



Faculty Senate Meeting

March 17th, 2021

12:00 to 1:00

Virtual Meeting

MINUTES

12:06 – 12:07 Call to Order- VP Oksana Mishler

12:08-12:09 Approval of minutes from February meeting- Secretary Deborah Cartee

- Motion: to approve minutes of 2/17/21, as circulated. Motion by: Senator Lori Edwards, Motion Seconded by: Senator Susan Antol, unanimous approval.

12:09 – 12:27 Dr. Ward Updates Office of President and Provost: Budget, Increasing Campus Density, Commencement, & Leave extension.

- **Budget:** Dr. Rhoades, CFO- has been working on the FY2022 Budget: It is not finalized. In FY2021 we were able to balance the budget with a one-time rollover of surplus funds; and there were budget cuts from our base budget, which are permanent cuts, of approximately 19 million dollars. We have been able to spare personnel reductions. As positions are open, we may not fill them and may eliminate them. UMB should receive Maryland State stimulus funds which can be used for expenses relative to COVID expenditures, and will provide some temporary relief, as it is one-time funding and not permanent. It is our hope that as more people are vaccinated, the spread of COVID is reduced, and we can return to some sense of normalcy, which will allow us to continue to grow and generate revenue, which can mitigate the impact of budget cuts. All UMB schools are projecting healthy enrollments for the fall, which is a good sign, as it is not universal across education in the midst of the pandemic. Currently health professions and social justice are valued so there is a lot of interest in our programs. We should be back on track financially in a couple years. We are in a strong financial position to weather this financial hiccup attributed to the pandemic.
- **Increasing Campus Density:** Dr. Jarrell sent a campus-wide email concerning increasing the density on campus in the fall with more face to face learning. We are trying to understand how many of the UMB population has been vaccinated. By June or July we are hopeful that anyone who wants a vaccination will receive it; and hopefully those returning to campus would be vaccinated. We are also watching the CDC guidelines, including social distancing, which could limit our ability due to classroom size limitations.
- **Commencement:** There will be a virtual commencement at the university level, like last year. Some deans are getting pressure from their student leadership to return to a small school level, in person

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celebration, including a drive-by event. We are trying to allow for some discretion of individual schools.

- **Leave extension:** The system recently sent an email that faculty can rollover more leave than normal from 2020 to 2021 due to the pandemic. **“Temporary Exception Permitting Institutions to Increase the Amount of Faculty Annual Leave That May Be Carried Forward into Calendar Year 2021:** Due to circumstances associated with COVID-19, faculty with twelve-month (fiscal-year) contracts may be unable to use all of their available accrued annual leave, resulting in potential loss of this leave under existing policy. This guidance permits institutions to provide a temporary exception to the amount of accrued annual leave that may be carried forward into calendar year 2021 under BOR II – 2.40 – Policy on Annual Leave for Faculty.

Under that policy, twelve-month faculty are permitted to carry a maximum of fifty (50) workdays of accrued annual leave into a new calendar year. Under this temporary exception, an institution may permit a maximum of 480 hours (60 workdays of 8 hours each) of annual leave to be carried into calendar year 2021, so long as certain conditions are met.”

12:27-12:44 Questions:

Environmental Services and Telework:

- **Cynthia Boyle-** The school of pharmacy is looking at projections for face to face learning, and there were concerns about environment services, and cleaning areas in between student use.

Dr. Ward – Housekeeping has concerns about the increase in students on campus. We are looking to put criteria in place to keep everyone safe. A liberal telework policy will likely be considered, as long as it does not impact the mission of the organization. There is a committee reviewing our telework policy, including out-of-state telework, legal, and Human Resources perspectives. An HR presentation to the Faculty Senate is recommended and Staff Senate should be included.

Gregory Brightbill – Staff Senate Representative- SS is creating an ad-hoc committee to focus on Staff Senate concerns related to future tele-workforce models.

Joshua Abzug- The Faculty Senate Human Resource Committee would be happy to work with the Staff Senate on initiatives.

Dr. Ward – Faculty Senate should also work on issues relating to teaching in our perspective schools, such as technology used to teach, teaching remotely, and what aspects faculty want to carry over as we move forward.

Joshua Abzug- The Faculty Senate has a taskforce working on that issue.

COVID Testing:

Susan Antol- Will there be a different protocol for COVID testing after completing vaccination?

Dr. Ward- We are looking for guidance from the CDC.

Amy Daniels- Some of the vaccines have a 95% efficacy. Is the Hotline observing trends in individuals that test positive after completing vaccination?

Dr. Ward- This has not come up in conversations. I'm not sure if someone is tracking this or not.

Strategic Planning update:

Dr. Ward, Chair

The University Strategic Plan is a Middle States requirement – each 5 year. Our current plan expires June 30, 2021.

