



CALL TO ORDER

Senate Chair Laura Dugan called the meeting to order at 3:15 p.m.

Dugan welcomed new Senators. She reviewed the procedures and guidelines for the virtual Senate meeting including expectations, audio recording, discussion, and voting. She provided a brief overview of voting procedures using the TurningPoint platform.

ELECTION OF THE SENATE CHAIR-ELECT (ACTION)

Rochelle Newman and William Reed were identified as the candidates for Chair-Elect. Both candidates are from the College of Behavioral & Social Sciences (BSOS). Rochelle Newman was elected Chair-Elect.

APPROVAL OF THE MAY 4, 2021 SENATE MINUTES

The minutes were approved as distributed.

SPECIAL ORDER: PRESIDENTIAL BRIEFING

Dugan welcomed President Pines to provide his briefing.

President Pines thanked the Inauguration Committee, the Implementation Committee, the Division of University Relations, University Alumni Relations, the Office of Strategic Communications, and the staff at the Clarice Smith Performing Arts Center for their work on his inauguration events.

President Pines provided an overview of the five strategic announcements that he announced on Inauguration Day.

- The campus will be net carbon neutral by Earth Day in 2025;
 - The University vehicle fleet will be all electric by 2035.
- \$40 million will be invested in diverse faculty hires through the Faculty Advancement at Maryland for Inclusive Learning and Excellence (FAMILE) initiative;
- The Cole Field House football performance center will be named after University athletic trailblazers Billy Jones and Darryl Hill;
- \$200 million will be invested in the University's research and innovation ecosystem over a ten-year period; and
- The Arts for All arts initiative will be launched.

President Pines provided an update on COVID-19 testing and vaccination and guidance for returning to campus.

- In the past week, two cases tested positive for COVID-19 out of 6950 tests.
 - This is one of the lowest rates at the University during the pandemic.

- 100% of quarantine isolation housing is available for the first time since August 2020.
- 74% of campus community members who come to campus on a regular basis have received at least one vaccination.
 - Almost 50% of faculty and 60% of staff who come to campus are vaccinated.
- Every member of the campus community who comes to campus must be vaccinated by August 2, 2021 unless they have a religious or medical exemption.

President Pines provided an update on the Spring 2021 Commencement exercises.

- All colleges will hold virtual Commencement ceremonies.
- The main Commencement ceremonies will be held in person at Maryland Stadium on Friday, May 21, 2021.
 - The College of Arts & Humanities, the College of Behavioral & Social Sciences, the Robert H. Smith School of Business, the College of Education, the Office of Extended Studies, the Philip Merrill College of Journalism, and the School of Public Policy will hold their commencement exercises at 11:00 am.
 - The College of Agriculture and Natural Resources, the School of Architecture, Planning and Preservation, the College of Computer, Mathematical, and Natural Sciences, the A. James Clark School of Engineering, the College of Information Studies, the School of Public Health, and the Office of Undergraduate Studies will hold their commencement exercises at 4:00 pm.
 - Seating assignments will be socially distant.

President Pines provided an update on freshman enrollment for the 2021-2022 academic year.

- The largest number of applications was received in the history of the University.
 - Admissions were test-optional and used the Common Application.
- The University received a 56% increase in applications for Fall 2021.
- The incoming freshman class will be the largest in the history of the University by 600 students.
- Applications and confirmations for African-American and Latinx students increased from previous years.
 - African-American students represent 10.2% of the student population that has confirmed; and
 - Latinx students represent 9.2% of the student population that has confirmed.
- The University estimates a 3-5% summer melt for in-state students and 7-10% for out of state students.

President Pines thanked outgoing leaders for their service.

- Chair Dugan;
- Dan Alpert, outgoing President of the Student Government Association (SGA);
- Dan Laffin, outgoing President of the Graduate Student Government (GSG); and
- Luke Jensen, Founding Director of the LGBT Equity Center.
 - Jensen is retiring after 33 years on campus.

President Pines welcomed incoming leaders.

- Senate Chair-Elect Ellen D. Williams;
- Kislay Parashar, incoming SGA President;
- Tamara Allard, the incoming GSG President;
- New Senators;
- Incoming Senate Chair-Elect Rochelle Newman; and
- Incoming Senior Vice President and Provost Jennifer King Rice.

- Rice will begin her position as Provost on August 1, 2021.

