



Senate Meeting

April 26, 2023



Senators and Deans

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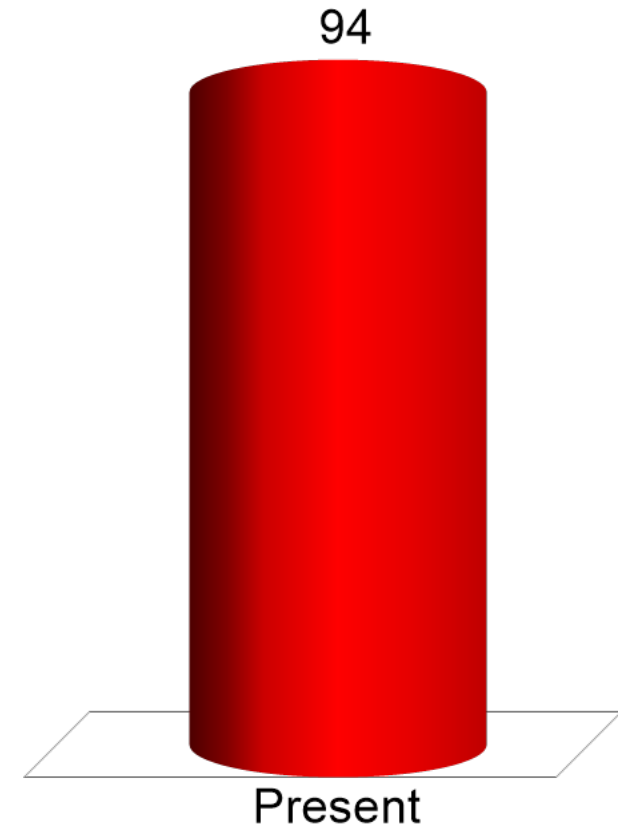
Session ID:

Quorum 92

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

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

1. Present





Agenda

2. Approval of the April 4, 2023 Senate Minutes (Action)



Agenda

3. Report of the Chair



Chair's Report – Committee Volunteer Period

- There is still time to sign up to serve on one of our 10 Senate standing committees for the upcoming academic year.
- You do not need to be a Senator to be a member of one of these committees.
- The deadline to volunteer is **April 30th**.
- Interested volunteers can visit the Senate website and submit an application with a volunteer statement and their top three committee choices.
- **We are still in need of graduate students, staff, and faculty volunteers.**



Chair's Report – Update on the Remaining Senate Meetings

- This meeting is the final meeting for our outgoing Senators.
- I would like to thank all of the outgoing Senators for your work on the Senate and your commitment to shared governance.
- Your engagement on the Senate has provided valuable perspective for President Pines and the creation of and revisions to policies that will help shape the future of the University.



Chair’s Report – Outgoing Senators

2023 Outgoing Senators

Ahmet Aydilek	Debabrata Biswas	John Chao	Nicholas Romano	Saverio Giovacchini
Alaa Sharaf	Dongdong Wang	John Straub	Nick Seybert	Saxon Brown
Albert Huynh	Douglas Hamilton	Judi Gorski	Nitul Purohit	Sharona Ginsberg
Alexander Kotsanos	Ellen Williams	Kassidy Jacobs	Norma Andrews	Shaunda Vasudev
Alexander Moiseev	Emily Spangler	Leonello Castro Cillis	Paarth Vatsa	Steven Berit
Allen Stairs	Eric Dunning	Linda Coleman	Patrick Brosnan	Suzanne Ashour-Bailey
Ana Baide Erazo	Fanuta Hailu	Louis Preonas	Peter Sunderland	Tanya Bansal
Andrew Lewis	Frank Goertner	Malina Blanton Heng	Peter Wolfe	Theodore Dayie
Annabelle Bodunrin	Garegin Papoian	Marc Pound	Piotr Swistak	Twesh Upadhyaya
Anya Jones	Giuliano Scarcelli	Marcia Shofner	Raphael Felder	Typhanye Dyer
Autumn Perkey	Gloria Aparicio Blackwell	Mark Coulbourne	Richard Blanton	Valerie Orlando
Beyonne White-Tinsley	Govind Nageswaran	Matthew Guilford	Richard Hahn	Vivian Flanagan
Bo Zhou	Hannah Kim	Matthew Shea	Riley Blaugrund	William Kules
Brian Langbein	Isaiah Hilsenrath	Mayron Tsong	Rishabh Mukund	Yan Li
Cecily Hardaway	James Bond	Milen Matthews	Rohan Tikekar	Yi Xu
Cholly Estes	Jana Vandergoot	Monica VanKlompenberg	Ryan Strennen	Zeeshan Anam
Christopher Chen	Jennifer Wallace	Mostafa Ghanem	Sahar Khamis	
Connor Byrne	Jing Lin	Nathan Ravnitzky	Salwa Shan	
Danilo Romero	Joan Ren	Negin Fouladi	Sarah Benharrech	



