1. Call to Order

2. Approval of the March 8, 2023 Senate Minutes (Action)

3. Report of the Chair

4. Special Order
   Jennifer King Rice
   Senior Vice President and Provost
   Strategic Plan Update, Spring 2023

5. Special Order
   Jack Blanchard
   Associate Provost for Enterprise Resource Planning
   Elevate Project Update

6. Special Order
   Warren Kelley
   Senior Associate Vice President for Well-Being
   Boris Lushniak
   Professor and Dean, School of Public Health
   Mental Health Task Force Report

7. Special Order
   Veronica Marin
   Executive Secretary and Director, University Senate
   Standing Committee Activity Update

8. Discussion

9. New Business

10. Adjournment

CALL TO ORDER

Chair Newman called the meeting to order at 3:23 p.m.

Chair Newman noted that a hybrid option had been offered to Senators and provided brief instructions on meeting procedures and using the PointSolutions platform for voting.

APPROVAL OF THE MINUTES, FEBRUARY 7, 2023 MEETING

Chair Newman asked if there were any additions or corrections to the minutes of the February 7, 2023 meeting; hearing none, she declared the minutes approved as distributed.

REPORT OF THE CHAIR

Senate Meeting Schedule

Chair Newman reported that the Senate has three meetings left for this academic year – all of which are on Zoom. She noted that there will be two meetings in April where much of the work that is in Senate committees will be coming forward to the Senate for a vote, and she encouraged Senators to make every attempt to attend those important meetings.

Newman announced that the May 9, 2023 Senate meeting will be the transition meeting where all continuing Senators and newly elected Senators will elect the next Chair-Elect of the Senate and vote on the slate for elected committees and councils of the Senate.

Nominations for Elected Committees & Councils

Newman stated that the Senate Nominations Committee is in the process of generating slates of candidates to run for open positions on Senate-elected committees and councils, including next year's Senate Executive Committee, Senate Committee on Committees, University Athletic Council, Council of University System Faculty, and Campus Transportation Advisory Committee.

She shared that the committee is still looking for candidates to run for these important positions, and newly elected Senators will be contacted to solicit self-nominations. She noted that not all positions require Senate membership, and it is important to continue to have strong nominees in all these elections, and urged Senators to consider running or nominating colleagues for these positions. More information about all these positions can be found on the Senate website.

Senate Elections

Chair Newman shared that the candidacy period for the staff, student, and single-member constituency elections for the 2023-2024 Senate ended on February 3, 2023. She noted that elections have ended and that the reporting deadline for Deans for faculty elections had passed. She stated that newly-elected faculty Senators would be eligible for nomination for elected committees and councils and leadership positions for the 2023-2024 academic year.

SPECIAL ORDER OF THE DAY

Darryll J. Pines
President of the University of Maryland
2023 Spring State of the Campus Address

Chair Newman invited President Pines to give his 2023 Spring State of the Campus Address.

President Pines began his presentation by welcoming Veronica Marin to the University as the new Senate Office Director and the Senators for participating in shared governance. President Pines reviewed excellence at the University by discussing research and innovation over the past few months. He talked about the technological evolution in higher education from the HP calculator to punch cards, to Zoom and ChatGPT. Pines encouraged members of the University to continue to use the technology to advance research and innovation on campus.

Pines highlighted staff and faculty at the University who had been admitted to various academies or won awards. In particular, he highlighted four members of the campus community admitted to the National Academies; three faculty admitted to the National Academy of Engineering; seven faculty admitted to the American Association for the Advancement of Science; and one faculty who is nominated for Best Documentary Feature Film. He shared that two staff members won Regents' Staff Awards and three staff members won professional recognition for excellence in their field. Five staff members were chosen as inaugural Aspen Index Fellows.

Pines then went on to illustrate the excellence shown by students in the past few months. A team of students from the University participated in the William Lowell Putnam Mathematical Competition; the median score for this competition was zero. The University of Maryland's team came in 4th in the competition and behind schools such as MIT, Harvard, and Stanford. President Pines noted that one student won a Churchill Scholar award and another one won a Mitchell Scholar award, four alumni were part of the Forbes' *30 Under 30*, and a current senior participated in the paralympics this past weekend and won three medals in fencing.

Pines discussed the official name of the new School of Public Policy building in honor of Thurgood Marshall.

