

Faculty Senate Meeting
Academic Year 2022-2023
November 16, 2022
Lunch from 11:30am to noon
Meeting: noon to 1:00pm

President's Boardroom, 14th Floor, Saratoga Building

Welcome and approval of minutes

The next faculty senate meeting - will be cancelled and hopefully that means we can go to the

UMBs Got Talent event

UMBs Got Talent is scheduled for December 1, 2022 from 5:30 to 6:30pm

The UMBs Got Talent event will be MCed by Sarasi Desikan and Terry Shaw will be one of the judges representing Faculty Senate

The January meeting will be an abbreviated meeting and will be sponsored and hosted by Dr. Ward as a way of thanking representatives for participating in Faculty Senate.

Online: Jennifer Fitzgerald, Lauren Hynicka, Shereece Singleton, Patricia Campbell, Peter Doshi David Gray, Veronica Gutchell; Jay Unick; Reney Henderson; Courtney Bergan

The 2nd cohort for the faculty leadership course including our own Quoot Alkhubaizi has graduated. The applicants for the 3rd cohort have been received and are being reviewed.

One correction to the minutes was identified – updating the date for the first educational symposium from 4/1/23 to 4/11/23 - that minutes will be corrected.

Update from Drs Jarrell and Ward

Dr. Jarrell is heading to Washington DC - meeting with representatives to advocate for UMB. Chancellor Perman and other are also going.

Dr. Ward wanted to thank everyone for attending/viewing the State of the University event last Wednesday. There has been generally positive feedback related to the event.

Dr. Ward was asked to talk about the Big Data partnership that is being developed between UMMS, UMB and UMCP - there will be an internal announcement to the University and there was a press release last week related to the Initiative. This is related to the MPOWERing the state.

This is a season of searches for Dr. Ward - searches: Dean Kirschling is stepping down and a

search is being teed up to be led by Dean Reynolds in Dentistry; Dean Kirschling is leading the search for a Dean for the Graduate School; there is also a search for the Dean of Library system (possibly Dean Postmus as chair).

As usual, especially for the Dean's searches, we will be asking for representatives from the faculty senate to participate.

Accreditation is coming up in Spring 2025 - this is an Institutional accreditation, it is an accreditation we need to receive federal grants, etc. (Middle States Accreditation). Dr. Ward and Dean Reynolds are co-chairing the Middle State Self Study committee meetings. There will be an announcement looking for volunteers to participate in the self-study committee. The process is well on the way prior to the actual site visit.

Question for Dr. Ward: I just came for a session on advocacy day - some campuses rent busses for this day to have students attend the day. How would we go about this kind of thing?

A: If that is something you want to explore, Dr. Ward can connect him with government relations personnel.

Most institutes send students (or help students attend) because they are the best advocates. Discussion around the benefit of these types of days - general consensus was positive and agreed to the utility and educational benefit of these options.

Individual Committee Meetings

Josh: The majority of us are back in person - and I want to spend some time for groups to meet.

CUSF

Susan gave an overview of the CUSF meetings – she highlighted Advocacy Day on February 28th. The next CUSF meeting is 11/22/22 and there is a discussion of collective Bargaining for graduate students on the agenda.

CUSF is moving to a Subscription based system for the newsletter.

David Gray - CUSF legislative group - there is a significant component in CUSF interested in pushing for faculty collective bargaining as well. If anyone has views, or experiences related to this, David would love to hear these.

Board of Regents Review

Board of Regents review - 7 applications from 3 schools. By the end of this week there will be a decision by the administration on what will move forward.

Human Resources

inclusive hiring practices - fair salaries, including how the process of delineating salaries works,

how the application process works - data entered into pre review.

Examining best practices around HR to promote to schools, software etc.

*There was an equity study around faculty salary and retention - what is the ongoing systematic evaluation of those processes? What is the next step - what issues are going to be addressed and how is the communicated.

The siloed nature of the faculty - research, clinical, educational - how the infrastructure works to support faculty across all of the different structures - travel is an example where there is administrative staff/faculty delineation of tasks that need to be clarified.

Categories:

Hiring processes - mechanics, competitive salaries

Equity - what has happened with the equity

Administrative processes - travel and reimbursement forms are overly complicated

Communication - transportation and clarity around policies and changes, clarity around reasoning behind things

Telework and flexibility including Out-of-State Policies

Campus Community Engagement - talked about talent show, ways to vote and register if you want to perform, you can bring family to the event. We also discussed another event in the Spring. Possibly related to Lexington Market (scavenger hunt, happy hour, or something). There were other ideas related to open house at the Community Engagement Day. I heart UMB days.

Awards and Surveys - Map out all the tasks - awards, surveys, how to disseminate information. There were some changes needed for the Board of Regents award. In the future it would be good to have a softer handoff around dates, etc. The committee was unable to review the candidates because of a possible conflict of interest - it would be nice to at least be able to rank them in the future.

Campus and Community Safety - visibility across campus, communication around the access from the VA garage. Looking at some of the recent construction and safety related to blocked space and narrow walkways.

Advocacy - looking for a co-chair; there is an overlap between UMB and CUSF - we need input and suggestions for areas for advocacy.

Adjourn at 1pm