

## **University Senate**

November 5, 2014

### **Members Present**

Members present at the meeting: 107

### **Call to Order**

Senate Chair Brown called the meeting to order at 3:19 p.m.

### **Approval of the Minutes**

Chair Brown asked for additions or corrections to the minutes of the October 7, 2015 meeting. Hearing none, he declared the minutes approved as distributed.

### **Report of the Chair**

#### BOR Staff Awards

The Staff Affairs Committee is currently accepting nominations for the prestigious Board of Regents' Staff Awards. Eight individuals within the University System of Maryland will be selected as award recipients, including one non-exempt and one exempt staff member for each of the four award categories. Recipients will receive a \$1,000 award and system-wide recognition. Nomination packages must be submitted to the Senate Office by Friday, November 20, 2015. I encourage you to support your fellow staff colleagues and nominate a staff member for an award. Contact the Senate Office or visit the Senate website for more information. This is an excellent opportunity for our staff employees to be recognized for the amazing work that they do.

#### CIC Governance Conference

Past Chair Donald Webster, Senate Director Reka Montfort, and I attended the annual meeting Committee on Institutional Cooperation (CIC) Faculty Governance Leadership Conference at the University of Illinois at Urbana-Champaign from September 23 – 25, 2015. The topics for the meeting included: the role of academic leadership in college athletics; funding for higher education; disability resources and educational services; college affordability and accessibility; academic freedom and tenure; non tenure track faculty; open access to research articles; faculty benefits and compensation; shared governance; and interacting with the media. The meeting closed with an institutional roundtable that led to a proposal to sign a resolution to support the faculty of Iowa. After several iterations, the following schools initially signed on to the resolution: Indiana, Northwestern, Purdue, Michigan, Minnesota, Nebraska at Lincoln, Wisconsin at Madison, Illinois at Urbana-Champaign. Schools that did not sign off include: Iowa (was not at the conference), Maryland, Michigan State,

Ohio State, Penn State, and Rutgers. At the SEC meeting on Friday, October 30, the SEC voted to have me sign the resolution on behalf of the Senate Executive Committee. The resolution reads in part:

*"We call on the Board of Regents, State of Iowa to adhere to the principles of shared university governance and to ethical behavior and transparency."*

**Special Order of the Day**  
**Ken Ulman**  
**Chief Strategy Officer, Economic Development**  
***Our Fearless Idea: Transform College Park Into a Top College Town***

Chair Brown welcomed Ken Ulman, Chief Strategy Officer, Economic Development, to make his presentation.

Ulman thanked the Senate and noted his commitment to the redevelopment of College Park. Ulman provided an overview of what the University of Maryland has to offer including its location between Washington, DC, and Baltimore, its #19 ranking among national public universities, \$550 million in annual research expenditures, 38,000 students, and membership in the BIG10 athletic conference. He also highlighted efforts that promote entrepreneurship and innovation such as Startup Shell, which is a student-run incubator that includes 50 student companies, the Hinman CEOs Program, the Cupid's Cup, bitcamp, and Technica.

Ulman provided an overview of the redevelopment efforts including dynamic academic spaces, a public-private research hub, and a vibrant downtown community.

Dynamic Academic Spaces

- Cole Field House
- A. James Clark Hall
- Iribe Center for Computer Science and Innovation
- Edward St. John Learning and Teaching Center

Vibrant Downtown Community

- Landmark & Target Express
- Nando's Peri Peri, Milkboy at the Clarice, and Fat Pete's
- A food truck area
- Terrapin Row
- Cambria Hotel

Public-Private Research Hub

- Innovation District
- The Hotel at UMD
- The Rustic concert venue
- UMD Research Park

Opportunities to develop near the College Park Metro Station

- Housing and retail adjacent to the metro;

- Riverdale Park Station bridge connection to College Park metro;
- Riverdale Park Station (residential construction and Whole Foods)

#### Tech Companies Choosing College Park

- Immuta
- Talklocal
- Flexel

Ulman concluded by stating his enthusiasm for all that projects that are in the pipeline. He thanked the Senate for the opportunity to present.

**Special Order of the Day**  
**Wallace D. Loh**  
**President of the University of Maryland**  
***2015 State of the Campus Address***

Senate Chair Brown introduced Wallace D. Loh, President of the University of Maryland, to provide his 2015 State of the Campus Address. He noted several of the President's recent accomplishments including his election to the American Academy of Arts & Sciences and his recognition as one of the Washington Business Journal's Power 100 for the second consecutive year.

Student activists had noted their concerns for the cost of tuition, food, and rent and their desire for higher wages at the University of Maryland. President Loh stated that their message was heard and that he looked forward to meeting with them to discuss their concerns. He also thanked them for their commitment to social justice.

President Loh thanked Chair Brown, Director Montfort, and Parliamentarian Holum for their commitment to shared governance and the University Senate.