Pines spoke about the 120 Initiative named for the 120 people in America who die as the result of firearms each day. He explained the rationale for this consortium to work on ending gun violence. Pines went on to mention the funding of the Grand Challenges Grant Winners. Pines explained that the University wants to directly improve the lives of those who need the most help and to accelerate solutions to humanity's grand challenges. He shared that the three winners focused on climate change, community literacy, and global futures alliance. He announced that they made 6 more grants that will cover climate change, the Maryland Initiative for Literacy and Equity (MILE), and the Global FEWture Initiative.

Pines shared a special announcement that Gayle King would be the commencement speaker for this year's graduation.

Chair Newman thanked President Pines for his State of the Campus Address and opened the floor for questions.

Senator Wolfe, Emeritus faculty, asked Pines about the fiscal health of the University.

Pines replied that the fiscal health of the University is good. There has been a substantial recovery from the COVID-19 pandemic, which started with a $292 million shortfall. Pines explained that between money provided by the government and cost-cutting efforts, the University is in great financial shape. Pines also highlighted that in the last 24 months, the staff at UMD has received cost of living increases approaching 20% and some staff have received 30% increases in their pay.

Senator Garg, Undergraduate, LTSC, asked Pines what his goals were for the next 5 years.

Pines explained that he wanted the University to learn from the pandemic and other events in 2020 and reconsider what the most appropriate goals are for a flagship land grant university. Instead of just educating our students, the role of the University is to improve and work for the public good and to use the campus's amazing faculty, staff, and students. Pines said that 10 years from now, the University is going to see the results of these grants making a difference in the world.

Chair Newman thanked President Pines for his time and for taking questions. President Pines thanked the University Senate for the opportunity to deliver his address.

PCC PROPOSAL TO ESTABLISH A POST-MASTER'S CERTIFICATE IN SUPPORTING IMMIGRANT STUDENTS FOR PROFESSIONAL SCHOOL COUNSELORS (SENATE DOCUMENT #22-23-24) (ACTION)

Chair Newman invited Piotr Swistak, Chair of the Programs, Curricula, and Courses (PCC) Committee, to present this proposal. He began by presenting the proposal from the College of Education and provided background information.

Chair Newman thanked Swistak for his presentation and then opened the floor for discussion of these proposals.

Senator Wolfe, Emeritus faculty, asked if the program was restricted to just the Prince George's County (PGC) school system, and if it was restricted, why was this done.

Swistak replied that this program was funded by a grant from PGC, and then introduced Jessica McKechnie, Assistant Clinical Professor, School Counseling, EDUC, to provide details on how this certificate program was created. McKechnie explained that PGC has a partnership with the University and the county came to the University to request this certificate to be created. She added that while it is a pilot program at this time, if it is successful, it can be expanded to Montgomery County as well.

Newman asked if there were any other questions or comments. Seeing none, she called for a vote on the proposal. The result was 106 in favor; 3 opposed; and 2 abstained. **The motion to approve the proposal passed.**

REVIEW OF THE INTERIM UNIVERSITY OF MARYLAND POLICY AND PROCEDURES ON THE NAMING OF FACILITIES AND PROGRAMS (SENATE DOCUMENT #22-23-03) (ACTION)

Chair Newman welcomed Rohan Tikekar, the Chair of the Educational Affairs Committee to present this proposal.

Tikekar presented the Review of the Interim University of Maryland Policy and Procedures on the Naming of Facilities and Programs (Senate Document #22-23-03) and provided background information on the proposal.

Chair Newman noted that the committee brought forth a technical amendment before the meeting today. The amendment was shown on the screen for Senators:

> V.B.2.c.ii reads:
>
> The Senior Vice President and Provost, in consultation with the ~~administrative unit head(s) of the Program to be named, will determine~~ whether a formal review of the proposal by the ~~Senate~~ Program **Naming Committee** ~~s, Curricula, & Courses (PCC) Committee and the Senate Executive Committee (SEC)~~ should be initiated.
>
> And needs to be changed to:
>
> The Senior Vice President and Provost, in consultation with the administrative unit head(s) of the Program to be named, will determine whether a formal review of the proposal by the ~~Senate~~ Program **Naming Committee** ~~s, Curricula, & Courses (PCC) Committee and the Senate Executive Committee (SEC)~~ should be initiated.

Newman suggested that since this amendment is not substantive, that the Senate approve it by unanimous consent and asked if there were any objections. There were no objections, and this amendment was approved by unanimous consent.

Chair Newman thanked Tikekar for his presentation. She announced that there was a second amendment to the policy presented before the meeting. She noted that she would like to present this amendment before opening up the floor to discussion.

