



## **CALL TO ORDER**

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

## **APPROVAL OF THE MINUTES, MARCH 8, 2023 MEETING**

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Chair Newman asked if there were any additions or corrections to the minutes of the March 8, 2023 meeting; hearing none, she declared the minutes approved as distributed.

## **REPORT OF THE CHAIR**

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### Committee Volunteer Period

Chair Newman reported that the application to volunteer for one of 10 Senate standing committees for the 2023-2024 academic year is open. She stated that volunteers need not be Senators and encouraged all Senators and non-Senators to volunteer for a committee, as there are approximately 100 vacancies that need to be filled. The deadline to volunteer is April 30, 2023. Those interested in volunteering should go to the Senate website to submit a volunteer statement, select three committee choices, and describe their interest and what they feel they can contribute. The Senate's Committee on Committees will then select volunteers to serve on each committee and will notify selected volunteers over the summer.

### Remaining Senate Meetings

Chair Newman informed the Senate that there are two more meetings left in the academic year, which will take place on April 26 and May 9. She explained that two meetings are held in April because the May 9th Senate meeting is the Transition Meeting, when newly elected Senators begin their terms. She mentioned during this meeting that the new chair-elect will be elected and the election process starts for elected committees and councils. Chair Newman stated that the April 26th Senate meeting is the final meeting for outgoing Senators, as well as the last meeting for committees and councils to have their reports approved by the Senate. As such, Senators should be prepared for a very busy meeting on April 26th and should review all materials beforehand in order to have an informed discussion.

## **SPECIAL ORDER OF THE DAY**

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**Jennifer King Rice**  
**Senior Vice President and Provost**  
***Strategic Plan Update, Spring 2023***

Chair Newman invited Provost Rice to give her 2023 Spring State of the Campus Address.

Provost Rice began by providing background information on the Strategic Plan, noting that it has been one year since the Plan was announced and presented to the Senate.

- The Plan is grounded in six guiding principles that were identified in the development process: excellence, impact, innovation, collaboration, service to humanity, and diversity, equity, and inclusion.

- The goals and objectives of the plan are centered around four pillars: Reimagine Learning, Take on Humanity's Grand Challenges, Invest in People and Communities, and Partner to Advance the Public Good.
- The 2022-2023 academic year had a heavy focus on implementation. This has included convening implementation committees to launch signature initiatives, creating a Strategic Plan website to track the University's progress, presenting to stakeholders, and charging working groups.
- The implementation process involves a cycle of engaging stakeholders for feedback, using the feedback to launch initiatives, and developing metrics to track progress.
- There are four implementation committees, one for each pillar, focusing on the enablers that must be in place to support the initiatives, as well as priorities and metrics for each pillar. Each committee has at least two vice presidential liaisons with subject area expertise to help support the committees' work.

Provost Rice provided updates regarding the strategic commitments and initiatives, as well as their goals and implementation.

### Reimagine Learning

- The goals for the Reimagine Learning initiative are to lead in the development of innovative and inclusive approaches for teaching and learning; expand the use of high-impact experiential learning; and create opportunities for multidisciplinary collaboration.
- Teaching and learning grants for experiential learning, totalling \$2.7 million, have been awarded to 97 course-level and 18 program-level projects. 114 TTK faculty, 234 PTK faculty, 34 staff, and 75 students have collaborated on projects. A survey yielded positive responses regarding grant-supported classes, in which over 20,000 students have been enrolled, with over 80% of students saying that the courses incorporated novel activities and helped them recognize how the University can make the world a better place.
- The Learning Environment Modernization Program involved \$2.8 million in renovations and technology upgrades in 2022, yielding three new TERP classrooms and new student lounges, 19 classrooms with both updated technology and furnishings, and 29 classrooms with new technology. A hybrid-flexible classroom was also created and is being tracked to see whether more should be added.
- There are several new curricular initiatives, including two courses for the general education diversity requirement, four academic programs for Arts for All, two Global and Federal Fellows concentrations, and two Honors College programs.

