

FACULTY SENATE

Joshua Abzug MD, *President*

Oksana Mishler RDH, MS, *Vice President*

Deborah Cartee RDH, MS, *Secretary*

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**Faculty Senate Meeting
January 20th, 2021
12:00 to 1:00
Virtual Meeting**

MINUTES

12:00 – 12:03 Welcome and President Update – Leadership course, travel, and post-retirement clinics

- 12:00 PM Call to Order by: Joshua Abzug, President.
- The Faculty Leadership Program began this morning- 14 senators in attendance with Drs. Jarrell and Ward. This is a pilot. A schedule has been established. This program will be offered again in the future.
- Travel is still restricted despite people getting vaccinated. This is not likely to change in the near future.
- There have been numerous inquiries from the schools of medicine and dentistry, concerning the ability to continue working as a volunteer following retirement. There is no mechanism to allow that at the university level. This is a hospital issue and a chair issue rather than a university issue. Anyone with questions should be directed to their department chair or to their school in the hospital. There is no university policy. Malpractice insurance coverage becomes an issue, and the university does not provide us with malpractice coverage.

12:03 – 12:05 Approval of minutes from December meeting

- Motion: to approve minutes of 12/16/20, as circulated. Motion by: Senator Vincent Conroy, Motion Seconded by: Senator Lori Edwards, unanimous approval.

12:05 – 12:25 Update from Drs. Jarrell/Ward

Dr Jarrell

Budget

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- Dr. Jarrell does not have the UMB budget yet but expects to have in the next 24 to 48 hours. Governor Hogan suggests that he is about to submit his budget and it “looks good” as State revenues are better than expected.

COVID SURGE

- There is currently a COVID surge. Our hospital is full. Four hundred have been admitted for COVID related illness as of Monday.
- We are going to have to be conservative for the next several months relative to activities.
- Next week we will send out a campus wide update concerning telework, graduation, travel policy, etc.

COVID VACCINE

- The Southern Management Campus center has become a vaccination center and has 40 stations, 15 are currently manned. We’ve been doing 800 vaccinations a day. Thus far we haven’t had a problem with supply. UMB does not have access to the vaccine; but the hospital does.
- With the Governor’s guidance we have developed a tiered system. Everyone in phase 1A who wanted vaccination has received the vaccine. Approximately 55,000 people vaccinate at UMMC, including approximately 3-4,000 front line providers.
- Next week Phase 1B, which includes people 75 and older, and K through 12 teachers will begin receiving the vaccination.
- We have not received guidance from the Health Department concerning where UMB faculty, staff and students stand in line. We have been pressing for answers, but higher education has been left out of both the federal and the state guidelines for vaccination. The CDC has mentioned it. We have to follow the Governor’s orders, which is the provider of the vaccine.
- After the second dose it may be warranted for people to take a day off the next day. Symptoms may include myalgia, fatigue, and soreness. The campus center reports that serious side effects have been rare. There have been some mild reactions following the injection.

Leadership Development Program

- The development of faculty careers, including educational skills and their leadership skills is something we are emphasizing in this program

Dr. Ward

- We have developed programs for mid-level managers, Assistant and Associate Vice Presidents, but this is the first leadership development program designed uniquely for faculty. It is a pilot program. Next year we will refine it and we will create an even stronger program next year.

Strategic Planning

- We have officially launched our strategic planning process. There are two groups that lead the strategic activity, a logistics team, and a steering team. It includes

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representation from the faculty, staff and student senates, and representation from schools, and central administrative units. The first meeting is next Wednesday. There is an opportunity to engage in the process, including work groups. The committee will invite participation to the broader faculty community.

Chief Diversity Equity and Inclusion Officer Search Update

- This is a new cabinet level position. We are in the final stages of that search. There are four finalists. The committee hopes to name someone by the end of the month or middle of February.

Questions

Amy Daniels – Is there any change in on-campus student activities in our conservative approach, related to the surge?

