August 31, 2016

MEMORANDUM

TO: University Senate Members

FROM: Jordan A. Goodman
Chair of the University Senate

SUBJECT: University Senate Meeting on Wednesday, September 7, 2016

The first meeting of the University Senate will be held on **Wednesday, September 7, 2016**. The meeting will convene at 3:15 p.m. in the Atrium of the Stamp Student Union. If you are unable to attend, please contact the Senate Office[1] by calling 301-405-5805 or sending an email to senate-admin@umd.edu for an excused absence. Your response will assure an accurate quorum count for the meeting.

The meeting materials can be accessed on the Senate Web site. Please go to http://www.senate.umd.edu/meetings/materials/ and click on the date of the meeting.

Meeting Agenda

1. Call to Order

2. Special Order: Presidential Briefing

3. Approval of the May 5, 2016 Senate Minutes (Action)

4. Report of the Chair

5. Special Order of the Day
   Reka Montfort
   Executive Secretary & Director
   University Senate
   Orientation: Senators, Senate Meetings, and Shared Governance

6. 2015-2016 Senate Legislation Log (Senate Doc. No. 16-17-01) (Information)

7. Senate Candidates Contact Information Requirement (Senate Doc. No. 15-16-19) (Information)

8. Consideration of a University of Maryland Weapons Policy (Senate Doc. No. 15-16-11) (Information)

9. Approval of the 2016-2017 Committee & Council Slates (Senate Doc. No. 16-17-02) (Action)

10. 2016 CUSF Replacement Election Slate (Senate Doc. No. 16-17-03) (Action) *[Ballots will be distributed at the meeting]*

11. 2016 Athletic Council Replacement Election Slate (Senate Doc. No 16-17-04) (Action) *[Ballots will be distributed at the meeting]*

12. PCC Proposal to Rename the Master of Arts in Hearing and Speech Science to Speech-Language Pathology (Senate Doc. No. 16-17-05) (Action)

13. Review of Faculty Leave Policies (Senate Doc. No. 14-15-31) (Action)

14. Special Order of the Day
    Keith Marzullo
    Chair, Restricted Research Subcommittee of the Research Council
    Restricted Research at the University of Maryland

15. Special Order of the Day
    Elizabeth Beise
    Associate Provost for Academic Planning
    Middle States Regional Accreditation

16. New Business

17. Adjournment

[1] Any request for excused absence made after 1:00 p.m. will not be recorded as an excused absence.

University Senate

May 5, 2016

Members Present

Members present at the meeting: 149

Call to Order

Senate Chair Brown called the meeting to order at 3:25 p.m.

Chair Brown noted that all senators should have received ballots for the special elections and a clicker for voting on regular business items. He welcomed the new senators and asked them to stand and be recognized for their service. Chair Brown gave a brief overview of how to operate the clickers for voting on action items, and senators conducted a brief trial.

Election of the Chair-Elect

Chair Brown introduced Daniel Falvey, Professor, Chemistry, College of Computer, Mathematical, and Natural Sciences (CMNS), and Isaak Mayergoyz, Professor, Electrical and Computer Engineering, A. James Clark School of Engineering (ENGR), as the candidates for Chair-Elect and thanked them for their willingness to serve. He opened the floor to nominations. Hearing no additional nominations, he requested that all voting senators vote on the Chair-Elect. Chair Brown announced that Daniel Falvey had been elected Chair-Elect.

Approval of the Minutes

Chair Brown asked for additions or corrections to the minutes of the April 28, 2016, meeting. Hearing none, he declared the minutes approved as distributed.

Report of the Outgoing Chair, Willie Brown

Chair Brown thanked the Senate staff and committee Chairs for their help this year and stated that it had been a privilege and a pleasure to serve as Chair.

Chair Brown stated that this year the goal was to abide by the principles of communication, inclusiveness, transparency, engagement, awareness, and trust. He noted that the Senate had accomplished a lot this year, but there is still more work that can be done.

Chair Brown noted that the job of the Senate is to advise the President. To do that, it is important to know how the University works, how the University System of Maryland (USM) works, and how the State works. This allows Senators to give an informed opinion on the variety of issues that come before the Senate. He asked new Senators to be as engaged as possible and learn as much as they can.

Chair Brown stated that the actions of today cannot be based on how things were done in the past and we have to look at who we currently are, the resources we have, and the obstacles we currently face. He encouraged Senators to look out for the best decision for the University as a whole when they vote on items facing the Senate.

Chair Brown introduced the incoming Chair, Jordan Goodman.

Goodman thanked Brown for his outstanding service and leadership over the past year and presented him with a token of appreciation.

Goodman congratulated Falvey and thanked Isaak Mayergoyz for running. He also thanked Don Webster, Past Chair, and Ken Holum, Parliamentarian for their service.

Goodman stated that part of the Senate is to give its members a broader perspective on how the University functions and encouraged Senators to come to meetings prepared and engaged in the topic so that meaningful discussion can take place. He added that the Senate hopes to introduce an online messaging service to facilitate discussions before each meeting. This will allow the big issues to be discussed at the Senate meeting and to raise the level of engagement across the Senate.

Special Elections

Chair Goodman thanked Terry Owen and the Nominations Committee for their work in developing the slates and the candidates who had agreed to run. He also encouraged senators to volunteer to serve on a senate committee. He then provided instructions on the process for the special elections.

Senate Executive Committee
Goodman requested that all voting senators take out the ballots for the vote of the Senate Executive Committee and strike out Daniel Falvey as a candidate because the Chair-Elect is a member of the SEC. He opened the floor to nominations.

Senator Stanley, undergraduate student, College of Behavioral and Social Sciences, nominated Maya Spaur, undergraduate student, College of Behavioral and Social Sciences.

Senator Allen, undergraduate student, Letters and Sciences, nominated Christian Knapp, undergraduate student, College of Behavioral and Social Sciences.

Hearing no further nominations, Goodman asked senators to complete their ballots.

Committee on Committees
Goodman asked all faculty, non-exempt staff, graduate student, and undergraduate student senators to take out the ballots for the vote of the Committee on Committees. He opened the floor to nominations. Hearing none, he asked the senators to complete their ballots.

Athletic Council

Goodman asked all faculty senators to take out the ballots for the vote of the Athletic Council. He opened the floor to nominations. Hearing none, he asked the faculty senators to complete their ballots.

Council of University System Faculty (CUSF)
Goodman asked all faculty senators to take out the ballots for the vote of the Council of University System Faculty (CUSF). He opened the floor to nominations. Hearing none, he asked the faculty senators to complete their ballots.

Campus Transportation Advisory Committee (CTAC)
Goodman requested that all faculty, non-exempt staff, and undergraduate student senators take out their ballots for the vote of the Campus Transportation Advisory Committee (CTAC). He opened the floor to nominations. Hearing none, he asked the senators to complete their ballots.

Chair Goodman stated that Reka Montfort would announce the results of the special elections by email following the meeting.

Goodman announced that the Senate meeting schedule for 2016-2017 had been finalized and would be emailed to senators. He reminded everyone that only senators or those introduced by senators may speak. For the record, each speaker should state his or her name and constituency prior to speaking.

Special Order of the Day
Mary Ann Rankin, Senior Vice President and Provost
Presentation on Proposed New Cybersecurity Initiative

Chair Goodman invited Mary Ann Rankin, Senior Vice President and Provost, to address the Senate.

Introduction

Rankin thanked the Senate for the opportunity to present on the proposed new cybersecurity initiative.

Rankin explained that she was going to send this information to the Research Council to be studied further and brought back to the Senate for a vote in the fall semester.

Rankin stated that the administration had been hearing that the University should be a major force in cybersecurity due to its location and connection with federal agencies. She noted that the University had currently not stepped into this role in the way that it could. This initiative will educate students and area professionals about an important issue in today's society.

Rankin noted that Michael Wertheimer, Professor of the Practice, joined the University a couple years ago as an advisor on this project. He met extensively with people on campus in order to develop the cybersecurity initiative.

Rankin stated that the whole plan is a very broad initiative that will be implemented in parts. She noted that one of the major sections would be in executive education which would help educate area business leaders and would also generate revenue for the University. This could also generate partnerships that would help advance the other areas of the initiative.

Leadership of the Maryland Global Institute for Cybersecurity

Rankin stated that the Senior Vice President and Provost would be the overarching leader of the entire initiative. There would be two co-directors: one to oversee the externally facing programs and one to oversee the internally facing programs. External programs include the executive education and corporate relations sections while the internal programs include academic- and research-based sections.

Rankin noted that she would like Senate feedback on the overarching leadership, but noted that that would be something for the future since all programs will not be starting at the same time.

Federally Funded Research and Development Center (FFRDC)

Rankin noted that the University had already partnered with the National Institute of Standards and Technology (NIST) and The MITRE Corporation to create the FFRDC on cybersecurity that is based at Shady Grove. There is a possibility of a great deal of research funding that can come out of the FFRDC.

Executive/Corporate Programs

Rankin noted that the executive and corporate programs do not exist yet, but that the money generated from these programs would feed back into the research and academic portions of the programs. She added that there is a huge need for these programs.

Rankin stated that in addition to the executive programs, there would be a high-level journal regarding cybersecurity issues and challenges and a weekly newsletter that would be sent to interested parties concerning immediate issues that business and government leaders need to be aware of on a regular basis.

Rankin said that corporate programs would involve partnerships in which research staff could work on contracts with guidance from faculty and other partners in order to help the corporations. This would encourage incubators, start-ups, and other applied research. The development would be on policy as well as technology and would involve the whole campus.

Cybersecurity Curriculum

Rankin stated that the outward-facing programs would help many areas of campus, including the College of Behavioral and Social Sciences, the College of Arts and Humanities, and the College of Journalism, to build curriculum related to cybersecurity.

How the University Establishes the Programs

Rankin stated that the University has to decide whether or not it wants to do work for contractors and government agencies as was previously described. Much of this research would be restricted research that cannot be published because it is proprietary. Rankin noted this point would be discussed by the Research Council.

Rankin stated that the University had already obtained some funding through Senate Bill 1052. She added that this research would likely require off-campus space. She stated that the Chancellor is planning to change the University System of Maryland policy on restricted research, but it would still be important to get campus opinion.

Rankin added that the University is already developing a curriculum in cybersecurity in terms of mutually open online courses (MOOCs) that could be expanded.

Rankin also noted that the Advanced Cybersecurity Experience for Students (ACES) program.

Q&A

Senator Kaplan, faculty, College of Behavioral and Social Sciences, asked how much of this is appropriate for a public research university instead of a private corporation. He raised concerns about the appropriateness of off-campus restricted research and asked about the financial benefits, costs, and risks associated with the initiative.

Senator Keleher, faculty, College of Computer, Mathematical, and Natural Sciences, introduced Jonathan Katz, Director of the Maryland Cybersecurity Center, who raised several concerns including the relationship between the new program and existing programs and coordination with various entities. He stated that this initiative is sending resources to areas on the exterior instead of existing programs like computer science and computer engineering.

Senator Lathrop, faculty, College of Computer, Mathematical, and Natural Sciences, stated that this creates a mixed campus environment of us and foreign members; significant legal consideration with regard to export control; and noted that most of what we do is scholarly work that is openly published.

Senator Locke, exempt staff, stated that the fundraising is in silos and talked about incentivizing collaboration when looking at talking externally to corporations.

Senator Halperin, faculty, College of Computer, Mathematical, and Natural Sciences, commended Provost Rankin on working on this area and its value to society. He noted that the different streams need to work together collaboratively. He asked people to think about the quality of the people that need to be hired and encouraged Michael Wertheimer to work with a small group of collaborative people.

Senator Evanusa, graduate student, College of Computer, Mathematical, and Natural Sciences, stated that such a large initiative would direct research towards cybersecurity and away from other topics in computer science, engineering, etc.

New Business

There was no new business.

Adjournment

The meeting was adjourned at 4:46 p.m.

Orientation: Senators, Senate Meetings, and Shared Governance

What is Shared Governance?

Shared governance at the University means governance shared among faculty, staff, students, and administrators at all levels, and includes forming and articulating a vision for the University.

What does the Senate do?

The Senate advises the President of the University

- Policy Matters
- Guiding Documents for the University (Strategic Plan, Climate Action Plan, etc.)
- Academic Programs (General Education Program, Program Changes, etc.)

Who runs the Senate?

- Chair & Chair-Elect elected by the full Senate
- Director of the Senate
- Parliamentarian-Advisor
- Senate Executive Committee (SEC)
- Senate Staff help organize the committees and coordinate Senate elections and committee volunteer process

Who is on the Senate?

- Faculty
- Staff
- Students
- Single-member constituencies
- Deans
- Non-voting ex-officios

Senate Executive Committee

- Consists of faculty, staff, student reps
- Elected each year for a 1 year term
- Also includes Chair-Elect, Parliamentarian, Director, President's rep & Provost's rep
- Run by Chair of the Senate
- Sets the agenda for Senate Meetings

Standing Committees

- Academic Procedures & Standards
- Campus Affairs
- Educational Affairs
- Elections, Representation, & Governance
- Equity, Diversity, & Inclusion
- Faculty Affairs
- Programs, Curricula, & Courses
- Staff Affairs
- Student Affairs
- Student Conduct

How do I find out what the Senate is working on?

- The Senate Office maintains a legislation tracking system at http://www.senate.umd.edu/senateBills/
- Search for past bills
- Review current bills
- Shows stages of review and approval
- Includes links to related documents

Councils

- Councils are joint bodies between the Senate and Administrative Offices
- Serve as an advisory board to campus administrators
- Council recommendations on campus policies typically come through the Senate for review/approval
  - i) IT Council
  - ii) Library Council
  - iii) Research Council
  - iv) Athletic Council

Senate Meetings

- 3:15-5pm in the Stamp Student Union *(rooms vary)*
- Meetings alternate between the MW and TUTH class schedule
- www.senate.umd.edu/meetings/schedule.cfm

Senator Responsibilities

- **Attend Monthly Senate Meetings**
  - i) If you cannot make a meeting, send an email to senate-admin@umd.edu for an excused absence
- **Review materials prior to each meeting**
  - i) Materials are posted on the Senate website
  - ii) A link to the materials is emailed one week prior to each meeting
- **Be engaged**
  - i) Suggest topics for presidential briefings
  - ii) Contribute to discussions
- **Take information back to constituents**

What's going on this year?

- Recommendations from the Joint Provost/Senate Underrepresented Diverse Faculty Task Force
- Review of the Policy on Intellectual Property
- Restricted Research Policy
- Policies and Procedures Governing Preferred/Primary Names and Sex/Gender Markers in University Databases
- Clarification and Codification on Declining Honor Pledge
- Recommendations from the Joint President/Senate Sexual Assault Prevention Task Force
- Use of Visiting Faculty Titles for Professional Track Faculty Appointments
- Review of the Faculty Merit Pay Policy
- Several College Plan of Organization Reviews

Where does the Senate fit in?

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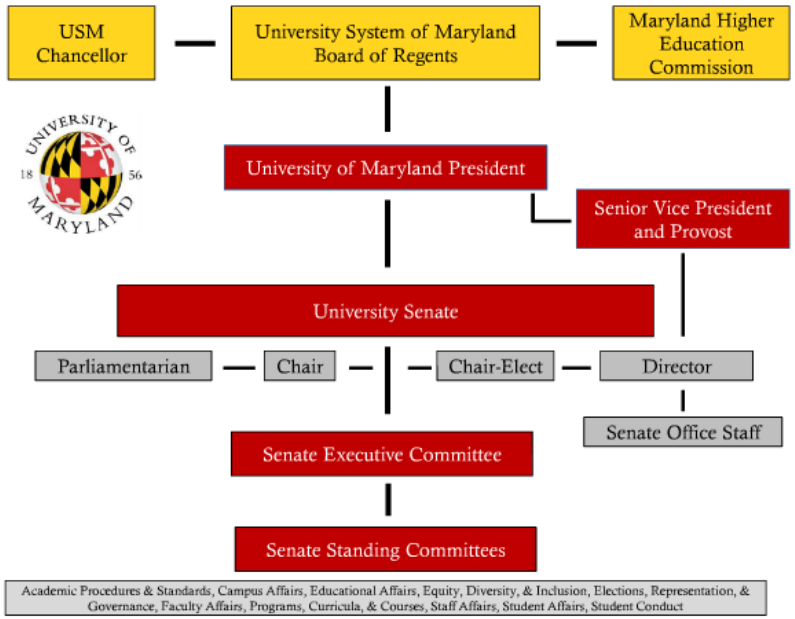

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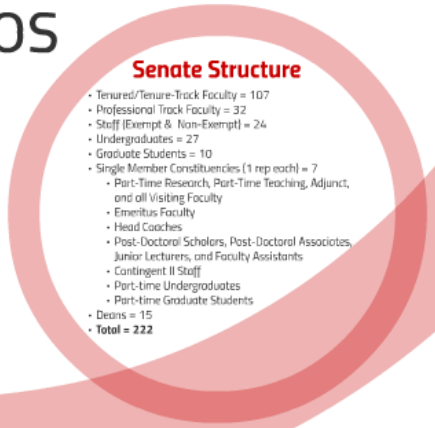

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Senate Structure

- Tenured/Tenure-Track Faculty = 107
- Professional Track Faculty = 32
- Staff (Exempt & Non-Exempt) = 24
- Undergraduates = 27
- Graduate Students = 10
- Single Member Constituencies (1 rep each) = 7
  - Part-Time Research, Part-Time Teaching, Adjunct, and all Visiting Faculty
  - Emeritus Faculty
  - Head Coaches
  - Post-Doctoral Scholars, Post-Doctoral Associates, Junior Lecturers, and Faculty Assistants
  - Contingent II Staff
  - Part-time Undergraduates
  - Part-time Graduate Students
- Deans = 15
- **Total = 222**

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What do committees do?

