

Faculty Senate Meeting

Monday, 14th May 2018

Horn Point Laboratory, Cambridge, MD.

Attending: Dave Secor, Jeff Cornwall, Jerry Frank, Helen Bailey, Lee Cooper, Dave Nemazie, Sook Chung, Mark Castro, Elizabeth North

Guest: Peter Goodwin

Agenda

UMCES Faculty Convocation

The Convocation is not in the UMCES Policy, but is central to what we do and the shared governance. Re-visit the purpose of the event, structure and then who we should invite. Dave S. would like the charge from the Executive Council so the senate can then develop policy and practices guidance to be more consistent.

Elizabeth North said the senate is to give a voice to the faculty that is independent of the lab directors. There was generally little opposition to including post-docs or potentially ARS or FRAs. However, lab directors need to be involved as they pay for the convocation travel and hosting. Also don't want other ranks to feel they would be obliged to come to the convocation.

Jeff said many grants require mentoring plan for post-docs so the convocation event could be a key part of that. Could look into these plans across the labs. HPL already has a plan.

Dave N. provided a reminder that not all ARS are equal. This rank can include senior PhD as well as post-docs. Dave S. said this then also leads to senior FRAs. Elizabeth N. pointed out that the FRAs are part of the scientific mission of UMCES. Elizabeth encouraged an invitation for all faculty ranks so that it focuses on the scientific enterprise and includes who the faculty senate represent. Jerry said that as the convocation is linked with the commencement it is considered academically focused and will likely have little interest from the FRAs.

Elizabeth said as a post-doc the convocation helped to broaden her view of the environmental issues and collaboration within UMCES. Helen agreed that the collaboration is important, particularly as the labs are physically separated, and that the smaller size of the current convocations helps with this. Jerry said they are considering a FRA retreat or joining it to another meeting, although this would increase the participant size.

Dave N. suggested broadening the discussion on participation to the MEES Colloquium and Commencement Ceremony too. Moving the events between labs means a lot of staff investment because the 4-year interval isn't frequent enough and often there is staff turnover in that timeframe. There might be a benefit to

having a single venue for some events to reduce the amount of resources spent on them. Many people felt strongly that visiting the different labs is an important part of the experience. Logistics of group size will be different at each lab. Typically about 70 professor rank and about 75% attend so there will generally be space for some ARS ranks. May not want to combine MEES Colloquium and UMCES Convocation because they involve the two different institutions MEES and UMCES. Mark C. pointed out that the MEES Colloquium is already very large so might not want to expand it further, but we are intimately involved in organizing them.

Peter said that considering why we have shared governance includes fostering a good working environment as well as anticipating issues and innovation. Need to ensure shared governance is working well, but is effective in terms of people's time. Peter agreed with the inclusive nature of it, but need innovation to ensure everyone is heard. These principles apply to all of the events including the Colloquium and Junior Faculty Retreat. We want people to feel part of the institution.

Peter agreed to setting out the charge, including all of the major meetings (convocation, commencement, colloquium and junior faculty retreat). Focus on UMCES practices and are there any similar institutions that deal with these issues. Open communication between the faculty senate and the executive council.

It was also discussed how consistency across labs within UMCES could be improved, for example promotion letters and promotion expectations. HPL has formed a small group of faculty so they can provide peer assistance to junior faculty to improve their promotion packages. Peter encouraged the faculty senate to look into performance metrics again, and discuss with lab directors.

Summary

The Faculty Senate is going to come up with a draft charge looking at collective faculty meetings, including Convocation, Commencement, Colloquium, and the junior faculty retreat and look for other models to increase resource efficiency for these events and innovations for larger events if necessary for the Executive Council.