### Take on Humanity's Grand Challenges

- The goals for the Take on Humanity's Grand Challenges initiative focus on multidisciplinary and engaged research and curricular innovations, leveraging the University's location near the state's and nation's capitals, and amplifying work to make a difference through communication, visibility, and translation.
- The Grand Challenges Grants program has awarded 50 grants totalling \$30 million in funding. There are six Impact Awards of up to \$250,000/year for two years; 16 Team Project Grants of up to \$500,000/year for three years; 25 PI Project Grants of up to \$50,000/year for three years; and three Institutional Grants of up to \$1 million/year for three years. 185 University faculty are involved in the projects, and each College is represented on at least two projects. Projects address a wide range of issues, including climate change and global health.
- 120 Initiative on Gun Violence Prevention was launched in collaboration with George Mason University and involves a consortium of 15 institutions in the Washington metropolitan area

committed to the reduction of gun violence, which claims, on average, 120 lives each day. The consortium convened on March 1, 2023, with President Pines presiding.

- The 1856 Project investigates the University's connections to slavery and African-Americans' experiences on campus and in the surrounding community to lay the groundwork for a more equitable future. A new course was launched in 2022, as well as an inaugural summer research institute. In February, 2023, an inaugural symposium was held. Upcoming programming includes applying for Mellon Grants with community partners, developing a research incubator and internship program, and offering the second summer research institute.

### Invest in People and Communities

- The goals of the Invest in People and Communities initiative are to lead in commitment to diversity, equity, and inclusion (DEI); become a connected, coordinated, and effective community to support the success and well-being of all campus members; and align evaluations, rewards, and incentives with the University's goals and values.
- Investments in faculty include the FAMILE Program and faculty evaluations, rewards, and supports. The FAMILE program provides \$40 million over 10 years for the President's Postdoctoral Fellowship Program, which has yielded three TTK and four PTK faculty out of 26 fellows; the Assistant Professor Hire Program; and the Senior Targeted Hire Program. Since March 2021, 23 diverse faculty have been hired through FAMILE. Additionally, Provost Rice presented to faculty members on topics such as DEI and collaborative work to find solutions to common issues that relate to faculty evaluations, rewards, and supports. A PTK Working Group was established to address topics such as promotion policies, titles and contracts, and workload.
- Investments in staff include the development of staff innovation awards, which would reward staff for their ideas and strengthen the campus community. Additionally, a Career Pathways Work Group was established to examine new opportunities for staff advancement. The University is also taking steps to expand supervisor training to ensure that supervisors are equipped to support their staff.
- Investments in students include the Terrapin Commitment, which will provide up to \$20 million annually to ensure education at the University is affordable for all in-state students. It officially launched in January 2023 and provided funding for 3,200 students for the Spring 2023 semester. Additionally, the minimum stipend for GAs was raised by 58% over the last five years.
- Investments in the community overall include onboarding program TerrapinSTRONG, which has shared the University's commitments and values with nearly 30,000 campus members, as well as salary and wage increases for University employees. Additionally, mental health services and programming has been expanded and updated, including the launch of the Mental Health Task Force, teletherapy, a counseling center student fee, Mental Health Awareness Week, and T.E.R.P.S. Suicide Prevention Training.

### Partner to Advance the Public Good

- The goals of Partner to Advance the Public Good include expanding the University's impact through strategic partnerships, catalyzing innovation and entrepreneurship for inclusive economic development, and being a good neighbor.
- The Discovery District is in the midst of expansion, with 19 startups, the headquarters of two organizations, the I-Corp Hub, and Aviation Landing.
- The MPower Professorship program was launched in 2022 to recognize and support ongoing collaborations with the University of Maryland, Baltimore (UMB).