- Help address the concerns of the various constituencies in the campus community
- Analyze issues brought to the SEC
- Research and do the bulk of the work that the Senate reviews
- Make recommendations to the SEC and full Senate for changes, etc.
- Committee meetings are generally open
- Committee materials are considered working documents and thus are not released publicly until the committee generates its report

Who is on the committees?

- Committee chairs are Senators appointed by the Senate Chair
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- Minutes
- Committee Reports
  - i) Transmittal & Report
  - ii) Appendices
- Slides/information for special order presentations

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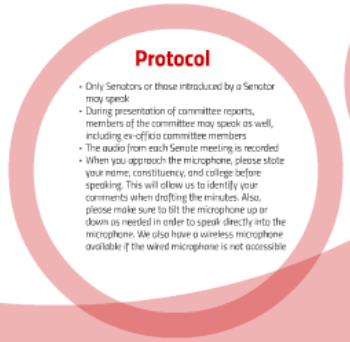

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What do senators do at Senate Meetings?

The Chair will open the floor to discussion on each agenda item

- Senators may approach the microphone, state your name, constituency and college if you wish to make a comment
- Senators can also introduce a non-Senator to speak
- Ex-officio members are welcome to speak on the floor (deans, etc) without introduction

The Chair will open the voting period on each agenda item

- Senators will use your clicker to vote (1: in favor, 2: opposed, 3: abstain)

Protocol

- Only Senators or those introduced by a Senator may speak
- During presentation of committee reports, members of the committee may speak as well, including ex-officio committee members
- The audio from each Senate meeting is recorded
- When you approach the microphone, please state your name, constituency, and college before speaking. This will allow us to identify your comments when drafting the minutes. Also, please make sure to tilt the microphone up or down as needed in order to speak directly into the microphone. We also have a wireless microphone available if the wired microphone is not accessible

New Initiatives

- Presidential Briefings
- Senate Meeting Summaries (Word/PDF/ PowerPoint)
- Meetings with Senator Constituency Groups
- Action Item Surveys/Slack
- PDF Portfolio/Combined PDF
- Separation of Appendices
- SEC/Cabinet Retreat

What's going on this year?

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University Senate
TRANSMITTAL FORM

Senate Document #:	16-17-01
PCC ID #:	N/A
Title:	2015-2016 Legislation Log
Presenter:	Senate Office
Date of SEC Review:	August 30, 2016
Date of Senate Review:	September 7, 2016
Voting (highlight one):	Informational item – no vote is necessary
Statement of Issue:	The Senate Legislation Log is an overview of the work brought to the Senate during the 2015-2016 academic year. The log shows all completed legislation as well dates of subsequent approvals following Senate approval. In addition, there is a table of continuing legislation that was not completed last year but will continue into the 2016-2017 academic year.
Relevant Policy # & URL:	N/A
Recommendation:	The Legislation Log is provided for informational purposes.
Committee Work:	N/A
Alternatives:	N/A
Risks:	N/A
Financial Implications:	N/A
Further Approvals Required:	N/A

Completed University Senate Legislation 2015-2016

Senate Document Number	Action	Date of Senate Meeting Action	Disposition	Approval Date(s)	Completion Date
10-11-56	Review of the Maryland Fire and Rescue Institute (MFRI) Plan of Organization	4/20/2016	Presidential Approval	4/21/2016	4/21/2016
12-13-50	Review of Faculty Salary Inequities	3/9/2016	Presidential Approval	3/22/2016	3/22/2016
14-15-05	Public Access Automated External Defibrillator Program	11/10/2015	Presidential Approval	11/20/2015	11/20/2015
14-15-13	PCC Proposal to Establish a New Area of Concentration in Music Education for the Ph.D. in Music	12/11/2014	Presidential Approval Chancellor's Approval MHEC Approval	12/17/2014 3/13/2015 10/7/2015	10/7/2015
14-15-16	Review of the Interim Sexual Misconduct Student Procedures	4/28/2016	Presidential Approval	5/13/2016	5/13/2016
14-15-21	Proposed Policy on Excused Absence	4/28/2016	Presidential Approval	5/6/2016	5/6/2016
14-15-22	Revision of the University of Maryland Undergraduate Student Grievance Procedure	4/20/2016	Presidential Approval	4/21/2016	4/21/2016
14-15-25	PCC Proposal to Establish a Bachelor of Science in Information Science	4/8/2015	Presidential Approval BOR Approval MHEC Approval	4/15/2015 10/9/2015 2/19/2016	2/19/2016
14-15-26	Review of the Interim Sexual Misconduct Staff Procedures	4/28/2016	Presidential Approval	5/13/2016	5/13/2016
14-15-27	Review of the Interim Sexual Misconduct Faculty Procedures	4/28/2016	Presidential Approval	5/13/2016	5/13/2016
14-15-29	Suggested Revision to the Academic Clemency Policy	4/20/2016	Presidential Approval	4/21/2016	4/21/2016
14-15-35	Apportionment of the University Senate	N/A	Complete: The SEC voted to accept the report and send it to the Senate Office for implementation in the next election cycle.		11/23/2015
14-15-37	Revisions to the Smith School of Business (BMGT) Plan of Organization	4/28/2016	Presidential Approval	5/6/2016	5/6/2016
15-16-01	2014-2015 Legislation Log	9/10/2015	Complete: The Senate reviewed the 2014-2015 Legislation Log as an informational item.		9/10/2015
15-16-02	Approval of the 2015-2016 Committee & Council Slates	9/10/2015	Presidential Approval	9/11/2015	9/11/2015
15-16-03	Request for Extension of the Excused Absence Policy for Military Service	N/A	Complete: The SEC voted to amend a related charge (Senate Doc. No. 14-15-21) to APAS Committee and Student Affairs Committee to include the consideration of military obligations.		8/26/2015
15-16-04	Revisions to the IT Council Section of the Senate Bylaws	3/9/2016	Presidential Approval	3/18/2016	3/18/2016
15-16-05	Modify the Membership of the University Library Council to Include a Representative of the Division of Information Technology	2/11/2016	Presidential Approval	2/18/2016	2/18/2016
15-16-06	PCC Proposal to Establish a New Area of Concentration in International Relations for the Bachelor of Arts in Government and Politics	10/7/2015	Presidential Approval Chancellor's Approval MHEC Approval	10/8/2015 12/11/2015 3/18/2016	3/18/2016
15-16-08	Review of Interim University of Maryland Non-Discrimination and Disability & Accessibility Policies and Procedures	N/A	Complete: The Senate Office divided the charge into two separate proposals.		3/24/2016
15-16-09	Review of Shared Governance Procedure Implementation	4/20/2016	Complete: The Senate reviewed this report as an informational item.		4/20/2016
15-16-10	Revision to the Senate Bylaws to include the Post-Doctoral Scholar Title within the Single Member Constituency for Entry-Level Professional Track Faculty	11/10/2015	Presidential Approval	11/20/2015	11/20/2015
15-16-12	PCC Proposal to Establish a Post-Baccalaureate Certificate in Digital Studies in the Arts and Humanities	12/9/2015	Presidential Approval Chancellor's Approval MHEC Approval	12/14/2015 2/10/2016 6/29/2016	6/29/2016
15-16-13	PCC Proposal to Rename the "Master of Library Science" to the "Master of Library and Information Science	12/9/2015	Presidential Approval Chancellor's Approval MHEC Approval	12/14/2015 1/21/2016 3/28/2016	3/28/2016
15-16-14	Nominations Committee Slate 2015-2016	12/9/2015	Complete: The Senate voted to approve the Nominations Committee Slate.		12/9/2015
15-16-15	Revision to the Senate Bylaws to add Visiting Faculty to the Part-Time Professional Track Faculty Single Member Constituency	12/9/2015	Presidential Approval	12/14/2015	12/14/2015
15-16-16	PCC Proposal to Establish a Master of Science in Business Analytics	2/11/2016	Presidential Approval Chancellor's Approval MHEC Approval	2/18/2016 4/15/2016 6/29/2016	6/29/2016

15-16-18	Modify the Membership of the Information Technology Council to include a Representative of the University Libraries	3/9/2016	Presidential Approval	3/18/2016	3/18/2016
15-16-20	Transition Meeting Slate 2016	5/5/2016	Complete: The Senate conducted the elections.		5/5/2016
15-16-22	Structural Improvement to Single Member Constituencies	N/A	Complete: The SEC voted to send a response to the proposer.		2/19/2016
15-16-23	Proposal to Raise Wages for Working Students	N/A	Complete: The SEC voted against a resolution in support of the proposal.		4/4/2016
15-16-24	Proposal for Transparency in Campus Diner Food Production	N/A	Complete: The SEC reviewed the response from the Division of Student Affairs as an information item.		3/21/2016
15-16-26	Update to the Strategic Plan for the University of Maryland	4/7/2016	Presidential Approval	4/20/2016	4/20/2016
15-16-28	Review of the Interim University of Maryland Non-Discrimination Policy and Procedures	4/28/2016	Presidential Approval	5/6/2016	5/6/2016
15-16-29	Review of the University of Maryland Disability & Accessibility Policy and Procedures	4/28/2016	Presidential Approval	5/6/2016	5/6/2016
15-16-30	Revisions to the University of Maryland Sexual Misconduct Policy	4/28/2016	Presidential Approval	5/13/2016	5/13/2016

Pending University Senate Legislation 2015-2016

Senate Doc #	Name	Requester	Reviewing Committee	Date Received	Senate Status
Legislation Reviewed from Prior Years					
10-11-36	Review of the Policy on Intellectual Property	Elisabeth Smela	Research Council	12/9/2010	Under Review.
12-13-11	Proposal to Establish a Policy of Mandatory Parental Leave for Graduate Assistants	David Colon-Cabrera	Graduate Council	8/31/2012	Under Review.
12-13-37	Revisions to the College of Information Studies (INFO) Plan of Organization	College of Information Studies (INFO)	Elections, Representation, & Governance (ERG) Committee and Faculty Affairs Committee	12/18/2012	Under Review.
13-14-05	Revisions to the College of Education (EDUC) Plan of Organization	College of Education (EDUC)	Elections, Representation, & Governance (ERG) Committee and Faculty Affairs Committee	9/3/2013	Under Review.
13-14-37	Revisions to the School of Public Health (SPHL) Plan of Organization	School of Public Health (SPHL)	Elections, Representation, & Governance (ERG) Committee and Faculty Affairs Committee	9/2/2013	Under Review.
13-14-38	Revisions to the University of Maryland Libraries (LIBR) APPS Section / Plan of Organization	University of Maryland Libraries	Faculty Affairs Committee	2/2/2015	Under Review.
14-15-03	Policies and Procedures Governing Preferred/Primary Names and Sex/Gender Markers in University Databases	Luke Jensen	Equity, Diversity, & Inclusion (EDI) Committee	8/19/2014	Under Review.
14-15-23	Revisions to the College of Arts & Humanities Plan of Organization	College of Arts & Humanities (ARHU)	Elections, Representation, & Governance (ERG) Committee and Faculty Affairs Committee	11/4/2014	Under Review.
14-15-31	Review of Faculty Leave Policies	Faculty Affairs Committee	Faculty Affairs Committee	3/4/2015	Under Review.
14-15-38	Revisions to the School of Architecture, Planning, and Preservation (ARCH) Plan of Organization	School of Architecture, Planning, and Preservation (ARCH)	Elections, Representation, & Governance (ERG)	4/8/2015	Under Review.
Legislation Reviewed from 2015-2016					
15-16-07	BOR Staff Awards 2015-2016	Council of University System Staff (CUSS)	Board of Regents (BOR)	9/30/2015	Under Review.
15-16-11	Consideration of a University of Maryland Weapons Policy	University Senate Office	Campus Affairs Committee	10/21/2015	Under Review.
15-16-17	Use of Visiting Faculty Titles for Professional Track Faculty Appointments	ERG Committee	Faculty Affairs Committee	12/15/2015	Under Review.
15-16-19	Senate Candidates Contact Information Requirement	Ronald Lee Aughenbaugh II, Staff, Division of IT	Elections, Representation, & Governance (ERG) Committee	12/14/2015	Under Review.
15-16-21	2016 Council of University System Staff Elections	Staff Affairs Committee	Senate	2/2/2016	Under Review.
15-16-25	Telework Guidelines and Protocol	Staff Affairs Committee	University Human Resources	3/3/2016	Under Review.
15-16-27	PCC Proposal to Establish a Bachelor of Arts in Public Policy	PCC Committee		3/21/2016	Pending Approval. Waiting on Chancellor's Approval, MHEC Approval
15-16-31	Clarification and Codification on Declining Honor Pledge	Chuck Englehart, Part-Time Graduate Student	Educational Affairs Committee	3/24/2016	Under Review.

University Senate
TRANSMITTAL FORM

Senate Document #:	15-16-19
Title:	Senate Candidate Contact Information Requirement
Presenter:	Jess Jacobson, Past Chair, ERG Committee
Date of SEC Review:	August 30, 2016
Date of Senate Review:	September 7, 2016
Voting (highlight one):	1. On resolutions or recommendations one by one, or 2. In a single vote 3. To endorse entire report 4. For information only
Statement of Issue:	In December 2015, a proposal was submitted to the Senate Executive Committee (SEC) to revise Senate election procedures to provide full names and contact information for all candidates running for election on each ballot, so that voters may contact candidates prior to casting a vote. The proposal raised concerns related to the campus community's ability to accurately identify and contact those individuals running for election to the Senate and suggested the proposal would improve informed choices by voters. The SEC reviewed the proposal in January 2016 and charged the ERG Committee with considering the proposal and making any appropriate recommendations related to Senate election procedures.
Relevant Policy # & URL:	Not Applicable.
Recommendation:	The ERG Committee voted unanimously that the University Senate should not revise its procedures for Senate elections to include candidate contact information on the ballot. The ERG Committee affirms that the current procedures followed for Senate elections are appropriate and should continue.
Committee Work:	The ERG Committee began its review in February 2016. It met with the Senate Director on current elections practices, and consulted with the proposer for additional information. The committee reviewed example ballots from the spring 2016 elections and discussed the principles related to expectations for Senators and candidates as it considered the charge.

	The Senate began conducting its elections online in 2008, using a system that provides online applications and voting. The system links with the University Directory, which automatically populates a candidate's information. The candidate's contact information is collected for administrative purposes, and the name and unit of the candidate appear on the ballot during the election, along with the optional 250-word candidacy statement. The Senate has received very few requests for candidate contact information in the past, and candidates are not required to respond to inquiries as part of their candidacy. The ERG Committee found that the ballots provide sufficient information for candidate contact information to be found through the University Directory or common online search tools. The committee focused its deliberation on the principles of representation and access. The ERG Committee agreed that it is expected that Senators be available to their constituents, but noted that the same expectation does not apply to candidates. The committee raised concerns that including contact information could discourage potential candidates. The committee also noted that the proposed changes raise concerns for ballots in student elections, where privacy may be a factor. After consideration, the ERG Committee found that contact information is readily available through the University Directory and common online search tools. The ERG Committee noted that including contact information on the ballots may discourage candidates by changing how potential candidates perceive the election process. On May 9, 2016, the ERG Committee voted unanimously to recommend that no changes be made and the current ballot procedures continue.
Alternatives:	Not Applicable.
Risks:	There are no associated risks.
Financial Implications:	There are no financial implications.
Further Approvals Required:	Not Applicable.

Senate Elections, Representation, & Governance Committee

Report on Senate Document #15-16-19

Senate Candidate Contact Information Requirement

August 2016

2015-2016 ERG Committee Members

Jess Jacobson, Chair
Kathleen Denz, Ex-Officio VP IRPA Rep
Deidra Adams, Ex-Officio Director of Human Resources Rep
Alice Altstatt, Faculty
Virginia Brown, Faculty
Toby Egan, Faculty
Charles Fenster, Faculty
Andrew Horbal, Faculty
Anne Raugh, Faculty
Holly Rollins, Exempt Staff
Cliffornia Royals Pryor, Non-Exempt Staff
Kevin Fitzgerald, Graduate Student
Kimberley Hannah, Graduate Student
Sudeep Roy Choudhury, Undergraduate Student
Leslie Joy, Undergraduate Student

BACKGROUND

In December 2015, a proposal was submitted to the Senate Executive Committee (SEC) to revise Senate election procedures to provide full names and contact information for all candidates running for election on each ballot, so that voters may contact candidates prior to casting a vote. The proposal raised concerns related to the campus community's ability to accurately identify and contact those individuals running for election to the Senate and suggested the proposal would improve informed choices by voters. The SEC reviewed the proposal in January 2016 and charged the ERG Committee with considering the proposal and making any appropriate recommendations related to Senate election procedures (Appendix 1).

COMMITTEE WORK

The ERG Committee began its review in February 2016. It consulted with the Director of the Senate on current practices related to the online elections system, and consulted with the proposer for additional information regarding his concerns. The ERG Committee reviewed example ballots from the spring 2016 elections to learn how candidates appear on the ballot, and discussed the principles related to expectations for Senators and candidates as it considered the charge.

The ERG Committee met with the Senate Director on March 24, 2016, to discuss current practices. The ERG Committee learned that the Senate began conducting its elections online in 2008. The system used to administer the elections provides an online application to run for the Senate and online ballots for voting in Senate elections. This system links with the University Directory; when members of the campus community log in to the system with a Directory ID and password, the system automatically populates the information found in the University Directory for that individual. The candidate's name and contact information is collected on the application; the contact information is used for administrative purposes by the Senate Office, and the name and unit of the candidate appear on the ballot during the election, along with the optional 250-word candidacy statement. The Senate Director noted that it would be technically feasible to add contact information to the ballots, but suggested that the ERG Committee focus its deliberation on the principles behind the proposal before making a recommendation.

