

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

Virtual Meeting

AGENDA

12:00 p.m. to 12:05 p.m. Welcome and Approval of Minutes from September meeting

39 participants including Dr. Ward, Dr. Berthoud and Celeste Gerhart

Dental School -5	Present	School of Medicine -19	Present	School of Social Work -4	Present
Alkhubaizi, Qoot	✓	Abrams, Thomas	✓	Cagle, John	✓
Bosio, Jose (Jo, Say)		Abzug, Joshua	✓	Lewis, Ericka	✓
Brooks, John	✓	Chapoval, Svetlana	✓	Shaw, Terry	✓
Griffin, Ina	✓	Conroy, Vincent	✓	Unick, George	✓
Mishler, Oksana	✓	Desikan, Sarasi	✓		
		Dubbs, Sarah	✓	Graduate School -2	Present
School of Law- 4	Present	Edwards, Sarah		Gordes, Karen	✓
Campbell, Patricia	✓	El-Maghrabi, Essam	✓	Kulo, Violet	✓
Gray, David	✓	Film, Roy			
Greenberger, Michael	✓	Hardy, Nancy	✓	Library Faculty -1	Present
		Henderson, Reney		Shipper, Andrea	
		Hu, Arthur			
School of Nursing -5	Present	Kallen, Michael	✓	Part-Time -1	Present
Antol, Susan	✓	Kim, Raymond		Burgee, Suzanne	✓
Clark, Karen	✓	Knight, Stephanie			
Daniels, Amy	✓	Schocket, Lisa	✓	School of Pharmacy -5	Present
Edwards, Lori	✓	Strauss, Erik	✓	Boyle, Cynthia	✓
Gutchell, Veronica	✓	Wilkerson, Richard	✓	Devabhakthuni, Sandeep	
		Wong, Uni	✓	Fletcher, Steven	✓
Adjunct Faculty Rep	Present			Hynicka, Lauren	✓
		Staff Senate: Lei Zhang	✓		

Second meeting of the year.

Most of the meeting will be related to a presentation by Dr. Berthoud

Review of the minutes from last meeting.

David Gray and Sarasai Desikan seconded – minutes approved

Welcome to Dr. Gutchel as a new representative from Nursing.

12:05 p.m. to 12:15 p.m. Update from Drs. Jarrell/Ward

Dr. Ward presented a quick update. Dr. Jarrell has a standing systems level presentation at this same time so cannot attend frequently.

University Founders Day Gala will be virtual again this year. There will be a small subset of people live at the Hippodrome. There is a YouTube link – this Saturday virtually to celebrate

President Jarrell inauguration – Friday, November 5th in person. The parking lot outside of the Saratoga Building will be tented for the event. There will be an online version as well – beginning at 10:30am.

Josh will be saying a few words as the President of the Faculty Senate

There are a couple of searches underway. The Dean of Medicine is stepping down at the end of the year. The Dean of the School of Law is stepping down and a search will be getting underway very shortly (a consulting firm has already been engaged). The hope is that by March the searches will be complete and new Deans can be announced.

We continue to do well with the COVID compliance. 95% of faculty staff and 98% of students are fully vaccinated.

The final formal Faculty Leadership Session occurred on 10/19/21. There will be a next round of sessions that can be applied for next year.

12:15 p.m. to 12:55 p.m. UMB DEI – Dr. Forbes Berthoud

Dr. Forbes Berthoud – the inaugural Chief Diversity Officer and Vice President

The first chief equity, diversity, and inclusion officer and vice president (CEDIO/VP), assuming the role July 1, 2021.

As CEDIO/VP, she reports directly to UMB's president and works to steward the University's commitment to equity, diversity, and inclusion (EDI), catalyze the institutional change necessary for deepening and strengthening that commitment, and design and operationalize a transparent accountability framework to measure and evaluate the impact and effectiveness of UMB's EDI initiatives at every level of the institution. She also works closely with the provost and other senior University officials on the development of a strategic action plan that will leverage current efforts and create a sustainable infrastructure that affects every aspect and every level of UMB.

The institutional vision is equity, diversity and inclusion strategic planning

Dr. Berthoud has been familiarizing herself with the diversity layout across all 7 schools.

Wants to adopt a strategic framework

Who is a part of the institution, at what level, how people move through the institution, promotion, grants, etc.

Understanding how diversity is represented across the various levels within the University and how does this compare across the nation (what is the population and availability pool in the state and nationally).

Other metrics: time to tenure, time to promotion, time to graduation

How do people perceived and experience the University in meetings, in their office, in the classroom. What is the satisfaction, morale, and experience across the campus.

Education research and scholarship – presence of diversity related content and courses – the presence of these courses and their uptake.

Where is there under-representation? This needs to be done in a contextual manner within the profession.

In Maryland African Americans make up about 31% of the population, but only 13% of the faculty across the entire University of Maryland.

How do we advance or improve recruitment of underrepresented populations? One possible idea is a faculty of color or a faculty women group across institutions.

Q: Question about the need for specialized groups and whether these are useful tools?

A: Dr. Berthoud opened up to comments from the rest of the faculty senate

- Faculty colleagues have stated that they want a safe space for particular groups.

A: Equity is about understanding where there are barriers and addressing those barriers – in education, women and people of color are underrepresented and there are barriers to full participation. Within some disciplines it can be isolating to be in an underrepresented group and having a specialized group can offer a supportive, safe space to help with such isolation. Faculty who have had the advantage of such groups are more likely to be retained in their organization according to the research.

Q: Question around the comparison to qualified candidates in the field. This could be used as a way to set diversity goals aside (where there are not qualified candidates or so few that organizations with more resources make us as an organization not as viable).