Dr. Jarrell- We expect the current policies to remain in place for at least the next several months. Experiential students are currently on campus or doing clinical rotations. The Research programs are continuing without change, unless the virus variants force us to change. As long as it is safe, and we can validate competency, we want students to graduate on time.

Vincent Conroy – Any updates on the Chief of Police search?

Dr. Jarrell- It is on schedule.

Tom Abrams – There is a little confusion about the sequencing of the COVID vaccine as it relates to the phases.

Dr. Jarrell – There is some confusion. For example, UMMC employees are all deemed essential personnel, so their schedule is different than UMB's. Some counties are further down the list than other counties, in terms of tiers. We are obligated to follow the orders of the Governor. We are in phase 1B now. Phase 1 C will start on 1/25/21 and includes adults 65 and older, public health and safety workers not included in 1A, essential workers and lab services, those working in: food, agriculture, manufacturing, the post office, public transit, and grocery stores. It's estimated that three million doses are needed to complete this phase. There is no stockpile. The vaccine is being used as fast as it is generated.

Lisa Schocket – Once a faculty member has received both vaccines can we travel out of state? Can we travel out of state without needing to be tested upon return? Do we need to continue completing SAFE emails, etcetera?

Dr. Jarrell – There will be a communication concerning the SAFE system guidance. You should continue to complete the daily SAFE reporting. There is going to be a new question that will ask if you have been vaccinated because there is no central repository for this information. The message we are getting from our immunologists, is that the vaccination is only an added layer of protection, and you should not rely on the vaccination as your main mode of protection. You should continue the same practices of PPE, and isolation/social distancing that you were using prior to the vaccination. The data reported on Monday suggests that you can still potentially harbor the virus and transfer it to others. If you've had the vaccinations, it does not mean that you are COVID free. It means that if you get COVID you will have a less severe disease process; and, the vaccine does not work for everyone. For example, the vaccine will

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not work on 1 out of 20 people, as it has a 95% efficacy. So, you won't know for sure whether you are protected or not. And, if you have had the viral infection, the data is not robust enough to say that it protects you from future infections or from transmitting the virus to others. Think of the vaccination of an added layer of protection. We don't know how long the antibodies will last or when we will need a booster. At this point we don't know. The clinical trials for Moderna and Pfizer will continue for two years.

The current policy allows travel for business, but you must be tested when you return. If you are sick when you return, you must use your personal sick time, and you must quarantine when you come back if you are not tested. This is the Governors rule not the UMB rule, which the university supports.

Susan Antol – Do you recommend that people who have gotten the vaccine still get tested?

Dr. Jarell – The protocol for testing is the same for all (vaccinated and non-vaccinated. Students will continue to be tested once or twice a week.

The CDC recommends there is no need to wait 30 days post resolution of symptoms to receive the vaccine. There is additional guidance that if you have been treated with monoclonal antibodies (single or double dose) you should wait 90 days to get vaccinated because those antibodies may interfere with the vaccine.

12:25 – 12:45 Faculty Senate Committee and Taskforce Updates

Dr. Ward – UMB completed a faculty survey of teaching and learning experience in the fall. We repeated that survey with some minor tweaks in the spring. We wanted to get feedback from faculty, as we did a survey of students about their experience post COVID. We want to understand what resources are needed to help them optimize their teaching experience. As we head into the strategic planning process. We want to compare faculty perception in the recovery and repositioning phases and see what we have learned. What practices and skills were developed to deliver instruction online or in a hybrid format? We are also looking at the administrative side. In the past we believed that we had to be on campus 5 days a week. We now understand that a significant subset of our workforce can work effectively from home. We are looking at our telework policy and how often people need to come to campus to work effectively. We want from faculty a cataloging of good practices post-COVID teaching. We will use these to develop our priorities for the next 5 years.

Dr. Jarell – I frequent virtual small group sessions with students on surgery and it is most unsatisfying to be talking to a group of students where the screen is just names. I would be interested in best practices for teaching in that situation.

