



Senate Meeting

October 11, 2022



Senators and Deans

- Log in to **PointSolutions** on your mobile device or web browser (<https://ttpoll.com>).
- Enter the Session ID: **terps2022**
- Click **Join Session**

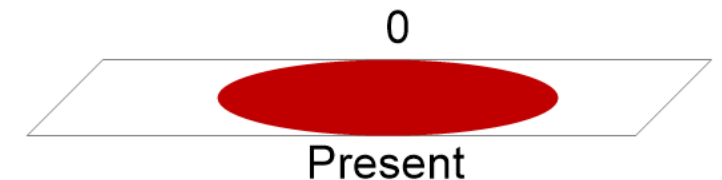


Go to **TurningPoint** on a mobile device or at <https://tppoll.com/>
Session ID: terps2022
Quorum 85

Senators & Deans: Press **1** in TurningPoint to indicate that you are present for quorum purposes.

The meeting will start once we reach the Quorum number above.

1. Present





Agenda

1. Call to Order



Agenda

2. Approval of the September 7, 2022 Senate Minutes (Action)



Agenda

3. Report of the Chair



Chair's Report – BOR Staff Awards

- The Staff Affairs Committee is currently accepting nominations for this year's Board of Regents' Staff Awards.
- Highest System-wide recognition of the exceptional work done by staff members across the USM.
- Exempt and non-exempt staff who have been with the University for at least 5 years are eligible to be nominated in one of these five categories:
 1. Exceptional Contribution to the Institution and/or Unit to Which the Person Belongs
 2. Outstanding Service to Students in an Academic or Residential Environment
 3. Extraordinary Public Service to the University or Greater Community
 4. Effectiveness and Efficiency
 5. Inclusion, Multiculturalism, and Social Justice



Chair's Report – BOR Staff Awards

- There are coaches available to help nominators gather the necessary materials.
- Any member of the university community, including students, can nominate an eligible staff member.
- Any employee may nominate another employee with the knowledge and consent of the nominee.
- Employees may also nominate themselves.
- Nomination packets are due to the Staff Affairs Committee by Friday, November 11. Detailed instructions can be found on the Senate website.



Chair's Report – Interim University of Maryland Non-Discrimination Policy and Procedures

- On September 30th, President Pines approved revisions to the Interim University of Maryland Non-Discrimination Policy and Procedures (Senate Document #22-23-04).
- New state law changes that were effective on October 1, 2022, required revising the definition of “harassment” and adding a definition of “sexual harassment” in the University of Maryland Non-Discrimination Policy and Procedures.



Chair's Report – Interim University of Maryland Non-Discrimination Policy and Procedures

- Additionally, the University of Maryland policy was revised to clarify current procedures related to the investigation and adjudication processes and update current University Vice President titles.
- A comprehensive review of the Non-Discrimination Policy and Procedures is expected to be done in the next year.



Chair's Report – Volunteers for Nominations Committee

- Outgoing Senators will soon receive an email about volunteering for the Senate Nominations Committee.
- Every year, the Nominations Committee solicits nominations for the Senate Chair-Elect and membership on the Executive Committee, the Committee on Committees, and other University-wide committees and councils.
- The Nominations Committee meets between January and April.



Chair's Report – Volunteers for Nominations Committee

- Outgoing Senators who are interested in serving on the Nominations Committee, please use the link to a Google form that will be included in the email you will receive after this meeting. You may contact the Senate staff if you need additional information or assistance.
- The Senate will vote on the Nominations Committee's membership at its December meeting.



Agenda

4. Special Order:

Jack Blanchard

Associate Provost for Enterprise Resource Planning

Elevate Project Update



Elevate Program Update

Senate

October 11 2022

Jack Blanchard

Associate Provost for Enterprise Resource Planning



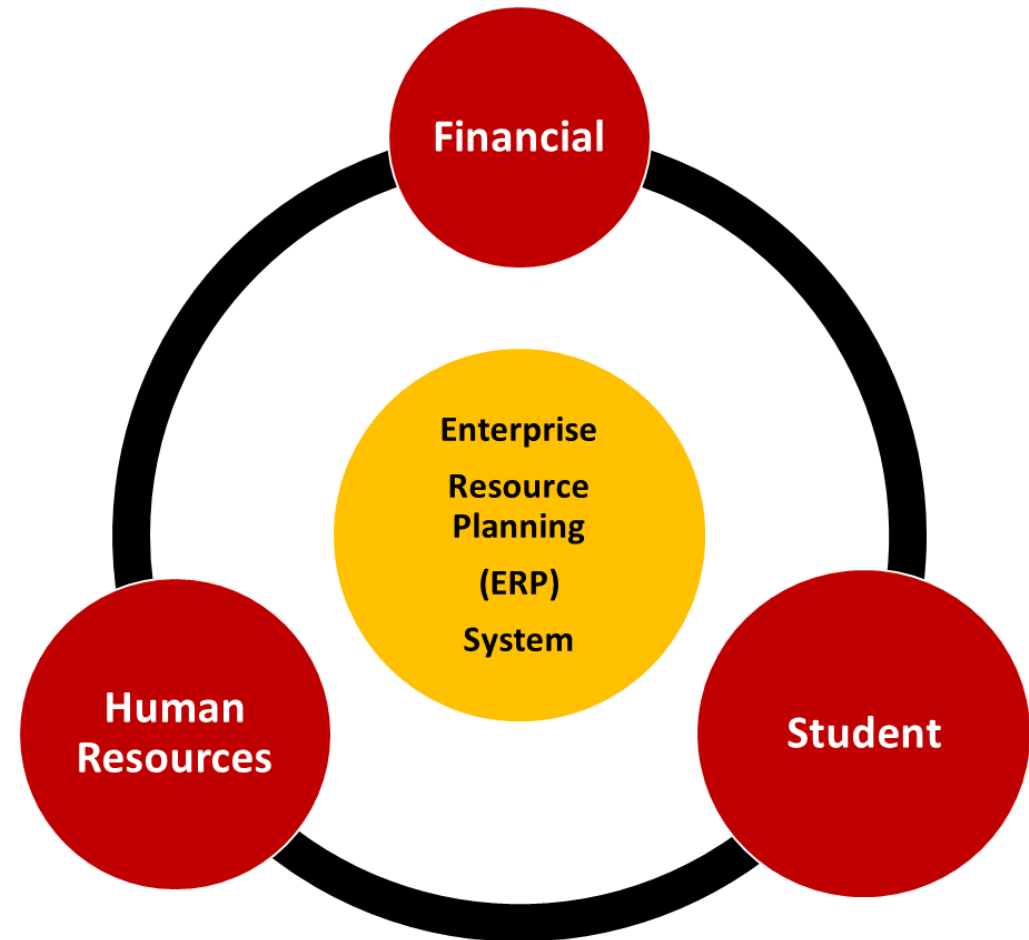
Agenda:

