



**Faculty Senate Meeting**  
**May 19, 2021**  
**12:00 to 1:00**  
**Virtual Meeting**

**MINUTES**

**12:00 – 12:05 Welcome, President Update – Leadership course, Strategic Plan, Future meetings:**

Joshua Abzug – Updates:

- Strategic Plan -Town Hall meetings have been ongoing. For detailed information go to:
- Leadership conference is going well.
- Faculty Senate will continue to meet virtually in June and July. No meeting in August. In September we will go back to in person meetings socially distanced, and lunch will be provided at our fall meetings.

**12:05 – 12:10 Faculty Senate Elections Update – Deborah Cartee**

- The number of faculty senators per school is based on full-time faculty composition, as outlined in our bylaws.
- If you have a colleague in the SOL, please encourage them to run for a faculty senate position.
- Voting will commence next week.

2021-2022 Senate Election Needs based on Faculty Composition:

SOD = 2

SOL = 2 **NEED TWO NOMINATIONS**

SOM = 2

SSW = 2 **NEED ONE NOMINATION**

Part Time = 1

SON = 0

SOP = 0

Graduate = 0

Library = 0

Adjunct = 0

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**DENTAL: 3 NOMINATIONS – 2 OPENINGS**

Alkhubaizi, Qoot	<a href="mailto:galkhubaizi@umaryland.edu">galkhubaizi@umaryland.edu</a>	DENTAL - ready
Griffin, Ina	<a href="mailto:igriffin1@umaryland.edu">igriffin1@umaryland.edu</a>	DENTAL- ready
Fay, Guadalupe	<a href="mailto:ggarcia@umaryland.edu">ggarcia@umaryland.edu</a>	DENTAL - ready

**PART TIME: 1 NOMINATION – 1 OPENING**

Burgee, Suzanne	<a href="mailto:sburgee1@umaryland.edu">sburgee1@umaryland.edu</a>	DENTAL– ready
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**SOM: 7 NOMINATIONS – 2 OPENINGS**

Chen, Rong	<a href="mailto:RChen@som.umaryland.edu">RChen@som.umaryland.edu</a>	SOM - ready
Hardy, Nancy	<a href="mailto:Nancy.Hardy@som.umaryland.edu">Nancy.Hardy@som.umaryland.edu</a>	SOM - ready
Kontrogianni-Konstantopoulos, Aikaterini	<a href="mailto:akontrogianni@som.umaryland.edu">akontrogianni@som.umaryland.edu</a>	SOM - ready
Kundi, Rishi	<a href="mailto:RKundi@som.umaryland.edu">RKundi@som.umaryland.edu</a>	SOM – ready
Strauss, Erik	<a href="mailto:estrauss@som.umaryland.edu">estrauss@som.umaryland.edu</a>	SOM- ready
Tabatabai, Ali	<a href="mailto:ATababai@som.umaryland.edu">ATababai@som.umaryland.edu</a>	SOM - ready
Yu, Liqing	<a href="mailto:LYu@som.umaryland.edu">LYu@som.umaryland.edu</a>	SOM – ready

**SSW: 1 NOMINATION – 2 OPENINGS**

Lewis, Ericka	<a href="mailto:ericka.lewis@ssw.umaryland.edu">ericka.lewis@ssw.umaryland.edu</a>	SSW-ready
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**SOL: 0 NOMINATIONS – 2 OPENINGS****12:10 – 12:35 Updates from Drs. Jarrell/Ward including return to campus, and Strategic Planning****Returning to on campus learning, June 1, 2021:**

Dr. Ward-

Students want to return to campus. Leadership is very focused on returning to campus. The plan has been widely communicated in Town Hall meetings and campus-wide communications. We are returning slowly to campus and then ramping up as we approach the fall semester. We are at a point where we can improve the human condition and return to in campus learning. UMB leadership has been working hard to strike a balance between allowing employees flexibility while ramping up our physical presence at the institution and return to a new sense of normal. Campus leadership has received a lot of questions and we are attempting to provide clarification of expectations, via campus wide notifications. As faculty leaders have you heard questions that need clarity?