In discussions with the Senate Director, the ERG Committee learned that the Senate Office has received very few requests for candidate contact information in the past. In the few cases where information was requested, the Senate Office pointed the requester to the University Directory, advising them to use the directory (www.directory.umd.edu/search) to find contact information for the candidates on the ballots. The Senate Office has also stated to requesters and to candidates that candidates are not required to respond to inquiries they receive as a part of their candidacy for election to the Senate.

The ERG Committee noted that the proposal described a situation where sufficient information was not available on the ballot to find candidates in the University Directory. However, the ERG Committee could not replicate this difficulty, as the name and unit of the candidate appear exactly as they appear in the University Directory, and the Senate Office does not alter the information before the ballots are released. The ERG Committee also noted that there is sufficient information to find candidates through common online search tools, especially in the case of faculty or staff candidates. Committee members felt that since the ballot reflects the name and department found in the University Directory, it would likely not be difficult to find the appropriate contact information.

Given that it should not be difficult to locate contact information and given that there would be minimal technical impediments to including the information on the ballots, the ERG Committee focused its deliberation on the principles of representation and access. The ERG Committee agreed that it is expected that Senators be available to their constituents, and noted that the Senate Leadership has recently been encouraging Senators to speak with their constituents about Senate business. Contact information for

Senators is shared on the Senate website. However, the ERG Committee questioned whether the same expectation should exist for candidates who have not yet been elected to the Senate. The ERG Committee also raised concerns that including contact information may discourage some candidates from running, since including the information may send a subtle message to candidates implying that they should expect to be contacted and should be responsive to those messages in order to be elected. The Senate has never required or endorsed campaigning for Senate elections, and the ERG Committee agreed that any messaging to candidates that indicates they should be in regular contact with the electorate may be contradictory.

The ERG Committee also strived to consider the impact of the proposed changes on all constituencies. The Senate Office runs elections for all student seats on the Senate, as well as for seats for staff and various single-member constituencies representing faculty or staff. The ERG Committee acknowledged that it would be cumbersome to have different procedures for any one constituency or ballot. In discussing the impact of including contact information on the ballot in student elections, the ERG Committee raised concerns related to privacy and noted that the Senate may have difficulty obtaining the appropriate permission to display student contact information.

After due consideration, the ERG Committee found that contact information is readily available through the University Directory and common online search tools. The ERG Committee agreed that including contact information on the ballots may discourage candidates by changing how potential candidates perceive the election process. At its meeting on May 9, 2016, the ERG Committee voted unanimously to recommend that no changes be made and the current ballot procedures continue.

RECOMMENDATIONS

After much deliberation, in May 2016, the ERG Committee voted unanimously that the University Senate should not revise its procedures for Senate elections to include candidate contact information on the ballot. The ERG Committee affirms that the current procedures followed for Senate elections are appropriate and should continue.

APPENDICES

Appendix 1 – Senate Executive Committee Charge on Senate Candidate Contact Information Requirement

APPENDIX 1 - SENATE EXECUTIVE COMMITTEE CHARGE ON SENATE CANDIDATE CONTACT INFORMATION REQUIREMENT

University Senate

CHARGE

Date:	February 23, 2016
To:	Jess Jacobson Chair, Elections, Representation, & Governance Committee
From:	Jordan A. Goodman Chair-Elect, University Senate
Subject:	Senate Candidates Contact Information Requirement
Senate Document #:	15-16-19
Deadline:	May 6, 2016

The Senate Executive Committee (SEC) requests that the Elections, Representation, & Governance (ERG) Committee review the attached proposal that requests that candidate contact information be included on the ballots for Senate elections.

Specifically, we ask that you:

1. Consult with the proposer.
2. Consult with the Executive Secretary & Director about the existing elections system.
3. If appropriate, recommend changes to current Senate elections procedures.

We ask that you submit your report and recommendations to the Senate Office no later than May 6, 2016. If you have questions or need assistance, please contact Reka Montfort in the Senate Office, extension 5-5804.

Attachment

JAG/rm

University Senate
PROPOSAL FORM

Name:	Ronald Lee Aughenbaugh II
Date:	December 14th, 2015
Title of Proposal:	Senate Candidates Contact Information Requirement
Phone Number:	301-405-4242
Email Address:	raughenb@umd.edu
Campus Address:	CSS4419
Unit/Department/College:	Division of IT
Constituency (faculty, staff, undergraduate, graduate):	Staff
Description of issue/concern/policy in question:	Current policies do not require candidates running for senate positions to provide valid names, or contact information, only a candidacy statement.
Description of action/changes you would like to see implemented and why:	All candidates running for senate positions should be required to provide his or her full name as saved in the University Directory (directory.umd.edu), and provide valid contact phone number, and campus email address. Provided contact information would then be included when candidate information is posted to https://www.senate.umd.edu/ during election time periods. My reasons for requesting such a change: I am a relatively new employee to UMCP, who started in March 2013. I tried to get involved in wisely evaluating the candidates running for senate positions the following year. However I ran into the following problems. The candidates are only required to submit a "why you should vote for me" statement which is posted on the Senate website. When I contacted the director on how I could contact the candidates I was told, "look it up in the directory". Well the problem with doing that is, not every candidate provided his or her legal name, or the one that was recorded in the directory. Additionally there are many people with the same name. The end result I was only able to contact half of the candidates. I am not suggesting that candidates are required to answer any questions posed to them by potential constitutes. I am only suggesting that their correct contact information be available.

Suggestions for how your proposal could be put into practice:	The committee responsible for collecting candidate submissions should validate candidate contact information provided to confirm that it matches that of candidate in directory.umd.edu. Candidate information including contact information and candidacy statement will be posted to the senate website at the appropriate election time period.
Additional Information:	I was requested to provide my contact information to submit this proposal. How hard is it to request the same of candidates? To be honest, I did not bother participating in the elections in 2015, as I could not be bothered to try and track down the correct candidate based on possibly incorrect candidates names. I like to be involved in the selection of those who represent me. I cannot make a decision to vote for someone based on a three-sentence candidacy statement. People bemoan the lack of participation in the political process, it could because it is too difficult to get involved and contact their potential representatives.

Please send your completed form and any supporting documents to senate-admin@umd.edu
or University of Maryland Senate Office, 1100 Marie Mount Hall,
College Park, MD 20742-7541. Thank you!

University Senate
TRANSMITTAL FORM

Senate Document #:	15-16-11
Title:	Consideration of a University of Maryland Weapons Policy
Presenter:	Erin Rooney-Eckel, Chair, Campus Affairs Committee
Date of SEC Review:	August 30, 2016
Date of Senate Review:	September 7, 2016
Voting (highlight one):	1. On resolutions or recommendations one by one, or 2. In a single vote 3. To endorse entire report 4. For information only
Statement of Issue:	In summer 2015, the Senate Leadership identified a lack of information for University faculty and staff regarding possession of weapons on campus. The Senate Leadership agreed that the University should consider developing a weapons policy that clarifies existing laws to the campus community. In November 2015, the Senate Executive Committee charged the Campus Affairs Committee with reviewing state laws and University policies related to weapons and considering whether the University of Maryland should develop a policy on weapons for the campus.
Relevant Policy # & URL:	Not Applicable.
Recommendation:	The Campus Affairs Committee voted unanimously that the University should not develop a policy on use or possession of weapons at the University of Maryland. The committee affirms that the University follows the appropriate state laws related to these issues, and agrees that use or possession of weapons by students is adequately addressed by the *Code of Student Conduct*. The committee does not feel that creation of a University policy is appropriate at this time.
Committee Work:	The Campus Affairs Committee (CAC) began reviewing its charge in November 2015. It reviewed current University policies and procedures related to use and possession of weapons by students. The CAC also conducted research on relevant State of Maryland laws and policies at peer institutions, as well as at all University System of Maryland institutions. The CAC met with a representative from the University of

	Maryland Police Department (UMPD) as it began reviewing its charge. The UMPD had found that current University guidance to faculty, staff, and campus visitors related to possession of weapons was lacking. The representative from UMPD suggested a comprehensive policy, such as the policy in use at the University of Maryland Baltimore (UMB), may be useful to the UMD community. Currently, in lieu of policy, the UMPD rigorously enforces state law and does not authorize any campus community member outside of UMPD to carry a weapon, concealed or open, on campus. The CAC also met with a representative from the Office of General Counsel (OGC) during its review to discuss the various state laws related to weapons as well as policies at other USM institutions. The OGC noted that any policy developed to address the use or possession of weapons on campus would require constant monitoring of state law to ensure that the University's policy is not out of alignment. The CAC considered whether it may be more beneficial for the University System of Maryland (USM) to consider whether a weapons policy is needed and develop an appropriate policy for all USM institutions. As it considered the charge, the CAC found difficulty identifying a clear problem the charge seeks to address. The CAC agreed with the perspective that creating a policy may put the University at risk of being out of alignment with state law at a later date. Given that the UMPD is currently enforcing state law effectively and that there are few to no incidents or inquiries each year, the CAC felt that the protection provided by state law is currently adequate. In April 2016, the CAC determined that a weapons policy should not be developed at this time.
Alternatives:	Not Applicable.
Risks:	There are no associated risks.
Financial Implications:	There are no financial implications.
Further Approval Required:	Not Applicable.

Senate Campus Affairs Committee

Report on Senate Document # 15-16-11

Consideration of a University of Maryland Weapons Policy

August 2016

2015-2016 Campus Affairs Committee Members

Erin Rooney-Eckel, Chair
Beth Douthirt Cohen, Ex-Officio Chief Diversity Officer Rep
Lori Ebihara, Ex-Officio Chair of the Coaches Council Rep
Barbara Gill, Ex-Officio Provost's Rep
Anne Martens, Ex-Officio VP Administration and Finance Rep
Mahesh Naidu, Ex-Officio GSG Rep
Julie Potter, Ex-Officio VP University Relations Rep
Patrick Ronk, Ex-Officio SGA Rep
John Zacker, Ex-Officio VP Student Affairs Rep
Sharon Epps, Faculty
Judith Gorski, Faculty
Lee Friedman, Faculty
Agisilaos Iliadis, Faculty
Elizabeth Warner, Faculty
Lance Yonkos, Faculty
Kevin McGann, Exempt Staff
Jeffrey Dunton, Non-Exempt Staff
Thomas Malone, Graduate Student
Jade Olson, Graduate Student
Ariel Bourne, Undergraduate Student
Rebecca Rosansky, Undergraduate Student

BACKGROUND

In summer 2015, the Senate Leadership identified a lack of information for University faculty and staff regarding possession of weapons on campus. The Senate Leadership agreed that the University should consider developing a weapons policy that clarifies existing laws to the campus community. In November 2015, the Senate Executive Committee charged the Campus Affairs Committee with reviewing state laws and University policies related to weapons and considering whether the University of Maryland should develop a policy on weapons for the campus (Appendix 1).

CURRENT PRACTICE

The University of Maryland *Code of Student Conduct* clearly prohibits the use or possession of weapons by students. In describing Prohibited Conduct under the *Code*, item 10(b) states that "Unauthorized on campus or illegal off campus use, possession, or storage of any weapon" is prohibited. The *Code* defines "weapon" as "any object or substance designed to inflict a wound, cause injury, or incapacitate, including, but not limited to, all firearms, pellet guns, switchblade knives, knives with blades five or more inches in length." The *Code* applies to all students at the University, including both undergraduate and graduate students. In addition, the Department of Resident Life Rights and Responsibilities Residence Hall Rules, which apply to any student living in University housing, prohibit the possession or use of any weapon within University residence halls. There is no related policy for faculty, staff and visitors on campus.

COMMITTEE WORK

The Campus Affairs Committee (CAC) began reviewing its charge in November 2015. It reviewed current University policies and procedures related to use and possession of weapons by students. The CAC also conducted research on relevant State of Maryland laws and policies at peer institutions, as well as at all University System of Maryland institutions. The CAC met with representatives from the University of Maryland Police Department (UMPD) and the Office of General Counsel (OGC).

State of Maryland Laws Related to Weapons

During its review, the CAC consulted with the OGC in order to better understand the legal framework surrounding the use, possession, and/or storage of weapons within the State of Maryland.

The Annotated Code of Maryland, Criminal Law Article, Section 4-203[1] provides that a person may not "wear, carry, or knowingly transport a handgun, whether concealed or open, on or about the person" unless they meet certain exceptions set forth in 4-203(b), including being a member of law enforcement or having an authorized carry permit from the State of Maryland. The section also provides that a person may not "wear, carry, or knowingly transport a handgun, whether concealed or open, in a vehicle traveling on a road or parking lot generally used by the public, highway, waterway, or airway of the State" unless they meet the same exceptions set forth in 4-203(b). The section further provides that a person may not wear or carry a handgun on their person or within a vehicle "while on public school property in the State" (unless the same exceptions are met), or with the deliberate purpose of injuring or killing another person. In addition, various state statutes prohibit wearing, carrying, or transporting other weapons in the same manner.

[1] The Annotated Code of Maryland, Criminal Law Article, Section 4-203(i-iv): http://mgaleg.maryland.gov/webmga/frmStatutesText.aspx?article=gcr&section=4-203&ext=html&session=2015RS

The CAC also found that the Code of Maryland Regulations (COMAR) in 04.05.01.03 Subsection B[2] states that except for official purposes or authorized personnel, individuals on state property may not carry firearms or other dangerous or deadly weapons. However, it is unclear whether property owned by the University of Maryland would be considered under this regulation, and no case law exists to clarify this question.

Proposed Legislation in the Maryland General Assembly

In February 2016, a bill entitled Weapon-Free Higher Education Zones (SB0906 / HB1002)[3] was proposed in the Maryland General Assembly, which proposed revising existing State law to clarify that the possession of firearms, knives, or deadly weapons is prohibited on the property of public institutions of higher education within the State of Maryland. The proposed bill included exceptions for law enforcement, organized activities with educational purposes, and those with written invitation from the president of an institution to engage in historical demonstrations. The proposed legislation was not approved in the 2016 session. However, the CAC believes it is very likely that the bill will be reintroduced in future years.

Peer Institution Research

In its charge, the SEC asked the CAC to conduct peer institution research. The committee conducted research to consider whether there are policies in place; whether weapons are specifically prohibited in peer policies; the definitions of weapons; special language on replica weapons; and any specific exceptions to the policy that the committee should consider. Information was available for all peer institutions, though some institutions only have policies or procedures related to students.

In reviewing information on Big 10 institutions, the CAC found seven institutions with policies affecting faculty and staff, including the University of Michigan, University of Minnesota, Northwestern University, Penn State, and Purdue University. Policies at the University of Illinois at Urbana-Champaign and University of Wisconsin are codified into state law. Other Big 10 institutions have policies applying specifically to students, but not faculty and/or staff; such policies exist at the University of Iowa, Michigan State University, Ohio State University, and Rutgers University. Many policies at Big 10 institutions include specific exceptions, such as for law enforcement, authorized use by student organizations or club sports teams, use for educational purposes, or for employees with job duties related to weapons. In addition, some institutions have specific provisions related to replica weapons.

The CAC's charge referenced an existing policy at University of Maryland Baltimore (UMB), and the CAC found that other USM institutions have policies as well. Like UMD, Coppin State University, Frostburg State University, Salisbury University, University of Baltimore, University of Maryland Baltimore County, University of Maryland Eastern Shore, and University of Maryland University College have policies specific to students only. However, Bowie State University, Towson University, and UMB all have policies that apply to faculty and staff. Towson University's policy is very detailed, and it includes an exhaustive list of prohibited weapons; groups and purposes that are granted an exception to the policy (including sworn peace officers, those carrying OC spray for self-defense, and University-sponsored classes where weapons are used for instructional purposes); and information for groups that may request an exception through the University Police (such as members of the ROTC, groups using weapons as theatrical props, off-duty police, and Campus Recreation Services sponsored events). The

[2] Code of Maryland Regulations COMAR04.05.01.03 Subsection B
http://www.dsd.state.md.us/comar/comarhtml/04/04.05.01.03.htm
[3] State Bill 0906, Weapon-Free Higher Education Zone
http://mgaleg.maryland.gov/webmga/frmMain.aspx?pid=billpage&stab=01&id=sb0906&tab=subject3&ys=2016RS

policy at the University of Maryland Baltimore also creates a process for requesting an exception through the Chief of Police.

Throughout its consideration of peer research, the CAC could find no information as to why policies at peer institutions were put in place. The variety of details and exceptions found within peer institution policies suggests that the policies reflect the specific culture and needs of each institution.

Consultation with UMPD

The CAC met with a representative of UMPD as it began reviewing its charge. The CAC learned that the UMPD assisted the Senate Leadership in conducting research on this topic earlier in the year and found that current University guidance is lacking in this area. UMPD supports a University policy that illuminates the State of Maryland's weapons laws. Through its research, UMPD found the policy at UMB to be useful and felt such a thorough explanation of policy may be beneficial for the UMD community as well. The UMB policy explicitly defines the term "weapon" and provides specific instructions for gaining an exception to the policy. Currently, the UMPD rigorously enforces state law and does not authorize any campus community member outside of UMPD to carry a weapon, concealed or open, on campus.

Consultation with OGC

The CAC also met with a representative of the OGC to gain a legal perspective on the charge. The CAC and OGC discussed the various state laws related to weapons as well as policies at other USM institutions. The representative suggested that any policy related to weapons would require constant monitoring of state law to ensure alignment of the policy with the law with the State of Maryland. Since the potential for being out of alignment with state law involves risk for the University, the OGC suggested that it would be best for any decision related to the creation of a weapons policy to come from the University System of Maryland (USM), which could develop a policy that would apply to all USM institutions.