Tom Abrams – The information the committee is getting on teaching during COVID are very positive. I believe we can begin to integrate them by communicating them broadly to the campus and develop best practices.

Through zoom and virtual learning we can enable partnerships, such as a combined medical group and in Baltimore, and the business school in college park, to create a new MBA program. Students will be able to engage in learning at both places at the same time. That program is scheduled to begin in July.

Dr. Ward – As the Co-Chair of the Strategic Planning Process, I want to make sure that all the good learning that occurred during this crisis is carried over and developed post-

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COVID. We should not go back to doing things the way we did before COVID because it is familiar, or other leaders in our school think these changes were temporary. I want us to think about the positive learning experiences, not what is familiar. We should utilize the best or most contemporary way to teach, and work; and how we use real estate.

12:45 – 12:55 Teaching discussion facilitated by Teaching Taskforce

Tom Abrams – The taskforce is a large group; we have decided to split into subgroups. I originally thought we would divide into biomedical, research, clinical practice, et. cetera, but input from colleagues suggest it may be better to focus on approaches, rather than schools or types of education. One tentative topic relates to issues with online teaching platforms and how little has been done to uniformly develop across schools and programs. While there are a lot of resources on campus, we are remaining in silos.

Joshua Abzug – Suggests creating a resource list.

Tom Abrams – The group wants to emphasize inclusiveness and equity and listening to discussions about K to 12 education. We also want to look at interprofessional education, teaching and conceptual skills and competencies, teaching of technical skills and evaluating teaching practices. We want to provide some specific examples that are proved particularly effective and provide guidance through a website and recording examples of best practices. We hope to complete this by March.

Susan Antol – One of the resources we need to share is clinical placement for experiential learning in the field for students to complete competencies. We are going to need to collaborate across campus and this falls under interprofessional because placing a physician or medical student could also relate to nursing or social work. We could open up conversations about cultivating collaborative teams in clinical placement and grant development activities. We could bolster our portfolio of placements.

Vincent Conroy – The advent of technology could lead to increased accessibility, which challenges life balance. Another concern is competing responsibilities in the home, whether watching after children or other family members is a distraction.

Tom Abrams – Some students may have financial challenges using remote learning.

Deborah Cartee – Do students have the right to have a camera on or off at their discretion.

Tom Abrams – I haven't seen any discussion about the legal aspects but some are encouraging students to keep cameras off to improve bandwidth.

12:55 - 1:00 New Business

Mathew Lasecki – HR Issues – Keeping an eye on the emerging COVID situation, and how that impacts both our academic and administrative side.

Karen Clark – One of the challenges for the Teaching Taskforce to consider is that not all classes start at the same time, which could be an issue for classes working together, especially across programs.

1:00 Meeting Adjourned.

Respectfully Submitted,

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Deborah L. Cartee, Faculty Senate Secretary

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Faculty Senate Meeting 1-20-21

Host: Celeste Gerhart

Wednesday, January 20, 2021

11:47 AM | Eastern Standard Time (New York, GMT-05:00) | 1 hr 13 min

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Attendance		1/20/2021
Amy Daniels		X
Andrea Shipper		X
April Doss		
Bruce Jarrell		X
Bruce Krueger		
Celeste Gerhart		X
Colette Beaulieu		
Cynthia Boyle		X
David Gray		
Deborah L. Cartee		X
Deborah Eisenberg		
Emily Gorman		
Erin Latta		
Ericka Lewis		X
Essam El-Maghrabi		X
Everly Brown		
Fadia Shaya		
Gerald Kayingo		
Gregory Brightbill		
Isabel Rambob		X
Joshua Abzug		X
Jill Hamilton		
John Brooks		
John Cagle		
Jose Bosio		X
Joshua Wakefield		
Karen Grodes		X
Karen Clark		X
Katherine Downton		
Kristy Novack		
Laura Hynicka		
Lauren Wheeler		
Lei Zang		
Linda Murray		X
Lori Edwards		X
Lisa Schocket		X
Matthew Lasecki		X

