

## UMCES Faculty Senate Meeting

Thursday, February 14, 9:00-11:00

Mike Wilberg (Chair), Amy Griffin, Christina Goethel, Jerry Frank, Dave Nemazie, Peter Goodwin, Helen Bailey, Mark Castro, Larry Sanford, Elizabeth North, Jeff Cornwell, Sook Chung, Lora Harris

1. Rollcall
2. Dave Nemazie:
  - Highlighted press from Matt Fitzpatrick's Nature Communication paper on temperature shifts in the U.S.
  - Peter Goodwin's tour of labs to discuss strategic plan with facilitated discussion and they are now developing a final plan based on feedback. Will discuss at next Exec Council meeting on Monday, 17th.
  - Had a consultant do analysis on institutional advancement (development/fundraising). Sean Pierrie (sp?). A report will be provided in early March and used to move forward on development. This will be considered before putting out ad for the development position.
  - General Assembly session:
    - i. Budget issues - so far there is a recommendation for a modest increase related to workforce development and COLA. All that combined quite a large increase to our budget (although for UMCES modest). Balanced by a recommended cut of \$10 million to entire system.
    - ii. A few bills that include some UMCES specific work - oysters, social cost of carbon
  - Peter adds: Some action on climate change possible, but undefined at the moment. Perhaps some increase in percentage of power portfolio from renewables.
  - Mike W asked for a response from exec council on faculty standards.
  - Mike W requests a formal charge for looking into role of various categories in attending convocation.
  - Larry asked about any discussion of new bay crossing plans.
  - Peter adds: MDE discussed how to spend VW settlement that could offer opportunities.
3. Larry Sanford:
  - Held meeting in Annapolis about institutional assessment (Lynn and Larry chair this). Draft should be available by mid-March. Interested in presenting these results at convocation.
  - Next self-study is beginning very soon. Still on 5 year cycle. Self-study design will be reviewed in August and then actual study in 2020 and review team in 2021. If possible to talk about this at convocation.
  - Doing better in getting Testudo and course approvals done in timely way. Discussing standardizing number of credits for foundation courses. Also would like to better coordinate electives. Still too many courses being offered each semester (course cancellations).

- Looking into certificate offerings (4 possible):(1)there is a standard definition in U of M system of 12 credits of instruction. Usually there defined by area of study and suggested curriculum. Require enrollment at graduate school. If we offer this type of certificate, better to do through MEES program to leverage registrar, etc. (2)Many schools also have an arrangement where if you have 2 certificates you can qualify for a non-thesis master’s degree. So, thinking about self-funded non-thesis options. MEES has had a historical resistance to this option.Would need to send plans to Board of Regents, MHEC, and accreditation issues. (3)Also possibility of continuing education graduate credits that might be of interest (winter, summer, evening courses).(4) Last option ability to offer ad hoc workshops for credit.
  - Ken Paynter email about timing of responses to financial aid offers. There is an agreement with the Council of Graduate Schools, U of M system schools (UMCES has not yet joined) that you can’t require a response to offers before April 15th. We are the only campus not a signatory of this. *This does not apply by offer of admission, just financial aid.*
    - i. Mike Wilberg would like to have this as a discussion point, as it would be challenging to implement for research GRAs.
    - ii. Larry says that we can strongly encourage students to respond and explain that the timeliness of their response will influence fate of other students.
    - iii. Mike emphasizes that faculty have responsibilities on grants associated with student support and so timelines are critical.
  - Peter adds: worth pointing out that certificate program might attract state/federal agencies. Continuing education credits has a large market. 40th anniversary of MEES program - there was a summit in December that urged making these changes by summer so that they could be unveiled at an anniversary event.
  - Mike W: If we want to highlight new curriculum by an anniversary event will it be finalized by that time? We want to make sure reality matches celebration. Students and faculty are still very frustrated by implementation of the curriculum.
    - i. Larry responds that we have sorted a lot related to foundations, applied science course, professional development. Challenges are coming with elective courses and sequences of courses.
    - ii. Mike W requests a list of courses that satisfy various requirements.
    - iii. Larry says this is a communication issue as they do have the list and he can distribute.
4. Bailey and Harris Convocation planning:
- Reminder from Harris that convocation should offer some “goodies” and professional development that build up the faculty instead of just the business of UMCES.
  - Helen describes possibility of focusing on the three themes of the strategic plan; teaching, diversity and inclusion, science and policy.
  - Helen talks about our preference towards a focus on science and policy.
  - Lora talked about teaching pedagogy as well as diversity and inclusion
  - Feedback:

