Faculty Senate Minutes for October 17, 2022

In attendance: Andrew Elmore (chair), Alex Fries, Bob Hilderbrand, Dave Nemazie, Judy O’Neil, Jamie, Pierson, Al Place, Isabel Sanchez, Larry Sanford, Mario Tamburri, Xin Zhang

**Updates:**

*Sanchez / Students* – No updates

*Elmore* - VP admin search is getting underway

Directors meeting on annual review form. Directors are concerned about reviews deviating from the promotion and tenure policy. New review will include DEI + all historical annual review categories.

Tamburri asked about a meeting amongst directors to harmonize decisions across labs. Elmore - Once the APT is revised, the annual review form will be revised and harmonized across Units.

Regents award nominations are open.

**Action item:** Elmore will send out a solicitation to the faculty for Regents Award nominations.

*O’Neil -* DEIC is working on which online training modules to select. The topic will be bullying.

**Discussion on APT (Appointment, Promotion, & Tenure) policy:**

The goal is to finish APT review by May 2023.

How will review take place? The FS does all the work – review, identify any changes, work through changes and build consensus and present to faculty. There was discussion about bringing in other UMCES faculty to work with the FS on the APT policy.

How many people on the committee? Nemazie suggested including one of the unit leaders on the committee. The process must follow USM policy, and the FS must vote on the changes. All changes will go through review by the AG to ensure compliance with USM.

Elmore: There is a wish to expand definitions of acceptable products beyond peer reviewed publications in recognition of diverse activities by the faculty.

Sanford: Part of Angela Richmond’s new job is to coordinate which policies will be evaluated each year and to look through which other policies may be affected. Teaching/mentorship could become part of the APT review.

Subcommittee membership for the APT review: FS reps, FRAs, Director, general faculty, agents, research faculty, junior faculty, student. Subcommittee will be volunteer and comprised of above members. Jamie Pierson (HPL FS) volunteered. Subcommittee meets to make recommendations to FS. FS votes.

**Action item:** FS will form a subcommittee to review the APT P&P.

**Other discussion topics:**

Review of the UMCES President. Dr. Goodwin is approaching the time for a presidential review. UMCES has no policy on review of president. Chancellor initiates review with a charge letter.

**Action item:** Elmore will remind Nemazie to look into how to get the presidential review initiated.

Fries / FRA minimum salary discussion. FRAs met. Don’t need a committee, but do want 2 voting members on the FS. IAN FRAs want to be represented as a unit

**Action Item:** Fries will look at FRA representation policy on FS for next FS meeting.

**Action Item:** Fries will invite each lab to submit a name of an FRA to attend FS meetings.

Sanford – combined 5year BS/MS degree in Environmental Management in conjunction with Frostburg State University. This is a brand new cooperative program separate from any existing programs. The FS approved a motion that the program can advance to the next stages of the approval process.