President Pines shared that videos for the TerrapinSTRONG onboarding program have been developed and will be used going into the fall semester.

Dugan thanked President Pines for his presentation and opened the floor to questions.

Senators congratulated President Pines on his inauguration and leadership. Senators inquired if faculty members will be able to hood their doctoral students at the main Commencement ceremony.

President Pines stated that doctoral students will not be hooded at the ceremony. He noted that 1200 students who graduated in 2020 will also be recognized.

Senators asked if there has been bargaining with AFSCME for mandatory vaccination as a term of employment and inquired whether employees will be provided with information about the vaccine in languages other than English.

President Pines stated that the University is working on guidance for faculty, staff, and AFSCME, which should be released shortly. He stated that Spyridon Marinopoulos, Director of the University Health Center, is developing FAQ documents for the campus community that are expected to be released in multiple languages.

Senators expressed excitement about the University's emphasis on inclusive excellence and requested more information about the FAMILE program.

President Pines stated that FAMILE is a campus-wide initiative to create a more inclusive environment, increase the University's excellence, and reflect the student body served by the University by expanding representation for tenured/tenure-track faculty from underrepresented backgrounds.

Dugan stated that President Pines would take the two remaining questions.

Senators inquired how frequently the 4Maryland Guidelines will be updated for the fall semester and how closely the University will be following Governor Hogan's mandates. Senators inquired why the \$100 incentive provided by Governor Hogan to State of Maryland employees for vaccination was not provided to University employees. Senators noted that there has been hesitancy among some campus community members to be vaccinated.

President Pines stated that the University is constantly in contact with the Maryland Department of Health and Prince George's County and will be updating guidance for the campus community in the next few weeks. He stated that the University does not understand why the Governor's incentive was not provided to University System of Maryland employees. President Pines stated that the University has tried to overcome vaccine hesitancy by making the vaccine available to the members of the campus community and their families through partnerships between the University Health Center, the State of Maryland, and Prince George's County, and Safeway.

Dugan thanked President Pines and expressed gratitude for his leadership during the past year.

SLATES FOR THE 2021 TRANSITION ELECTIONS (SENATE DOCUMENT #20-21-44) (INFORMATION)

Dugan stated that all Senators and Deans should have received the slates and statements for all of the candidates running in the Transition Elections for the Senate's elected committees and councils on April 28, 2021, and with the meeting materials. She stated that all of the elected committee and council elections will be held online starting immediately after this meeting and provided instructions for online voting for the Transition Elections.

Nominations were taken from the floor for faculty, staff, and student representatives for the Senate Executive Committee (SEC), the Committee on Committees, the University Athletic Council, the Council of University System Faculty (CUSF), and the Campus Transportation Advisory Committee (CTAC).

Senator Hilsenrath, undergraduate student, College of Computer, Mathematical, & Natural Sciences, self-nominated as a candidate for the SEC.

Senator Sobalvarro, part-time undergraduate student, College of Computer, Mathematical, & Natural Sciences, self-nominated as a candidate for the SEC.

Dugan stated that Senators will have until 4:00 p.m. on Friday, May 14, 2021, to complete online voting. Winners will be announced after voting is closed.

REPORT OF THE OUTGOING CHAIR (INFORMATION)

Dugan reminded the Senate that at the beginning of her term as Chair in May 2020, she asked Senators to take their roles very seriously as many Senators are their constituencies' only lifeline to the campus community. She reminded Senators that she also promised to do the same and it became very clear early in her role as Chair that Senators did so. Dugan noted that this past year was important because the actions taken by the Senate were likely to set the tone for collaboration with the new administration for years to come. She stated that it became clear early on that President Pines is committed to establishing a collaborative relationship with the Senate to ensure that the University has a healthy commitment to shared governance. Dugan stated that nearly all policies and practices developed by the University are established with input from persons who will be affected by those policies and practices because of the commitment to shared governance.

Dugan stated that Senators can be very proud of their commitment to shared governance this year despite operating during a global pandemic, learning how to manage the virtual environment, managing children at home, caring for sick relatives, and working hard to avoid contagions.

Dugan provided an overview of the Senate's work in the past year.