**Questions/concerns:**

Andrea Shipper – There are some concerns regarding returning to campus this summer, rather than in the fall, and for some there is a real struggle to be able to make all the needed changes in a few short weeks, especially for those who have childcare issues. Others are hoping to wait until they are fully vaccinated before coming back to campus.

Dr. Ward – The decision to return in June was communicated across campus. The plan is to begin in June and ramp-up. Details can be found here: <https://www.umaryland.edu/coronavirus/return-to-campus> Leadership is willing to work with individuals and be as flexible as we can. As long as people are making a really good effort to return to campus in a meaningful way in June. We understand that some people will have childcare challenges and other challenges. There may still be some reluctance relative to questions about safety. We are willing to work with those individuals; but the expectations are clear. Any issues should be communicated to supervisors. Returning to campus reestablishes our community.

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## **Telework & Out-of-State workers-**

Terry Shaw:

Are telework and out-of-state policies being finalized prior to June 1<sup>st</sup>?

Dr. Ward:

Those policies are going to be adopted in the summer. Supervisors will have the ability, based on requests made by members of their team, to tell them that new policy is being reviewed, based on the operational needs of the unit. Supervisors need to evaluate if all the functions of a job can be performed effectively from home, and then a decision will be made about that schedule. The return to campus is separate on our part and distinct from the adoption of new policy. My unit is concentrating on returning to campus and our new working environment, for example, the percentage of telework vs. on campus working, and how we are going to interact with each other. This is a work in progress. We are reviewing what the new virtual/hybrid work from home looks like and the impact it has on the organization as a whole. We are still assessing our new work scenario. Given what we have learned over the past 15 months, compared to how we worked in the past, we have capitalized on the lessons we have learned; but, it cannot come at the expense of the ability to execute a measure of ability. A graduate professional campus that serves patients can't function off campus. We need to figure out how a hybrid/blended program vs. remote program functions best. Many large companies have abandoned remote programs because it didn't work for the organizational culture. This misstep ended up impacting the viability of companies.

## **Concerns about social distancing and shared spaces-**

Violet Kulo:

There are concerns about shared spaces, bathroom, kitchen areas, etc. Are there measures that have been put into place?

Dr. Ward:

According to environmental health and safety experts, elevators, bathrooms, and kitchen areas are not high exposure areas, due to short duration of the exposure is limited.

Elevators will be marked. In unmarked areas, everyone should be careful and use good judgement in common areas.

Jonathan Kulcsar, Advisor to the President, offers the following information:

**UMB EXCEPTIONS:** Wearing a face covering is not required when a person is inside an office, laboratory, or study area, as long as they are by themselves. Six feet of physical distancing must be maintained between people who are eating or drinking because it requires removing the face covering. Faculty or staff delivering in person lectures or presentations may wear a face shield instead of a face covering, provided that at least 10 feet of physical distance can be maintained between the faculty member or presenter and the students or other audience. Consistent with State of Maryland and Centers for Disease Control and Prevention (CDC) guidance, UMB no longer requires masks and face coverings be worn outdoors with the following exception: Masks are still required for outdoor gatherings where attendees will be in fixed seating for more than 15 minutes and for which 6 feet of physical distancing cannot be sustained. Face coverings are not required for children under the age of 2.

Amy Daniels:

Today was also the first of many sessions available for supervisors on how to work with employees and the need for flexibility.

Dr. Abzug:

Effective June 1<sup>st</sup>, we are allowed to travel for work related purposes.