- The University has entered into a long-term partnership with Prince George's County Public Schools (PGCPS), which includes President Pines' free virtual calculus course to support student preparedness in math. The University is investing in recruitment and enrollment of students from Prince George's County and Baltimore City.

Provost Rice announced that the University will be launching the Center for Community Engagement to coordinate and support community-engaged work across units. She provided a brief timeline of events leading to the creation of the center. The center will be led by a new Associate Provost in the Division of Academic Affairs and will have six functions that counteract weaknesses in current operations identified by a working group: communications; logistical support; partnership support; integration into reward and recognition systems; skill development and capacity building; and leadership, collaboration, and coordination.

Provost Rice shared that the University is using three sets of metrics to measure and track progress and impact. These include global metrics that take into account the entire Strategic Plan across the University, metrics related to the four strategic committees to track progress on strategic commitments, and initiative-level metrics. She concluded her presentation by emphasizing the campus-wide collaboration and engagement that has gone into the implementation of the Strategic Plan.

Chair Newman thanked Provost Rice and opened the floor for questions.

Senator Gandhi, PTK Faculty, BSOS, asked for an update on the PTK working group.

Provost Rice responded that Associate Provost Bertot is excited about the recommendations the working group is developing. She noted that she had spoken with Senate leadership during the 2021-2022 academic year regarding charging a committee with a comprehensive review of PTK policies. She stated that all PTK policies will be reviewed, although there are many that currently work as intended.

Senator Ristvey, TTK Faculty, AGNR, asked about the University leadership's interactions with the Department of Extension regarding the development of the Center for Community Engagement.

Provost Rice responded that she met with Dean Beyrouthy regarding Extension's work throughout the state, as well as how its experiments station could provide spaces and opportunities for cross-disciplinary faculty to conduct research or hold experiential learning classes. She commented that the College of Agriculture and Natural Sciences (AGNR), especially Extension, will be integral to the center and will be represented on the center's Advisory Board.

Senator Haijiaghayi, TTK Faculty, CMNS, expressed concern that various departments in the College of Computer, Mathematical, and Natural Sciences (CMNS) ranked lower in 2022 than in previous years. He expressed the importance of high rankings with regard to faculty, students, and grants, and asked whether the University has a plan to raise its rankings.

Provost Rice responded that she and President Pines monitor the University's rankings, as they can be a draw for students, faculty, and grant opportunities. However, she cautioned against forgoing the University's principles and priorities in favor of rankings. She shared that there is a rankings and reputation committee with two representatives from each college and school, as well as from other

offices on campus. She emphasized the need to be mindful regarding the metrics driving undergraduate rankings in particular.

Chair Newman thanked Provost Rice for providing the Senate with an update on the Strategic Plan.

## **SPECIAL ORDER OF THE DAY**

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### **Jack Blanchard** **Associate Provost for Enterprise Resource Planning** ***Elevate Project Update***

Chair Newman invited Associate Provost Jack Blanchard to present the Senate with an update on the Elevate program.

Blanchard began by providing the Senate with background information on the Elevate program, which is the implementation of a new enterprise system to replace the University's current human resources and finance systems. He stated that go/no-go assessments are regularly conducted by the Elevate team. He shared information regarding the outcome of the most recent assessment, achievements and concerns that were identified, and a decision that was reached with regard to the implementation timeline of Workday.

#### Workday Go/No-Go Assessments

- These assessments provide objective milestones based on key metrics, unit readiness, and other factors in order to mitigate risks and ensure success. The checklist covers eight categories and 324 items.
- The data from the assessment is analyzed and is eventually used to make recommendations to President Pines.
- The first go/no-go assessment was successfully conducted in February 2023. The second assessment was conducted through March 2023, providing insight into if the project is on track or should be postponed in order to correct issues in the system.