A: We need to look at how do we broaden the net and how we interact with candidates or applicants. This would require increased training and a broadening of what we might consider 'research' or an understanding of any bias that might exist around the Universities attended. Also we should look upstream – what is our relationship with graduate schools and the training of future faculty. Discussed the PFF program – preparing future faculty – and understanding our current investment in future faculty.

Q: Can you talk more about the inclusivity concept you discussed around the assessment.

A: Thinking about who is part of the searches, who is writing grants, who is in leadership. Bias is mostly unconscious and we need to raise that up so that we are aware of instances where women are not represented or people of color are not represented and understand the impact that has on our organization.

Q: The vision and mission are key – how can we as a faculty senate help you meet your goals, how can we be involved and help with this change.

A: These discussion help formulate plans. The strategic plan will be based off of the University strategic plan and it would be good to have broad participation. As tools are created you can help to make sure that there is good participation in any survey.

Dr. Berthoud will share information in an ongoing manner and would like feedback.

Q: do you have a vision on how you will be working with schools who already have some working being done.

A: I have met with the DEI officers as a group multiple times and each officer at least once. These are important relationships to understand what is going on in the schools and to move information out to the schools.

Q: There was a dramatic difference in the experience between a man and woman who were hired a few years ago that was very eye-opening although not intentional. How do we change this unconscious bias?

A: By understanding these unconscious biases and bring it to consciousness. Examining the dynamics of meetings and formal structures – what are the informal points of access and are decisions being made at these structures?

Question to us: What are the needs and priorities related to DEI that should be forefront for her office in relation to faculty?

- There is a challenge to know across the school what the numbers are around proportionality and where we are at.
- Promoting academic careers to students.
- More diversity in leadership positions, support in how to “decolonize” our syllabi and curriculum
- Equity in tenure opportunities campus wide amongst schools and divisions. This directly impacts decision making power in schools and divisions that hinders faculty, staff and the learning process of students.
- A more welcoming environment that is conducive to the retaining and promoting diversity.
- How the work home relationships is negotiated and how COVID has impacted the career trajectories/experiences of individuals (in particular women).

12:55 p.m. to 1:00 p.m. New Business

Any new business.

Sarasi let everyone know that UMB has talent will be scheduled the week of December 13th.

1:00 p.m. Adjourn

Committee Membership

Antol, Susan	Advocacy	
Boyle, Cynthia	Advocacy	
Burgee, Suzanne	Advocacy	chair
El-Maghrabi, Essam	Advocacy	
Film, Roy	Advocacy	
Kallen, Michael	Advocacy	
Lewis, Ericka	Advocacy	
Unick, George	Advocacy	
Edwards, Lori	Campus & Community Engagement	chair
Greenberger, Michael	Campus & Community Engagement	
Hynicka, Lauren	Campus & Community Engagement	
Kim, Raymond	Campus & Community Engagement	
Schocket, Lisa	Campus & Community Engagement	
Campbell, Patricia	Human Resources	
Daniels, Amy	Human Resources	chair
Gordes, Karen	Human Resources	
Kulo, Violet	Human Resources	
Shaw, Terry	Human Resources	
Shipper, Andrea	Human Resources	
Strauss, Erik	Human Resources	
Alkhubaizi, Qoot	Research, Awards & Surveys	
Bosio, Jose (Jo, Say)	Research, Awards & Surveys	co-chair
Cagle, John	Research, Awards & Surveys	
Chapoval, Svetlana	Research, Awards & Surveys	
Devabhakthuni, Sandeep	Research, Awards & Surveys	
Gray, David	Research, Awards & Surveys	
Griffin, Ina	Research, Awards & Surveys	
Hardy, Nancy	Research, Awards & Surveys	
Henderson, Reney	Research, Awards & Surveys	
Mishler, Oksana	Research, Awards & Surveys	co-chair

Abrams, Thomas	Safety, Security and Environ.	co- chair
Conroy, Vincent	Safety, Security and Environ.	

Task Group Membership

Alkhubaizi, Qoot	COVID	chair
Antol, Susan	COVID	
Greenberger, Michael	COVID	
Kim, Raymond	COVID	
Bosio, Jose (Jo, Say)	Research Collaboration	co-chair
Cagle, John	Research Collaboration	
Campbell, Patricia	Research Collaboration	
Chapoval, Svetlana	Research Collaboration	
Clark, Karen	Research Collaboration	
Edwards, Lori	Research Collaboration	
Griffin, Ina	Research Collaboration	
Hardy, Nancy	Research Collaboration	
Lewis, Ericka	Research Collaboration	
Schocket, Lisa	Research Collaboration	
Shaw, Terry	Research Collaboration	
Shipper, Andrea	Research Collaboration	
Strauss, Erik	Research Collaboration	
Unick, George	Research Collaboration	
Abrams, Thomas	Teaching During COVID/IPE	
Burgee, Suzanne	Teaching During COVID/IPE	
Conroy, Vincent	Teaching During COVID/IPE	co-chair
Daniels, Amy	Teaching During COVID/IPE	
Devabhakthuni, Sandeep	Teaching During COVID/IPE	
El-Maghrabi, Essam	Teaching During COVID/IPE	
Film, Roy	Teaching During COVID/IPE	
Gordes, Karen	Teaching During COVID/IPE	
Gray, David	Teaching During COVID/IPE	
Henderson, Reney	Teaching During COVID/IPE	

Hynicka, Lauren	Teaching During COVID/IPE
Kallen, Michael	Teaching During COVID/IPE
Kulo, Violet	Teaching During COVID/IPE
Mishler, Oksana	Teaching During COVID/IPE