- The Senate voted on 42 action items that have come out of Senate committees.
 - Only 12 pending charges remain, most of which were introduced in the Spring 2021 semester and will take time to complete.
 - This year's Senate session had the highest efficiency rate in at least the past decade.
- 21 new programs, program changes, or name changes were approved.
- Senate committees revised policies and procedures such as:
 - The Proposal to Review Policy and Practice Surrounding PTK Non-Renewals ([Senate Document #18-19-33](#));

- The Interim University of Maryland Policy on Leave Without Pay for Faculty ([Senate Document #19-20-26](#));
- The Review of the University of Maryland Policy and Procedures for the Establishment and Review of Centers and Institutes ([Senate Document #17-18-12](#));
- The University of Maryland Policy on Sexual Harassment and Other Sexual Misconduct ([Senate Document #20-21-03](#))
- The University of Maryland Procedures on Sexual Harassment and Other Sexual Misconduct ([Senate Document #20-21-08](#)); and
- The Review of the University of Maryland Policy and Procedures for the Use of Facilities and Outdoor Spaces and Guidelines for Expressive Activity ([Senate Document #20-21-11](#)).
- Committees also worked on new proposals to address the concerns of the campus community such as:
 - Support for Students Dealing with Difficult Life Decisions:
 - The Emergency Pass/Fail Guidelines for the University of Maryland ([Senate Document #20-21-33](#)); and
 - The Proposal to Establish a Consensual Relationships Policy ([Senate Document #18-19-37](#)).
- These efforts showed the Senate's responsiveness to the needs of the campus community during crises and provided protection to students under trying circumstances.

Dugan expressed appreciation for Senators' focus and enthusiasm for shared governance. She thanked members of the Senate committees and the committee chairs. Dugan stated that these leaders have ensured that the recommendations produced by the committees are based on research, best practices, and feedback solicited from those who would be affected by the recommendations and those responsible for implementing them. She thanked Senate Director Montfort for keeping all of the moving parts of the Senate engaged and allowing the Senate to focus on their specific roles while thoughtfully moving items forward.

REPORT OF THE INCOMING CHAIR (INFORMATION)

Chair Williams thanked Dugan for her service to the Senate and leading with grace and wisdom throughout the challenges due to the COVID-19 pandemic and in representing the Senate during the change in administration. Williams presented Dugan with a plaque in recognition of her service as Chair and invited Dugan to provide parting remarks.

Dugan thanked the Senate for the plaque.

Williams expressed her appreciation for the opportunity to serve as Senate Chair. She stated that the Senate will have another challenging year during the transition back to campus for which many decisions and adaptations will need to be made. Williams stated that the Senate will have the opportunity to build on the positive engagement that the Senate has already experienced with the University administration and use that connection to help inform and represent Senators' constituencies in the decisions ahead.

Williams stated that much of the work of the Senate takes place in Senate committees. All Senators will have the chance to learn about committee work and provide input. She noted that the agendas and documents provided prior to the meeting provide a wealth of information and that the work of the Senate can be most effective when the agendas and documents for each Senate meeting are

reviewed in advance. Williams stated that she is looking forward to working with the Senate in the upcoming year and thanked Senators for their willingness to serve.

Williams shared the Senate meeting schedule for the 2021-2022 academic year. The Senate tries to balance meetings between the Wednesday schedule and Tuesday/Thursday schedule so Senators do not have to miss all of the meetings because of class conflicts. Senate meetings will continue to be held from 3:15 p.m. - 5:00 p.m. Location and format will be determined based on Prince George's County Health Department guidelines for large group meetings at the start of the fall semester.

SPECIAL ORDER

Nate Burke

Chair, University of Maryland Sexual Assault Prevention Committee and Assistant Director, University Health Center

Tamara M. Saunders

Co-Chair, University of Maryland Sexual Assault Prevention Committee and Special Assistant and Training Manager for Policy and Prevention, Office of Civil Rights & Sexual Misconduct

Annual Update from the UMD Sexual Assault Prevention Committee

Williams welcomed Nate Burke, Chair of the University of Maryland Sexual Assault Prevention Committee and Assistant Director of the University Health Center, and Tamara M. Saunders, Co-Chair of the University of Maryland Sexual Assault Prevention Committee and Special Assistant and Training Manager for Policy and Prevention, to provide their presentation.

Saunders explained that the Sexual Assault Prevention Committee (SAPC) is a committee of stakeholders who meet monthly to implement and coordinate the University of Maryland's Sexual Assault Prevention Plan. She stated that the University continues to have an enduring senior leadership commitment to fulfill and enhance sexual assault prevention efforts.

Saunders provided an overview of the services provided by the Office of Civil Rights & Sexual Misconduct (OCRSM).