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Goal- Adopt UMB's FY22-FY26 Strategic plan by June 30, 2021

23 Steering Committee Members- meet every 3 weeks

11 Logistics Team Members – meet weekly

We look at our Mission, Vision, and Core Values and then we develop strategic planning themes that will guide us for the next 5 years. It's forward thinking and tells us where we are going. Once the plan is adopted each administrative unit, Dean and Vice President is responsible for drafting smart goals that advance the priorities specific to that unit. Each goal must be mapped to carry out the Universities Strategic Plan, as they are accountable for outcomes.

January-March: Review Core Values and develop strategic plan themes and high-level strategic outcomes. Our current core values: Accountability, Civility, Collaboration, Diversity, Excellence, Knowledge, and Leadership.

April-May: University-wide feedback/input sessions on themes and outcomes. Revise and refine themes and outcomes. Draft plan.

Mid-May-June: Finalize and adopt plan. Design implementation plan.

Reviewed 2016 Strategic Plan Themes: 1. Health, Justice, and Social Impact, 2. Research and Scholarship, 3. Student Success, 4. Inclusive Excellence, 5. Partnership and Collaboration, and 6. Efficiency, Effectiveness, and Assessment. Some of these themes may carry over to the 2021 plan.

Proposed 2021 Strategic Plan Themes (VERY Preliminary- in progress): 1. Community Impact/Anchor Institution, 2. Inclusive Excellence/Equity & Diversity (cross-cutting theme), 3. Student Success, 4. Family Friendly, 5. Social Justice, 6. Collaborative Re-imagining/Innovative Adaptability, and 7. Global Engagement.

Send suggestions to committee. Faculty Senate suggestions included potential themes: Friendliness, Congeniality, Kindness, Pursuit of Happiness, and Statewide Anchor. When teleworking, we are able to spend more time with our family due to a reduced commute; and less commuting is also good for the environment. Suggest considering the environmental impact of teleworking.

The Strategic Planning committees will carefully draft language to define each Core Value.

12:44-12:50 President Update – April Town Hall, Faculty Senate Elections, & Virtual “Year in Review”

- **Town Hall:** The Faculty Senate has a Town Hall scheduled for April 1st.
- **Elections:** Secretary, Deborah Cartee has begun the election process. Reduction in nursing faculty has resulted in one less faculty senator from the School of Nursing. After the new faculty senators are elected, we will hold the election of officers. Joshua Abzug will be running for president again. If anyone wants to run for a position please send an email to Deborah Cartee.
- **Year in Review:** The UMB marketing team is making a 4-5-minute video for commencement which will be a year in review. Sarasi Desikan and Lori Edwards are still planning a Faculty Senate “Year in Review” and will be ready in May/June. Reach out to Lori if you would like to be involved in creating the presentation.

12:55 - 12:57 New Business

- **Lori Edwards – Budget and teleworking-** Working on the Budget Subcommittee; and one component of teleworking is reviewing operations and potential budget cuts, and how teleworking has the potential to reduce building space. A report was created in February 2021.

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- **Susan Antol- CUSF Report-** At the system level there is a brief survey, that is more faculty focused, to get a benchmark to see if there are common issues among schools. Please complete the survey. CUSF has been developing a framework for university level badging and credentialing. It will create opportunities in curriculum revision. A report is being developed

- **12:57 Adjourn**

Respectfully Submitted,

Deborah L. Cartee, Faculty Senate Secretary

Your Webex meeting content is available.

3-17-21 Faculty Senate Meeting

Host: Celeste Gerhart

Wednesday, March 17, 2021

11:49 AM | Eastern Daylight Time (New York, GMT-04:00) | 1 hr 13 min

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Attendance		3/17/2021
Amy Daniels	X	
Andrea Shipper	X	
April Doss		
Bruce Jarrell		
Bruce Krueger		
Celeste Gerhart	X	
Colette Beaulieu		
Cynthia Boyle	X	
David Gray		
Deborah L. Cartee	X	
Ericka Lewis	X	
Essam El-Maghrabi	X	
Everly Brown		
Gerald Kayingo		
Gregory Brightbill, Staff Senator Rep.	X	
Isabel Rambob	X	
Joshua Abzug	X	
John Brooks	X	
John Cagle	X	
Jose Bosio	X	
Karen Gordes	X	
Karen Clark	X	
Kristy Novack		
Laura Hynicka		
Lei Zang		
Linda Murray		
Lori Edwards	X	
Lisa Schocket		
Matthew Lasecki		
Michael Kallen	X	
Michael Woolley		
Marcella Romeo Marcella	X	
Maria Pinkas		
Nirav Shah		
Oksana Mishler	X	
Patricia Campbell	X	
R Gentry Wilkerson	X	
Raymond Kim (rkim)	X	

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Reney Henderson		X
Roy Film		X
Sandeep Devabhookthuni		
Sarah Dubbs		X
Sarah Edwards		X
Sarasi Desikan		X
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		X
Violet Kulo		X
V Conroy		
Roger Ward		X
I. Greenberger		
*Denotes newly elected senator		

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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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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	

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Kim, Raymond					X				X
Krueger, Bruce					X		X		
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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