Chair's Report – Working Group on Senate Communications

- We are forming a working group to discuss best practice of communication between Senators and their constituencies.
- Working group will be composed of Senate leadership, Director of the University Senate, and a member of the Office of Marketing and Communications and Division of IT.



Chair's Report – Senate Transition Meeting

- The May 9th Senate Transition Meeting will include all continuing and incoming Senators and the Deans.
- It will also be my last meeting as your Chair.
- On May 2nd, continuing and incoming Senators, and the Deans will receive the Zoom panelist invitations and the materials for the May 9th Transition Meeting.
- At that meeting, Christopher Jarzynski will take over as your Senate Chair and the Senate will elect a new Chair-Elect.



Chair's Report – Nominations Committee Slates

- All continuing and incoming Senators should have received the 2023 Nominations Committee Slates yesterday, April 25th.
- Please note, slates were only distributed to incoming and continuing members, outgoing Senators did not receive the slates.
- All continuing Senators, please review the slates before our next Senate meeting on May 9th.



Agenda

4. Review of the Interim University of Maryland Policy on Full-Time Faculty Workload and Responsibilities (II-1.25 [A]) (Senate Document #22-23-12) (Action)



Review of the Interim University of Maryland Policy on Full-Time Faculty Workload and Responsibilities (II-1.25 [A]) (Senate Document #22-23-12) (Action)

- In 2019, USM revised its policy and guidance for system institutions' annual faculty workload reporting requirements.
- In Spring 2020, the Provost formed two working groups to propose revisions to UMD's faculty workload policy to comply with revised USM policies. The working groups' recommended policy did not include PTK faculty.
- In March 2022, President Pines approved the interim policy on faculty workload and responsibilities.



Review of the Interim University of Maryland Policy on Full-Time Faculty Workload and Responsibilities (II-1.25 [A]) (Senate Document #22-23-12) (Action)

- Review of the Faculty Affairs Committee Work
 - Review of USM and UMD policies
 - Briefing on Interim Policy Working Groups' findings and research materials
- Consultations
 - Members of the Interim Policy Working Groups
 - ADVANCE
 - IRPA
 - Deans, Unit Heads, Department Chairs, and Faculty



Review of the Interim University of Maryland Policy on Full-Time Faculty Workload and Responsibilities (II-1.25 [A]) (Senate Document #22-23-12) (Action)

- Committee's topics of deliberation
 - Equity and Transparency
 - Allocation of Workload
 - Clarity of Policy Guidance



Review of the Interim University of Maryland Policy on Full-Time Faculty Workload and Responsibilities (II-1.25 [A]) (Senate Document #22-23-12) (Action)

- UMD policy sufficiently stated a commitment to ensuring that the unit-level workload policies are based on principles of equity and transparency.
- Based partly on feedback from March 8, 2023 presentation, the committee does not recommend any substantive revisions to the administrative faculty who are excluded from the policy.
- Based partly on feedback from March 8, 2023 presentation, the committee does not recommend that the UMD policy state a maximum number of courses that could be assigned.



Review of the Interim University of Maryland Policy on Full-Time Faculty Workload and Responsibilities (II-1.25 [A]) (Senate Document #22-23-12) (Action)

- The committee recommends revising the title of the UMD policy to clarify to whom it applies, namely TTK faculty (in the Agent and Professor title series) and Permanent-Status faculty (in the Librarian title series).
- The committee recommends that
 - each Unit's workload policy should be developed pursuant to the Unit's governance procedures;
 - any workload allocation changes should be informed by merit and performance reviews as established by Unit and UMD policies and procedures and subject to review by the next-level administrator upon the appeal of any faculty member.