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### **Strategic Plan Update:**

We are currently reviewing and adopting new/different core values. Then we will identify themes that will frame our strategic plan. The steering committee established work groups around those themes. We are currently developing outcomes under those themes, our strategic plan, etc. The draft of our strategic plan includes our core values, themes, and strategic objectives- that include outcomes. Once the plan is adopted at the university level, the schools will be administering units to develop their own goals to support the universities strategic plan. Information will be discussed at UMB's Town Hall on June 3<sup>rd</sup> at 2:00. [https://elm.umaryland.edu/announcements/Announcements-Content/Virtual-Town-Hall-UMB-Strategic-Plan-Update-and-Feedback.php?utm\\_source=The%20Elm%20Weekly%2C%20Week%20of%20May%2024%2C%202021](https://elm.umaryland.edu/announcements/Announcements-Content/Virtual-Town-Hall-UMB-Strategic-Plan-Update-and-Feedback.php?utm_source=The%20Elm%20Weekly%2C%20Week%20of%20May%2024%2C%202021)  
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### **Provost Search:**

We have starting a national search for provost. The announcement is posted here: [https://elm.umaryland.edu/announcements/Announcements-Content/UMB-Posts-Provost-and-Executive-Vice-President-Job-Listing.php?utm\\_source=The%20Elm%20Weekly%2C%20Week%20of%20May%2024%2C%202021](https://elm.umaryland.edu/announcements/Announcements-Content/UMB-Posts-Provost-and-Executive-Vice-President-Job-Listing.php?utm_source=The%20Elm%20Weekly%2C%20Week%20of%20May%2024%2C%202021)  
Joshua Abzug and Susan Antol are providing Faculty Senate representation on the search committee.

### **12:35 – 12:36 Approval of minutes from April meeting**

Vincent Conroy motion to approve the minutes; unanimously approved.

### **12:36 – 12:50 Faculty Senate Committee and Taskforce Updates**

#### **Committees:**

#### **Campus & Community Engagement**

Lori Edwards:

We are working on developing new programs. More information will be forthcoming soon. On the academic side of community engagement there is an interprofessional program of academic community engagement – Presidential Transformational Care Grant - entering its second cohort of faculty, community, and staff fellows. The program is using a new database system call “Collimator”, to collect and organize community engagement efforts at the university. This system will increase our data which will be needed when we move forward with a second application for the Carnegie classification for community engagement.

Dr. Abzug: We talked about completing a year in review; but our PR/marketing department is already doing this. Perhaps this group could capture our return to campus, after June 1<sup>st</sup> and into spring, in pictures and videos. This should be done in conjunction with student and staff government.

#### **Advocacy**

Susan Antol:

The last CUSF meeting was on Monday, 5.17.21, hosted at the UMB Campus. Dr. Ward attended and stressed the strength, diversity of schools, and governance of UMB Schools. Susan Antol and Karen Clark are currently serving on the Education and Policy Committee, including: 1. Completion of the Academic Integrity Policy- submitted to the Board of Regents and Attorney General's Office for approval. Then we will roll out campus-wide meetings to review. 2. Badging and Stackable Credentials- we are rolling that out to different organizations and universities. We are looking at it through our curriculum committees and Schools. 3. Including curricula in Civic Engagement. Some schools were given small grants. The committee is working with Nancy Shapiro to inclusively move that

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process strategically through the system.

Other committees included working on community concerns, Issues of Diversity, Equity, and Inclusion, and COVID. The legislative session in Annapolis has commenced and the budget has been approved.

## **Research, Awards, and Surveys**

Oksana Mishler:

The committee is getting ready for the next awards cycle – Founder’s Week Awards.

## **Human Resources**

Amy Daniels:

Group hasn’t met since January. Will reach out to the Faculty Senate to identify issues what needs to be addressed, in collaboration with HR. The committee plans to develop a survey for faculty and will utilize the Faculty Senate to obtain this information.

## **Campus Safety, Security, & Environment**

### **Chief of Police Search**

Vincent Conroy & Tom Abrams along with four group members were asked by the search firm to sit on the search committee for hiring the new chief of police; and are currently awaiting outcomes. Vincent Conroy & Tom Abrams are attending monthly advisory meetings with the Interim Chief of Police and his staff.

### **LED lights to improve campus safety**

We received updates on a lighting project with BG&E. They are replacing all the lights with brighter and more cost-effective LED bulbs.

