



CALL TO ORDER

Chair Jarzynski called the meeting to order at 3:18 P.M.

APPROVAL OF THE MINUTES, MARCH 6, 2024 MEETING

Chair Jarzynski asked if there were any corrections to the minutes of the March 6, 2024, meeting; hearing none, Chair Jarzynski declared the minutes approved as distributed.

REPORT OF THE CHAIR (INFORMATION)

Committee & Council Volunteer Period

Chair Jarzynski announced that the online application system to serve on one of the ten Senate standing committees and councils is open for the upcoming academic year.

Chair Jarzynski added that you do not need to be a Senator to be a member of these committees. Volunteers interested in contributing to the development of the University's policy making, expanding their campus network, and impacting real change in important pieces of policy are encouraged to apply.

Chair Jarzynski also reported that May 3, 2024 is the deadline to volunteer. Volunteers are encouraged to submit a volunteer statement through [the Senate Website](#) for the committees and councils they are interested in joining. The University Senate's Committee on Committees will select volunteers and they will be notified by July 15, 2024. Selected council members will hear back later in the summer.

Remaining Senate Meetings

Chair Jarzynski reminded the Senate that there are two meetings left in the academic year, on April 23rd and May 7th. Chair Jarzynski added that the May 7th meeting is a Transition Meeting where all newly elected Senators begin their terms, the new chair-elect is elected, and the election process starts for all elected committees and councils such as Senate Executive Committee, Committee on Committees, Athletic Council and Campus Transportation Advisory Committee.

In Memoriam - Rance Cleaveland, Current University Senator

Chair Jarzynski shared that esteemed Professor Rance Cleaveland, a distinguished member of the University Senate and the College of Computer, Mathematical, and Natural Sciences (CMNS) passed away on March 27, 2024. Rance's career spanned from his leadership roles at the Fraunhofer Center for Experimental Software Engineering, to his impactful tenure as Director of the Division of Computing and Communication Foundations at the National Science Foundation.

SPECIAL ORDER (INFORMATION)

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

Chair Jarzynski invited Dr. Jennifer King Rice, Senior Vice President and Provost, to provide an update on the University of Maryland's Strategic Plan.

Provost Rice began by providing an overview of the progress made since the strategic plan was announced in February 2022. Provost Rice explained that the plan emerged in Fall 2021 and four implementation committees were charged in Fall 2022 with advising the Office of the Provost on appropriate targets and metrics to assess progress. In May 2023, the committees delivered their recommendations to both President Darryll J. Pines, herself, and other campus leaders at the Fearlessly Forward Assembly. They reviewed the recommendations and applied a layered matrix to ensure coverage across goals, objectives, stakeholders, and other elements of the strategic plan.

Provost Rice reviewed some of the data collected that began in Fall 2023 and added that other data is still in review and will be updated on the strategic plan website to demonstrate its impact both on campus and beyond.

Provost Rice explained how the University of Maryland (UMD) has approached the "We Reimagine Learning" commitment of the strategic plan since its launch. Teaching Innovation Grants have been created, learning environments have been modernized, and Diversity, Equity and Inclusion (DEI) learning outcomes have been developed.

Provost Rice added that for Teaching Innovation Grants, in 2022 \$2.7 million has been invested into 115 active and experiential learning projects and over 140 courses. In 2023, \$1.3 million has been invested into 24 projects and over 70 courses that intersect education and technology.

Provost Rice mentioned that between 2022-2023, \$11.3 million has been invested in modernizing learning environments, which includes 98 total projects such as classroom renovations and the development of new spaces, student lounges, informal spaces, lecture halls, and TERP classrooms. Provost Rice added that 99% of general-purpose spaces meet section 503 accessibility requirements.

Provost Rice explained that an underlying rationale as to why the Diversity, Equity and Inclusion (DEI) learning outcomes were developed was because UMD has a responsibility to prepare students for a changing, globally interconnected world. As a first step, all undergraduate degree programs were invited to generate and submit discipline-specific DEI learning outcomes. 98.9% of the academic programs adopted a DEI learning outcome.

Provost Rice reported that College Park Scholars announced the addition of two living-learning experiences in Fall 2024, including the debut of the Data Justice Program and the relaunch of the CIVICUS Living & Learning Program.

Provost Rice explained how UMD has approached the "We Take On Humanity's Grand Challenges" commitment of the strategic plan since its launch. The commitment leverages the university's location near the nation's capital and amplifies impactful research, scholarship, creative activities, teaching, and service work through communication, visibility, and translation.

Provost Rice explained the impact of the Grand Challenges Grants Program. \$11 million in external funding has been received, 50 total grants have been awarded, and over 9,000 individuals have been engaged. There are also over 200 partnerships that have been established or expanded, and 80% of the projects have provided experiential learning experiences.

Provost Rice provided a breakdown of where external funding for the grants come from. Examples include \$956K from the Maryland State Department of Education (MSDE) for a statewide literacy review, \$1.3 million from the Department of Education for their Digital Civic Inquiry (DCI) project, among others.