- 1) Overview of Elevate
- 2) Timeline and progress
- 3) Next steps
- 4) Impacts and preparing
- 5) Student System



Purpose of Elevate

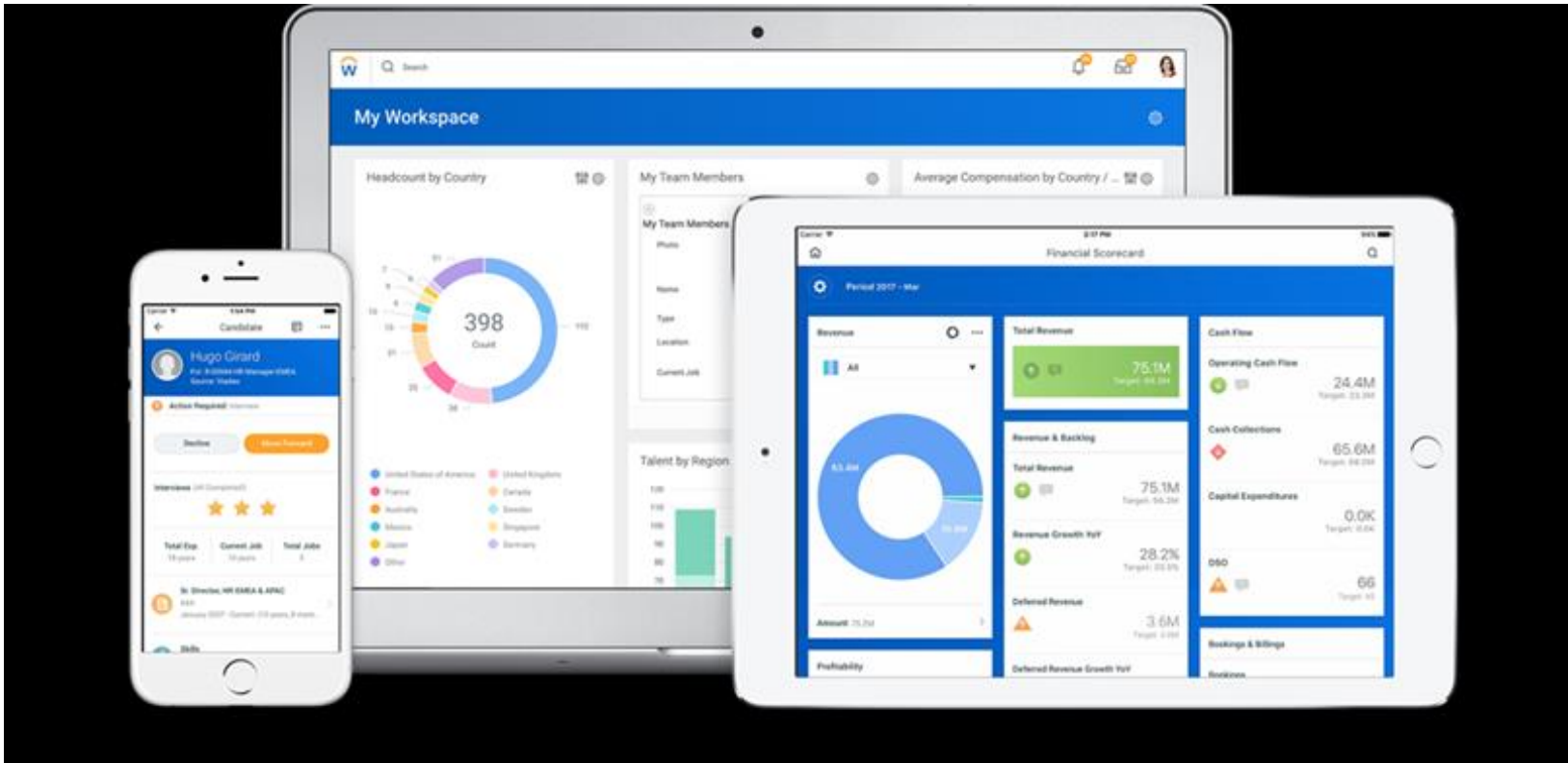
To modernize our obsolete ERP system to better meet the complex needs of a flagship research university.



Elevate Program Goals

- Provide a **positive user experience** for students, staff, and faculty.
- Make the university more **efficient and effective** through simplified and streamlined key business processes.
- Allow the university to **accurately collect, report, and analyze data** important for decision-making.
- Ensure **data security and privacy** and meet all regulatory, compliance, and accreditation needs.
- Ensure that our ERP systems are reliable and can be **easily maintained and updated**.