- OCRSM oversees and ensures compliance with Title IX regulations as well as federal and state civil rights laws.
- OCRSM receives and investigates complaints of sexual misconduct, discrimination, and harassment.
- All complaints of sexual misconduct, discrimination, and harassment should be reported to OCRSM.
- OCRSM is not a confidential resource.

Burke provided highlights of the services provided by Campus Advocates Respond and Educate (CARE) to Stop Violence.

- All services at CARE are free and confidential.
- CARE provides therapy and advocacy services for individuals;
 - Support and therapy groups;
 - A 24-hour crisis response number; and

- A victim assistance fund to cover costs survivors might incur.
- Education and outreach programs provided by CARE reach almost all of the first-year students by providing the Step UP! bystander intervention program presentation in UNIV100 courses and Honors programs.
 - Additional workshops for classes and student organizations are available.
- CARE provides programming on campus and with the community to raise awareness and visibility.
 - The Clothesline Project;
 - Purple Lights;
 - Take Back The Night; and
 - Self-care programs for LGBTQ identified and Black identified campus community members.
- CARE provides consultations about University resources on a regular basis.

Saunders provided background information on the joint President/Senate Sexual Assault Prevention Task Force.

- The Task Force was created in October 2016 to develop a comprehensive plan for sexual assault prevention and to determine an implementation plan.
- During the fall 2016 semester, the Task Force:
 - Focused on prevention programs and initiatives in place at that time;
 - Considered guidance from the federal government on sexual assault prevention efforts;
 - Reviewed education and training recommendations from an outside consulting firm;
 - Conducted interviews with administrators at peer institutions;
 - Held a forum to gather feedback from the campus community; and
 - Established an anonymous online comment form to gather additional input from the community members throughout the review.
- In Spring 2017, consultations continued and subcommittees were formed relative to programming, curricula, and communication plans.
- In March 2017, the Task Force approved the following recommendations:
 - Establishing SAPC to carry out the task force recommendations.
 - Sequential student programming as it pertains to undergraduate students, graduate students, and student organization training.
 - College action plans designed to raise awareness about sexual misconduct prevention resources, reporting options, and reporting obligations of faculty and staff within their respective colleges.
 - University-sponsored events, providing a series of opportunities to include prominent speakers, panel discussions, artistic performances, and other appropriate events.
 - A centralized prevention website to provide one easy to navigate location with information about University resources, services, policies, and other necessary information relative to sexual assault prevention efforts and sexual misconduct.
 - The Raise Your Voice messaging campaign.
- The Senate approved the Task Force report in April 2017.

Burke provided information on the implementation timeline.

- The initial launch of the five-year plan was delayed by a year due to staff vacancies.
- The University is currently completing year three of the implementation plan.
- The University is on track for completing the plan in five years.

- The committee has recently decided to revisit the implementation of the plan for the assessment of current training and prevention initiatives to continue strengthening efforts to integrate the experiences of marginalized populations.

Burke provided information about the current activities of SAPC.

- In 2020-2021, SAPC has:
 - Accomplished its optional second year undergraduate and student organization leadership programming;
 - Made progress on future goals including a Student Leader Summit to be launched next year; and
 - Created optional programming for fourth-year students.
- Current activities of SAPC include:
 - The Raise Your Voice Campaign;
 - A centralized website;
 - A log of activities that students or other parties at the University might be doing to raise awareness of sexual violence;
 - Creating and providing guides for College action plans;
 - Online training modules;
 - In-person training; and
 - University-wide programming and events.
- The CARE Office hosted a SAPC retreat to work with the SAPC on strategic planning and offer continuing education sessions.

Burke provided information on the Step UP! Training.

- 82% of first year students are trained in bystander intervention through the peer-led Step UP! Training in their first-year classes.
 - This percentage has increased slightly each year.
- The virtual environment allowed for smaller classes than in previous years.
- SAPC funds were used to pay students to present the training modules for the first time.

Saunders provided information about the Raise Your Voice website and updates on SAPC leadership and current activities.