The CAC and OGC discussed the lack of information for faculty, staff, and visitors. The OGC agreed that there is nothing preventing the University from providing information to its community on what is and is not allowed by state law, though there is no legal obligation for the University to communicate state law to its community members. The CAC agreed that communication from the University would likely have more of an impact than the creation of a policy.

Committee Deliberation

As it considered the charge, the CAC found difficulty identifying a clear problem the charge seeks to address. Through its discussions with UMPD and OGC and its review of statistics within Annual Safety Reports regarding weapons violations, the CAC learned that there are very few incidents related to weapons each year, as well as very few inquiries related to the ability to carry a weapon on campus. Most incidents involving weapons occur off-campus and typically involve students in a domestic or housing dispute.

The CAC agreed with the perspective that creating a policy may put the University at risk of being out of alignment with state law at a later date. Given that the UMPD is currently enforcing state law effectively and that there are few to no incidents or inquiries each year, the CAC felt that the protection provided by state law and UMPD practices are currently adequate.

After due consideration of the issues involved in the charge, on April 27, 2016, the CAC determined that a weapons policy should not be developed at this time.

RECOMMENDATION

After much deliberation, in April 2016, the Campus Affairs Committee voted unanimously that the University should not develop a policy on use or possession of weapons at the University of Maryland. The committee affirms that the University follows the appropriate state laws related to these issues, and agrees that use or possession of weapons by students is adequately addressed by the *Code of Student Conduct*. The committee does not feel that creation of a University policy is appropriate at this time.

APPENDICES

Appendix 1 – Senate Executive Committee Charge on Consideration of a University of Maryland Weapons Policy

APPENDIX 1 - SENATE EXECUTIVE COMMITTE CHARGE ON CONSIDERATION OF A UNIVERSITY OF MARYLAND WEAPONS POLICY

University Senate

CHARGE

Date:	November 4, 2015
To:	Erin Rooney-Eckel Chair, Campus Affairs Committee
From:	Willie Brown Chair, University Senate
Subject:	Consideration of a University of Maryland Weapons Policy
Senate Document #:	15-16-11
Deadline:	March 25, 2016

The Senate Executive Committee (SEC) requests that the Campus Affairs Committee consider whether the University of Maryland should develop a weapons policy.

Specifically, we ask that you:

1. Review Maryland Criminal Law, Section 4-203. http://mgaleg.maryland.gov/webmga/frmStatutesText.aspx?article=gcr&section=4-203&ext=html&session=2015RS&tab=subject5

2. Review the University of Maryland Baltimore Policy Prohibiting Weapons (Section XI – 2.00[A]). http://cf.umaryland.edu/umpolicies/usmpolicyInfo.cfm?polid=368

3. Review the University of Maryland Code of Student Conduct (V-1.00[B]). http://president.umd.edu/policies/2014-V-100b.html

4. Review the Department of Resident Life's Rights and Responsibilities Residence Hall Rules (http://reslife.umd.edu/rights/codes/rhrules/).

5. Review weapons policies at peer, Big 10, and University System of Maryland institutions.

6. Consult with a representative from the University of Maryland Department of Public Safety regarding Maryland State Law with regards to weapons.

7. Consider whether a weapons policy should be established for the University of Maryland.

8. If appropriate, develop a weapons policy considering the following:

a. Whether the definition of weapons should align with the definition noted in the Code of Student Conduct;

b. How legitimate uses of replicas of weapons on campus should be included in policy language (e.g. performing arts, ROTC etc.); and

c. Whether existing relevant University policies should include reference to the new weapons policy (e.g. Code of Student Conduct).

9. Consult with the University's Office of General Counsel on any recommended policy language.

We ask that you submit your report and recommendations to the Senate Office no later than March 25, 2016. If you have questions or need assistance, please contact Reka Montfort in the Senate Office, 301-405-5804 or reka@umd.edu.

University Senate
TRANSMITTAL FORM

Senate Document #:	16-17-02
Title:	2016-2017 Senate Standing Committee & University Council Slates
Presenter:	Daniel Falvey, Chair of the 2016-2017 Committee on Committees
Date of SEC Review:	August 30, 2016
Date of Senate Review:	September 7, 2016
Voting (highlight one):	1. On resolutions or recommendations one by one, or 2. In a single vote 3. To endorse entire report
Statement of Issue:	Presentation of the Senate Standing Committee and University Council Slates, as generated by the Senate Committee on Committees, to be approved by the Senate Executive Committee (SEC) and the University Senate.
Relevant Policy # & URL:	N/A
Recommendation:	The Committee on Committees recommends that the Senate approve the slates as submitted.
Committee Work:	The Committee on Committees met on May 17, 2016 and May 26, 2015 to review all of the committee volunteers and their statements. There were 93 membership openings to fill on the ten standing committees of the Senate, and the Committee on Committees received and reviewed 247 volunteers from the various constituencies on campus. The committee endeavored to create balanced standing committee memberships, representing a variety of Colleges/Schools, departments/units, disciplines, and gender, to the best of its ability. The committee selected faculty, staff, and student volunteers to fill the 93 open positions. The committee members used the volunteers' top three choices from their preference form to place volunteers onto respective committees. In addition, committee members were assigned responsibilities for further recruitment efforts, as needed. The 2016-2017 Committee on Committees approved the final slate on June 27, 2016. Following the final placements, the Senate Office informed all of the volunteers whether they had been placed on a committee for the 2016-2017 academic year. The Senate Office

	staff worked with the Chair of the Committee on Committees to fill any vacancies that arose during the summer. Additionally, the Senate Chair-Elect worked with the Office of the Provost to create a slate of candidates for the University Library Council. In accordance with the University Library Council Bylaws, the slate of University Library Council appointees was reviewed and approved by the Committee on Committees and the Senior Vice President and Provost. The Senate Chair and the Director of the Senate worked with the Vice President of Research to create a slate of appointees for the University Research Council. The Research Council slate was reviewed and approved by the Committee on Committees. The Senate Chair and the Director of the Senate also worked with the Vice President of Information Technology (IT) and Chief Information Officer to create a slate of appointees for the University IT Council. The IT Council slate was reviewed and approved by the Committee on Committees. Any remaining vacancies on committees and councils will be filled in accordance with the Bylaws.
Alternatives:	The Senate could decide to not approve the slates.
Risks:	There are no associated risks.
Financial Implications:	There are no financial implications.
Further Approvals Required:	Senate Approval, Presidential Approval

Academic Procedures & Standards (APAS)

Nominated

Tahirah Akbar-Williams	Faculty	LIBR	2018
Steve Halperin	Faculty	CMNS	2018
Susan Hendricks	Faculty	EDUC	2018
Agisilaos Iliadis	Faculty	ENGR	2018
Douglas Roberts	Faculty	UGST	2017
Susannah Washburn	Faculty	PUAF	2018
Annie Nichols	Graduate Student	ARHU	2017
Christopher Barcase	Undergraduate Student	LTSC	2017
Marie-Pierre Diomi	Undergraduate Student	ARHU	2017
Brittany Kuznitz	Undergraduate Student	CMNS	2017

Ex-Officio

William Cohen	Ex-Officio-Provost's Rep	UGST	2017
Adrian Cornelius	Ex-Officio-University Registrar	SVPAAP	2017
Jeffrey Franke	Ex-Officio-Graduate School Rep	GRAD	2017
Britt Reynolds	Ex-Officio-Director of Undergraduate Admissions	SVPAAP	2017
Ann Smith	Ex-Officio-Undergraduate Studies Rep	UGST	2017

Continuing Members

Emily Heavin	Exempt Staff	GRAD	2017
Eric McKenzie	Exempt Staff	CMNS	2017
Richard Klank	Faculty	ARHU	2017
Marilee Lindemann	Faculty	UGST	2017
Robin Pike	Faculty	LIBR	2017

Chair

Charles Mitter	Chair	CMNS	2017

Campus Affairs

Nominated

Miriam Sharp	Exempt Staff	VPAF	2018
Michele Callaghan	Faculty	ARHU	2017
Lee Friedman	Faculty	CMNS	2018
Jeffrey Pickering	Faculty	BSOS	2018
Nedelina Tchangalova	Faculty	LIBR	2018
Kurubel Belay	Graduate Student	EDUC	2017
Garima Sharma	Graduate Student	ENGR	2017
Ciera Richardson	Undergraduate Student	BSOS	2017
Shyama Srikkanth	Undergraduate Student	LTSC	2017

Ex-Officio

Mariah Bauer	Ex-Officio-Provost's Rep	SVPAAP	2017
Beth Cohen	Ex-Officio-Chief Diversity Officer	SVPAAP	2017
Lori Ebihara	Ex-Officio-Chair of Coaches Council	PRES	2017
Anne Martens	Ex-Officio-VP Administration and Finance Rep	VPAF	2017
Mary McDonald	Ex-Officio-VP University Relations Rep	VPUR	2017
Katherine Swanson	Ex-Officio-SGA Rep	BSOS	2017
Yuzhou Xu	Ex-Officio-GSG Rep	BMGT	2017
John Zacker	Ex-Officio-VP Student Affairs	VPSA	2017

Continuing Members

Elizabeth Warner	Faculty	CMNS	2017
Lance Yonkos	Faculty	AGNR	2017
Jeffrey Dunton	Non-Exempt Staff	CMNS	2017

Chair

Erin Rooney-Eckel	Chair	VPSA	2017

Educational Affairs

Nominated

Michelle Brooks	Exempt Staff	CMNS	2018
Lindsey Anderson	Faculty	ARHU	2018
Vedat Diker	Faculty	INFO	2018
Abani Pradhan	Faculty	AGNR	2018
Dylan Selterman	Faculty	BSOS	2018
Elizabeth Soergel	Faculty	LIBR	2018
Prasoon Gupta	Graduate Student	CMNS	2017
Raquelle Contreras	Undergraduate Student	BSOS	2017
Anne Tavera	Undergraduate Student	AGNR	2017

Ex-Officio

Benjamin Bederson	Ex-Officio-Provost's Rep	SVPAAP	2017
Fasika Delessa	Ex-Officio-SGA Rep	BMGT	2017
Linda Macri	Ex-Officio-Graduate School Rep	GRAD	2017
Marcio Oliveira	Ex-Officio-Division of Information Technology Rep	DIT	2017
Douglas Roberts	Ex-Officio-Associate Dean for General Education	UGST	2017
Adria Schwarber	Ex-Officio-GSG Rep	CMNS	2017
Ann Smith	Ex-Officio-Undergraduate Studies Rep	UGST	2017

Continuing Members

John Buchner	Faculty	CMNS	2017
Jeffrey Henrikson	Faculty	CMNS	2017
Celina McDonald	Faculty	LIBR	2017
Kellie Robertson	Faculty	ARHU	2017
Ji Seung Yang	Faculty	EDUC	2017
Catherine Fisanich	Non-Exempt Staff	CMNS	2017

Chair

Bryan Eichhorn	Chair	CMNS	2017

Elections, Representation, & Governance (ERG)

Nominated

Sabrina Baron	Faculty	ARHU	2018
Qingbin Cui	Faculty	ENGR	2017
Anne Raugh	Faculty	CMNS	2018
Ellin Scholnick	Faculty	PRES	2018
Christopher Martin	Graduate Student	BMGT	2017
Christina Sessoms	Graduate Student	ARHU	2017
Cliffornia Royals Pryor	Non-Exempt Staff	ARHU	2018
Talatha Mah'Moud	Undergraduate Student	CMNS	2017
Jasper Surrett	Undergraduate Student	BSOS	2017

Ex-Officio

Deidra Adams	Ex-Officio-Director of Human Resources Rep	VPAF	2017
Kathleen Denz	Ex-Officio-Associate VP IRPA Rep	SVPAAP	2017

Continuing Members

Holly Rollins	Exempt Staff	BSOS	2017
Toby Egan	Faculty	PUAF	2017
Andrew Horbal	Faculty	LIBR	2017

Chair

Marc Pound	Chair	CMNS	2017

Equity, Diversity, & Inclusion (EDI)

Nominated

Leon Tune	Exempt Staff	VPUR	2018
Pradeep Kapur	Faculty	PUAF	2018
Beth St. Jean	Faculty	INFO	2018
Arif Nuri	Graduate Student	EDUC	2017
Ashlee Wilkins	Graduate Student	CMNS	2017
Qing Dong	Non-Exempt Staff	ENGR	2018
Sarah Eshera	Undergraduate Student	CMNS	2017
Aidan Lapierre	Undergraduate Student	BSOS	2017

Ex-Officio

Jacinta Felice	Ex-Officio-VP Student Affairs Rep	VPSA	2017
Anne Martens	Ex-Officio-VP Administration & Finance Rep	VPAF	2017
Shaunna Payne Gold	Ex-Officio-Director of the Office of Diversity & Inclusion	WORK	2017
Kumea Shorter-Gooden	Ex-Officio-Provost's Rep	SVPAAP	2017

Continuing Members

Maya Aduba	Exempt Staff	CMNS	2017
Tim Tormoen	Exempt Staff	VPUR	2017
Jennifer Dindinger	Faculty	AGNR	2017
Typhanye Dyer	Faculty	SPHL	2017
Yukako Tatsumi	Faculty	LIBR	2017
Jordan Carter-Reich	Non-Exempt Staff	PUAF	2017

Chair

Charles Delwiche	Chair	CMNS	2017

Faculty Affairs

Nominated

Errica Philpott	Exempt Staff	CMNS	2018
Devin Ellis	Faculty	BSOS	2018
Marian Jones	Faculty	SPHL	2018
Roberto Korzeniewicz	Faculty	BSOS	2018
Brooke Liu	Faculty	ARHU	2018
James McKinney	Faculty	BMGT	2018
Lu Liu	Graduate Student	ENGR	2017
Deirdre Quinn	Graduate Student	SPHL	2017
Christian Knapp	Undergraduate Student	BSOS	2017

Ex-Officio

John Bertot	Ex-Officio-Provost's Rep	SVPAAP	2017
Michele Eastman	Ex-Officio-President's Rep	PRES	2017
Madlen Simon	Ex-Officio-CUSF Rep	ARCH	2017
Jewel Washington	Ex-Officio-Director of Human Resources Rep	VPAF	2017

Continuing Members

Leigh Ann DePope	Faculty	LIBR	2017
Stefanie Kuchinsky	Faculty	VPR	2017
Shirley Micallef	Faculty	AGNR	2017
John Witzleben	Faculty	ARHU	2017
Jianhua Zhu	Faculty	AGNR	2017

Chair

KerryAnn O'Meara	Chair	EDUC	2017

Programs, Curricula, & Courses (PCC)

Nominated

Samira Anderson	Faculty	BSOS	2018
David Bigio	Faculty	ENGR	2018
Cindy Clement	Faculty	BSOS	2018
Michael Montague-Smith	Faculty	CMNS	2018
Gran Wilson	Faculty	ARHU	2018
Zachary Hyder	Graduate Student	EDUC	2017
Eleni Baker	Undergraduate Student	CMNS	2017
Lindsey Wright	Undergraduate Student	BSOS	2017

Ex-Officio

Elizabeth Beise	Ex-Officio-Provost's Rep	SVPAAP	2017
Alexander Chen	Ex-Officio-Graduate School Rep	ARCH	2017
Daniel Mack	Ex-Officio-Dean of Libraries Rep	LIBR	2017
Cynthia Stevens	Ex-Officio-Undergraduate Studies Rep	UGST	2017

Continuing Members

Katerina Thompson	Exempt Staff	CMNS	2017
Rachel Dennis	Faculty	AGNR	2017
Drew Fagan	Faculty	EDUC	2017
Stephen Roth	Faculty	SPHL	2017
Andrew Smith	Faculty	CMNS	2017
Chandrasekhar Thamire	Faculty	ENGR	2017

Chair

Andrew Harris	Chair	CMNS	2017

Staff Affairs

Vacancies

Exempt Staff Contingent II (Exempt Staff)

Nominated

Fulvio Cativo	Exempt Staff	VPUR	2017
Judith Gorski	Exempt Staff	CMNS	2018
J Greene	Exempt Staff	ARHU	2018
Aaron Scissors	Exempt Staff	VPUR	2017
Margaret Saponaro	Faculty	LIBR	2018
Luther Clark	Non-Exempt Staff	GRAD	2018
Pamela McNally	Non-Exempt Staff	VPAF	2018
Marie Milligan	Non-Exempt Staff	PUAF	2017
Jeanne Pekny	Non-Exempt Staff	ENGR	2017
Mihir Surti	Undergraduate Student	BMGT	2017

Ex-Officio

Dylan Baker	Ex-Officio-CUSS Rep (Non-Voting)	PUAF	2018
Sarah Goff-Tlemsani	Ex-Officio-CUSS Rep (Non-Voting)	BSOS	2018
Andrea Goltz	Ex-Officio-Provost's Rep	SVPAAP	2017
Emily Hartz	Ex-Officio-CUSS Rep	JOUR	2018
Jennifer Matthews	Ex-Officio-Director of Human Resources Rep	VPAF	2017
Patrick Perfetto	Ex-Officio-CUSS Rep	VPSA	2018
Kenneth Riebert	Ex-Officio-VP Administration & Finance Rep	VPAF	2017
Maureen Schrimpe	Ex-Officio-CUSS Rep	VPSA	2018
Brooke Supple	Ex-Officio-VP Student Affairs Rep	VPSA	2017
Dana Wimbish	Ex-Officio-CUSS Rep (Non-Voting)	VPAF	2018