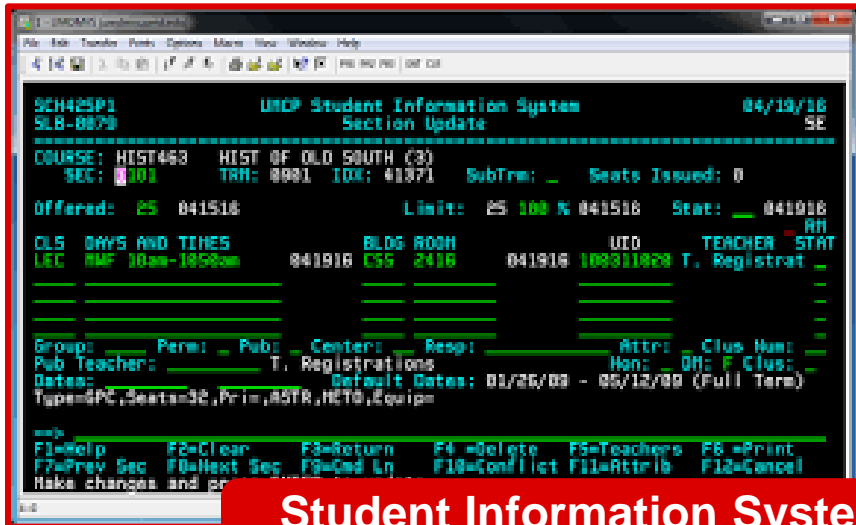
Elevating our ERP to the cloud with Workday.



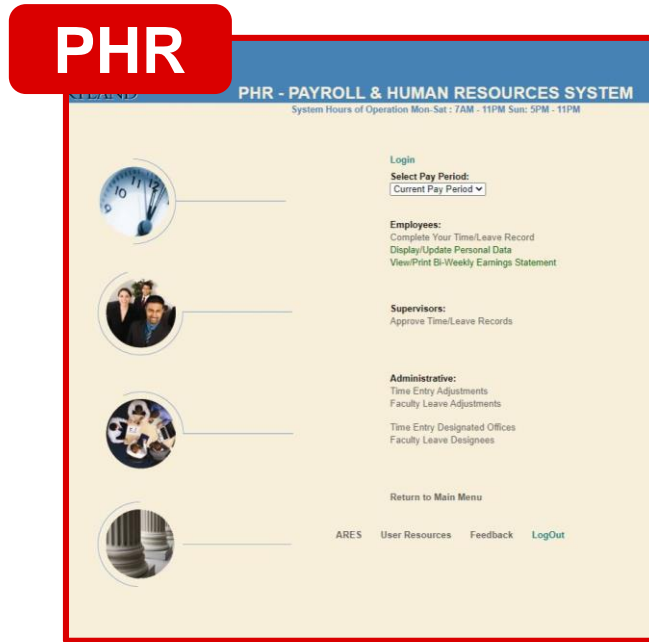

workday®
Built for the future.™

What is Workday replacing?

Approximately 30 other systems . . .



Student Information System (SIS)
(Fall 2026)



PHR Affiliates

Effort Reporting System

PERFORMANCE REVIEW AND DEVELOPMENT PROCESS
University of Maryland
Nonexempt Staff Employee Form

Employee Name:		Supervisor:	
UID:		Rating Cycle:	
Job Title:		Date of Final Review:	
Division/Department:		Section/Unit:	