#### Achievements

- The Elevate program has engaged over 400 staff from across the University's affiliated campuses, who have successfully configured Workday to meet the University's HR and Finance needs.
- By mid-April 2023, all training and supporting materials will be completed to help staff, faculty, and students use Workday.
- The Elevate team created a Workday readiness tenant, which allows users to see University data within Workday and become familiar with Workday's functions and processes, as well as provide feedback to the Elevate team. Users have logged over 2,000 hours in the Workday tenant, access to which has recently been expanded to 1,000 staff members from a variety of units and campuses.

#### Concerns

- Blanchard emphasized two key deliverables that the University will not compromise on: The University's ability to pay bills promptly and pay personnel accurately and on time.
- The University's payroll is complex due to multiple campuses, a variety of roles and positions, pay adjustments, and dependence on the State Central Payroll Bureau (CPB) for pay

distribution. More testing is required with the CPB in order for there to be full confidence in the system. Elevate requires additional time to complete and validate specific payroll cases.

- A concern was identified regarding the functional readiness of units to transition to Workday in July, as staff vacancies are creating burdens for some units.

### Decisions

- The date for the Workday transition will be postponed and the new date will be determined with stakeholder feedback.
- The new date is expected to be in the 2023-2024 academic year, but will not be before mid-October 2023. The new date will be announced by May 2023.
- Postponing the Workday transition will allow for rigorous testing to ensure an accurate payroll in Workday, provide staff more time to learn the Workday system, allow central offices more time to increase their staffing, and result in a smoother and less stressful transition for the campus community.

Chair Newman thanked Blanchard and opened the floor for questions.

Senator Ferrick, Exempt Staff, CMNS, expressed sympathy for the challenges faced by the Elevate team, but stated that the business staff in CMNS are pleased with the delay, as October is quieter than July.

Blanchard thanked Senator Ferrick for the feedback, noting that it aligns with feedback from other stakeholders as well. He reiterated that while the date has not yet been selected, the transition will not take place before mid-October.

Senator Sharp, Exempt Staff, VPA, asked whether there is a financial impact to delaying the transition and, if so, how it is being handled.

Blanchard responded that there is a financial impact, as costs accumulate as the transition date is pushed further back. He stated that these costs should be covered by contingency funding that was included in the project's budget precisely for this purpose.

Seeing no further questions, Chair Newman thanked Blanchard for the update on the Elevate project.

## **SPECIAL ORDER OF THE DAY**

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**Warren Kelley**  
**Senior Associate Vice President for Well-Being**  
**Boris Lushniak**  
**Professor and Dean, School of Public Health**  
***Mental Health Task Force Report***

Chair Newman invited Senior Associate Vice President Warren Kelly and Dean Boris Lushniak to present the Senate with the Mental Health Task Force Report.

Lushniak and Kelley provided background information on the work of the Mental Health Task Force, whose goals include training campus members to take care of themselves and their health by taking advantage of resources and education. Lushniak emphasized that when considering health and

wellness, the mental and social aspects of health are often neglected. The University is only now addressing mental health on campus, after it reached crisis levels for faculty, staff, and students. Kelley shared statistics on the crisis, stating that the second leading cause of death among students is suicide and 35-45% of college students have some level of debilitation due to mental illness. During the pandemic, faculty and staff suffered stress and burnout, culminating in the great resignation.

Kelley noted that the Task Force was launched by Provost Rice and Vice President Perillo and includes a variety of administrators, faculty, staff, and students from across campus. He identified several areas that the University currently supports campus members' mental health:

- The University is in the process of expanding the community's timely access to direct mental health services by hiring eight new initial-access clinicians and two new case managers to help students in crisis. Additionally, the University has built relationships with several area hospitals where students may be taken when experiencing severe crisis. Four crisis clinicians will be hired to provide further support for community members in need.
- A survey was sent out to units across campus to help the Task Force learn about supports for mental health and well-being on campus outside of direct mental health services, including several cross-disciplinary courses.
- Several student organizations, including SPARC and Active Minds, were surveyed to see how they support student well-being and mental health so that the University can better support their efforts.
- Beyond formal programs, organizations, and services, there are many informal practices in place at a local level, including faculty efforts within the classroom to support students. The Task Force recognizes the value of these efforts and is looking at ways to learn about them without sending out another survey.