President Loh stated that he planned to provide an overview of how far we have come in the last five years; the current landscape of higher education; and our plans for the future.

#### Overview of Accomplishments Since 2010

- Entering credentials of students is the highest in the history of the university. He noted that their statistics included a 4.2 median GPA, a 1310 median SAT score, and that 70% of freshmen graduated in the top ten percent.
- The spring 2015 graduation rate was 86%, the highest ever in the history of the university.
- We have 44% diversity at the University. The graduation rate of underrepresented minorities was 79%, closing the achievement gap to 7%.

- Loh noted the work of faculty in transforming the general education program, expanding living and learning communities, and creating more research opportunities for freshmen.
- Loh commented on the excellence of the graduate students and the work of the Graduate School to provide opportunities for these students.
- Loh highlighted several accomplishments of the distinguished faculty, including eight faculty inducted into the National Academy of Science and Engineering, seven faculty inducted in the American Academy of Arts and Sciences, and ten faculty who received Guggenheim grants. He also noted the progress through the MPower initiative, which created 70 joint appointments between the university and the University of Maryland at Baltimore, generating \$80 million in research funding and joint companies.
- Loh provided an overview of several new facilities in research, housing, and educational equaling \$1 billion.
- Loh commented on the importance of our university being a STEAM university that includes the science, technology, engineering, arts & humanities, and math. He highlighted initiatives such as the DeVos Institute and the Phillips Collection.
- Loh also noted the importance of the move to the Big10 conference and the Committee on Institutional Cooperation (CIC), which has provided stability for athletics and increased academic opportunities for the university.
- Loh commented on the impact of the Great Recession on the university including a \$49 million total base budget cuts and \$60 million in one-time cuts. He stated that over the last 25 years our percentage of state support has decreased from 52% to 32%. The state share of tuition went from 70% to 47% because of the gradual decline of state investment in public higher education.
- Loh noted that since 2002, we have increased the number of degrees by 39% (undergraduate and graduate degrees). The funding per degree (state funding/tuition) declined by 21%, and state support for instruction declined by 40%, in terms of producing degrees. This efficiency and effectiveness is due to the hard work of the faculty and staff.

#### Current Landscape of Higher Education

- Loh noted that we are in a new “normal” where there will not be significant cuts but there will also not be any increases. Tuition will likely stay flat as well. He stated that he would fight for competitive salaries.
- Loh stated that we have to consider other revenue streams and review processes to streamline efficiencies. He commented on the work of the Flagship 2020 Commission and its working groups. These groups have been developing plans, but no decisions have been made and no actions have been taken. There will be extensive consultations with faculty, the University Senate, the deans etc.

- Loh commented on alternate revenues such as donations from fund-raising efforts, increased research funding (including restricted and proprietary research, partnerships with other universities, corporations, and government), and enrollment increases (international and out-of-state students). He noted that a \$10 million savings was equivalent to 40 faculty positions or 2,000 full-tuition scholarships. Loh also noted that increasing entrepreneurial programs could generate market-driven tuition revenue.
- Loh commented on efforts to reexamine administrative processes to serve faculty and staff better, cheaper, and faster. He commented that the email systems could be consolidated to save \$1 million. He also noted that procurement could be made more efficient to save 10% or nearly \$40 million.

#### Looking forward to 2020

- Loh provided an overview of his priorities moving forward.
- Students: He stated that the university would raise \$200 million to put towards financial aid. We will develop a comprehensive program for career readiness.
- Faculty & Staff: He stated that he would advocate for competitive compensation. He also stated that the university would establish a salary compression fund to address faculty inequity over the next three to four years. We will also support departmental operations through reinvestment of savings from efficiencies.
- Targeted research investments: He stated that we will set aside \$55 million to hire approximately 35 tenured/tenure-track faculty and 75 professional track faculty and support staff. These investments will be made strategically in areas such as global climate change, big data and cybersecurity, brain and behavioral neuroscience, and other interdisciplinary initiatives such as the contemporary African-American experience.

Loh concluded by stating that we must think anew and work together to come up with new ways to move this institution from the top 20 to the top 10. Loh stated that we are all Terps and we will advance one step at a time, sticking our neck out, thinking big, aiming high, and taking risks.

Chair Brown stated that President Loh and Ken Ulman would take questions from senators. He noted that only senators or those introduced by a senator could speak.

#### Q & A

Senator Cohen, faculty, College of Computer, Mathematical, and Natural Sciences, inquired about the difference between restricted and classified research, whether there is a policy change, and whether we already conduct restricted research.

Loh stated that we do not do classified research, only restricted research. Most institutions that do restricted research do it off campus. This is a possibility for another revenue stream, but we already conduct some restricted research, so this is not a policy change.

Senator Wang, undergraduate student, College of Arts & Humanities, introduced Colin Byrd, undergraduate student, who inquired whether his initiative in Howard County to ban sugary soft drinks on county property should be brought to the university.