1. EXPECTATION-SETTING meeting held and job priorities discussed:

_____ Date _____ Employee's Signature _____ Supervisor's Signature

2. MIDWAY FEEDBACK meeting held:

_____ Date _____ Employee's Signature _____ Supervisor's Signature

3. FINAL PERFORMANCE REVIEW meeting held:

_____ *Employee's Signature _____ Supervisor's Signature

PRD

Three Stages of Workday Implementation

2021

2022

2023

2024

2025

2026

**Finance and
HCM (Human Capital Management)**

**Go Live
July 2023**

**Adaptive
Planning
(Budgeting)**

**Go Live
Fall 2023**

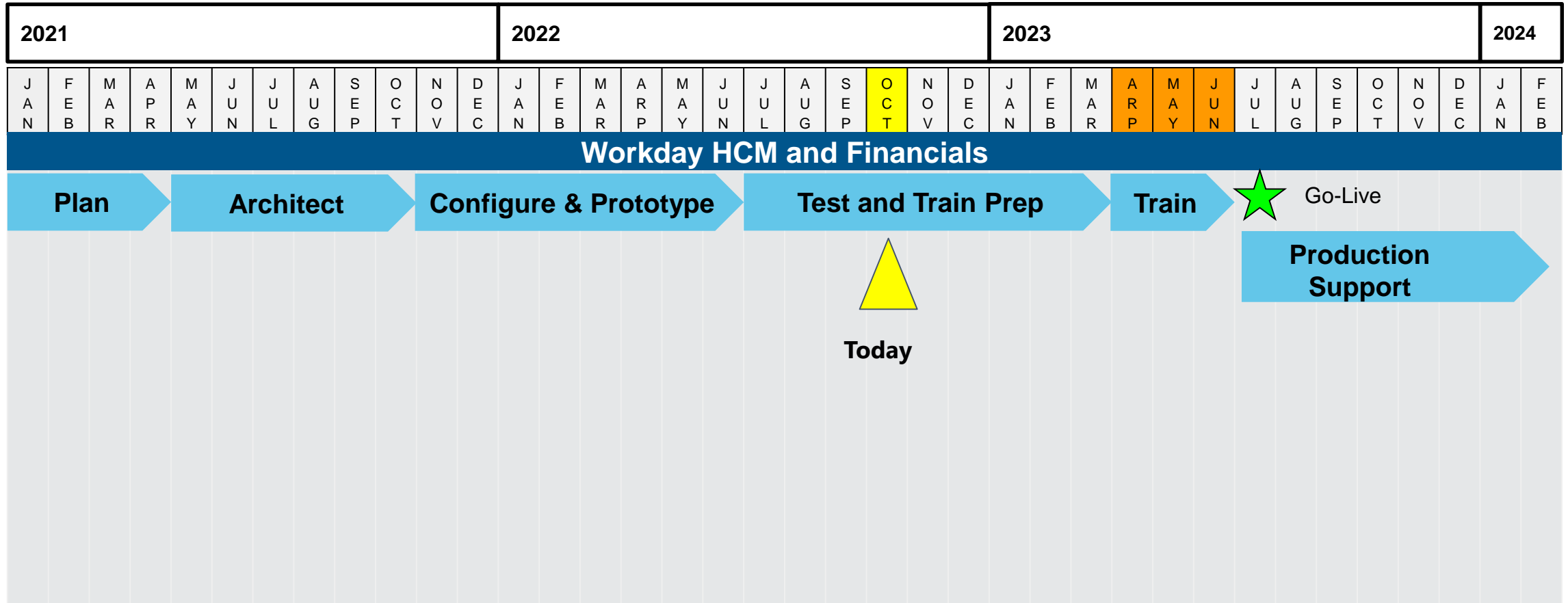
Student Implementation

**Go Live
Fall 2026**

Progress & Next Steps



Elevate Program Timeline - Phase I



Ensuring Workday will work for Maryland.

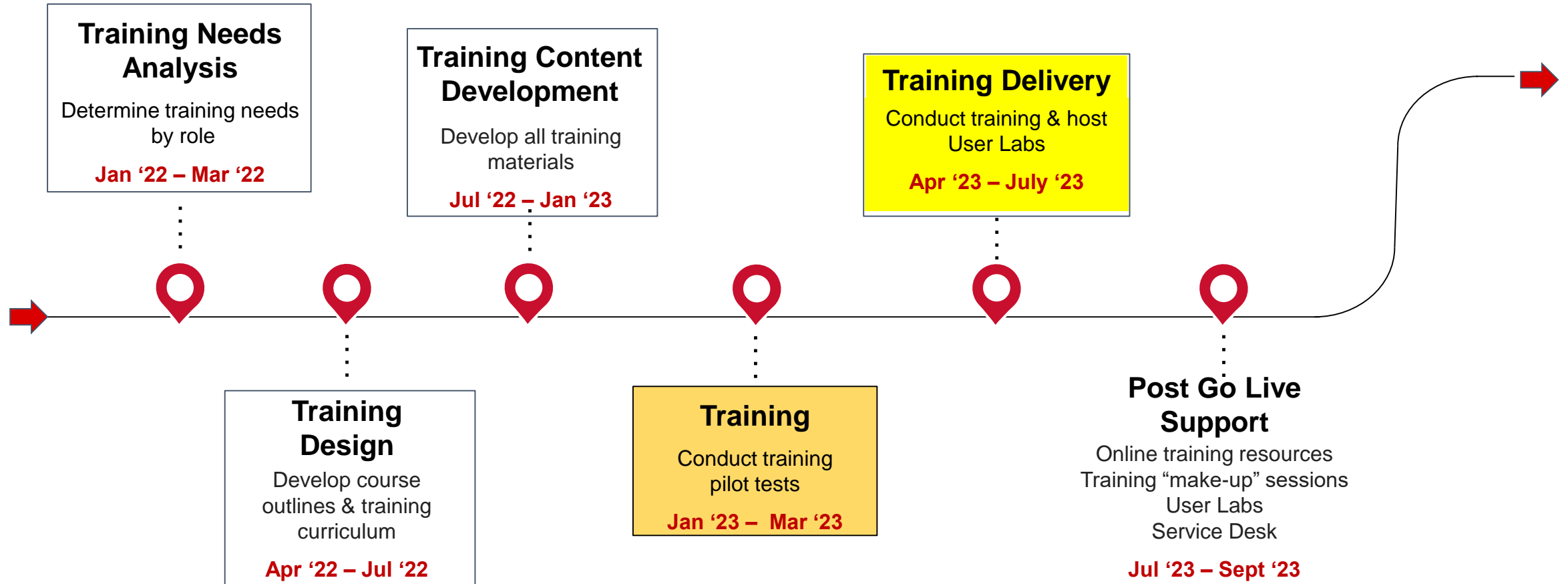
Over 360 staff with direct input to Elevate:

- From across campuses (UMCP, UMES, UMCES, UMSO)
- Representing diverse perspectives from Divisions, Colleges, Institutes, Centers, and Departments.
- Contributing *thousands of hours* of time to confirm configuration decisions, provide critical input, and communicate with their home units.