Kelley mentioned that during the Spring 2023 semester, the Task Force has been working to identify gaps in mental health supports by:

- Working through a design thinking process to build empathy and represent lived experiences;
- Asking community members about stressors in their day-to-day lives;
- Utilizing data from existing University and national surveys; and
- Meeting with the community to discuss the University's efforts compared to community members' experiences.

Kelley noted that the Task Force must also develop recommendations that align with the University's academic and educational missions. The recommendations will be informed by evidence-based practices and best practices, while at the same time being cost-effective and scalable within the campus environment.

Kelley shared that the Task Force plans to release a preliminary report at the end of the Spring 2023 semester outlining what it has done, its current context, and what progress can be expected in the future. He noted that the makeup and function of the Task Force may change over time.

Chair Newman thanked Kelley and Lushniak and opened the floor for questions.

Senator Straub, PTK Faculty, BSOS, stated that a recent policy requires graduate students to provide documentation upon returning from a leave of absence for mental health that shows they received care and are fit to resume their studies. He noted that prior to the policy, students would return without having received care and would often fall into the same cycle of stressors. He

suggested that the policy be updated with information on when documentation should be provided and who should be responsible for assessing whether the student is fit to return. He noted that this burden should fall on the Counseling Center, not academic advisors.

Kelley responded that this policy is an ideal example of what the Task Force can review as part of its process moving forward. He noted that across the country, universities are reviewing and revising their mental health policies to best support the mental health and well-being of others.

Senator Li, PTK Faculty, BSOS, asked whether there is a plan to address the social well-being of international students in particular.

Kelley responded that students at all levels are more isolated than ever before, something that was exacerbated by the pandemic. Common interventions for the undergraduate community often focus on placing students in residential environments and connecting with students and faculty in contexts they are passionate about. Regarding international students in particular, Kelley stated that the Task Force would look at colleagues such as Senator Li to brainstorm solutions.

Senator Sharp, Exempt Staff, VPA, asked whether resources are being developed to promote the social well-being of field researchers and students with embedded internships who are off-campus for long periods of time.

Kelley responded that while he does not have resources specific to these groups, he would be interested in hearing more about Senator Sharp's experiences related to off-site work in order to understand how to be more supportive.

Senator Blackwell, Exempt Staff, VPA, emphasized the need for programming and support for non-native English speakers to promote well-being and prevent burnout.

Kelley expressed understanding and agreed that there should be programming.

Senator Balcombe, PTK Faculty, AGNR, asked whether the Task Force has considered how the University classifies students as full or part-time. She noted that a full-time student may need to reduce their course load in order to address other issues, but is discouraged from dropping below 12 credits as it could affect their scholarships, financial aid, and housing. She asked whether the University had considered programs that allow students to complete a given number of credits in a calendar year, rather than a semester, to provide students with the flexibility to get the care they need.

Kelley thanked Senator Balcombe for her thoughts. He noted that the ombudsperson would be the likely source to gather that information but mentioned that the Task Force would try to identify the correct points of contact to address that particular issue.

Senator Hajiaghayi, TTK Faculty, CMNS, asked if the Task Force would track or take into consideration any undergraduates who had any mental health concerns and then went on to become TAs.

Kelley responded that the Task Force does not track students due to their mental health concerns, but mentioned that the Task Force is thinking about how to better educate individuals on best practices to make contact with someone experiencing a mental health crisis.



Chair Newman thanked Warren Kelley and Boris Lushniak for their presentation.