Ulman responded that there are already several initiatives at the University that promote healthy options to students. He noted that there is likely additional progress to be made and he plans to advocate for that.

Byrd referenced the recent issue at the University of Missouri and recent racial tensions and inquired what role Maryland students play in that conversation. He noted that the Student Athlete Code of Conduct has provisions that regulate the free speech of student athletes. He inquired whether President Loh would support athletes who violated the code by standing in support of racial progress. Loh responded that different viewpoints should be able to be discussed civilly.

We need to be mindful of the other values that underpin a university environment, such as mutual respect, human dignity, safe environments where people can learn, and diversity and inclusion. It is the job of a university to maintain academic freedom and these other values. We must view the totality of the circumstances and the behaviors that follow for each situation. He noted that freedom of speech has never been absolute. These issues of race and tolerance need to be addressed. Loh stated that we have student-athletes, not just athletes, who have the same rights as any other student on our campus. Byrd also inquired about non-state revenue and whether student athletes should not be treated as slaves but rather be paid in light of the increased revenue in Athletics.

Loh responded that there are several active lawsuits on this issue. As a member of the Big10, he cannot comment on ongoing litigation. Whether student-athletes should be paid is a legitimate question that is being debated in the courts.

Byrd inquired about the name of the specific case against the Big10. Loh responded that the suit was against the NCAA and all football bowl division institutions including the Big10.

Senator Locke, exempt staff, stated her appreciation for the President's acknowledgement of University Relations and the balance of that with the other revenue streams. She also asked Ulman to clarify what the path is for small businesses or alumni to learn more about the redevelopment initiatives and opportunities.

Ulman thanked Locke for her work on the Iribe Center. He said that the redevelopment efforts have ignited interest in alumni who want to be more engaged. He also encouraged members of the campus community to email him at [kulman@umd.edu](mailto:kulman@umd.edu) to share information about business owners and alumni who might be interested in opportunities. He also stated that the Marketing

Department had established a website at <http://www.umd.edu/greatercollegepark/>, which has a video that was just produced. He encouraged members of the campus community to use those resources to capture the imagination of potential donors or other interested people.

Senator Bond, exempt staff, introduced Damon Evans, Senior Associate Athletic Director, who responded to comments by Colin Byrd. He stated that the University Athletic Council is vetting the Student Athlete Code of Conduct. The intent of the policy is not to limit the free speech of our athletes. He encouraged Byrd to meet with the Council about his concerns. Evans noted Athletics' commitment to protect student athletes and help them grow so that they can be productive in society. He also cautioned people from using the term slave with regard to student athletes. They have been given an opportunity to participate in athletics and earn a degree from a fine institution, which was not an opportunity afforded to slaves. He stated his willingness to listen to Byrd's specific concerns and commended President Loh for his support of Athletics.

Seeing no further questions, Chair Brown thanked President Loh and Ken Ulman for their presentations. He noted that the Senate looks forward to working with them to advance the University.

#### **Review of Interim University of Maryland Policy and Procedures Concerning Credit for Prior Learning (Senate Doc. No. 14-15-18) (Action)**

Charles Delwiche, Chair of the Academic Procedures and Standards Committee, presented the committee's revisions to the University of Maryland Policy and Procedures Concerning Credit for Prior Learning and provided background information.

Brown opened the floor to discussion of the proposal; hearing none, he called for a vote on the proposal. The result was 79 in favor, 4 opposed, and 3 abstentions. **The motion to approve the proposal passed.**

Chair Brown recognized the Chair-Elect, Jordan Goodman, who made a motion to extend the meeting by ten minutes. The motion was seconded. Brown opened the floor to discussion of the motion; hearing none, he called for a vote on the motion. He reminded senators that the motion required a 2/3 vote in favor to pass. The result was 76 in favor, 4 opposed, and 3 abstentions. **The motion passed.**

#### **Public Access Automated External Defibrillator Program (Senate Doc. No. 14-15-05) (Action)**

Erin Rooney-Eckel, Chair of the Campus Affairs Committee, presented the committee's recommendations regarding the automated external defibrillator program and provided background information.

Brown opened the floor to discussion of the proposal; hearing none, he called for a vote on the proposal. The result was 77 in favor, 3 opposed, and 5 abstentions. **The motion to approve the proposal passed.**

**Revision to the Senate Bylaws to include Postdoctoral Scholar Title within the Single Member Constituency for Entry-Level Professional Track Faculty (Senate Doc. No. 15-16-10) (Action)**

Jess Jacobson, Chair of the Elections, Representation, and Governance (ERG) Committee, presented the revisions to the Senate Bylaws and provided background information.

Brown opened the floor to discussion of the proposal; hearing none, he called for a vote on the proposal. The result was 78 in favor, 3 opposed, and 1 abstention. **The motion to approve the proposal passed.**

**New Business**

There was no new business.

**Adjournment**

Senate Chair Brown adjourned the meeting at 5:02 p.m.