Provost Rice announced that the University of Maryland is on track to be carbon neutral in 2025 due to the Climate Action Plan and provided examples of other grand challenges currently being addressed. Examples include (1) the 1856 Project, which released its annual research update exploring the university's history and intersections with slavery, (2) the launch of the PROGRESS initiative to study gun violence, offering educational programming across the state on gun safety and issue policy recommendations on reducing shootings, and (3) the grand opening of the National Quantum Laboratory (QLab), a quantum research center developed in partnership with College Park-based IonQ, a leader in the quantum computing industry.

Provost Rice explained how UMD has approached the "We Invest in People and Communities" commitment of the strategic plan since its launch. Provost Rice added that this commitment aims to lead the nation in living a commitment to equity, diversity, and inclusion in all UMD does, become a connected, coordinated, and effective community of care that supports the success and well-being of students, faculty, and staff, and align evaluations, rewards, and incentives with UMD's goals and values.

Provost Rice reported that investments to support students include 5 new cultural centers and supporting graduate students.

Provost Rice explained how UMD has approached the "We Partner to Advance the Public Good" commitment of the strategic plan since its launch. Provost Rice added that this commitment aims to expand UMD's impact through strategic research partnerships with local, state, national, and global stakeholders.

Provost Rice explained how UMD is the first Do Good Campus in the nation's capital. Provost Rice mentioned the institutional partnerships developed to advance public good, such as the signing of a three-year renewal of the PGCPs-UMD Improvement Science Collaborative, an inaugural Associate Provost for Community Engagement to oversee the coordination of campuswide community engagement efforts, and six new MPower professors.

Provost Rice announced plans for the creation of a Public Art Working Group to develop new interdisciplinary initiatives, and plans to invest in mental health research, graduate students, strategic enrollment and support for low-income students, faculty policies, and supervisor training.

Chair Jarzynski thanked Provost Rice and opened the floor to discussion of the special order.

Mohammad Hajiaghayi, TTK, CMNS, asked if there could be a taskforce created to develop and guide shared governance structures between different units.

Provost Rice answered that the Office of the Provost supports shared governance and the questions raised have been reviewed by the Senate's Plan of Organization Committee (PORC) and suggested that they do a policy review for the units to create their own organizational structure to organize themselves around shared governance.

Alka Gandhi, PTK, BSOS, asked for more information about the embedded counselor pilot program.

Provost Rice responded that A. James Clark School of Engineering (ENGR), College of Information Studies (INFO), Philip Merrill College of Journalism (JOUR), and School of Public Policy (PLCY) are involved, and the Mental Health Taskforce report will help guide where to provide that support on campus.

Chinyere Osuji, TTK, BSOS, asked if there are ways to build solidarity with faculty as an aim to combat the loneliness epidemic. Osuji recommended the university consider providing faculty with free gym memberships or opportunities to come together and enjoy a meal.

Provost Rice answered that the Mental Health Task Force is not only to help students, but also to help faculty and staff. Provost Rice added that because the report created by the taskforce is long, the process to implement recommendations will be long, but faculty and staff are being considered.

SPECIAL ORDER

Adriene Lim & David Dahl, Dean of the Libraries & Associate Dean of Digital Services and Technologies

Library System Update

Chair Jarzynski invited Dr. Adriene Lim, Dean of the Libraries and David Dahl, Associate Dean of Digital Services and Technologies, to provide an update on the University of Maryland's Library System.

Lim began by explaining what will change in the system. In January 2023, UMD Libraries announced that, along with all members of the University of Maryland Affiliated Institutions (USMAI) Library Consortium, it will migrate to new management and search/discovery systems called Alma and Primo. Primo is a new search/discovery platform with enhanced user features. Primo will replace WorldCat UMD and Classic Catalog. Alma will bring much needed upgrades to core library operations, including; acquisitions, interlibrary loan, resource sharing, circulation of materials, e-resource licensing and management, knowledge organization and improved integration with campus systems. The new systems will go live on May 23, 2024.

Dahl explained that the UMD Libraries are making this change now to make use of the latest technologies and customized approaches in the library system. Changes will improve users' ability to search and retrieve information across the UMD Libraries, improve management of the Libraries' print, electronic, and digital collections, and enhance integration of data/services across University System of Maryland (USM) institutions and affiliated member libraries to obtain systems that allow for more innovation and local development. Dahl added that the current system, Aleph, is outdated (in place since 2003), and is no longer being developed by the vendor.

Dahl explained the benefits of the new library search/discovery platform, which include enhanced experience for the users, faster functionality, more information to discover, personalized search

experience, and improved mobile user interface to allow researchers to search on their mobile devices.

Lim explained the future key dates, which include April 8-26 where a review of the new system's prototype will take place, and a user-feedback period is open. User-account data freezes will occur temporarily on May 17, 2024, 5:00 P.M. EDT until the new systems are live. The new systems go live on May 23, 2024, during Intersession (between Spring Semester and Summer Term I). Lim added that McKeldin Library and several branch locations will be closed to the public on May 23-24, 2024.

Chair Jarzynski thanked Lim and Dahl and opened the floor to discussion of the special order.