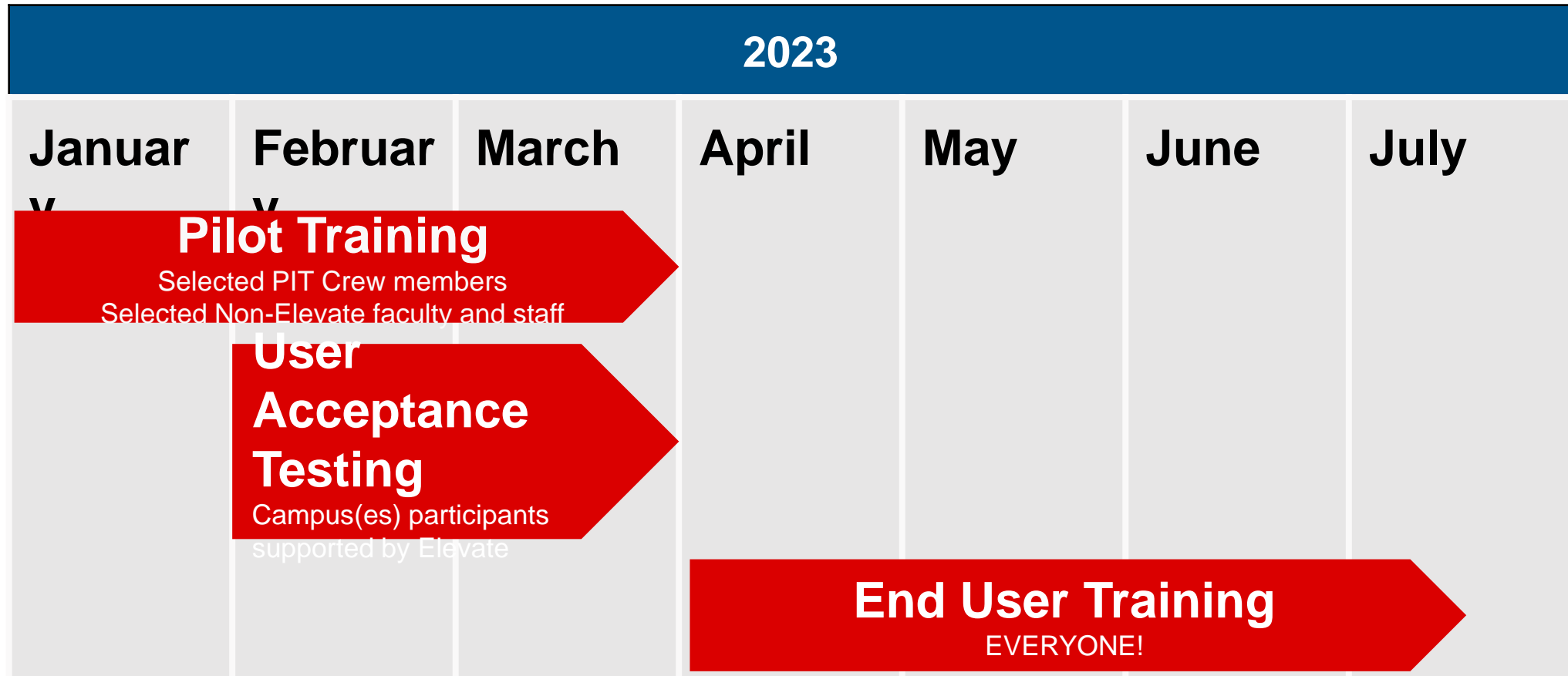
Faculty Advisory Committee

- Twenty faculty from T/TT and PTK.
- Represents diverse roles including instructional, research, Chairs and Directors.

Elevate Training Activities Timeline



Testing and Training - Spring 2023



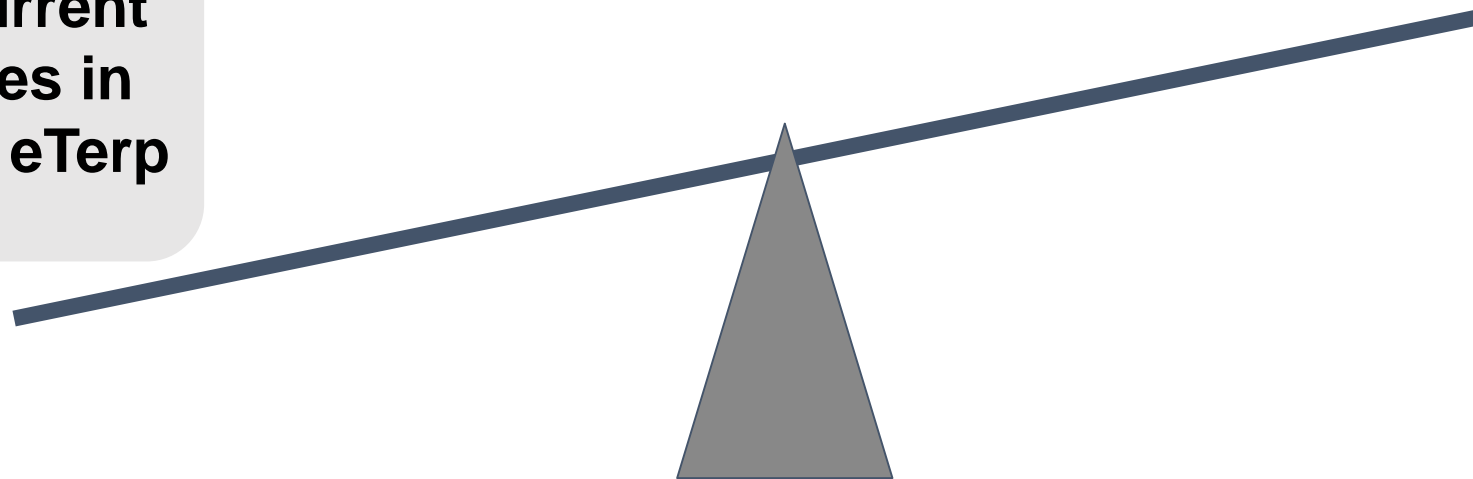
Impacts & Preparing



Challenge for campus April through June 2023

Learning how to do
those same tasks in
Workday

Completing current
work processes in
PHR, KFS, and eTerp



Readiness for the transition to Workday. . .

Prepare:

