mileage reimbursement, parking, etc., and should be easier than the travel reimbursement form that some may use.

Senator Karlsson, T/TK Faculty, ENGR had comments on training elements that were frustrating about Concur. She said that the demos and training had been offered during the same time on the same day every week, which she could not attend because she teaches during that time, and that there were no trainings currently listed on the website. She added that the website or links to the training may need to be updated.

Vice President Colella said that they tend to have three training sessions per week but they might be in the middle of the day and said he will look into adjusting the schedule.

Senator Butts, T/TK Faculty, CMNS asked for clarification on the procedure for paying for students who are funded via a grant, who will not necessarily have their own travel card.

Vice President Colella responded that travel can be arranged for someone else and should be delegated to the respective department.

Senator Goodman, T/TK Faculty, CMNS introduced Steve Rolston, Chair of the Department of Physics, to speak. Rolston began by saying that his understanding is that there is strong encouragement for everyone to have travel cards, but that his department has 275 graduate students and 100 post-doc students. He added that it would be difficult to add that number of travel cards and

his understanding from the business officer is that it is difficult to even obtain a report of who has travel cards. He asked if this was a campus policy to require graduate students to obtain travel cards and added that in addition to the help desk fee, there is a small fee to book travel with the system, and asked why that was not absorbed by the University.

Vice President Colella said that while travel cards are not being required they are strongly encouraged. He said that he will follow up regarding the website fee.

Senator Williams, T/TK Faculty, CMNS stated that she was concerned about the rollout process of Concur as the business office of her department had to stop normal operations for several weeks in order to work through protocols and processes for use in the Concur system. She added that she noticed there were no consultations done at the unit level and staff she had spoken with had said they only received training on the Concur interface. She shared that the feedback she received was that those conducting the training seemed disinterested, discouraged discussion or questions about how to implement the system, and gave wrong information regarding the use of travel cards. She concluded that the rollout of Concur was extremely disruptive and is cause for worry due to the upcoming Elevate transition.

Vice President Colella first apologized for the disruption that was caused and mentioned they are bringing in additional resources to provide customized guidance. He added that in comparison to Elevate, that it is a different circumstance that is more robust and well resourced.

Chair Newman recognized Jeffery Hollingsworth, Vice President of Information Technology and Chief Information Officer, to speak to the Senator's questions regarding Elevate. Hollingsworth mentioned that the Elevate team is closely monitoring the rollout of the Concur transition. He added that, for the average faculty and staff member, training would be under one-hour, all self-paced, 3-months in duration, and extensive specialized training for business officers.

Senator Otte, T/TK Faculty, ENGR shared a comment from his constituency's business office that the policies and procedures should be made more clear. The Senator shared that for his grants, travel must be done with a domestically based airline and there is not any easy way to select only those airlines when booking travel and lengthy reports have to be submitted because of this.

Vice President Colella thanked the Senator for his comments.

Senator Baden, T/TK Faculty, CMNS shared his understanding that while travel cards are strongly encouraged, if a graduate or undergraduate needs to travel and does not have a travel card, that they would have to use their own credit card. He stated that for students to lay out all of the money for travel is untenable and added that the ghost card system, which charges directly to a KFS number, is only for airfare and train fare, and does not cover expenses like hotels and conference fees. He raised the point that travel cards might be required to fully implement Concur and that departments do not have the staff to manage and troubleshoot issues with hundreds of additional travel cards.

Vice President Colella said he would look into the issue so as to not respond inaccurately to the Senator's concerns.

Senator Gorski, Exempt Staff, CMNS added that she agrees with the concerns regarding the rollout and suggested that there should be pre-recorded training for convenience. She continued to explain that there is not enough support for travel, as there have been instances where graduate students or

post-docs have not gotten resolution via the help desk and have had to call Concur directly. She echoed the disruptions that Senators have stated.

Vice President Colella thanked the Senator for her comments and apologized for the disruptive rollout.

Senator Besley, Exempt Staff, BSOS shared that the last few Senators' comments had expressed her concern. She said she is responsible for teaching faculty to use the system and helping students pay for their travel. She added that one question she receives frequently is how to cover low income students' travel expenses and stated that her understanding was that she could not use the travel card to pay for the student, especially for those students not in the payroll system, as there is a lot of extra documentation required that is burdensome.

Vice President Colella said they could receive travel cards.

Senator Besley added that it was her understanding that students not on the payroll could not receive a travel card. She asked if departments could receive clarity on what the rules are for receiving travel cards.

Vice President Colella said he would pursue this issue and thanked the Senator.

Senator Mayo-Brown, Exempt Staff, EDUC shared a comment that travel policy was communicated to faculty about Concur without first taking into consideration that different departments might have their own travel policies and budget constraints. She said that even adding a disclaimer that Concur is a University policy but the department may have different policies would be useful.

Vice President Colella said that he would make sure they are differentiating between University and departmental policy.

Chair Newman thanked Vice President Colella for his presentation and for responding to questions.

NEW BUSINESS

Chair Newman asked if there was new business.

Senator Williams, T/TK Faculty, CMNS moved to submit a proposed memorandum of concern on behalf of the Senate to the President. The memorandum was put on the screen for Senators to read. The proposed memorandum read:

To: President Pines
From: The University Senate
Re: Concerns about the CONCUR roll-out and its implications

The recent roll-out of the new CONCUR travel program has had very significant problems that have created unnecessary stress and disruption of work-flow for Unit Business Offices. The problems included a rushed release, a consultation process that did not address the implementation issues facing the units, and inconsistent and often incorrect information provided during training.

These problems have created unnecessary stresses and burdens for staff at a time when we are already facing serious issues in retention and recruitment. We are concerned about the disruptions of the CONCUR roll-out and strongly recommend that understanding the reasons for these problems be incorporated into planning for the roll-out of ELEVATE.

We recognize that the University's operational activities do not fall under Policies within the Senate's purview. However, when operational issues impact the well-being of our staff and the delivery of the teaching, service and research missions of our units, it is within our purview to ensure the President of the University is aware of the issues.

The motion was seconded.

Chair Newman opened the floor to discussion on whether to adopt this resolution of a memorandum of concern.

Chair Newman asked Senator Williams, given that President Pines is in attendance, what the memorandum would add to the discussion.

Senator Williams explained that the point of the memorandum was to assess the will of the Senate and to get the Senate's perspective on whether or not they wish to pass on these words to the President.

Senator Brosnan, T/TK Faculty, CMNS raised a concern about the last paragraph of the memorandum, specifically that the University's day to day operations are not within the purview of the Senate. He asked for clarification on why that was included and why the Senate would be consulted about this if it's not within the purview to speak about it. He moved to strike the sentence:

~~We recognize that the University's operational activities do not fall under Policies within the Senate's purview. However, w~~When operational issues impact the well-being of our staff and the delivery of the teaching, service and research missions of our units, it is within our purview to ensure the President of the University is aware of the issues.

The motion was seconded.

Chair Newman asked if there was any objection to making that change. Seeing no objection, the amendment was adopted by unanimous consent.

Senator Garg, Undergraduate Student, CMNS added that hearing the testimony given by Senators that this process could be standardized and made less disruptive given upcoming changes, like Elevate.

Chair Newman called for a vote on the memorandum to be sent to the President. The result was 78 in favor, 6 opposed, and 11 abstentions. The resolution passed.

ADJOURNMENT

The meeting was adjourned at 5:02p.m.