Chair Newman shared that Dean Cohen, Dean of Undergraduate Studies, proposed the second change and said that this amendment will allow the policy to be compliant with current practice. The language of the second amendment was displayed on the screen for Senators:

> V.2.d.i.a:
>
> The Dean ~~of the School of~~ **for** Undergraduate Studies and/or Dean of ~~the School of Graduate Studies~~ **the Graduate School** ~~of the relevant program naming proposal~~ as appropriate (Chair-appointed by Senior Vice President and Provost);

Chair Newman suggested that since this amendment is not substantive, that the Senate approve it by unanimous consent and asked if there were any objections. There were no objections, and this amendment was approved by unanimous consent.

Chair Newman opened up the floor to discussion.

Senator Garg, Undergraduate, LTSC, asked how a name is assessed that comes in for consideration by the University.

Tikekar explained the process of how a name was put forward, reviewed, and approved.

Senator Moaddel, T/TK faculty, BSOS, said that in the past, the University offered an honorary degree to a politician associated with a regime that endorses war crimes and abnegation of human rights. He was concerned about this, and wanted to know how the committee was going to ensure that this did not happen again.

President Pines answered by explaining that honorary degrees go through an exhaustive background check process.

Senator Sharp, Exempt Staff, VPA, asked if there would be an annual evaluation or assessment to see if a name should be kept, and if this evaluation prompt has to come from a stakeholder.

Tikekar replied that because they wanted to allow for the committee to respond to issues in the moment, they did not want to limit themselves to an annual evaluation. The committee wanted to be able to address issues as they came up.

Newman asked if there were any other questions or comments. Seeing none, she called for a vote on the proposal as amended. The result was 102 in favor; 1 opposed; and 7 abstained. **The motion to approve the proposal passed.**

SPECIAL ORDER OF THE DAY

Peter Sunderland
Chair, Faculty Affairs Committee
Presentation on Review of the Interim University Policy on Full-Time Faculty Workload and Responsibilities (Senate Document #22-23-12)

Chair Newman welcomed Peter Sunderland, the Chair of the Faculty Affairs Committee and asked him to present his interim report on the faculty workload policy.

Sunderland reviewed the history of the current interim document noting that it had been signed by President Pines in both March and December 2022. The review charge has been accompanied by a guidance document and has not yet been fully presented to the Senate. He also explained that for the University, the University System of Maryland (USM) defined standard workload expectations as teaching: 45 - 55%; research/scholarship/creative activity: 35 - 45%; and service: 5 - 20%. The goal of the policy is to promote optimal performance and accountability by each institution in "meeting the needs and expectations of their students and other stakeholders," and ensure that institutions are "generating enough credit hours for students to complete their degree requirements in a timely fashion."

The UMD policy requires each unit with T/TK faculty to establish a workload policy that:

- "sets forth fair and equitable guidelines that enable each Unit and/or program to best utilize its faculty members and align their efforts in accordance with this Policy, and in alignment with the missions of the University, College/School, and Unit;" and
- gives "appropriate weight to the teaching; research, scholarship, or creative activities; service; administration; and extension responsibilities, if appropriate."

Each unit must develop their initial faculty workload policy by May 23, 2023. Unit heads shall prepare an annual summary report of assigned faculty member workloads.

Sunderland described the approximate UMD workload expectations for teaching: 50%; research, scholarship, or creative activities: 40%; and service: 10%. Sunderland said that "The baseline teaching effort for full-time equivalent (100% FTE) tenured and tenure-track faculty members is five (5) course units per academic year. A course unit is normally defined as equivalent to a three-credit course." He said that Units may adjust the baseline teaching expectation in their established workload policies by taking into account class size, credit hours produced, co-teaching, modality of instruction, level of instruction, disciplinary expectations, accreditation requirements, research efforts, advising, mentoring, and other factors deemed relevant in determining faculty teaching expectations.

Sunderland noted that buyouts are at the discretion of the Unit; that workloads may be averaged over several years; and that T/TK faculty members "must teach at least one instruction-based (i.e., non-thesis, dissertation, or independent study) course unit equivalent per academic year."

Sunderland provided an overview of the committee's charge.

Chair Newman announced that following the discussion, Sunderland wanted to ask the Senate about two issues that the committee would like Senate feedback on. Newman said that these will be raised hand votes both for those in person and those online.

Chair Newman opened the floor to discussion of this report.