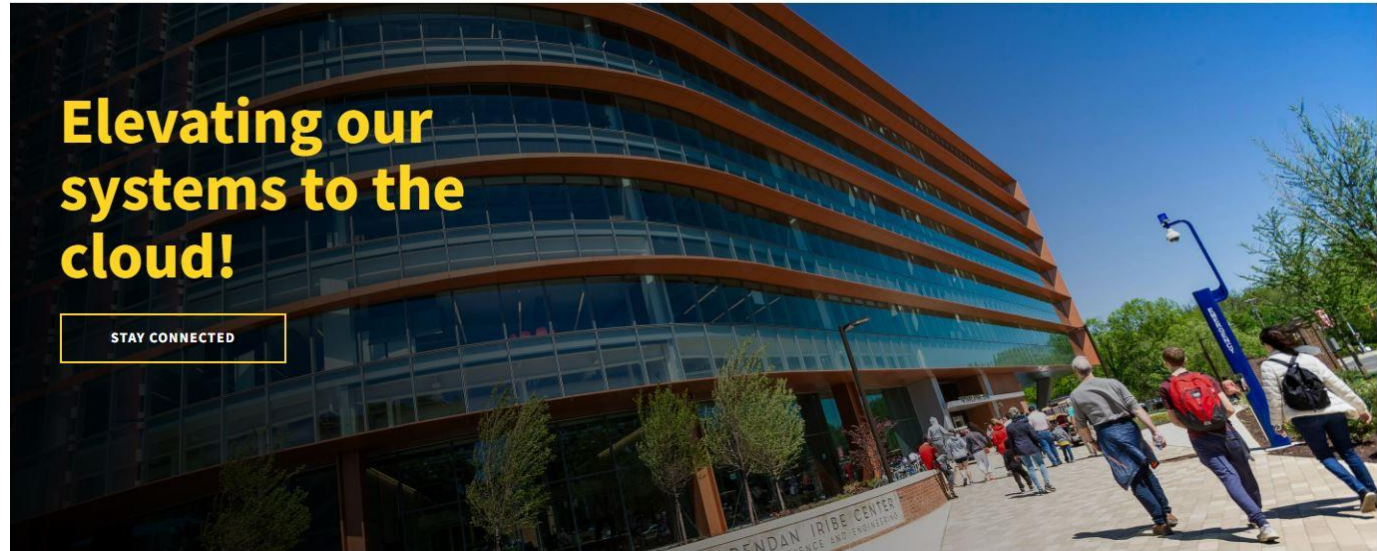
- **Discuss planning with local leadership**

Keep Informed:



- **Town Hall meetings (November 2 & 3)**
- **Functional Overviews, monthly**
- **Newsletters, monthly**
- **Website**

Browse Elevate website for videos, newsletters, FAQs, glossary, other material: elevate.umd.edu



Demonstrations

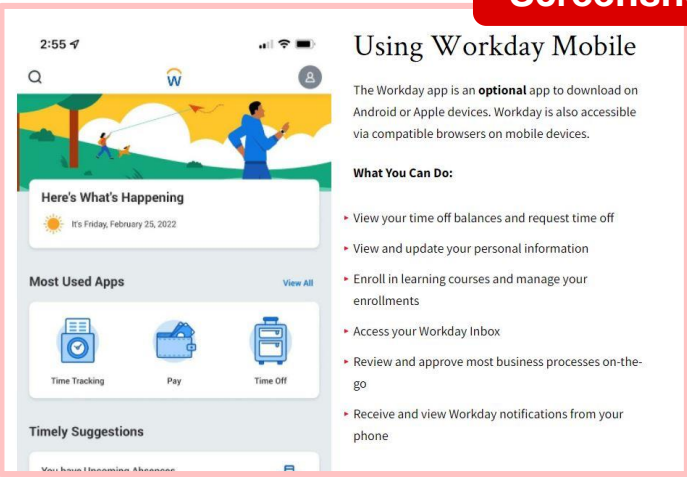
Add Your Pronouns:



Workday Mobile:



Screenshots



Glossary Terms

Featured Glossary Terms

Employee Self Service

The ability for an Employee as Self or Contingent Worker as Self to initiate a transaction on their own. This includes:

- tasks and business processes that you can initiate in Workday, such as managing your personal and contact information
- access to your own information, such as your job title, manager, compensation, and personal data

Worker Profile

A quick view of each individual Worker's demographic, job, and organization information. Worker data is viewable in the different tabs of the Worker profile, and view/edit access to this data depends on one's security role access.

[VISIT OUR GLOSSARY](#)

Student



Student Intern Program (paid)

80+ applicants ➔ **5 interns hired**

- 10-week program during Summer 2022
- Weekly professional development workshops with our implementation partner, Huron
- Contributions include:
 - a. Assisting Change Team with analyzing Readiness Survey results
 - b. Working with Training Specialists to develop training materials
 - c. Assisting with developing communications



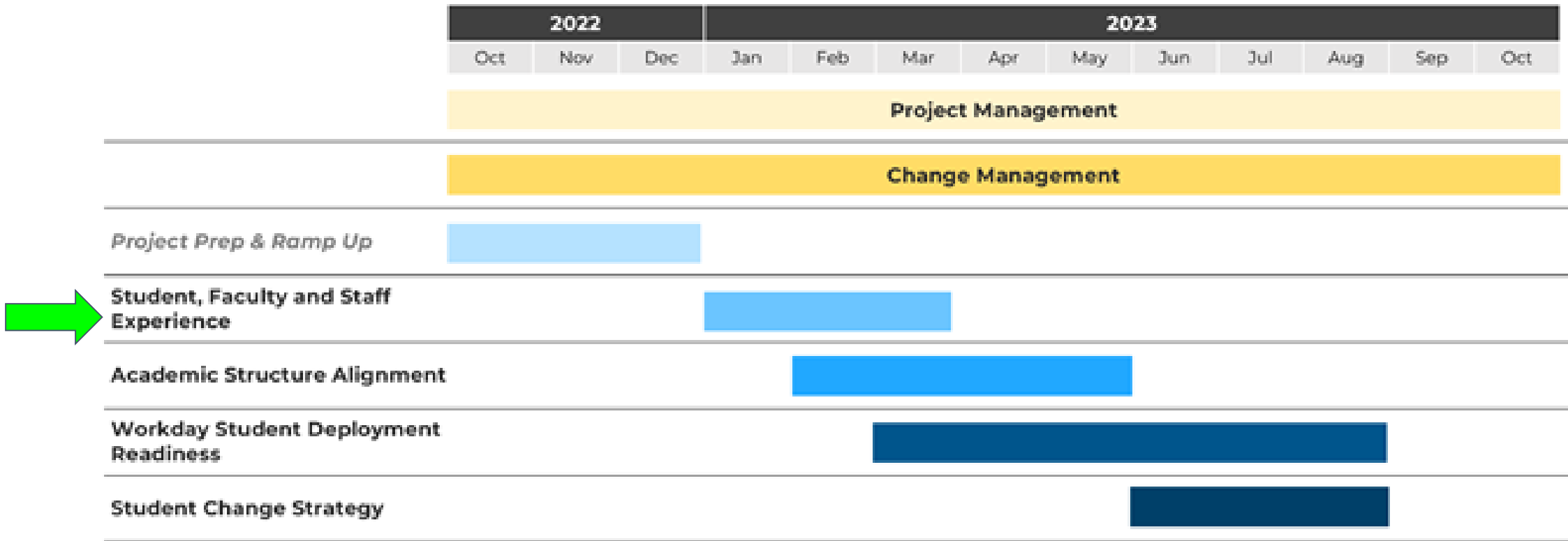
Student Implementation

- **Initiating early work:**
 - a. Lead staff position hired in September.
 - b. Readiness work to begin in January.