- The task force report, information about members of SAPC, a calendar of SAPC activities, and meeting minutes can be accessed on the website.
- The website also provides information about prohibited conduct, where to seek support on-campus or off-campus, noting what resources are confidential, and resources to include sample statements in syllabi.
- Paul Gold, Associate Professor in the Department of Counseling, Higher Education, and Special Education will be serving as the faculty liaison for the College Action Plans along with Tammatha O'Brien, Principal Lecturer in the Department of Entomology.
- SAPC is looking forward to rolling out the toolkit of resources to the campus community over the summer.
- Third-year students will be preparing for their training but no plans are in place to make the training required.
 - SAPC may reevaluate this requirement going forward.
 - Training is also provided for graduate students, graduate assistants, faculty and staff, and new hires.

Burke thanked the Senate and encouraged Senators to reach out with any questions or to learn more about the work of SAPC.

Williams thanked Burke and Saunders and opened the floor for questions.

Senators thanked Burke and Saunders for their comprehensive presentation. Senators inquired if demographic data about sexual violence cases is available. Senators shared the opinion that having demographic data would enable the University to have more effective remedies.

Saunders stated that not all demographic data is collected but all annual reports are published on the OCRSM website. The reports focus on student sexual misconduct and staff and faculty data is not published. Saunders stated that the Title IX Officer continues to evaluate the type of data that is published. Data is also provided from a campus climate survey conducted every two years by the School of Public Health. Saunders stated that the Title IX Officer and the School of Public Health are currently reviewing the data.

Burke encouraged Senators to review the Task Force report on the Raise Your Voice website that produced the recommendations that the SAPC is implementing.

Senators inquired about what peer institutions within the Big 10 are doing for sexual assault prevention efforts and if the University may consider any of these options in the future.

Burke stated that the CARE Office is reviewing all of its curricula and programs in depth this summer to ensure that everything is up-to-date with the most recent research-based evidence. He stated that the University has been in frequent communication with peer institutions due to the changes in the Title IX regulations and to discuss what efforts could be on the horizon. Burke stated that SAPC will continue to look at bystander intervention training while considering the intersections of race and ethnicity.

Saunders noted that peer institutions are also focused on the new Title IX regulations. She stated that SAPC is considering participating in the Culture of Respect project through the National Association of Student Personnel Administrators (NASPA), which is a 2 year program that brings together institutions interested in ending campus sexual violence, and exploring more grant opportunities to enhance sexual assault prevention efforts.

Senators asked how the counseling provided by CARE overlaps with services offered by the University Counseling Center. Senators inquired how CARE reaches special populations such as international students and employees who speak English as a second language. Senators shared the perspective that some people may not feel comfortable coming to CARE because of concerns about retaliation.

Burke clarified that the primary distinction is that the CARE team works specifically with sexual violence or relationship violence. He stated that CARE tries to partner with all places where counseling is offered on campus, which may also refer people to CARE. Burke stated that the CARE office is a confidential resource that facilitates support services and provides prevention education materials. The CARE office is working to expand the materials by language and offers therapy and advocacy in Spanish. Burke stated that he shared information about CARE at an UndocuTERPS training session and encouraged campus community members concerned about retaliation to start with CARE because it is a confidential resource and does not share information.

Saunders shared that a number of University Human Resources trainers have received recent training from the Maryland Commission on Civil Rights to deliver quality training to individuals who might not have computer access. She stated that retaliation is strongly prohibited, and OCRSM encourages individuals to report. Saunders shared that she expects more proactive approaches will be developed to enhance prevention efforts and have a wider impact on the campus.

Burke shared his hope that campus community members will be receiving more comprehensive language through their respective Schools as SAPC builds upon the College Action Plan this summer.

Williams thanked Burke and Saunders for their presentation

NEW BUSINESS

Senator Smith, faculty, School of Public Health, shared the perspective that some campus community members may be concerned about the emergency use of the COVID-19 vaccination. He shared the perspective that the mandate that all campus community members must be vaccinated before returning to campus could be considered financial coercion and undue influence, and violate the principle of informed consent. Senator Smith expressed concern that essential workers and students may be afraid that expressing concerns about vaccination will cause a loss of employment or student status. He encouraged Senators to make their concerns known to the administration.

Williams clarified that the purpose of New Business is for Senators to introduce a motion for a specific action. She clarified that the vaccine mandate was decided and announced by the Chancellor of the University System of Maryland (USM) and applies to all students, faculty, and staff on campuses within the USM. The mandate allows for exceptions to be granted on the basis of medical or religious reasons. Williams stated that the University does not have the flexibility to make its own decision on whether vaccination should be required for the fall semester.

ADJOURNMENT

The meeting was adjourned at 4:54 p.m.