

Faculty Senate Meeting
March 15, 2023
12:00 p.m. to 1:00 p.m.
President's Boardroom, 14th floor, Saratoga Building
from 12:00 p.m.-1:00p.m.

Hybrid meeting – 10 online at start

12:00 p.m. to 12:05 p.m. Welcome and Approval of minutes from February meeting

Motion to approve and seconded.

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

Middle states process is a very serious process and needs all of our participation.

Dean searches:

School of Pharmacy - Dean Postmus (faculty senate representative: Terry Shaw)

School of Nursing - Dean Reynolds (faculty senate representative: Susan Antol)

Library - Andy Koop (faculty senate representative: Qoot Alkhubaizi)

Graduate School - Dean Kirshling (faculty senate representative: Violet Kulo)

Dean Reynolds is now the senior dean on campus.

Dr. Jarrell has been spending a lot of time in Annapolis advocating for the University. Capital campaigns are moving forward. It is too early to know what all the funding will be in the coming year. It does appear that the budget will not be reduced. There is likely to be a COLA, but the amount and the timing of the COLA is unknown at this point.

BRACE - relates to safety, security and vibrancy. Cleaner, greener campus is part of this vibrancy as well as the safety and security of the surrounding areas.

Dr. Jarrell would like to see more of the campus community using places like Lexington Market.

Q: is there any update on the issue of animal research

Dr. Jarrell: recommends that we reach out to Dr. Buskirk with any questions.

CITS has convened a cross-campus task group around technology in the classroom and tech in teaching.

New PDP Process

Malika Monger, Associate Vice President and Chief Human Resources Officer, introduced the PDP process.

Sunday presented information on the Performance Management Project

Chris shared his screen to show us the online PDP form.

The UMB PDP site landing page starts out with the Core Values as well with a link to the mission, vision, and values.

The dashboard will pre-populate with all direct reports. Each employee has access to their material as well.

April 1st will be the day the PDP goes live.

Dr. Forbes-Berthoud DEI update

Faculty Experience Survey - encourage colleagues to participate in the survey. It will be open until the end of the month.

Introduced Wei-Ming Dariotis a new member of the OEDI.

In the process for establishing our first Diversity Strategic Plan. Dr. Forbes-Berthoud provided an overview of the process to this point. There is a committee that is in process of engaging in this work (Sarasijhaa is the faculty senate representative).

The process is designed to be data-driven and evidence-based. The data points include the strategic plan, summary of Damon Williams' study, the President's white paper on the stated of EDI at UMB, and the campus climate surveys done in 2016 and 2019.

Four workgroups have been formed:

- *Professional Development and career advancement
- *Climate/experience
- *Recruitment and Retention
- *Education, Scholarship and Service

These four workgroups have been meeting and will provide a summary of their work by the summer of 2023.

There are also ongoing Listening Sessions on campus.

Konveio - <https://umbdiversity.konveio.com>

This is a single sign on document

Assessment and Accountability - a data dashboard for equity, diversity and inclusion (EDI)

The Faculty Experience Survey - has an overall response rate of 17%, with the highest response rate being 19% at the School of Medicine.

National Center for Faculty Development and Diversity (NCFDD) - facultyDiversity.org
UMB pays for this service for all faculty on campus. There are a number of resources available to us as part of this program. Taking advantage of these resources are free to us and relate to Faculty Development.

Faculty of Color Network - this group has been formed to provide opportunities for community building, knowledge, sharing and networking. This will help with the recruitment, retention and

overall success.

Q: Will salary on the dashboard?

A: not on the dashboard.

Committee/Taskforce Updates

The CUSF meeting will be held here on May 16th.

Today is the last day to register for the Leaders in Education symposium - April 11th from 8:30 to 2.

• ***1:00 p.m. Adjourn***