Senator Kules, PTK faculty, INFO, asked if this policy applies to PTK workload and suggested that the title of the policy should be amended to specify which group of faculty this policy applies to, either PTK or T/TK, or both.

Sunderland said that he would consider that.

Senator Oates, T/TK faculty, JOUR, said that according to the presentation, a May 23 deadline was not a realistic deadline if the committee was still working on this policy. She also asked if there is any place where individual faculty members can see what teaching hours are assigned to them over time. She mentioned that she did a lot of Ph.D. advising but she does not know how that fulfills the hours she is supposed to complete.

Sunderland stated that President Pines had signed this interim policy so it is in place. The May 23 deadline is appropriate because of this. It is up to each unit to decide how their teaching hours will be recorded and the information should be in each unit's Plan of Organization.

Senator Wolfe, Emeritus, suggested that reviewing and updating this policy is a waste of time.

Senator Hajiaghayi, T/TK Faculty, CMNS, asked if other public universities had been consulted with and what the workload was at other universities.

Sunderland replied that other public universities had been consulted and that they generally did not publish their faculty workload policies. The information that was gathered reflected the policy that the University had in place.

Senator Bolger, T/TK faculty, EDUC, asked how the University compares generally to other universities and does this subject impact retention of faculty.

Chair Newman stopped the discussion at this time and asked that Sunderland proceed with the two straw polls he brought to the Senate floor.

Chair Newman thanked Sunderland for his presentation.

Chair Newman announced that there is another special presentation, and asked for a motion to extend the meeting for 15 minutes. This motion was seconded and Chair Newman asked the senate to vote. The result was 66 in favor; 33 opposed; and 4 abstained. **The motion to extend the meeting by 15 minutes failed.**

SPECIAL ORDER OF THE DAY

Reka Montfort
Director, Research Transparency & Outreach
Presentation on Interim University of Maryland Consulting Policy (Senate Document #22-23-13)

Chair Newman welcomed Reka Montfort and asked her to present her report on the University of Maryland Consulting Policy.

Montfort began her presentation by describing the definition of an outside professional activity, what qualified as consulting, and where these two categories overlapped.

She shared that the interim consulting policy was recommended by outside counsel as a corrective action to resolve a federal investigation; however, the University is required to have a policy per USM, and to comply with federal agencies' terms and conditions. Therefore the interim policy was approved by President Pines on October 14th, 2022, pending a Senate review. She added that this policy fulfills the University's legal and compliance requirements; aligns with and/or is less restrictive than provisions at other Big10 and peer institutions; codifies long-standing cultural norm at UMD limiting consulting to 1 day/week; and works with pre-existing requirements and processes for the University's Conflict of Interest (COI) and Conflict of Commitment (COC) Policies and Procedures.

Montfort went on to describe the principles and implementation of the policy, explaining that employees may consult the equivalent of 1 day/week, and that banking of consulting days is prohibited unless approved by the unit head and the next level administrator. Montfort said that,

- 12-month employees = 52 days;
- 9-month employees = 39 days (*only limited during 9 months, unlimited the other 3 months, if not working for UMD);
- Faculty may consult at any time, but they are not considered "off the clock" during evenings and weekends by the State Ethics Commission as a State Employee.
- Staff may only consult outside of their regular University work hours or during periods of approved applicable leave.

Montfort said that any employee who plans to consult must get prior approval from their unit head/supervisor. She added that the unit head/supervisor determines if the activity is professional service within the specific discipline or area of expertise following University guidance and based on:

- whether the activity is a benefit to public institutions or UMD and not just the individual (examples in IV.B.2); or
- the individual was hired or asked by their unit head/supervisor to perform the activity as part of their University responsibilities.

Montfort said that activities decided to be consulting require a separate internal Memorandum of Understanding (MOU) signed by the employee, unit head/supervisor, next level administrator, and provided to an external entity. She shared that an electronic MOU system is now available at faculty.umd.edu/consult. This policy outlines a process for post-approval review of non-research-related Consulting by a COC Review Board appointed by the Provost. She explained that the Board formulates campus-wide guidance based on these reviews.

Montfort described how the state's ethics law applies to all UMD employees. The state law provides a research carve-out that allows our University's long-standing COI/COC policies and procedures to take the place of State Ethics law.

Montfort noted that research-related consulting activities must be disclosed in KCOI as part of existing COI Policy & Procedures, that a signed PDF of the MOU must be uploaded to KCOI, and that consulting cannot begin until there is a COI disposition.