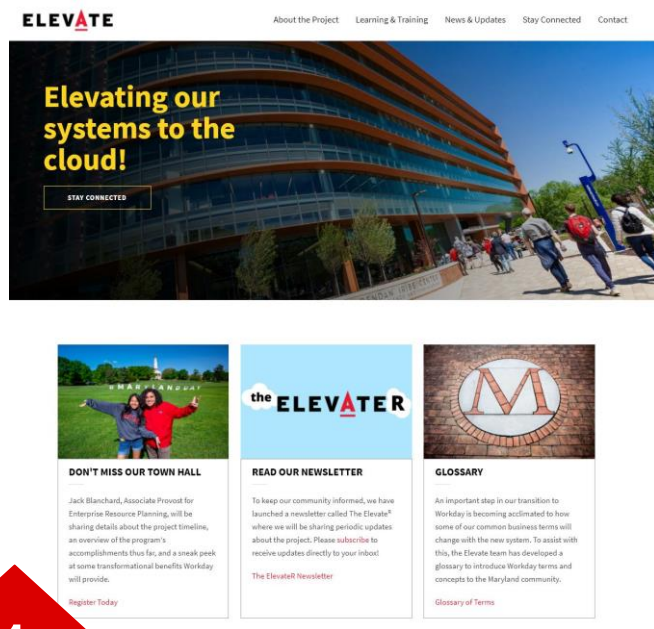
- **Student-Centered**
 - a. Students as key stakeholders.
 - b. Input to understand current problems.
 - c. Input on ways to improve future state.