## **SPECIAL ORDER OF THE DAY**

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**Veronica Marin**  
**Executive Secretary and Director, University Senate**  
***Standing Committee Activity Update***

Chair Newman invited Executive Secretary and Director of the University Senate, Veronica Marin, to give her update on Senate standing committee activity.

Marin began by giving a brief overview of past and outstanding committee work. She stated that there were currently 5 active committee charges, 3 completed charges, and 3 upcoming reports.

Marin shared updates about each Senate standing committee:

- Academic Procedures and Standards (APAS) Committee has almost completed the charge to review the Revision to the Final Exam Provision proposal (Senate Document #21-22-11). The committee is currently on track to finish their work on May 5.
- Campus Affairs Committee received a charge to review the Telephone billing policy at the March 2023 Senate Executive Committee Meeting. The charge is currently being developed. The committee will continue the work in the upcoming 2023-2024 academic year.
- Educational Affairs Committee finished the Review of the Interim UMD Policy and Procedures on the Naming of Facilities and Programs (Senate Document # 22-23-03) which was approved on March 24, 2023. She added that the committee finished a General Education Report review and discussion with Dean William Cohen in March 2023.
- Elections, Representation, & Governance (ERG) Committee is conducting review of the Proposal to Amend Bylaws of the University Senate: inclusion of the process for Intellectual Property Committee membership (Senate Document # 22-23-22) with a due date of May 1, 2023. She added that ERG is currently reviewing the School of Public Policy Plan of Organization.
- Faculty Affairs Committee is currently working on the Review of the Interim University of Maryland Policy on Full-Time Faculty Workload and Responsibilities [II-1.25(A)]. She stated that the committee report is due April 7, 2023, for the SEC to consider for the April 26 Senate meeting.
- Marin gave an overview of the completed and outstanding items for the Programs, Curricula, & Courses Committee.
- Student Affairs Committee was consulted by the APAS committee on its work related to the Proposal to Promote Mental Health and Equity in the Excused Absence Policy (Senate Document #21-22-04 ) in September 2022. Marin noted that there is currently no active consultation requested by any standing Senate committee for the Student Affairs Committee.
- Student Conduct Committee is currently reviewing the Code of Academic Integrity and Code of Student Conduct. The committee report is due April 7, 2023, for the SEC to consider for the April 26 Senate meeting.
- Nominations Committee has almost completed formulating a slate of nominees for the Senate elected committees and the committee expects to have a finalized version of the slates ready by April 7th.

- Equity, Diversity, & Inclusion Committee and Staff Affairs Committee have no active charge. She mentioned that the Staff Affairs Committee has been soliciting presentations and hearing from various stakeholders around campus about issues of concern to staff.

Marin then went on to share updates about the Senate's Active Councils and Task Forces:

- IT Council is currently reviewing the University Funded Cell Phone & Service Policy (Senate Document #22-23-21). The charge deadline is May 1, 2023.
- Research Council is currently reviewing the interim consulting policy (Senate Document #22-23-13). The charge deadline is September 12, 2023. Earlier this year the Research Council completed technical revisions on the UMD Procedures on Conflict of Interest and Conflict of Commitment (Senate Document #22-23-17) which was approved by the Senate Leadership on November 9, 2022.
- Due to staff transitions in the Senate office, the SEC decided that the Plan of Organization Review Committee should suspend its work. The committee has recently been tasked to provide a written report of the work it has completed thus far by May 1, 2023.

Marin shared that the Senate now has an Instagram account, and encouraged Senators to follow @UMDSenate for updates and announcements.

Chair Newman thanked Marin for her presentation and opened the floor to questions.

Senator Straub, PTK Faculty, BSOS asked a clarifying question regarding the Faculty Workload policy. He asked if that workload policy was for TTK Faculty or if it included PTK as well.

Marin responded that the work group was first looking into TTK Faculty and after would then consider PTK Faculty.