Employees must update their KCOI disclosure within 30 days of any change in the disclosure, e.g., new consulting arrangement. Montfort also noted that consulting activities must still be disclosed to the Office of Planning and Accountability.

State ethics law explains appropriate research-related Consulting roles/titles unless there is an approved COI MP. In this case, there is no fiduciary or management responsibility; and faculty cannot hold titles such as CEO or Vice President.

Montfort reviewed the current and pending federal requirements for research support. She said that research support can include funding through the University or directly to an individual (i.e., consulting), or in-kind support such as a visiting scholar or unpaid collaborator. She also said that disclosing your research-related outside activity is a long-standing requirement of the COI Policy. Montfort also said that disclosure does not equate to having a COI and that if you have a COI, it must be disclosed, discussed and managed.

Montfort said that the next steps for this interim policy was for it to go to the Research Council. The Research Council has been charged by the Senate Executive Committee (SEC) with reviewing and refining the interim policy. Montfort also shared several resources for Senators if they wanted more information on this policy:

- Questions about the Consulting Policy can be sent to: consulting@umd.edu;
- Resources including links to the Consulting Policy, FAQs, and the link to submit info & route the Internal MOU are available at: https://research.umd.edu/consulting-policy
- Questions about COI can be sent to COI@umd.edu

- The Conflict of Interest Office has a variety of resources available at https://research.umd.edu/coi and information on how to complete a disclosure in KCOI
- Research Council - Dr. Andrew Harris, Chair - Review of Interim Policy

Chair Newman thanked Montfort for her presentation.

Senator Sharp, Exempt Staff, VPA, asked if there was staff representation on the Research Council and if there was guidance on non-research related consulting rules available.

Montfort replied that the Research Council has staff members. She also suggested that Sharp look at the consulting website and go through the FAQs, but also noted that Senators can reach out to consulting@umd.edu to ask questions about specific situations.

Senator Hajiaghayi, T/TK Faculty, CMNS, described his concerns about this disclosure process being more of a burden for PIs here at UMD and possibly dampening opportunities for collaboration with industry.

Montfort replied that the Consulting department was attempting to make the reporting process as easy as possible and that they have even moved to an electronic process for the MOU.

Senator Moaddel suggested a motion to extend the meeting for 15 minutes. This motion was seconded and Chair Newman asked the senate to vote. The result was 67 in favor; 22 opposed; and 2 abstained. **The motion to extend the meeting by 5 minutes passed.**

Senator Goldstein, T/TK faculty, CMNS, said that the current policy contains a number of requirements that make it difficult to comply. He noted that other public universities have policies that restrict the number of hours you can work in a year, but because the University's policy restricts these hours by week it is too restrictive.

Montfort replied that revising the policy is under the purview of the Research Council and Senator Goldstein could share those concerns with the council. She also said that while the policy prohibits "banking" of consulting time, there is some wiggle room as long as you get approval of your next level administrator.

ADJOURNMENT

The meeting was adjourned at 5:05 p.m.

Mental Health and Well-Being Challenges

Initiative Launched by Provost Rice and Vice President Perillo

Task Force Members

Boris Lushniak

Warren Kelley

Andrea Goodwin

Joey Haavik

Ayelette Halbfinger

Bob Infantino

Chetan Joshi

Mary Kate Crawford

Lisa Kiely

Rythee Lambert-Jones

Melissa Latham

Rafael Lorente

Spiro Marinopoulos

James McShay

Karen O'Brien

Ben Parks

Ted Pickett

Tom Ruggieri

Simone Warrick-Bell

Adam Younaszai

Research Assistant Annie Rappeport

Charge

For UMD Students, Faculty, and Staff:

- **What do we do currently** (services, programs, resources)?

- **Where are the gaps** in support versus needs?

- **Recommendations** based on UMD needs and best practices.

Physical, Mental, Social, & Spiritual Well Being

What do we do currently?

| Direct Mental Health Services | Survey of Units Across Campus | Survey of Student Organizations | Local & Informal Practices |

What are the gaps?

Design Thinking Process	Unit Survey Responses	Existing UMD Surveys	National Data	Asking Our Community

Recommendations

—- Academic and Educational Mission —-

— Cost and Resource Effective —
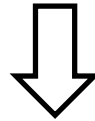
Design Thinking Outcomes	National Sources	Culture

Future Process

Continuing Campus Discussions

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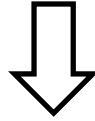
Preliminary Report and Recommendations

⬇

Phased Implementation Plan