- i. Elizabeth provided feedback and advocated for diversity and inclusion topic as it informs teaching and policy arenas. In particular issues related to bias.
- ii. Peter Goodwin: so difficult for us to all get together and this time is precious. World cafe format with 2 or 3 topics discussed at the same time and then reporting in backdrop.
- iii. Larry Sanford: likes idea of addressing pedagogy is a good one , but time limited. Larry adds - wants to talk about action items from institutional assessment that is forward looking and get faculty feedback.
- iv. Elizabeth mentions zoom as format for other “convocation” style get together. Also emphasizes not silo’ing diversity issue - could have representative on science and policy panel who can speak to this - great idea!
- v. Jeff Cornwell: Lots of great examples of science to policy at UMCES and this could be good time to provide examples and showcase this work could be very useful. Having an honest discussion of how this works with a career (pros and cons). Lisa Wainger, Mike Wilberg, Elizabeth North, etc. Yes!
- vi. Mark Castro - supports idea that translates science to policy. Especially if there is emphasis on how to do it better. Lora responds - maybe Compass could help? Dave Nemazie mentioned Union of Concerned Scientists. Maybe make this a series of questions for panelists - How can we do this better? These are awesome ideas.
- vii. Sook from IMET: IMET tends to focus on entrepreneurship rather than policy. Different focus for their faculty. Mike W: Do we broaden to “Science to action”? Lora feedback: maybe this warrants its own convocation focus as there is widespread information. Mike W reminds us that next year IMET will host.
- viii. Dave Nemazie: Last year had Goodwin as main speaker. Do we want a different evening speaker? Not really - panelists will be big hitters
- ix. Discussion of how to handle moving forward on institutional assessment and strategic plan at convocation - action item will be for Lora and Helen to have a meeting with Nemazie and Sanford

#### 5. Mental Health Care options

- o Draft proposal from Amy and Christina:
  - i. Have a committee that compiles resources (in community and UMCES) to create a shared document that is also updated on a regular basis. Broad effort students, faculty, staff, and CA
  - ii. Seek approval now for committee to do this work with report due by fall semester
  - iii. Lora provides feedback: any discussion of more creative ideas like having social worker on contract to provide open hours on a monthly basis, etc.? This speaks to our challenges here at CBL where despite having lists of resources it doesn’t mean it is accessible as there is such short supply and few places take insurance.
  - iv. Elizabeth strongly supports. Larry also mentions that institutional assessment indicates we really needs this. Lora asks that committee lists which mental health workers will accept insurance as so many accept no insurance.

- v. Amy mentions part of timeline is to provide this resource to students at orientation.
- vi. Christina mentions that this is a primary issue for students and makes UMCES stand out against other institutions where these resources are more readily available.
- vii. Mike puts forward motion to approve with modification (consider creative ideas, include information on insurance). Elizabeth and Jeff second motion. All approve.
- viii. Looking for representation for this committee.

6. Mike W delaying discussion of role of UMCES wide meetings until we have a formal charge.

7. Still need discussion of including FRAs and ASEs in convocation

- o Mike has heard concerns that FRAs are not provided opportunities for professional development and inclusion in these events. Jerry F concurs.
- o Do we include FRAs? Mike's thoughts: great to be inclusive overall. Potential challenges
  - i. employed on grants, how do we account for their time for these meetings?
  - ii. Are topics from convocation of interest? Do we need to consider another way for this to happen?
- o Feedback from Jerry: Logistics, costs, some supervisors not ok with paying for this. In principal, they would like to be included. However, topics not universally of interest and attendance might not be of interest even if cost barriers were lifted. Jerry more in favor of having another event. Recommendation for this year: offer invitation and then collect data on who attends, but this could be risky. There is tension between FRAs and feeling excluded from UMCES events.
- o Mark Castro: What numbers are we talking about? Nemazie: could easily double numbers. Also, challenges if one person is supported to go and another isn't, that creates some tension.
- o This year some challenges: directors lab budgets and specifically space at CBL for this size of gathering. Logistically challenging to do.
- o Elizabeth suggestion: A delegation of FRAs from all of the labs to explore what convocation is like and whether it might be of value. 4 delegates from all of the labs. Mike W: Will contact lab directors to make sure this is supported.
- o Mark Castro: Another issue is postdocs/ARS. Nemazie said for Environmental Summit this wasn't an issue, ended up being 12-15 additional invites. Elizabeth: option to include this in mentoring plans
- o Mike will continue this discussion in email to make final decisions.

8. CUSF update

- o State law changed prescription drug coverage for retirees and this has impacted retired faculty. A fix is being explored.
- o USM faculty salary report created annually. Goal is to achieve faculty salaries that are at the 85th percentile of similar institutions (in the Carnegie classifications) of faculty salaries across institutions and this impacts funding/budget issues. UMCES has

traditionally not been included. Mike W has volunteered to try to include these at CUSF. Nemazie has some data on this. We are not close to this ranking.

- USM changing how they report faculty effort to state legislature. At the moment this faculty activity is restricted to 3 credit course teaching. They are trying to change this. Mike W is on a committee related to how to quantify service
- Plans for more formal risk management. Mandated training for all state employees but we don't have implementation yet. Title IX is an example but disconnects between what is in place versus what state requires.
- AIDS policy has not been updated and this is going to change.
- CUSF will be given broad guidance on use of course evaluations.

#### ACTION ITEMS:

- Mike W asked for a response from exec council on faculty standards.
- Mike W requests a formal charge for looking into purpose of UMCES-wide meetings and the role of various faculty categories in attending convocation.
- We would like to be in communication on April 15th deadline for graduate student support and issues related to grant supported GRA positions.
- Mike W requests a list of courses that satisfy various MEES requirements.
- Lora and Helen will move forward planning a convocation focused around science/policy
- Lora and Helen will request a call with Nemazie and Sanford to sort out agenda needs related to strategic plan and institutional assessment
- Senate can help facilitate finding representation for the mental health committee
- Mike W will initiate an email discussion to finalize decisions about ARS and FRA attendance at convocation.
- Mike W will seek input on whether a delegation of FRAs from the labs would be supported/feasible at exec level