Continuing Members

Rosanne Hoaas	Non-Exempt Staff	VPAF	2017

Chair

James Bond	Chair	VPSA	2017

Student Affairs

Nominated

Kevin McGann	Exempt Staff	BSOS	2018
Liese Zahabi	Faculty	ARHU	2018
Romina Da Costa	Graduate Student	EDUC	2017
Kimberley Hannah-Prater	Graduate Student	ARHU	2017
Rianna Murray	Graduate Student	SPHL	2017
Ashton Raffety	Graduate Student	PUAF	2017
Jonathan Allen	Undergraduate Student	LTSC	2017
My-Asia Chaplin	Undergraduate Student	ARHU	2017
Benjamin Douek	Undergraduate Student	ARHU	2017
John Folkerts	Undergraduate Student	ENGR	2017
Marissa Gonzalez	Undergraduate Student	ENGR	2017
Bryce Iapicca	Undergraduate Student	BMGT	2017
Helen Liu	Undergraduate Student	BMGT	2017
Shannon-Marie Miglarese	Undergraduate Student	BSOS	2017

Ex-Officio

Barbara Aiken	Ex-Officio-VP Student Affairs Rep	VPSA	2017
Xu Han	Ex-Officio-GSG Rep	PUAF	2017
Mary Hummel	Ex-Officio-VP Student Affairs Rep	VPSA	2017
Susan Martin	Ex-Officio-Graduate School Rep	VPSA	2017
Dennis Passarella-George	Ex-Officio-Resident Life Rep	VPSA	2017
Adler Pruitt	Ex-Officio-SGA Rep	BSOS	2017

Continuing Members

Marc Limansky	Exempt Staff	VPAF	2017
Reid Compton	Faculty	CMNS	2017

Chair

Adam Berger	Chair	ENGR	2017

Student Conduct

Nominated

Gideon Mark	Faculty	BMGT	2018
Hilary Thompson	Faculty	LIBR	2018
Raja Rajan Gunasekaran	Graduate Student	INFO	2017
Lillia Damalouji	Undergraduate Student	LTSC	2017
Paul Mavrikes	Undergraduate Student	BSOS	2017
Christopher Rand	Undergraduate Student	ENGR	2017
Hannah Terefe	Undergraduate Student	LTSC	2017

Ex-Officio

Andrea Goodwin	Ex-Officio-Director of Student Conduct (Non-Voting)	VPSA	2017

Continuing Members

Andrea Dragan	Exempt Staff	VPR	2017
Katherine Izsak	Faculty	GRAD	2017
Tess Wood	Faculty	ARHU	2017

Chair

Ed Kenny	Chair	VPSA	2017

IT Council

Nominated

Willie Brown	Exempt Staff	DIT	2018
Ann Holmes	Exempt Staff	BSOS	2018
Sandra Loughlin	Faculty	BMGT	2018
Andrew Smith	Faculty	CMNS	2018
Hannah Ogden	Graduate Student	CMNS	2017
Kevin Prem	Undergraduate Student	BSOS	2017

Ex-Officio

There are currently no ex-officio members in this group.

Continuing Members

Jeffrey Hollingsworth	Faculty	CMNS	2017
Adam Porter	Faculty	CMNS	2017
Robin Puett	Faculty	SPHL	2017
Ronald Yaros	Faculty	JOUR	2017

Chair

William Bowerman	Chair	AGNR	2019

Library Council

Nominated

Holly Brewer	Faculty	ARHU	2018
Brian Butler	Faculty	INFO	2018
Terry Owen	Faculty	LIBR	2018
Richard Prather	Faculty	EDUC	2018
Garth Rockcastle	Faculty	ARCH	2017
Andrei Vedernikov	Faculty	CMNS	2018
Tyler Vachon	Graduate Student	INFO	2017
Shabnam Ahmed	Undergraduate Student	LTSC	2017

Ex-Officio

Benjamin Bederson	Ex-Officio-Provost's Rep	SVPAAP	2017
Daniel Falvey	Ex-Officio-Senate Chair-Elect	CMNS	2017
Marcio Oliveira	Ex-Officio-Division of IT Rep	DIT	2017
Gary White	Ex-Officio-Libraries	LIBR	2017

Continuing Members

Lawrence Clark	Faculty	EDUC	2017
Neil Fraistat	Faculty	ARHU	2017
Patrick McCluskey	Faculty	ENGR	2017
Mary Scullen	Faculty	ARHU	2017

Chair

Debra Shapiro	Chair	BMGT	2019

Research Council

Nominated

Nathan Hultman	Faculty	PUAF	2018
George Hurtt	Faculty	BSOS	2018
Srinivasa Raghavan	Faculty	ENGR	2018
Lisa Taneyhill	Faculty	AGNR	2018
Zachary Hyder	Graduate Student	EDUC	2017
Zuleykhan Tomova	Graduate Student	CMNS	2017
Adam Berger	Undergraduate Student	ENGR	2017

Ex-Officio

Eric Chapman	Ex-Officio- VP Research Rep	VPR	2017
Michele Eastman	Ex-Officio- President's Rep	PRES	2017
Blessing Enekwe	Ex-Officio- Graduate School Rep	BSOS	2017
Cynthia Hale	Ex-Officio- Provost's Rep	SVPAAP	2017
Wendy Montgomery	Ex-Officio- Director of ORA Rep	VPR	2017
Douglas Roberts	Ex-Officio- Undergraduate Studies Rep	UGST	2017

Continuing Members

Ann Holmes	Exempt Staff	BSOS	2017
Dorothy Beckett	Faculty	CMNS	2017
Nicholas Diakopoulos	Faculty	JOUR	2017
Carter Hall	Faculty	CMNS	2017
Cheryl Holt	Faculty	SPHL	2017
Linda Mabbs	Faculty	ARHU	2017

Chair

Thomas Murphy	Chair	ENGR	2017

Slate of Candidates for the September 7, 2016 Special Election

Submitted by the Senate Executive Committee

Council of University System Faculty (CUSF) Slate 2016-2017

Faculty Representative Nominees (One Full-Time Rep and Two Alternate Reps will be Elected)

• Philip Evers	Robert H. Smith School of Business
• Ethan Kaplan	College of Behavioral and Social Sciences
• Rashawn Ray	College of Behavioral and Social Sciences

Candidates for the Council of University System Faculty (CUSF)
September 7, 2016 Special Election

Faculty Nominees

Philip Evers – Associate Professor, Robert H. Smith School of Business

In the fall of 1993, I joined the University of Maryland faculty as an Assistant Professor. As a member of the supply chain management area within the Smith School, both my research and teaching endeavors are centered primarily within the areas of inventory and transportation management. I teach in the undergraduate, master's (both M.S. and M.B.A.), and doctoral degree programs as well as in executive programs. I have an extensive amount of interaction with the business community on many fronts, including facilitating guest speakers for student groups, arranging facility tours and site visits, working with prospective employers of our graduates, and identifying potential partners for custom executive programs.

I have performed a great deal of service for the Smith School and the University. My most recent example of this was serving as chair of the college taskforce that crafted the policies and procedures for the peer evaluation of both tenure- and professional-track Smith School faculty teaching activities. This effort was intended not only to reflect changes in University requirements for promotion, tenure, and reappointment but also to elevate even more the level of teaching effectiveness school-wide by further promoting a culture of feedback and conversation with regard to teaching. I also serve on the Smith School's Faculty Council, a body that reflects faculty concerns and works to address them with the Deans and Area Chairs. At the campus level, I have served in various roles, including past stints on the Senate Committee on Research, the Senate Committee on Programs, Courses, and Curricula, and as a University Senator, and will be reprising my role as a University Senator again this fall.

In sum, I have a great deal of appreciation for the complexity of university administration. Having boundless ambitions and numerous stakeholders, public universities are pulled in many different directions. Moreover, the combination of bureaucracy and entrepreneurship inherent within any large organization amplifies these forces. As a nominee to the Council of University System Faculty, I fully support the vision statement of the University System of Maryland: "…to be a preeminent system of public higher education…".

Ethan Kaplan – Associate Professor, College of Behavioral and Social Sciences

Next year will be my fifth at the University of Maryland. I am a recently tenured Associate Professor in the Department of Economics. I also have a courtesy appointment in the Department of Government and Politics. This will be my third year as a member of the University Senate. Last year, I spent the year on the Senate Executive Committee. I am also on the University-wide review committee for the Graduate School. I am very interested in budgetary issues, expenditure issues and related distributional issues, many of which are system-wide issues. In particular, I am very concerned about the strong decline in FTEs in my department and many others across the university.

As a CUSF rep, I would see my role as representing the campus and would do this in two ways. First, I would post a written synthesis of issues covered at the meetings of interest to the College Park campus. Second, I would make myself available for questions and comments relating to the system level.

Rashawn Ray – Associate Professor, College of Behavioral and Social Sciences

I am an Associate Professor of Sociology at the University of Maryland, College Park. I believe that I have the background and experience to contribute meaningfully to the Council of University System Faculty. I obtained a Ph.D. in Sociology from Indiana University in 2010. From 2010-2012, I was a Robert Wood Johnson Foundation

Health Policy Research Scholar at the University of California, Berkeley/UCSF. My research addresses the mechanisms that manufacture and maintain racial and social inequality. My work also speaks to ways that inequality may be attenuated through racial uplift activism and social policy. Currently, I am conducting research on the Prince George's County Police Department to evaluate their body-worn camera program and implement an implicit bias curriculum for cadets and senior officers. I have published articles in the Annual Review of Public Health, Journal of Urban Health, American Education Research Journal, Ethnic and Racial Studies, and the Journal of Contemporary Ethnography. I have been awarded funding from the National Science Foundation and the National Institutes of Health. I was awarded the 2016 BSOS Teaching Excellence Award and selected as 40 Under 40 Prince George's County in 2014, Outstanding Black Male Leader of Tomorrow for the city of Bloomington, IN in 2010, and the Co-Chair of the Ford Foundation Scholars Conference in 2015. Currently, I serve on the editorial boards for Sociology of Race and Ethnicity journal and Social Psychology Quarterly journal. I am also on the American Sociological Association Committee on Status of Racial and Ethnic Minorities in Sociology. I have written op-eds for the New York Times, Public Radio International, and the Huffington Post. I also served on the 50th anniversary March on Washington Planning Committee. It would be my pleasure and honor to continue my service work with CUSF.

Slate of Candidates for the September 7, 2016 Special Election

Submitted by the Senate Executive Committee

University Athletic Council Slate 2016-2017

Staff Representative Nominees (One will be Elected)

• Denise Best	College of Arts and Humanities
• Gloria Aparicio Blackwell	Division of Administration and Finance
• Andrea Dragan	Division of Research
• Brandon Dula	Division of Student Affairs
• Stacey Sickels Locke	University Relations
• Ronald Zeigler	Office of the Senior Vice President for Academic Affairs and Provost

Candidates for the Athletic Council
September 7, 2016 Special Election

Staff Nominees

Denise Best – Business Services Specialist, Linguistics, College of Arts and Humanities

If elected it would be my honor to serve on the Athletic Counsel. As a Senator during our transition from ACC to the Big Ten I was privileged to be on several committees concerning the Athletic Department which worked directly with Kevin Anderson.

I have a rich background both as a player, coach, mother and fan -- I played on a co-ed adult softball team at the University of Maryland during the late eighties. I coached cheerleading for more than 25 years for the Lanham Boys and Girls Club, Bowie Boys and Girls Club, and Davidsonville, Gators. I was the Captain of the softball team, Co-Captain of the Varsity Cheerleading Team for three years at DuVal Senior High. I played for Lanham Boys and Girls Club on County AAA squads for basketball, softball, baseball and cheerleading from 1967-1982. All three of my children are athletes. My eldest son Jack is one of Sports Fit managers in Bowie, MD. He played football and lacrosse for DeMatha High School. My daughter Christina was on the Junior Redskins Cheerleader Team. She was the goalie and MVP award winner for Lacrosse at the Bowie Boys and Girls Club. My youngest son Joseph played Varsity Football at Bowie High School and Varsity Lacrosse for four years at Eleanor Roosevelt High School. Several members of my family played professional sports. My cousin was the captain of the Washington Redskins cheerleading team, Captain of the Atlanta Falcons Cheerleading team and a member of the Washington Bullets Cheerleading squad. She is married to Stan White who works for ESPN and does the colors for Auburn University. Stan was the quarterback for the NFL New York Giants in the early 2000. He was also the quarterback at Auburn University. My husband's brother was drafted to the Pittsburgh Pirates baseball team in 1968. And his grandfather was drafted to the original Washington Senators baseball team back in the 1920's by Walter Johnson. This committee totally peaks my interest on the future wellbeing of the Athletes and surrounding environment here at the University of Maryland.

Gloria Aparicio Blackwell – Director, Office of Community Engagement, Division of Administration and Finance

As the Director of Community Engagement, this opportunity will allow me to learn more about this critical function of this University. I have been at this institution for 19 years serving in various capacities and I belief I can bring different perspectives to the Athletic Council. As you may know, my current role at this university is to facilitate potential community based projects, and to engage the University with the surrounding communities. With this in mind, I would like to offer that knowledge and expertise to the Council as it continues its work towards the student athletes success and commitment to the land-grant mission and Greater College Park. Together we can make a difference and you will have champion of the good work you do for this University. Go Terps!

Andrea Dragan – Manager, Research Compliance Office, Division of Research

I am honored to be considered for the Staff position on the University Athletic Council. For the past ten years, the University of Maryland has acted as my home, family, and career. Starting as a student, I experienced the best of what this campus has to offer: an innovative environment to mature in knowledge and grow into a well-rounded member of a diverse community. There are few programs on campus that represent this mission greater than the Athletics Program. Our campus was well-known as a top institution, academically and athletically, while a member of the Atlantic Coast Conference, but it has truly thrived over the last two years in the Big Ten Conference and its collaborating academic group, the Big Ten Academic Alliance (formerly known as the Committee on Institutional Cooperation). As our participation in these top athletic and research alliances expand, it is of the utmost importance that we continue to

develop and maintain the best athletic programs under the careful guidance of the University Athletic Council. I believe that with my knowledge of our athletic programs, student life, and research endeavors, I can be an excellent addition to the Athletic Council.

Currently, I am the University's Institutional Review Board (IRB) Manager under the Division of Research. In my role, I have the privilege to observe and provide guidance for research studies carried out on campus every day by our faculty, researchers, and students. One of my responsibilities in this role is to participate in Big Ten Academic Alliance (BTAA) meetings with other BTAA institutions regarding ways to promote greater academic engagement across the 14 institutions. I also serve as an Exempt Staff Senator on the University Senate and the Student Conduct Committee. In my roles on these committees, I have had the opportunity to reengage in student life, learning about how the Senate and its committees strive to provide the best atmosphere, facilities, and resources for students to thrive.
It is essential that the University of Maryland has members on the Athletic Council who are dedicated to equipping current and future student athletes for their lives and careers during and after college through excellent academics and intercollegiate programs. It is my hope that with your support, I can bring my unique perspective and inexhaustible passion as both an alumna and employee of the University to the Athletic Council next year.

Brandon Dula – Assistant Director, Multicultural Involvement and Community Advocacy, Division of Student Affairs

I am a staff member at the Adele H. Stamp Student Union and have supervisory responsibility for management of the Multicultural Involvement and Community Advocacy (MICA) Office. I am currently a University Senator and in the past have served on the Senate Staff Affairs, Campus Affairs, Student Affairs, Human Relations and Transportation committees. I have over 20 years of experience and previous to MICA worked in the Office of Campus Programs and was charged with student co-curricular involvement programs such as the Pathfinder, the First Look Fair, Homecoming, the Pan-Hellenic Council and coordinated student recognition/award programs. In addition to my administrative duties, I teach two classes per year in the College of Education's Leadership Studies minor. Athletics provides all students opportunities to identify with the University and connect with others for a greater sense of community. While I have seen many student athletes in the classroom, I know that their time is limited for opportunities outside of their sport. I would like to serve on the Athletic Council to provide input in ways that we can further involve athletes in the life of the campus and ensure that they can access all learning opportunities that the University provides.

Stacey Sickels Locke – Director, Development, University Relations

I am pleased to be nominated for the Athletics Council. As a Senator, I believe strongly in the importance of shared governance. I understand that the role of the Athletics Council is not to set policy; however, an understanding of its important committees is something I can bring to the role including: Budget and Finance, Student Life, Academics, External Affairs. I have personal and professional experience that could contribute to all of these committees as well as experience as a past Chair of a Senate Committee, Equity, Diversity, and Inclusion.
I would bring to a role on the Athletics Council a passion for athletics having been a competitive athlete myself growing up as well as the mother of two competitive children involved in soccer and lacrosse. My family has supported Maryland Terrapins Athletics for over 30 years serving as a member of the Terrapin Club and being season ticket holders. I have worked collaboratively with the Title IX Office at Maryland on several issues and understand the importance of Title IX in Athletics. Finally, as a fundraiser for the University of Maryland, I can bring an understanding of the importance of financial support for our athletes. I helped bring the gift for the new Iribe Center on campus and have brought several donors to the Cole Field House project. I also raise funds for scholarships and programs.
As Chair of the Equity, Diversity, and Inclusion Committee for the 2015-2016 academic year, I worked with my committee and the Senate Executive Committee to put forward several new policies for the Senate's consideration and vote including Nondiscrimination, Sexual Harassment, and the new Accessibility policy. Through that process, I learned about the role of the Senate Office, Senate Executive Committee, and the important ex-officio members of committees.

Appreciating the leadership structures and the governance process of the University Senate would be an important quality for any member of the Athletics Council.

