

## UMCES Faculty Senate Meeting 1/17/2017

*Attendees: Jeff Cornwell, Larry Sanford, Cat Stylinski, Matt Fitzpatrick, Elizabeth North, Dave Nemazie, Don Boesch, Dave Secor, Lora Harris, Lee Cooper*

*Notes submitted by Lora Harris 1/17/2017*

1. Dave Secor went over minutes and recent senate meetings including the August 2016 Senate meeting and the October Chancellor and Directors meetings. He noted that shared governance burdens have been high during fall including DRCs, faculty reviews, and searches. Special kudos to HPL on balancing these as they are down faculty.
2. *Directors' meeting:* Enjoyed direct exchange of range of issues on faculty evaluation and development. Directors have subsequently met and shared approaches to evaluations. They were supportive of a junior faculty retreat focused on professional development.
3. *Updates Academic/Executive Councils (Boesch/Nemazie):* Don Boesch mentioned that presidential transition is occupying the CA, transition timelines are important, getting office ready at CA for the transition. On finances – the UMCES operating budget received a relatively small cut, which was distributed across labs. One (empty) position was eliminated from CA. Budget going in to Governor tomorrow – expect level funding. This means permanent cut to the base that was absorbed during this FY (mid-year cut). Ray Cho has provided a second annual report on facilities they can share with faculty senate. Grant performance had a great start across center, but now behind our annual target. In particular, state support through grants has dipped. CA is concerned that additional contract requirements could be curtailing state funding. Change in federal government may impact our work. Federal continuing resolution going through March. This means agencies are being cautious on new awards. Domestic discretionary spending will be under pressure, especially on environmental science. Some tension between Hogan and General Assembly: oyster management, renewable energy and mandate for our energy networks, and other areas. Don and Dave N participated in briefing of 16 members of Assembly who identify as environmental progressives. Change in administration may affect TMDL – working behind the scenes on this. Nominated EPA head is an attorney who worked on behalf of the farm bureau on their case for CBay TMDL. Dave N adds: MD State budget not as strong as they expected. We may expect additional mid-year cuts that are spread throughout MD government. No discussion yet on COLA or Merit raises. If anyone is being asked to testify, please also send them to Dave Nemazie.
4. *GFC updates (Sanford):* Meeting held on Friday 1/6. Three subcommittees have been established. 1) curriculum (Mitchelmore) 2) learning outcomes (Sanford) 3) faculty orientation and development focused on education (Castro). Common faculty on the orientation sub-group. A goal is to develop a faculty handbook that could be used across UMCES. **Action Item:** Lora Harris will contact Mark Castro about the CBL Faculty Handbook and explore with him and Tom Miller whether this can be modified for Center-wide use. Certain aspects of faculty orientation and how-to procedures are common across the Center and should be provided in web-based resource.
5. *CUSF/shared governance update (Secor):* If there are others who would like to take turns attending CUSF, *Dave S is looking for volunteers.* Another shared governance activity is senate chairs meeting. Each year the Chair of the Senate submits a standard survey response on shared governance at UMCES. Last year Dave S drafted and shared this report with the entire Senate for their review. This year he will provide only slight modifications to the report. **Action item:** Senators should individually contact Dave should they wish to review the evaluation report.
6. *Director's Review process (Cornwell/Harris):* From Jeff: Main review materials were M. Roman's written statement and discussion from town hall. Town hall particularly important. HPL

community did not have a very strong response to advance questions, but town hall itself was lively. Staff had hardest question – what has gone not so well? They did not solicit external letters for HPL as they were not sure it would be useful. Not a lot of strong opinions concerning the evaluation. HPL is down 7-8 faculty, but mixed bag for maintenance representation and staff presence at the town hall. Lora addressed the CBL Director review process: External letters were helpful and insightful, coupling internal constituents group meetings (focus groups) with follow-up to solicit questions for town hall was successful. Expanding DRC membership to include students could be valuable (very faculty heavy now). Shortened timeline was a challenge. Don's feedback on DRCs: Thinks this process is "a keeper" – useful and unique to have this much engagement. Survey's value in terms of numerical scores is hard to sort out. Merit some reflection on both surveys and external letters. Might be good to standardize. External letters might be better invited from Don's office. Others feedback: survey has been really useful in past reviews. Cat: surveys can be designed more carefully to match questions you want answered. Also can match focus groups with insights from the surveys. *Can we craft a survey that applies to all directors?* **Action item:** Lora Harris will provide details of CBL Director Review process for posting on Senate website so we retain procedural information for the next Director review.

7. *Lab updates:* In interest of time, these were tabled until next Senate meeting.
8. *Junior Faculty Retreat:* Discussion occurred on whether a 1 d retreat could be added to the Convocation. An advantage is efficiency in travel and some indication that junior faculty at HPL favor this timing. Downside is meeting fatigue and overburden on host laboratory. **Action item:** Lora Harris will reach out to junior faculty across labs to begin organizing a junior faculty retreat. Part of that retreat may involve a session from CA on new faculty orientation.
9. *Convocation:* AL is hosting the 2017 Convocation. Timing is set for 15-16 May. **Action item:** D. Secor will send "save the date" email to faculty. D. Secor has drafted a convocation guidance and provided it to the AL planning committee. Cat Styliniski is the Senate liaison to the AL Convocation planning committee. The planning committee will soon meet. Themes for the convocation should serve both senate and GFC. Larry Sanford proposed breakout groups themes: 1) UMCES role on continuing to improve MEES curriculum 2) Planning for Graduate Certificates 3) Issue Study Group courses. Reaction to these themes: There has been a lot investment in discussion of MEES curriculum (AL, HPL) – we might want to focus more on MEES-UMCES relationship and function. There has also been a burden on faculty to be involved in MEES recently – need to balance this with "goodies" for faculty. A broad theme on science communication was suggested (Cat). Elizabeth North has a suggestion of an improv actor (Brian Palermo) who has worked with her classes; he suggests workshop of one to two hours limited to 20 people. Palermo has written a book with Randy Olsen, really funny. Cat likes Elizabeth's idea to reach across UMCES faculty. But to get people to change practice need more than 1-2 hours. Maybe something additional could be followed up for interested faculty after convocation. Eric suggested John Holdren White House Science Advisor. He is speaking for commencement, but might be able to participate in the Convocation as well. One more idea from Elizabeth – front load before convocation to work with professionals in advance to give examples...prep work ahead of time. Another theme was suggested from Jeff Cornwell: alternative sources of funding, discussion and brainstorming session, IMET has one model, non-federal funding – could invite someone giving grants from a foundation (Packard, etc.). Senate favored outgroup themes related to graduate certificate and issue study courses. How can we enhance our educational offerings? We circled back to having Larry include UMCES-MEES curriculum updates in his presentation, keep any breakout groups to 1 or 2 MEES focused topics, others on communication topics and perhaps 1 other idea. Need more discussion on details and follow-on workshop or work in advance related to communication. **Action item:** D.

Secor will draft possible convocation schedules structured around suggested agenda themes and disseminate to the Senate.

For speakers: Outside speaker: Holdren as a possibility. Brian Palermo – actor. Internal: Kenny Rose, Walt Boynton. Don Boesch could present career perspectives on past and future of UMCES, perhaps given as wrap up of Convocation. Thanks to Cat for serving as host – faculty senate is happy to help (Dave S offered a lot! Take advantage!). **Action item:** D. Secor will collect information on each proposed speaker and disseminate to the Senate.