## DISCUSSION

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Chair Newman began by explaining that she wanted to return to the possibility of having an open discussion where Senators can voice concerns, topics of interest, or any issues directly from constituents.

She continued by stating that under normal Roberts Rules, this is not allowed without a specific motion or scheduled presentation. She noted that in order to open up the floor to an open discussion that it would require a 2/3rd's vote, with no absentions, to Suspend the Rules.

Chair Newman asked if there was a motion to suspend the rules and allow any Senator who wished to discuss or raise any issues of concern to the University community.

There was a motion to Suspend the Rules. The motion was seconded.

The result was 74 in favor and 14 opposed. **The motion to Suspend the Rules passed.**

Chair Newman reminded Senators to limit remarks under 2-minutes and to only discuss topics of general concern to the campus community.

Chair Newman opened the floor for discussion.

Senator Hajiaghayi, TTK Faculty, CMNS, suggested that a formal process be created wherein students have excused absences evaluated more fairly across campus and across their different courses at a central excused absence office, instead of having individual instructors give approvals.

Senator Ashour-Bailey, Exempt Staff, ENGR, stated that although there are a variety of leave banks that can be utilized by University employees, there is no such leave sharing process for employees who need to serve as caregivers but have already used their leave. Instead of forcing employees to take advance sick leave that must be repaid, employees who have ample sick leave may be able to donate leave to a central bank which employees with extenuating circumstances can then apply for.

Senator Blackwell, Exempt Staff, VPA, informed the Senate that through the Strategic Plan, University employees have the opportunity to complete four hours of community service during work hours, which can be extremely beneficial not only for the community but also for the employee's well-being and satisfaction. The Office of Community Engagement can assist employees in fitting service into their schedules.

Senator Goodman, TTK Faculty, CMNS, shared that many faculty members are concerned that more workload that used to be completed by administrative staff is now being placed on faculty. He asked that as Workday and other systems are implemented that administrators be cognizant of the load being put on faculty.

Chair Newman shared two comments from a Senator who was unable to attend the Senate meeting.

- The Senator expressed concern that the University's Covid field impact statement is not currently shared with outside reviewers and it is unclear why this is the case. They suggested that it would typically be considered part of the dossier of faculty up for promotion.
- The Senator also shared concerns raised by colleagues in the School of Architecture, Planning, and Preservation regarding proposed legislation in Florida that would restrict academic freedom. They felt that the Senate should make a public statement about the legislation.

Senator Fernandes, PTK Faculty, CMNS, stated that he and other PTK faculty in the mathematics department have been struggling to schedule required make-up exams. He stated that students rarely miss classes, but he gets a flurry of sick notes before exams. He noted that he has had to give make-up exams after working hours to accommodate a student's conflicts, and at times students have had valid excuses and missed the make-up exam as well. On the other hand, Fernandes stated that some students will take the exam when visibly ill because they lack the resources to get a sick note. He expressed support for a central office to approve excused absences.

Chair Newman responded that the Senate Leadership recently raised this issue with the Provost, as there seems to be an increase in students requiring extra exceptions. While this may not put too heavy a burden on small classes, it can be extremely time intensive for instructors of large classes to accommodate so many make-up exams.

Chair Newman thanked those who brought forth issues. She commented that this discussion was a useful experiment to learn about issues that the Senate may be able to bring to the Administration. She suggested that the Senate may continue to have discussions like this moving forward.

## **NEW BUSINESS**

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Senator Hajiaghayi, TTK Faculty, CMNS, suggested that the Senate look into creating a center to approve excused absences.

Chair Newman stated that the Senate can look into the costs and what the center would involve and have a discussion with the Provost.

Senator Hajiaghayi condemned the poor implementation of Concur. He expressed hope that the University learned from its mistakes and will not repeat them with Workday.

Chair Newman stated that the Senate was able to discuss Concur and Workday in a prior presentation.

## **ADJOURNMENT**

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The meeting was adjourned at 4:59 p.m.