Ronald Zeigler – Director, Nyumburu Cultural Center, Office of the Senior Vice President for Academic Affairs and Provost

It is my distinct honor to submit a statement of interest for your consideration, in my being placed on the ballot for a position on the Athletic Council. As a candidate for this vacant staff seat, I bring to you thirty-eight years of affiliation with the University of Maryland as a Graduate Student (1978 – 1983), Adjunct Instructor (1984 – Present), and Associate Staff Professional (1981 – Present). During my tenure as a proud Terp, I have served as a mentor, instructor, and friend to many student-athletes and alumni. Some of these student-athletes have gone on to professional athletic careers or became productive and important citizens in their local communities. Overall, I am equally proud of my campus responsibility in working with both student-athletes and non-student-athletes, who have achieved and excelled in their career endeavors.

Since May 2000, I have served in a leadership role as the Director of the Nyumburu Cultural Center within the Division of Academic Affairs. Between 1983 – 2000, I served as a Research Administrator in the Office of Multi-Ethnic Student Education. A few of my individual awards include the following: Minority Achievement Award—President's Commission on Ethnic Minority Issues, Outstanding Student Employer of the Year, Diversity Appreciation Award, Faculty Teaching Certificate Acknowledgment(s) at Lacrosse Game, and Black Faculty & Staff Association (BFSA) Award for Outstanding Service. My most recent significant campus committee memberships include the following: Spirit of Maryland Award Committee, Campus Assessment Word Group (CAWG), Office of Diversity and Inclusion (ODI) "Rise Above" Campaign, and the Black Faculty & Staff Association (BFSA) Executive Committee Award. Please accept these credentials and experiences as qualifications for my serving on the Athletic Council.

University Senate
TRANSMITTAL FORM

Senate Document #:	16-17-05
PCC ID #:	15069
Title:	Rename the Master of Arts in "Hearing and Speech Sciences" to "Speech-Language Pathology"
Presenter:	Andrew Harris, Chair, Senate Programs, Curricula, and Courses Committee
Date of SEC Review:	August 30, 2016
Date of Senate Review:	September 7, 2016
Voting (highlight one):	1. On resolutions or recommendations one by one, or 2. In a single vote 3. To endorse entire report
Statement of Issue:	The Department of Hearing and Speech Sciences within the College of Behavioral and Social Sciences proposes to rename its Master of Arts program in "Hearing and Speech Sciences" to "Speech-Language Pathology." Several years ago, the Master of Arts program served students interested in both Audiology and Speech-Language Pathology. The professional credential required for Audiology subsequently became a four-year doctoral degree. The department now offers a doctoral program in Clinical Audiology to meet this need for students interested in a career in Audiology. The Master of Arts program now only serves students interested in Speech-Language Pathology. The current title of the program, "Hearing and Speech Sciences," no longer accurately reflects the content of the professional training and could be misleading for professional licensure application and to prospective employers. Consequently, the department proposes to retitle the program to "Speech-Language Pathology." This proposal was approved by the Graduate School Programs, Curricula, and Courses committee on April 22, 2016, and was approved by the Senate Programs, Curricula, and Courses committee at its meeting on May 6, 2016.
Relevant Policy # & URL:	N/A

Recommendation:	The Senate Committee on Programs, Curricula, and Courses recommends that the Senate approve this program name change.
Committee Work:	The committee first considered this proposal at its meeting on February 5, 2016, when the department requested a curriculum change for the program. Yasmeen Shah, Director of the Master of Arts program, and Wayne McIntosh, Associate Dean for the College of Behavioral and Social Sciences, presented the proposal to modify the curriculum. During the discussion, the committee learned of the outdated program title and expressed support for the name change. The department submitted a formal proposal and the committee formally approved the proposal at its May 6, 2016 meeting.
Alternatives:	The Senate could decline to approve this program name change.
Risks:	If the Senate declines to approve this program name change, the program title will not adequately reflect the program content.
Financial Implications:	There are no significant financial implications with this proposal.
Further Approvals Required:	If the Senate approves this proposal, it would still require further approval by the President, the Chancellor, and the Maryland Higher Education Commission.

University of Maryland PCC
Program/Curriculum/Unit Proposal

PCC Log No: 15069

Program: MASTER OF ARTS IN HEARING AND SPEECH SCIENCES (SPLA)

Department/Unit: HEARING AND SPEECH SCIENCES (HESP)

College/School: BEHAVIORAL AND SOCIAL SCIENCES

Proposal Contact Person (with email): YASMEEN FAROQI SHAH YFSHAH@UMD.EDU

Type of Action (check one):

- ☐ Curriculum change (includes modifying minors, concentrations/specializations and creating informal specializations)
  - ☐ Curriculum change is for an LEP Program
- ☒ *Rename a program or formal Area of Concentration*
- ☐ *Establish/Discontinue a formal Area of Concentration*
- ☐ Other:
- ☐ *Establish a new academic degree/certificate program*
- ☐ Create an online version of an existing program
- ☐ Establish a new minor
- ☐ *Suspend/Discontinue a degree/certificate program*
- ☐ Establish a new Master or Certificate of Professional Studies program
  - ☐ New Professional Studies program will be administered by Office of Extended Studies

Italics indicate that the proposal must be presented to the full University Senate for consideration.

Approval Signatures

This form uses digital signatures. When you are ready to move the proposal forward, please send via email to the appropriate person at the next the approval level. Approvers should click the appropriate signature field to sign. When approved by the dean of the college or school, please email this form and the proposal document as an MSWord attachment to pcc-submissions@umd.edu. For proposals requiring multiple unit approvals, use additional cover sheet(s).

1. Department Committee Chair Yasmeen Faroqi-Shah Digitally signed by Yasmeen Faroqi-Shah DN: cn=Yasmeen Faroqi-Shah, o=University of Maryland, ou=Hearing and Speech Sciences, email=yfshah@umd.edu, c=US Date: 2016.02.07 20:48:03 -05'00'
2. Department Chair Rochelle Newman Digitally signed by Rochelle Newman DN: cn=Rochelle Newman, o=University of Maryland, ou=Dept. of Hearing & Speech Sciences, email=rnewman1@umd.edu, c=US Date: 2016.02.08 20:44:18 -05'00'
3. College/School PCC Chair SOLTAN 3/24/16
4. Dean Wayne McIntosh 3/24/16
5. Dean of the Graduate School (if required)
6. Chair, Senate PCC
7. Senior Vice President and Provost

Summary of Proposed Action (use additional sheet if necessary):

The Master of Arts program prepares students to professionally practice speech-language pathology. The program is currently titled Master of Arts in Hearing and Speech Sciences (Area of concentration: Speech). This degree name does not accurately reflect the content of the professional training and could be misleading for professional licensure application and to prospective employers. So we request changing the degree name to Master of Arts in Speech-Language Pathology.

Unit Code(s) (to be entered by the Office of Academic Planning and Programs):

University Senate
TRANSMITTAL FORM

Senate Document #:	14-15-31
Title:	Review of Faculty Leave Policies
Presenter:	KerryAnn O'Meara, Chair, Faculty Affairs Committee
Date of SEC Review:	August 30, 2016
Date of Senate Review:	September 7, 2016
Voting (highlight one):	1. On resolutions or recommendations one by one, or 2. In a single vote 3. To endorse entire report
Statement of Issue:	In 2014-2015, the Faculty Affairs Committee identified a few inconsistencies within faculty leave policies. The FAC created a subcommittee to review all University policies related to paid leave for faculty and develop a comprehensive list of concerns. Upon review of the subcommittee's findings, the FAC determined that further review was needed, and submitted a memo to the Senate Executive Committee (SEC) to request a formal charge to explore these issues. In March 2015, the SEC charged the Faculty Affairs Committee with conducting a comprehensive review of paid leave policies for faculty and considering whether standardized language and definitions among policies is necessary. A key focus of this work has been an examination of eligibility as it pertains to appointment type, status of primary caregiver language, access to leave, and use of modified duties.
Relevant Policy # & URL:	II-2.25(A) University of Maryland Policy on Faculty Parental Leave and Other Family Supports http://president.umd.edu/administration/policies/section-ii-faculty/ii-225a ; II-1.10(A) University of Maryland Policy and Procedures for Part-Time Status of Tenured and Tenure-Track Faculty Due to Childrearing Responsibilities http://president.umd.edu/administration/policies/section-ii-faculty/ii-110a
Recommendation:	The FAC recommends that the University of Maryland Policy on Faculty Parental Leave and Other Family Supports (II-2.25[A]) and the University of Maryland Policy and Procedures for Part-Time Status of Tenured and Tenure-Track Faculty Due to Childrearing Responsibilities (II-1.10[A]) be revised as shown in the policy documents immediately following the report.

	The FAC recommends that the Senate Executive Committee charge it to further consider the development of a policy or program for a faculty leave reserve fund.
Committee Work:	The Faculty Affairs Committee (FAC) began its review of this issue in October 2014. The FAC consulted with the Office of Faculty Affairs (OFA), University Human Resources (UHR), and the Office of General Counsel (OGC) and reviewed the University of Maryland Policy on Faculty Parental Leave and Other Family Supports (II-2.25[A]) and the University of Maryland Policy and Procedures for Part-Time Status of Tenured and Tenure-Track Faculty Due to Childrearing Responsibilities (II-1.00[A]). The FAC developed revisions to the "primary caregiver" terminology, defining the term and describing when it is needed. The FAC considered the number of occasions when parental leave may be taken and proposed allowing for three occasions rather than two. The FAC also undertook revisions to extend both policies to PTK faculty and ensure that the policies adequately address the specific needs of PTK faculty. In doing so, the FAC also found that existing language did not appropriately cover librarian faculty, and the FAC worked to develop revisions to ensure the policies apply to librarians as well. The FAC also developed revisions to ensure that Modified Duty Family Support Plans require written memorandums of understanding, to ensure clear expectations and to provide documentation to assist in resolving any concerns raised during implementation of the plans. The FAC also discussed existing programs for staff that provide support when all accrued leave is used. The FAC found that many institutions have leave donation programs that provide added support to faculty. The FAC began developing a draft policy to create such a program for UMD. As it consulted with OFA and UHR, the FAC found that more time was needed to consider how such a program might be implemented in alignment with existing systems. The FAC will pursue this issue further in the 2016-2017 academic year and voted to recommend the SEC charge it to develop a comprehensive recommendation on such a program.
Alternatives:	The Senate could reject the revisions to the policies. However, the Senate would lose the opportunity to provide consistent and improved leave and parental support policies for faculty.
Risks:	There are no associated risks.
Financial Implications:	Financial resources may be needed to implement these recommendations.
Further Approvals Required:	Senate approval, Presidential approval.

Senate Faculty Affairs Committee

Report on Senate Document # 14-15-31

Review of Faculty Leave Policies

August 2016

2015-2016 Faculty Affairs Committee Members

KerryAnn O'Meara, Chair
John Bertot, Ex-Officio Provost's Rep
Michele Eastman, Ex-Officio President's Rep
Bill Stuart, Ex-Officio CUSF Rep
Jewel Washington, Ex-Officio Director of Human Resources Rep
Roberto Celi, Faculty
Leigh Ann DePope, Faculty
Stefanie Kuchinsky, Faculty
James McKinney, Faculty
Shirley Micallef, Faculty
Marc Pound, Faculty
Ellin Scholnick, Faculty
John Witzleben, Faculty
Jianhua Zhu, Faculty
Connie Jesse Lira, Exempt Staff
Jeffrey Griswold, Graduate Student
Deirdre Quinn, Graduate Student
Nathaniel Zumbach, Undergraduate Student

BACKGROUND

During the 2014-2015 academic year, the Faculty Affairs Committee (FAC) identified a few inconsistencies within faculty leave policies, particularly those related to parental leave. The FAC created a subcommittee to review all University policies related to paid leave for faculty and develop a comprehensive list of issues to be addressed within the policies. In February 2015, the subcommittee presented the full committee with concerns as reported by the Associate Provost for Faculty Affairs, the Faculty Ombuds Officer, the University of Maryland ADVANCE program, and individual members of the Faculty Affairs Committee. The Faculty Affairs Committee determined that further review of these concerns was needed, and voted to submit a memo to the Senate Executive Committee to request a formal charge to explore these issues. In March 2015, the SEC charged the Faculty Affairs Committee with conducting a comprehensive review of paid leave policies for faculty and considering whether standardized language and definitions among policies is necessary (Appendix 1). A key focus of this work has been an examination of eligibility as it pertains to appointment type, status of primary caregiver language, access to leave, and use of modified duties.

COMMITTEE WORK

The Faculty Affairs Committee (FAC) began its review of the official charge on March 9, 2015, though its initial review of this issue began in October 2014. The FAC consulted with representatives of the Office of Faculty Affairs (OFA), University Human Resources (UHR), and the Office of General Counsel (OGC) throughout its review.

Over the years, the University of Maryland (UMD) has instituted and revised various University policies related to paid leave for faculty. These policies were created and revised individually, and to the FAC's knowledge, no comprehensive review was conducted to ensure that the policies were in alignment with each other. The most recent revisions to University policy came with the adoption of the University of Maryland Policy on Faculty Parental Leave and Other Family Supports (II-2.25[A]) in 2012. The FAC's initial review of leave policies in 2014 found inconsistencies between this policy and the University of Maryland Policy and Procedures for Part-Time Status of Tenured and Tenure-Track Faculty Due to Childrearing Responsibilities (II-1.00[A]) related to: eligibility requirements; definitions related to the age of dependent children for policies related to parental leave; definitions of modified duties; and time periods in which leave may be taken. The FAC also found language related to domestic partnerships that may be out of date given recent changes in state law related to same sex marriage. Additionally, the FAC raised substantive concerns, including how policies on different types of leave apply to professional track (PTK) faculty, how to address concerns raised related to negotiations for modified duties, and whether appeals processes should be incorporated into both leave policies.

As the main concerns found by the committee focused on issues related to leave available to faculty parents, the FAC focused its work on considering revisions to the University of Maryland Policy on Faculty Parental Leave and Other Family Supports (II-2.25[A]) and the University of Maryland Policy and Procedures for Part-Time Status of Tenured and Tenure-Track Faculty Due to Childrearing Responsibilities (II-1.10[A]). The FAC developed proposed language to address the technical imbalances between the policies, including updating language related to domestic partnerships and developing an appeals process for decisions under each policy. As it developed its proposed revisions, the FAC also considered the following substantive issues in great depth.

Definitions of Primary Caregiver

During its initial review, the FAC raised concerns regarding terminology used throughout the policies related to a child's "primary caregiver." Both policies included stipulations that required faculty parents

to assert that they were serving as the primary caregiver while taking parental leave. The FAC found this language to be outdated and inconsistent with the University's intent in providing faculty parents with needed support. The FAC raised concerns that the language inappropriately excluded some caregivers in favor of others and implicitly allowed for speculation about the caregiving relationship between a faculty parent, a co-parent, and a child.

Through consultation with the OGC, the FAC learned that the language related to primary caregivers is established by the University System of Maryland (USM) policy, and as such, must be retained in the UMD policy. However, the FAC also learned that its application is much more limited in scope than the committee originally thought. The primary caregiver language does not apply in situations where faculty are using their own accrued annual, sick, or personal leave for parental leave, and faculty parents using their own accrued leave do not need to assert that they are serving as a primary caregiver. The primary caregiver assertion is necessary only in situations where faculty are using Assured Parental Leave – an additional guaranteed paid parental leave benefit provided by the institution in cases where a faculty member does not have eight weeks of accrued leave to use for parental leave. Only one faculty parent may use Assured Parental Leave at a time, but a second parent may use his or her own accrued leave simultaneously.

The FAC determined that the policy was unclear on these points and felt that clarity was needed to assure faculty parents of the benefits available to them. The FAC developed language to define "primary caregiver" and made additional changes to the proposed language to more clearly represent the difference between parental leave based on use of accrued leave and Assured Parental Leave. The FAC also made revisions to describe the timeframes in which parental leave and modified duties are available, to provide further clarity in the document.

Multiple Occasions of Parental Leave

The FAC raised concerns with language within the parental leave policy stating that faculty are eligible for paid parental leave "on two occasions during the duration of the faculty member's employment with the University System of Maryland;" any further occasions require the approval of the President. The FAC noted that while on average faculty may tend to have two or fewer children, actively limiting paid parental leave to two children or requiring Presidential approval for leave in the case of additional children is unnecessarily restrictive and could unintentionally send a negative message to faculty parents, harming a faculty member's perception of the University. The FAC considered removing this restriction to allow more flexibility, and found that nothing in University or USM policy would prevent the FAC from doing so. After deliberation, the FAC agreed to propose changing the policy from two instances to three instances. The FAC felt that even if such a change in policy may only affect a small number of faculty, the change may have a symbolic value for morale beyond the practical effect of supporting such faculty parents.

Eligibility of Professional Track and Librarian Faculty

Much of the committee's deliberations focused on ensuring that both policies are available to PTK faculty as well as tenured and tenure track (T/TT) faculty. The FAC began its review with an understanding that parental leave and part-time status for childrearing reasons are important tools that should be available to PTK faculty parents as well as T/TT faculty parents. The FAC considered how this principle could be reflected in a policy that was originally developed with the assumption that eligible faculty would be on a full-time tenured or tenure track appointment.

The policy on part-time status allows faculty to reduce their status to as low as 50% FTE. The FAC learned that faculty with an FTE of less than 50% do not accrue leave and are not eligible for benefits,

and the OFA and OGC noted that this threshold was a necessary component to the policy. While the vast majority of T/TT faculty are full-time, many PTK faculty are employed part-time, with many having appointments very close to 100%. In developing revisions to the policy, the FAC faced a choice of either expanding the policy to only full-time PTK faculty or to all PTK faculty with appointments of greater than 50% FTE. The FAC determined that the policy should be available to the greatest number of faculty possible, and agreed to pursue revisions to allow part-time PTK faculty to reduce their appointment to as low as 50% FTE.