Hearing none, Chair Jarzynski introduced the next business item.

SPECIAL ORDER

Stephanie Chang, Assistant Vice President for Diversity and Inclusion ***Belonging and Community Survey***

Chair Jarzynski invited Dr. Stephanie Chang, Assistant Vice President for Diversity and Inclusion, to present on the Belonging and Community Survey. Chang invited Dr. Dawn Culpepper, Director of the ADVANCE program, to also present.

Chang began by explaining that the survey is administered by Rankin Climate, an external vendor, hired to maintain neutrality and confidentiality, and will measure belonging and the experiences of students, staff and faculty who live, work and learn at UMD. The results will inform the creation of an action plan designed to improve belonging at UMD.

Culpepper explained the topics that are surveyed, which include demographic information, personal experiences, workplace climate, and perceptions of campus climate.

Culpepper emphasized that confidentiality is vital to the success of campus climate research. No information already protected through regulation or policy is requested. Culpepper further added that other than one question about the participants positions at the university, any question can be skipped. Responses will not be reported for groups of fewer than five individuals.

Culpepper explained the different ways the survey can be accessed, including online and in-person, as well as the incentives for participating, including donations to campus charities, and awards to campus units with highest participation rates.

Chang explained the survey timeline, beginning on April 3, 2024 when the survey launches, to Fall 2024, when results will be reported

Chair Jarzynski thanked Chang and Culpepper and opened the floor to discussion of the special order.

Hearing none, Chair Jarzynski introduced the next business item.

SPECIAL ORDER

John Bertot, Associate Provost for Faculty Affairs ***Appointment, Evaluation, and Promotion (AEP) Manual***

Chair Jarzynski invited John Bertot, Associate Provost for Faculty Affairs to present on the Appointment, Evaluation and Promotion (AEP) Manual.

Bertot began by providing context on the creation of the AEP Manual. Bertot informed the Senate that a Professional Track (PTK) Work Group was created during 2020-2023, with support from the professional track faculty structure developed between 2011-2016. A PTK Work Group was formed to be able to recommend potential solutions on policies and procedures. Bertot mentioned that [the public report](#) of the Work Group is available on the Faculty Affairs website.

Bertot added that the PTK Work Group is composed of administrators, PTK faculty, and Tenure Track (TTK) faculty. The working group was asked to review the current PTK faculty titles and designations as well as the campus-level PTK AEP promotion procedures and guidelines.

Bertot explained the AEP Manual establishes the rules and procedures for PTK faculty appointments and promotion reviews. The AEP Manual provides guidance on how units should conduct promotion reviews and creates a set of expected elements for promotion dossiers. Additionally, the creation of modified AEP criteria was developed to help faculty create customized sets of promotion criteria for unique cases.

Bertot added that the AEP Manual is not designed to resolve appointment disputes, contract concerns, employment actions, or personal matters, as there are other policies and procedures created to address those issues. Bertot explained the contents of the manual, including; a definition section information section for the candidate, information for administrators, a section outlining the process for expedited appointments and a series of appendices to provide guidance and information. Bertot added that the manual will be finalized by the end of spring and will go into effect in May 2025.

Chair Jarzynski opened the floor for questions or discussion.

Fatemeh Keshavarz-Karamustafa, TTK, ARHU, thanked Bertot for all the work his team has done, and particularly for allowing units a full year to review the details of the manual before it goes into effect. Keshavarz-Karamustafa asked if an individual unit has criteria defined for promotion which fits more with the expectations of PTK faculty.

Bertot answered yes, the manual is not to establish the review criteria but instead to provide uniformity on how the reviews are conducted. Bertot added that at a unit level it is recognized that one or two individuals may have unique paths, therefore the manual would provide guidance on how to design flexible criteria that would fit the needs of those individuals.

Katherin Wasdin, TTK, ARHU, asked why the AEP Manual is presented as an informational item instead of going through the Senate Executive Committee (SEC) and the Faculty Affairs Committee (FAC) first.

Chair Jarzynski answered that these manuals explain the implementation of the policies the University Senate Office created. Furthermore, these manuals are guidance for those policies, and not changes to the policies itself.

Debbie Simpkins, PTK, AGNR, asked when the final revisions and modifications to the AEP Manual will be available. Bertot answered that they will be available at the end of the academic year. Simpkins further asked if the criteria for the unique positions will also be available. Bertot clarified that the guidelines will be released, but the units need to work with their faculty members to develop an individual's customized plans.

Chair Jarzynski opened the floor for further questions or discussion.

Hearing none, Chair Jarzynski moved on to the next agenda item.

NEW BUSINESS

Chair Jarzynski opened the floor for new business items.

Sarah Oates, TTK, JOUR, asked if there could be a program extended to walkers like there is the Bike Rewards Program by the Department of Transportation (DOTS). Chair Jarzynski mentioned that a program would be in the purview of DOTS to handle, but that the University Senate Leadership will see if there is further consideration that can be offered.

ADJOURNMENT

The meeting was adjourned at 4:58 P.M.