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Michael Kallen		X
Michael Woolley		
Marcella Romeo Marcella		
Maria Pinkas		
Nirav Shah		X
Oksana Mishler		X
Patricia Campbell		X
R Gentry Wilkerson		
Rania Younis		
Raymond Kim (rkim)		
Reney Henderson		
Roy Film		X
Sandeep Devabhookthuni		X
Sarah Dubbs		X
Sarah Edwards		X
SarasI Desikan		
Shu 1		
Stephanie Knight		X
Steven Fletcher		X
Stormi Gale		X
Susan Antol		X
Svetlana Chapoval		X
Terry Shaw		X
Tom Abrams		X
Tyra Thompson		
Uni Wong		
Violet Kulo		X
V Conroy		X
Roger Ward		X
I. Greenberger		X
*Denotes newly elected senator		

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2020-2021 Faculty Senate Committee and Task Force Assignments

CHAIR
2020-2021
1019-2020

	Campus & Community Engagement	Advocacy	Research, Awards, & Surveys	Human Resources	Campus Safety, Security & Environment		Improve Long Term Vision for Faculty Senate	Teaching During COVID/IPE	COVID
School of Dentistry									
Bosio, Jose			X				X		
Cartee, Deborah									
Mishler, Oksana			X						X
Romero Reyes, Marcela			X						
Brooks, John				X					X
School of Law									
Gray, David		X CUSF		X				X	
Campbell, Patricia		X CUSF							X
Greenberger, Michael									
School of Medicine									
Abrams, Thomas		X			X			X	
Abzug, Joshua									
Conroy, Vincent					X			X	
Chapoval, Svetlana			X						X
Desikan, Sarasi	X							X	
Dubbs, Sarah					X				X
Edwards, Sarah	X							X	
El-Maghrabi, Essam		X					X		
Film, Roy		X-CUSF					X		
Henderson, Reney			X					X	
Hu, Arthur					X				X
Kallen, Michael				X					X
Knight, Stephanie		X						X	
Kim, Raymond					X				X
Krueger, Bruce					X		X		

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Shah, Nirav			X					X
Schocket, Lisa				X				X
Wilkerson, Richard			X					X
Willard, Megan								
Wong, Uni				X			X	
School of Nursing								
Antol, Susan		CUSF						X
Clark, Karen		CUSF					X	
Edwards, Lori	X						X	
Daniels, Amy			X				X	
Murray, Linda		X				X		
School of Pharmacy								
Boyle, Cynthia		X CUSF-ALT				X		
Devabhakthuni, Sandeep								
Fletcher, Steven				X				X
Hynicka, Lauren	X							X
Gale, Stormi			X				X	
School of Social Work								
Cagle, John			X				X	
Lewis, Ericka				X			X	
Shaw, Terry			X			X		
Woolley, Michael		X CUSF-ALT		X			X	
Graduate School								
Gordes, Karen			X				X	
Kulo, Violet			X				X	
Library Faculty								
Shipper, Andrea			X					X
Part-Time								
Rambob, Isabelita			X				X	
Adjunct Faculty Rep								
Doss, April SOL								

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Faculty Senate Meeting Schedule Academic Year 2020 – 2021

The Faculty Senate Meetings will continue to host meetings during the summer. Both former and newly elected senators are invited to attend.

Beginning in September, meetings will be held on the third Wednesday of each month from September to June.

WebEx meetings will be held until further notice.

Once in person meetings are permitted, they will be held in the **President's Boardroom, 14th floor, Saratoga Building from 12:00pm-1:00pm (lunch served from 11:30).**

~~Thursday, July 16, 2020~~

~~Thursday, August 20, 2020~~

~~September 16, 2020~~

~~October 21, 2020~~

~~November 18, 2020~~

~~December 16, 2020~~

~~January 20, 2021~~

February 17, 2021

March 17, 2021

April 21, 2021

May 19, 2021

June 16, 2021

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