### **Share Ride & Lyft**

Updates on Safe Ride: In preparation for student return to campus. Vans are going to be available during the evening hours again soon. The Lyft project created in March 2021 will likely continue. Campus is also looking closely at housing to determine if we need to expand our campus boundaries. We provided input for the Campus Safety Survey. We suggested that they include questions about the safe ride boundaries, to see if that is an issue with our community; and, questions about potential cell phone dead zones. We wanted to provide data to evaluate if additional resources are needed.

### **Cell phone dead zones & Blue Light emergency phones**

It is important to have cell phone access, especially in the outdoor environment, in the event of an emergency. We are trying to bring awareness to blue light emergency phones on campus. There seems to be an increased density of blue light phones area around the School of Law, compared to other schools. We have offered some potential sources of funding, for example, the Department of Education, etc. They can increase the number of emergency phones and also the visibility of them.

### **Homeless**

Lastly, the tents on Martin Luther King Blvd. are a potential safety issue for those living in the tents and drivers. We are hoping to get resources for those who need them, for example: pop-up pantry on May 22<sup>nd</sup>. Baltimore City Police are engaging with UMB’s Community Engagement Center. Attending the Citizens Advisory Committee meetings has brought attention to very important campus safety and security issues. The Faculty Senate and community can support improved security. Funding is needed to provide more than minimal standards.

### **Dashboard – track incidence**

We compared our campus to other campuses, in regard to safety. We highlighted the need for a dashboard to give an understanding of the types of emergency events, and how they were dealt with

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and cleared. While we waited for a new Chief of Police, we have encouraged the police to have an open dialogue with the whole campus. Acting Chief of Police, Tom Leone, has been very open and engaged in communication.

Joshua Abzug:

Do you have a timeline when the new Chief of Police will be finalized?

Tom Abrams:

Uni Wong is on the search committee. We do not have a timeline. They hope to have a decision this summer.

### **Task Force:**

#### **Improve Long Term Vision for Faculty Senate**

Terry Shaw: Nothing new to report.

#### **Teaching during COVID/IPE**

David Gray & Tom Abrams: We have a large committee Mike Woolley and Vincent Conroy have been very engaged. We have collected examples across campus and we have chosen some that we are going to highlight and video. We are hopeful that these examples will be beneficial in the future. We are going to create a compilation of examples in a succinct document that can be shared with faculty. It should be available in the next 4 to 6 weeks.

### **COVID**

Susan Antol & Wilkerson: There have been a lot of polls this year. We have been moving at a fast pace to return back to campus. Issues are being identified related to increasing campus density, and issues concerning faculty that supervise staff, etc. The committee has not done any polling. We need to get the pulse of the faculty senate. Please send any concerns to Susan Antol.

#### **12:50 -- 12:52 New Business**

- None

Josh Abzug:

It's been a very trying year for everyone. Thank you everyone. Looking forward to returning to face-to-face meetings in the fall with lunch.

#### **12:53 Meeting Adjourned**

Respectfully Submitted,

Deborah L. Cartee, Faculty Senate Secretary

# Your Webex meeting content is available.

## May 19, 2021 Faculty Senate Meeting

Host: Celeste Gerhart

Wednesday, May 19, 2021

11:51 AM | Eastern Daylight Time (New York, GMT-04:00) | 1 hr 9 min

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If you want to share only the recording with others, share the recording link and password below.

### Recording

Topic	Password
<a href="#">May 19, 2021 Faculty Senate Meeting-20210519 1601-1</a>	No password

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Attendance 5/19/21
Amy Daniels
Andrea Shipper
Celeste Gerhart
Cynthia Boyle
Deborah L. Cartee
Ericka Lewis
Jonathan Kueslar
Isabel Rambob
Joshua Abzug
John Brooks
John Cagle
Jose Bosio
Karen Gordes
Kristy Novack
Linda Murray
Lori Edwards
Lisa Schocket
Michael Kallen
Oksana Mishler
Patricia Campbell
Raymond Kim (rkim)
Reney Henderson
Roy Film
Sarah Edwards
SarasI Desikan
Stormi Gale
Susan Antol
Svetlana Chapoval
Terry Shaw
Tom Abrams
Violet Kulo
Roger Ward

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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, 14<sup>th</sup> 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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