Phase II: Student Transformation and Readiness

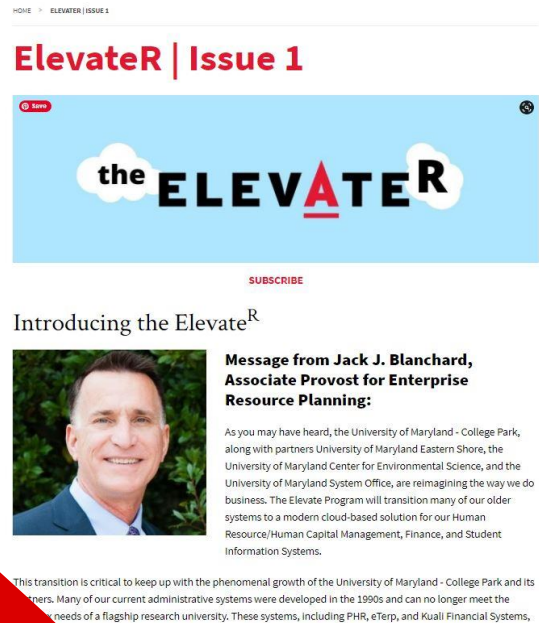


Stay Connected with Elevate



1

Visit our website:
elevate.umd.edu



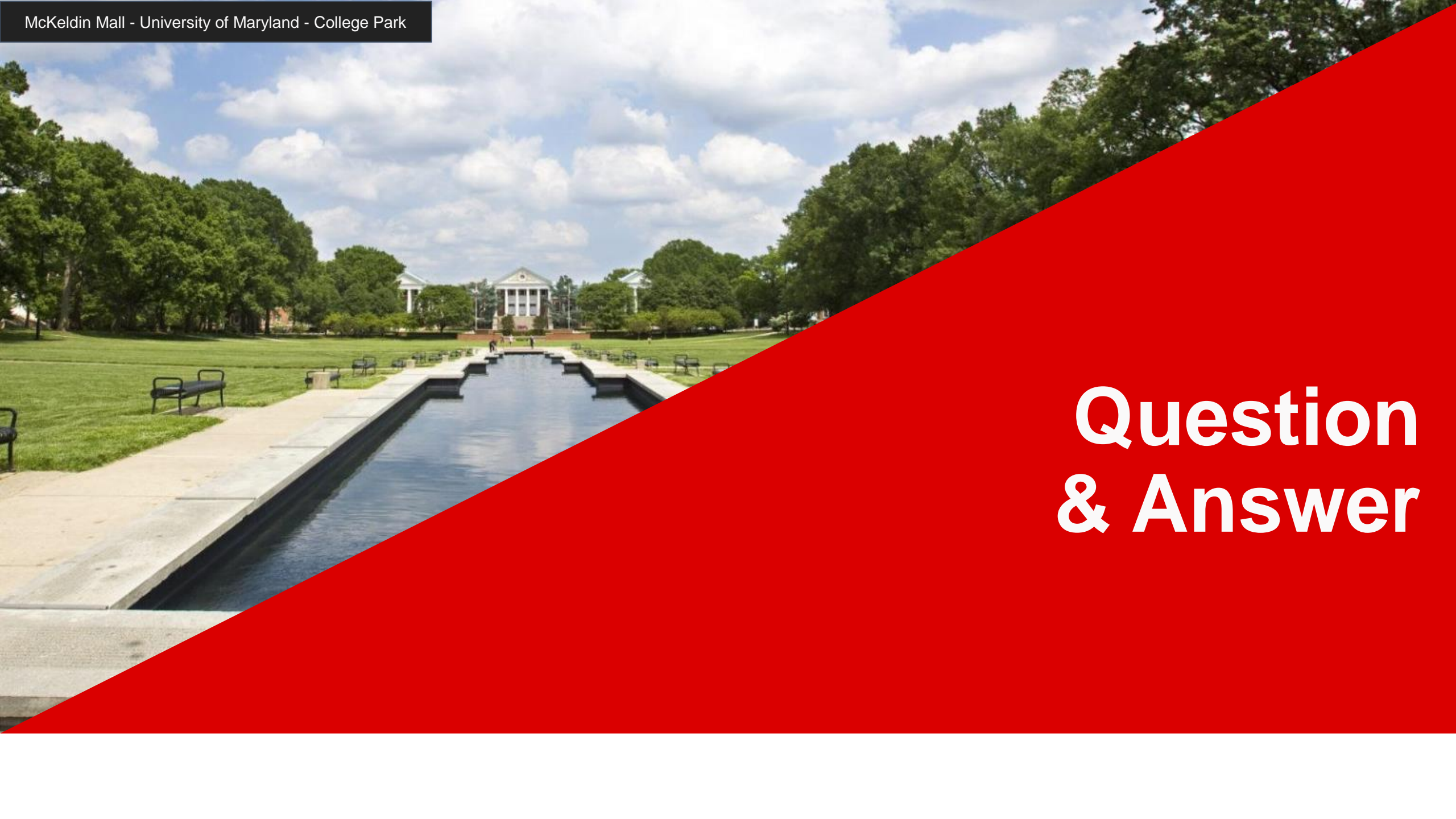
2

Subscribe to our
Newsletter:
go.umd.edu/elevate
news

A screenshot of the 'Questions for Elevate' form. The title is 'Questions for Elevate'. Below the title is a paragraph: 'From big picture planning to the impact of daily routines, we're available to answer your questions as they arise. Please use the form below to submit any questions you might have for the Elevate Program team.' The form contains several fields: '*Requested for' with a dropdown menu, 'Requestor Email' with a text input and an email icon, '*Category' with a dropdown menu showing '-- None --', '*Question (Enter up to 255 characters)' with a text input, and 'Additional Information (if applicable)' with a text input. At the bottom right is an 'Add attachments' button with a paperclip icon. At the bottom center is a 'Submit' button.

3

Ask us a question:
[elevate.umd.edu/co](http://elevate.umd.edu/contact)
ntact



Question & Answer



Agenda

4. Special Order:

Jack Blanchard

Associate Provost for Enterprise Resource Planning

Elevate Project Update



Agenda

5. Special Order:

Will Reed

Chair of the Plan of Organization Review Committee

PORC Status Overview



Plan of Organization Review Committee

PORC



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Overview of PORC Review Process

- Generally, PORC convenes every 10 years
- Prior reviews have addressed:
 - Issues of apportionment, revisions to Committee and Senate guidelines, logistical considerations for Senate and Committees, etc.
- Why is a review happening now?

2021 Plan of Organization Review Committee Slate

FACULTY REPRESENTATIVES (13 representatives – 1 from every college/school/library)

<u>Name</u>	<u>Title</u>	<u>College/Unit</u>
Paul Goeringer	Senior Faculty Specialist	AGNR – Agricultural and Resource Economics (AREC)
Amy Gardner	Clinical Professor	ARCH – Architecture
Colleen Woods	Associate Professor	ARHU – History
Louisa Raschid	Professor	BMGT – Decision, Operations & Information Technologies
William Reed	Professor & Chair	BSOS – Government & Politics
Anne Raugh	Principal Faculty Specialist	CMNS – Astronomy
Jean Snell	Senior Faculty Specialist	EDUC – Teaching and Learning, Policy and Leadership
Patrick O'Shea	Professor	ENGR – Electrical & Computer Engineering
Wayne Lutters	Professor	INFO – Information Studies
Rafael Lorente	Sr. Lecturer & Assoc. Dean	JOUR – Journalism
Cindy Frank	Librarian III	LIBR – Libraries
Philip Joyce	Professor & Assoc. Dean	PLCY – Public Policy

STAFF REPRESENTATIVES (2 representatives – 1 exempt & 1 non-exempt)

<u>Name</u>	<u>Constituency</u>	<u>Division/Unit</u>
Kalia Patricio	Exempt Staff	VPSA – Stamp Human Resources
Erica Simpkins	Non-Exempt Staff	VPSA – MICA

GRADUATE STUDENT REPRESENTATIVES (2 representatives)

<u>Name</u>	<u>Constituency</u>	<u>College</u>
Emily Berry	Graduate Student	PLCY
Jehnae Linkins	Graduate Student	ENGR

UNDERGRADUATE STUDENT REPRESENTATIVES (2 representatives)

<u>Name</u>	<u>Constituency</u>	<u>College(s)</u>
Steven Berit	Undergraduate Student	CMNS/BSOS
Jackie Liu	Undergraduate Student	CMNS/ARHU

ADMINISTRATOR REPRESENTATIVES (2 representatives)

<u>Name</u>	<u>Title</u>	<u>College/Division/Unit</u>
John Bertot	Assoc. Prov. for Fac. Aff.	SVPAAP – Office of Faculty Affairs
Zeinab Karake	Clin. Prof. & Assoc Dean	BMGT – Decision, Operations & Info. Tech.

Charge Areas

- Review of Current Plan of Organization
- Review of Revisions to the Plan of Organization
- Review of Apportionment
- Review of University Councils
- Review of Principles of Shared Governance

Spring 2022 Meetings & Charge Overview

- January 27
- March 16
- April 15
- May 17
- Summer Subcommittee Meetings
 - Apportionment
 - Shared Governance
 - University Councils

Next Steps

- Scope of Charge
- Work of the Committee
- Timeline



Any Questions?



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Agenda

5. Special Order:

Will Reed

Chair of the Plan of Organization Review Committee

PORC Status Overview



Agenda

6. New Business
7. Adjournment