The FAC also made revisions throughout the policy to incorporate details relevant to PTK faculty, in order to ensure the expansion of the policy could be implemented appropriately and that the needs of PTK faculty were being addressed. Among the revisions were changes to language on modified duty arrangements to ensure that all such arrangements include a written memorandum of understanding to be developed by the faculty member and the department chair or dean's designee. The FAC agreed that a written Modified Duties Family Support Plan ensures additional protection for PTK faculty, both in ensuring that the expectations of the faculty member and the unit are clear and in providing documentation that PTK faculty can use to advocate for their needs if such a Plan is not adhered to. In addition, the FAC also developed language related to appeals that could be used in the case of issues related to modified duty agreement decisions.

In order to develop revisions to incorporate PTK faculty, the FAC needed to review the eligibility language in both policies carefully. Upon careful review, the FAC found that the eligibility language as written did not adequately cover faculty librarians, since it focused on definitions of T/TT faculty without discussion of faculty with or eligible for permanent status, or parallel titles more generally. The FAC noted that this was a clear flaw in the policy, and speculated that the policies were never intended to exclude librarian faculty. The FAC agreed that revisions would be needed to include librarian faculty, and agreed that Librarians with and eligible for permanent status and Librarians with PTK appointments at the rank of Librarian I should be eligible for parental leave and part-time status. As it worked with OGC on such language, the FAC also found additional aspects of the policy that needed to be adjusted as well; for instance, sections within the policies related to delay of the tenure clock made no reference to reviews for permanent status. Further revisions were developed to ensure that both policies included appropriate language for librarian faculty.

Leave Donation Programs

As the FAC discussed ways to improve leave programs for faculty at UMD, it discussed options for faculty who use all their accrued leave for a health or family situation. The FAC found that programs currently exist for staff at the UMD and USM levels that provide extra support when staff have used all accrued leave. UMD has a policy on advanced sick leave for staff, and the USM provides a leave reserve fund for exempt and non-exempt staff. However, no such support currently exists for faculty. The FAC reviewed peer institutions and found many examples of leave reserve funds or leave donation programs at other institutions and began considering developing a leave reserve fund for use at UMD.

As it reviewed programs in place at other institutions, the committee developed the first draft of a policy to consider for use at UMD. As it consulted with OFA and UHR on its ideas for the program, the FAC realized more time was necessary for the OFA and UHR offices to consider how such a program might be implemented in alignment with existing reporting and payroll systems. The FAC did not want to delay its proposed revisions to the leave policies, so the FAC agreed to pursue this issue further in the 2016-2017 academic year. The FAC will work with OFA and UHR to find solutions to the challenges found through its review, in order to put forward a comprehensive proposal for a leave reserve fund. In April 2016, the FAC voted to recommend that the SEC charge it to explore this issue further and make a more comprehensive recommendation at a later date.

RECOMMENDATION

The Senate Faculty Affairs Committee recommends that the University of Maryland Policy on Faculty Parental Leave and Other Family Supports (II-2.25[A]) and the University of Maryland Policy and Procedures for Part-Time Status of Tenured and Tenure-Track Faculty Due to Childrearing Responsibilities (II-1.10[A]) be revised as shown in the policy documents immediately following the report.

The Senate Faculty Affairs Committee recommends that the Senate Executive Committee charge it to further consider the development of a policy or program for a faculty leave reserve fund.

APPENDICES

Appendix 1 – Charge from the Senate Executive Committee on Review of Faculty Leave Policies

Recommended Changes from the Faculty Affairs Committee
New Text in Blue/Bold (**example**), Removed Text in Red/Strikeout (~~example~~)

II-2.25(A) UNIVERSITY OF MARYLAND POLICY ON FACULTY PARENTAL LEAVE AND OTHER FAMILY SUPPORTS

(Approved by the President November 1, 2012)

I. Purpose & Eligibility Period

This policy is intended to support faculty in balancing professional and family demands before and after the birth or adoption of a child through a combination of measures to promote a "family-friendly" environment. These measures include:

a. A minimum assured period of paid ~~p~~**P**arental ~~l~~**L**eave of eight (8) **work** weeks;
b. Eligibility for a Modified Duty Family Support Plan;
c. Extension of Time for Tenure Review for new parents;
d. Availability of lactation facilities.

The term "Parental Leave" is used in this Policy to refer to the entirety of the paid leave period available to eligible faculty to care for children new to the family. Up to eight (8) work weeks of Parental Leave is available through a combination of paid leave charged to a faculty member's accrued leave balance and/or Assured Parental Leave provided by the University. Parental Leave is just one component of the family support measures provided under this Policy.

The eligibility period for Parental Leave and all other family support measures under this Policy involves an 18 month period extending from 6 months prior through 12 months following the birth or adoption of a child (or children).

II. Assured Minimum Parental Leave

Each eligible faculty member shall be assured a period of up to eight (8) work weeks (i.e., forty (40) work days) of paid parental leave to care for a new child **(or children)**, as follows:

A. Nature of Leave: ~~The~~ ~~p~~**P**arental ~~l~~**L**eave shall be charged to an individual faculty member's accrued annual leave, sick leave, personal leave or collegial leave, if applicable, to be supplemented by the institution with additional paid leave days **(referred to as "Assured Parental Leave")** to attain a~~n~~ **period of** eight (8) **work** week**s** ~~period~~ of paid ~~p~~**P**arental ~~l~~**L**eave. No institutional work-related duties are required of the faculty member by the University while on ~~assured paid leave~~ **Parental Leave**.

B. Applicability: The eight (8) **work** week**s of** paid leave **is** ~~assurance will be~~ available beginning six (6) months before and up to twelve (12) months after either:

1. The birth of a newborn; or
2. The placement of a child for adoption or foster care under the age of six (6).

C. Eligibility: ~~Paid leave assurance~~ **Parental Leave** applies to all full-time and part-time tenured and tenure-track faculty**,** ~~and~~ **professional** ~~non-tenure~~-track faculty**, and librarians with permanent status and librarians eligible for permanent status,** with appointments of at least 50% FTE~~, upon written affirmation that the faculty member will be the child's primary caregiver during the parental leave period~~.

1. **Assured Parental** Leave shall be pro-rated for eligible part-time faculty.
2. Use of ~~paid~~ ~~p~~**P**arental ~~l~~**L**eave does not require the faculty member to submit medical documentation or proof of placement of a child for adoption or foster care.
3. If a child's parents are both faculty employed by the same institution, both may be eligible for paid parental leave up to the eight (8) **work** week maximum as follows:
   a. Both parents may use accrued annual, sick, personal, or collegial leave concurrently with the birth of a child or placement of a child under the age of six (6) for adoption or foster care;
   b. ~~A faculty parent may use additional guaranteed paid leave under this policy only during a period when that parent is acting as the child's primary caregiver.~~ **At the time a faculty member takes Parental Leave, they should be acting as primary caregiver. In some cases, there will be two UMD parents eligible for Parental Leave. Either UMD employee parent may be considered the "primary caregiver" at any time, as long as both parents are not the "primary caregiver" for the same time period on the same day.**
   c. The primary caregiver stipulation specified in II.C.3.b only applies when a faculty member is relying on Assured Parental Leave, rather than on his/her own accrued annual, sick, or personal leave. Assured Parental Leave may only be used by one parent on a given workday, but if one parent is using Assured Parental Leave, the other parent may use his/her own accrued leave at the same time. Both UMD parents may use Parental Leave simultaneously by alternating between use of Assured Parental Leave and their own accrued leave.
4. To be eligible for parental leave, an instructional faculty member must have been employed by the institution for at least one semester and a non-instructional faculty member for at least six (6) months.
5. A faculty member may be eligible for ~~paid~~ ~~p~~**P**arental ~~l~~**L**eave under this ~~p~~**P**olicy on one occasion in a given 12-month period, and on ~~two~~ **three** occasions during the duration of the faculty member's employment with the University System of Maryland. Any additional periods of ~~paid~~ ~~p~~**P**arental ~~l~~**L**eave require the approval of the President, or the President's designee.

III. Modified Duty Family Support Plan

Each eligible faculty member **also** shall have the opportunity to request a period of time during which their institutional work duties are reduced or modified without a reduction of salary known as a ~~"~~Modified Duty Family Support Plan **(the "Plan").**~~"~~ The ~~p~~**P**lan~~s~~ ~~are~~ **is** intended to provide support for **a** new parent~~s~~ while assuring that continuity in student instruction and other critical faculty duties are not disrupted. **Note: Modified duties are neither required nor expected during the period of up to eight (8) work weeks of Parental Leave.**

A. Plan Development: **A written memorandum of understanding documenting the Plan** ~~The plan~~ will be developed jointly by the faculty member and department chair, or the designee of the chair or the dean, upon request of the faculty member.

1. If the faculty member and department chair are unable to finalize the ~~p~~**P**lan, or if an agreed-upon ~~p~~**P**lan requires additional resources, the appropriate dean or other academic affairs administrator will participate in completing the ~~p~~**P**lan.
2. Each completed ~~p~~**P**lan will be shared with the appropriate dean or other academic affairs administrator.

B. Plan Content: The ~~p~~**P**lan will allow the faculty member to reduce or otherwise modify workload ~~-~~during the period **of eligibility** ~~in which parental leave is taken~~, through a combination of:

1. Leave, including:
    a. Exhaustion of all accrued annual, personal, holiday and sick leave;
    b. Additional paid parental leave, as needed up to the eight (8) **work** week total;
    c. Collegial sick leave, as available;
    d. Unpaid leave, up to the twelve (12) week (i.e., sixty (60) work day) limit **under** ~~of~~ the University Faculty Family Medical Leave Act Policy, II-2.31(A);
2. Workload modifications, to the extent authorized by the institution and feasible within the faculty member's department, which may include:
    a. Part-time employment;
    b. Redistribution of duties to substitute a teaching assignment with other departmental or academic service; and/or
    c. Other options identified by the institution or department.

C. Eligibility: All faculty who meet the eligibility standards of Section II. C. 1 through 5 are eligible for the benefits of a Modified Duty Family Support Plan, subject to terms and conditions stated below:

1. Faculty with Instructional Responsibilities ~~(including tenured, tenure-track and non-tenure track instructors and lecturers)~~ are entitled to a release from classroom teaching duties and service responsibilities for one semester in the period in which parental leave is taken. For example, faculty taking parental leave for the initial eight (8) weeks of an academic semester shall be eligible for a Modified Duty Family Support Plan during the remaining weeks of the semester, i.e., no classroom teaching responsibilities.

    a. During the period of the Modified Duty Family Support Plan, faculty members with instructional responsibilities are expected to continue to perform other non-classroom instructional duties for which they are ordinarily responsible, such as advising graduate students, as well as to sustain their research/creative activities as applicable.
    b. Instructional faculty utilizing a Modified Duty Family Support Plan pursuant to this policy shall not be required to offset the reduced classroom course load during the period of modified duty by making up the load in another semester.
2. Faculty without Instructional Responsibilities are entitled to a Modified Duty Family Support Plan for a period of up to six (6) weeks in addition to the eight (8) weeks of paid Parental Leave, subject to any limits established by contract or grant by the funding agency responsible for a research faculty member's salary support. The exact nature and schedule of the Modified Duty Family Support Plan shall be defined and approved by the Chair or Unit head as set forth in III.A.
3. The period of the Modified Duty Family Support Plan will normally extend from 6 months prior to 12 months following the birth or placement of a child for adoption or foster care.
    a. The combined period of Paid Parental Leave and the Modified Duty Family Support Plan must be concluded within twelve (12) months of the birth or placement of the child for adoption or foster care.

b. A Modified Duty Family Support Plan is available to both faculty parents, **and is typically taken** on a sequential basis.~~, provided the faculty member is the child's primary caregiver during normal working hours during that period~~ **A Modified Duty Family Support Plan may be available to both faculty parents on a simultaneous basis when the health or personal situation of one or more family members requires it, provided the faculty members adhere to the eligibility requirements noted above regarding primary caregiver.**

c. Both faculty parents are expected to coordinate leave arrangements so that the combined period of Paid Parental Leave and the Modified Duty Family Support Plan are not exceeded.

d. To minimize hardship of the department/unit, faculty are expected to notify their chair or unit head, and, if applicable, the Dean, at least two (2) months in advance of the date of expected use. Notice should include the projected date of birth of the child or expected date of the child's placement through adoption or foster care, as feasible.

IV. Extension of Time for Tenure/Permanent Status Review

Faculty are entitled to an extension of time before mandatory tenure review **or review for permanent status** in accordance with II-1.00(D) University of Maryland Policy on Extension of Time for Tenure Review Due to Personal and Professional Circumstances ("UM Tenure Extension Policy"). Among other provisions, the UM Tenure Extension Policy provides that any tenure-track faculty member **or faculty member eligible for permanent status** who becomes the parent of a child by birth or adoption will automatically be granted a one-year extension of the deadline for ~~tenure~~ review by the provost, upon mandatory written notification by the faculty member's department. A second automatic extension for the birth or adoption of another child will be granted as long as the total number of all extensions does not exceed two.

V. Supports for Nursing Mothers

The University shall provide space at reasonable locations on campus where faculty who are nursing mothers may breastfeed or express milk.

A. The areas must be shielded from view and free from intrusion by others.

B. A bathroom or restroom may not be designated as a lactation facility.

C. The space may be a private area in a larger room, or a private room that is reliably made available for nursing mothers whenever needed but may otherwise be used for different functions.

D. The area shall be equipped with seating, a table or other flat surface, an electrical outlet and nearby access to a sink.

E. The requirement for lactation facilities and their availability for the purpose of breastfeeding a child are subject to University policies governing the circumstances when children of employees may be present in the workplace.

VI. Protections for Faculty

A. No faculty member shall be discriminated against or otherwise experience reprisals in any appointment, evaluation, promotion, tenure or other employment-related process as a result of utilizing paid parental leave, modified duty family support plans or other supports provided in this policy.

B. Appeals: Faculty may appeal part time or modified duty agreement decisions for both procedural and substantive reasons. Faculty may bring the matter to the attention of the Faculty Ombuds Officer and seek a review in accordance with the procedures of the University of Maryland Policy governing faculty grievances (University of Maryland Policy II-4.00(A)).

VII. Implementation

A. Paid Parental Leave and Modified Duty Family Support Plan: Eligible faculty shall have access to paid parent leave and modified duty family support plans beginning in the Fall 2012 semester.

B. Supports for Nursing Mothers: Implementation of these requirements shall occur no later than December 31, 2012.

Recommended Changes from the Faculty Affairs Committee
New Text in Blue/Bold (**example**), Removed Text in Red/Strikeout (~~example~~)

II-1.10(A) UNIVERSITY OF MARYLAND POLICY AND PROCEDURES FOR PART-TIME STATUS OF ~~TENURED AND TENURE-TRACK~~ FACULTY DUE TO CHILDREARING RESPONSIBILITIES

(Approved by the President December 17, 2009)

1. Units may employ tenured**,** ~~or~~ tenure-track**, professional track** faculty members**, and librarians with permanent status and librarians eligible for permanent status** on a part-time appointment on a temporary basis. A part-time appointment shall be a minimum of a fifty percent (50%) appointment. ~~Part-time appointments shall be approved for a minimum period of a full academic semester (e.g., fall semester, spring semester) up to a maximum of two years.~~ These appointments may be renewed ~~for tenured faculty~~ (in maximum blocks of two years). ~~For faculty on an academic year contract, the starting date of the appointment must coincide with the start date of an academic semester and the end date must coincide with the end of an academic semester. For faculty on a fiscal year contract, the starting date must correspond to the beginning (7/1) or the midpoint (1/8) of the year, and must last a minimum period of a full academic semester and maximum of two years.~~

2. Eligibility. This policy applies ~~only~~ to tenured**,** ~~or~~ tenure-track**, professional track** faculty**, and librarians with permanent status and librarians eligible for permanent status with appointments of at least 50% FTE** who request a temporary reduction to part-time status in order to prepare for a newborn child and/or to care for a child under the age of ~~five~~ **six (6)** years, including children placed in the home as a result of adoption or foster care**, or to manage severe illness or other emergency situations related to children**. ~~This policy shall be extended to the children of domestic partners at such time as the Board of Regents recognizes domestic partners as immediate family members.~~ **Tenured, tenure-track, professional track, and librarian** ~~F~~**f**aculty making the request must attest that **during the part-time appointment** they **intend to serve as the primary care-giver on a regular basis** ~~are responsible for 50% or more of the care of a child~~.

3. Length of appointment reduction.

   (a) Tenure-track faculty **and librarians eligible for permanent status**. The length of a tenure-track **or librarian** faculty member's initial contract and probationary period for tenure **or permanent status** consideration is based upon the number of full-time equivalent years accrued by the **eligible** faculty member at the institution in a tenure-track **or permanent status track** rank. For tenure-track faculty **and librarians eligible for permanent status**, part-time status may be granted for a maximum period of two full academic year or fiscal year appointments during the pre-tenure probationary period. These partial appointments result in a one-year maximum delay in the tenure **or permanent status** clock regardless of the year in which they were initiated and the decision

about how the reduction is allocated (e.g. two separated one-year-reductions). If the first of the fractional appointments begins during the initial three-year contract period, the contract review is delayed ~~a~~ **one** year and the **eligible** faculty member should receive a one-year contract extension of the initial contract. If the first partial appointment begins after the initial three-year contract review, the **eligible** faculty member receives contracts covering the subsequent four years and is reviewed for tenure **or permanent status** by the end of seventh year. [1] These periods of reduced appointment may be contiguous or noncontiguous, and they may result from a single event or multiple events. Eligibility for consideration for a part-time appointment shall extend from three months prior to ~~five~~ **six (6)** years following the birth or placement of a child. Faculty eligible for part-time status related to childbearing/ childrearing responsibilities are also entitled to extensions of time for consideration for tenure **or permanent status** review under the same terms and conditions as full-time tenure track faculty as set forth in II-1.00(D) University of Maryland Policy on Extension of Time for Tenure Review Due to Personal and Professional Circumstances. [2]

(b) Tenured faculty **and librarians with permanent status**. The conditions of eligibility for tenured faculty **and librarians with permanent status** are the same as for tenure-track faculty **above**. Temporary reductions from a full-time appointment shall be for a minimum period of **three months for eligible 12-month faculty or one semester for eligible 9-month appointed faculty** ~~academic semester~~ and a maximum period of two **(2)** years. These part-time appointments are renewable with appropriate approvals. Each renewal may be requested for a period lasting a minimum of **three months or one** ~~a~~ semester to a maximum period of two (2) years. The Memorandum of Understanding (MOU) governing these temporary part-time appointments for tenured **and permanent status** faculty must specify changes in obligations and the conditions under which the appointee may return to a full-time position or request a renewal of the temporary part-time appointment at the same or a different percentage for another period of a minimum of **three months or** one academic semester and maximum of two (2) years.

(c) Professional track faculty. The conditions of eligibility for professional track faculty are the same as for tenure-track faculty above. For professional track faculty, part-time status may be granted for a maximum period of two full academic year or fiscal year appointments. This applies to all professional track faculty with an original appointment of greater than 50%

[1] Thus a faculty member on a 50% appointment for the maximum period of two years would be reviewed in the 7th rather than the 6th year. Partial appointments (regardless of length) under this policy delay the mandatory tenure review by one year and partial appointments which are initiated in the first three years of appointment extend the contract review by a year.

[2] A faculty member on a 50% appointment for the maximum period of two years would be reviewed in the 7th year. If the faculty member is also approved for a two-year delay in the tenure clock, the review would occur in the 9th year. A faculty member on a 100% appointment with a two-year delay in the tenure clock would be reviewed in the 8th year.

FTE who have been employed with the University for a minimum of 2 years. These part-time appointments are renewable with appropriate approvals. Each renewal may be requested for a period lasting a minimum of three months for eligible 12-month faculty or one semester for eligible 9-month appointed faculty to a maximum period of two (2) years. The Memorandum of Understanding (MOU) governing these temporary part-time appointments for professional track faculty must specify changes in obligations and the conditions under which the appointee may return to a full-time position or request a renewal of the temporary part-time appointment at the same or a different percentage for another period of a minimum of three months or one semester and maximum of two (2) years.

4. Procedures. Any faculty member who meets the eligibility requirements for this policy may request a temporary reduction of duties. Under ordinary circumstances, this request will be granted. The **eligible** faculty member shall make a formal written request to the department chair or unit head, stating the basis of his/her need for a temporary part-time appointment. The notice should include an attestation by the faculty member of eligibility. The faculty member's request must be submitted by the end of the semester before the appointment is slated to begin. The proposed reduction in appointment and duties should then be discussed and negotiated with the chair/unit head to arrive at a mutually acceptable MOU. Then the chair/unit head must prepare (a) a MOU and (b) a letter supporting or opposing the request. The MOU should specify the reason for the request, the length of the part-time status, expectations for faculty duties, and, where applicable, revised schedules for contract, promotion, and other reviews, and provisions for ending the proposed fractional appointment and return to full-time status. The unit head/chair's letter must include a rationale for supporting or opposing the request, and a description of the financial and staffing implications. The formal letter of request, chair's response and MOU must first be forwarded to the Dean (where appropriate) and then to the Provost for approval or denial. Upon approval of the part-time appointment and accompanying arrangements, the MOU shall be co-signed by the **eligible** faculty member, chair/unit head, Dean, and Provost. **If appropriate, tenure-track faculty or librarians eligible for permanent-status may apply for a delay in the tenure or permanent status clock after final approval of the temporary reduction in duties is finalized.**

5. Departments/units shall be able to use the unused portion of the salary of a ~~tenure track/tenured faculty member~~ **tenured and tenure track faculty member and professional track faculty members and librarians with permanent status and librarians eligible for permanent status with instructional, advising, service and related duties** on a temporary part-time appointment due to childrearing responsibilities to fund coverage of the **eligible** faculty member's teaching, advising, service and related duties.

6. Performance, Tenure, and Promotion Reviews. No person shall be discriminated against in any promotion and tenure proceedings**,** ~~or~~ merit review**, permanent**

status review, or professional track faculty promotion review, as a result of seeking or being granted part-time status in accordance with these procedures. Personnel reviews shall be conducted in the same manner as those conducted for full-time faculty. Internal and external reviewers of faculty performance should be apprised that faculty members who have been granted part-time appointments should be judged by the quality and quantity of their accomplishments, but not by the rate of their accomplishments.

7. **Appeals.** A**ny eligible** faculty member who believes that her or his request for part-time status has been unfairly or improperly denied may bring the matter to the attention of the Faculty Ombuds Officer and seek a review in accordance with the procedures of the University of Maryland Policy governing faculty grievances (University of Maryland Policy II-4.00(A)).

~~References~~

~~Cockrell, C. (2006, April 13). Family-friendly policies for faculty are now "an entitlement." *Berkeleyan*, University of California, Berkeley.~~

~~Goulden, M., Mason, M.A., & Wolfinger, N. (2005). Do babies matter: Refining gender equity in the academy. In *Mentoring for Academic Careers in Engineering: Proceedings of the PAESMEM/Stanford School of Engineering Workshop* (pages 89-105). Santa Barbara, CA: Grayphics Publishing.~~

~~Mason, M.A., Goulden, M., & Frasch, K. (2009). Why graduate students reject the fast track. *Academe*, *95(1)*, 1-8.~~

~~University of Michigan Center for the Education of Women. (2007). *Family friendly policies in higher education: A five-year report*. Ann Arbor: Author.~~
~~http://www.cew.umich.edu/PDFs/Redux%20Brief%20Final%205-1.pdf~~

Charge to Research Council

1. Review the University System of Maryland Policy on Classified and Proprietary Work (IV-2.20)

2. Consider the scope of restrictions on publication and nationality that would ensue were this policy to be changed.

3. Identify potential costs, benefits, and risks (e.g., legal, reputational) to the university community associated with pursuing a more flexible policy to conduct research with publication and citizenship restrictions.

4. Identify potential risks and benefits to the various members of the university community (students, post-docs, junior and senior faculty) associated with conducting research with publication and citizenship restrictions (academic and career implications, legal risks, etc.).

5. Identify the costs and benefits of conducting restricted research on campus versus in University facilities off campus.

6. Review involvement in restricted research at peer and other Big Ten Academic Alliance. If restricted research is conducted, investigate if limitations are imposed and in what context(s).

7. Actively seek input and recommendations from the broader University of Maryland community about whether, under what conditions, and through what processes the university should permit faculty to engage in restricted research.

8. Consult with the University's Office of General Counsel on any proposed recommendations.

9. If the recommendation is to proceed, produce a draft policy that is concise and clear (2-3 pages) and briefly recommend next steps toward the development of implementation procedures.

   We ask that you submit your report and recommendations to the Senate Office no later than January 17, 2017. (typo corrected)

Subcommittee members

- Michael O. Ball, Management Science (faculty)
- C. Scott Dempwolf, Urban Studies and Planning Program (faculty)
- Jen Gartner, Office of General Counsel (administrative staff)
- Adam Grant, Export Compliance Officer, Div. of Research (administrative staff)
- Reggie Harrell, Environmental Science and Technology (faculty)
- William Idsardi, Linguistics (faculty)
- Christian Johnson, Computer Science (student)
- Daniel Lathrop, Physics / Geology / ME / IREAP (faculty)
- Keith Marzullo, iSchool (faculty, chair subcommittee)
- Donald Milton, Applied Environmental Health (faculty)
- Amy Mullin, Chemistry and Biochemistry (faculty)
- Thomas Murphy, ECE / IREAP (faculty, chair University Research Council)
- Deborah Nelson, Journalism (faculty)
- Ray Sedwick, Aerospace Engineering (faculty)
- Elizabeth Tennyson, Materials Science and Engineering (student)
- Jonathan Wilkenfeld, Government and Politics (faculty)

Background Material

- Draft Exception Policy (December 8, 2004)
- Presentation Summary of Options: University Affiliated Research Initiatives (UARIs)
- UMD Division of Research White Paper on Restricted Research (November 30, 2015)
- Informal survey results of Big 10 Academic Alliance (2015)
- Background information from VPR (August 22, 2016)

Working Schedule (Tentative)

- Kickoff meeting August 22, 2016: round table introductions, review charge, discussion on issues and process. Members asked to solicit thoughts from their colleagues.
- September meeting: discuss background material and framing of response. Task further information gathering.
- October meeting: discuss further information on (selected) peers. Begin synthesis, task writing.
- October town hall.
- November meeting: discuss further information, continue synthesis, review draft.
- December meeting: Review draft, task final writing.

Middle States Accreditation 2017

- New Accreditation Standards, as of 2014
- We are part of a pilot – "Collaborative Implementation Project"
- To see what we did in 2007, go to http://www.provost.umd.edu/campus_review_2007
- To read and comment on the 2017 documents, go to http://www.provost.umd.edu/MS17

Organizing Team co-chairs

Betsy Beise, Prof. of Physics and Associate Provost, Academic Planning & Programs

Sharon La Voy, Assistant Vice President for Institutional Research, Planning, and Assessment

Rebecca Ratner, Prof. of Marketing and Associate Dean, Robert H. Smith School of Business

The 2014 Standards

Standard I: Mission and Goals

Standard II: Ethics and Integrity

Standard III: Design and Delivery of the Student Learning Experience

Standard IV: Support of the Student Experience

Standard V: Educational Effectiveness Assessment

Standard VI: Planning, Resources, and Institutional Improvement

Standard VII: Governance, Leadership, and Administration

In two sentences:

A HIGHER EDUCATION INSTITUTION…

- has a mission (Standard I)
- and lives it with integrity (Standard II)
- to enhance the student learning experience (Standard III)
- and support the overall student experience. (Standard IV)

THAT INSTITUTION…

- assesses its success in achieving that mission (Standard V)
- and engages in planning to strengthen its resources and improve as an institution (Standard VI)
- by means of an effective governing process. (Standard VII)

From David B. Rehm, MSCHE standards steering committee member…

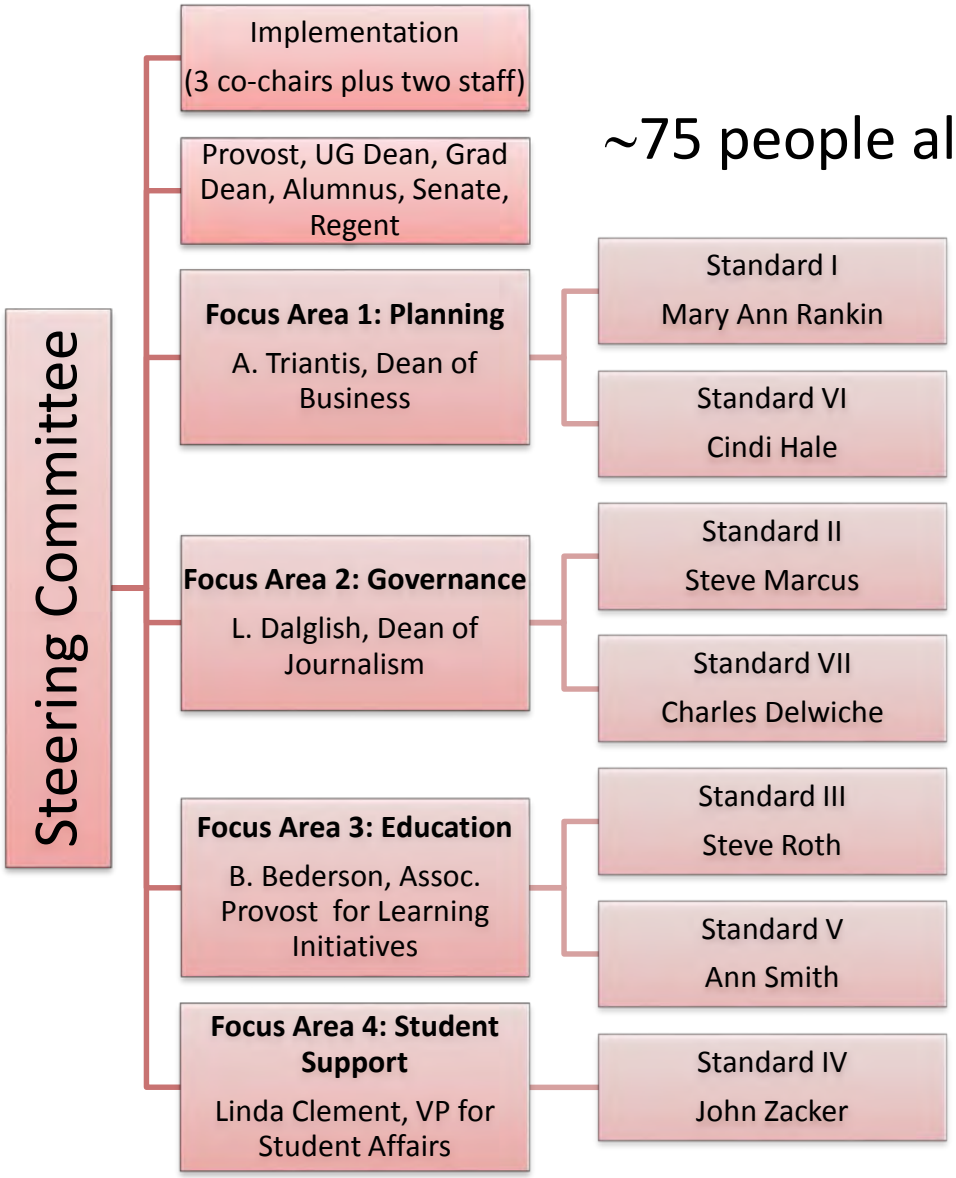
Middle States Expectations

- Responses to the standards should be aligned with, and in the context of, the university's mission
- Focus on institutional priorities
- Focus on continuous improvement, not compliance
- Focus on access, affordability, and value
- Campus engagement and awareness

Our Self Study report as two contextual themes

  - Entry into the Big Ten (and the academic alliance)
  - Flagship 2020 and administrative modernization
- http://www.provost.umd.edu/MS17

Steering Committee



~75 people altogether

Timeline for the Self Study and Visit

2015		
☑	January	Create Steering Committee
☑	March	Select Working Group Members & Complete Draft Design of Self-Study
☑	**April**	**MSCHE Liaison visits campus for 1 day**
☑	Summer	Assemble documents for working groups
2016		
☑	January	Working Group 1st draft reports due
☑	April	Working Group 2nd draft reports due
☑	June	First draft of Self-Study due
	Aug-October	**Campus feedback, 2nd draft of Self-Study due**
	Sept 28	**Evaluation Team Chairperson visits campus**
2017		
	January	Final version of Self-Study due
	April 2-5	**Evaluation Team visits campus (2.5 days)**

11 Recommendations emerged

1. Develop a “policy on policies and procedures”
2. Improve communication of existing policies
3. Strengthen efforts to create a diverse faculty
4. Continue to integrate and support PTK faculty and librarians
5. Develop a coordinated approach to assessment of the impact of programs and services for educational excellence
6. Create a more intentional and collaborative approach to student success across Academic Affairs and Students Affairs

11 Recommendations, cont'd.

7. Standardize the university's data governance practices
8. Standardize the process of articulating desired learning outcomes, and use outcomes to inform curriculum changes
9. Strengthen practices for aligning resources with institutional mission
10. Complete analysis (and implementation when feasible) to identify new revenues and efficiencies
11. Develop a robust and predictive centralized budget model

The Standards

Standard I: Mission and Goals - The institution's mission defines its purpose within the context of higher education, the students it serves, and what it intends to accomplish. The institution's stated goals are clearly linked to its mission and specify how the institution fulfills its mission.

Standard II: Ethics and Integrity - Ethics and integrity are central, indispensable, and defining hallmarks of effective higher education institutions. In all activities, whether internal or external, an institution must be faithful to its mission, honor its contracts and commitments, adhere to its policies, and represent itself truthfully.

Standard III: Design and Delivery of the Student Learning Experience - An institution provides students with learning experiences that are characterized by rigor and coherence at all program, certificate, and degree levels, regardless of instructional modality. All learning experiences, regardless of modality, program pace/schedule, level, and setting are consistent with higher education expectations.

Standard IV: Support of the Student Experience - Across all educational experiences, settings, levels, and instructional modalities, the institution recruits and admits students whose interests, abilities, experiences, and goals are congruent with its mission and educational offerings. The institution commits to student retention, persistence, completion, and success through a coherent and effective support system sustained by qualified professionals, which enhances the quality of the learning environment, contributes to the educational experience, and fosters student success.

Standard V: Educational Effectiveness Assessment - Assessment of student learning and achievement demonstrates that the institution's students have accomplished educational goals consistent with their program of study, degree level, the institution's mission, and appropriate expectations for institutions of higher education.

Standard VI: Planning, Resources, and Institutional Improvement - The institution's planning processes, resources, and structures are aligned with each other and are sufficient to fulfill its mission and goals, to continuously assess and improve its programs and services, and to respond effectively to opportunities and challenges.

Standard VII: Governance, Leadership, and Administration - The institution is governed and administered in a manner that allows it to realize its stated mission and goals in a way that effectively benefits the institution, its students, and the other constituencies it serves. Even when supported by or affiliated with governmental, corporate, religious, educational system, or other unaccredited organizations, the institution has education as its primary purpose, and it operates as an academic institution with appropriate autonomy.