Review of the Interim University of Maryland Policy on Full-Time Faculty Workload and Responsibilities (II-1.25 [A]) (Senate Document #22-23-12) (Action)

- The committee recommends a provision that the workload expectations for faculty with partial Extension appointments be addressed in unit-level policies.
- The committee recommends revisions that make it clear that although the Libraries and UMD Extension are charged with developing their own policies, they are subject to the review and approval processes in the UMD policy.



Review of the Interim University of Maryland Policy on Full-Time Faculty Workload and Responsibilities (II-1.25 [A]) (Senate Document #22-23-12) (Action)

- The Faculty Affairs Committee approved the revisions to the policy by an email vote concluding on April 18, 2023.
- The Faculty Affairs Committee recommends that the Senate approve the revisions to the Interim University of Maryland Policy on Full-Time Faculty Workload and Responsibilities (II-1.25 [A]) (Senate Document #22-23-03).



Review of the Interim University of Maryland Policy on Full-Time Faculty Workload and Responsibilities (II-1.25 [A]) (Senate Document #22-23-12) (Action)

- II-1.25(A) UNIVERSITY OF MARYLAND POLICY ON WORKLOAD AND RESPONSIBILITIES FOR ~~FULL-TIME~~ TENURED, TENURE-TRACK, PERMANENT STATUS, AND PERMANENT STATUS-TRACK FACULTY

- III. APPLICABILITY - A.1.

All faculty holding tenured and tenure-track positions, as defined in section I.A.2-4 of the University of Maryland Policy and Procedures on Appointment, Promotion, and Tenure (APT) of Faculty (II-1.00~~[(A)]~~), except as noted below in section III.B; and,



Review of the Interim University of Maryland Policy on Full-Time Faculty Workload and Responsibilities (II-1.25 [A]) (Senate Document #22-23-12) (Action)

- III. APPLICABILITY - B. 4.

~~Professional Track Faculty as defined in the University's Policy on Professional Track Faculty (II-1.00(G)).~~

- III. APPLICABILITY - B. 5.

~~All part-time and adjunct faculty.~~



Review of the Interim University of Maryland Policy on Full-Time Faculty Workload and Responsibilities (II-1.25 [A]) (Senate Document #22-23-12) (Action)

IV. POLICY AND PROCEDURES

- B. Each Unit in which tenured and tenure-track faculty members are appointed shall establish, publish, and monitor 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 or School, and Unit. Any workload allocation changes should be informed by merit and performance reviews as established by Unit and University policies and procedures and subject to review by the next-level administrator upon the appeal of any faculty member.
- D. The USM Policy on Faculty Workload and Responsibilities (~~section~~ II-1.25) sets standard workload expectations for tenured and tenure-track faculty members at research institutions. The University reports faculty workload annually to USM based on the following expectations:



Review of the Interim University of Maryland Policy on Full-Time Faculty Workload and Responsibilities (II-1.25 [A]) (Senate Document #22-23-12) (Action)

IV. POLICY AND PROCEDURES

F.4. Faculty instructional loads may be adjusted according to Unit-level and University policies and procedures (e.g., sabbatical leave, Leave without Pay, Family **and** Medical Leave, retirement agreements, and administrative or other service assignments). However, tenured and tenure-track faculty members must teach at least one instruction-based (i.e., non-thesis, dissertation, or independent study) course unit equivalent per academic year.



Review of the Interim University of Maryland Policy on Full-Time Faculty Workload and Responsibilities (II-1.25 [A]) (Senate Document #22-23-12) (Action)

V. IMPLEMENTATION, OVERSIGHT, AND COMPLIANCE

A.2. Each Unit Head is responsible for ensuring that each faculty member within the Unit ~~has complied~~ **is in compliance** with the stated faculty workload policy and guidelines.

E. Unit heads (or designees) in departmentalized Colleges shall prepare **for the Dean** an annual summary report of assigned faculty member workloads in their Units ~~for the Dean~~. In non-departmentalized Colleges, the Dean shall prepare the annual report. The report should be made available to all faculty in the Unit, preferably on the Unit's public website, intranet, or online dashboard.



Agenda

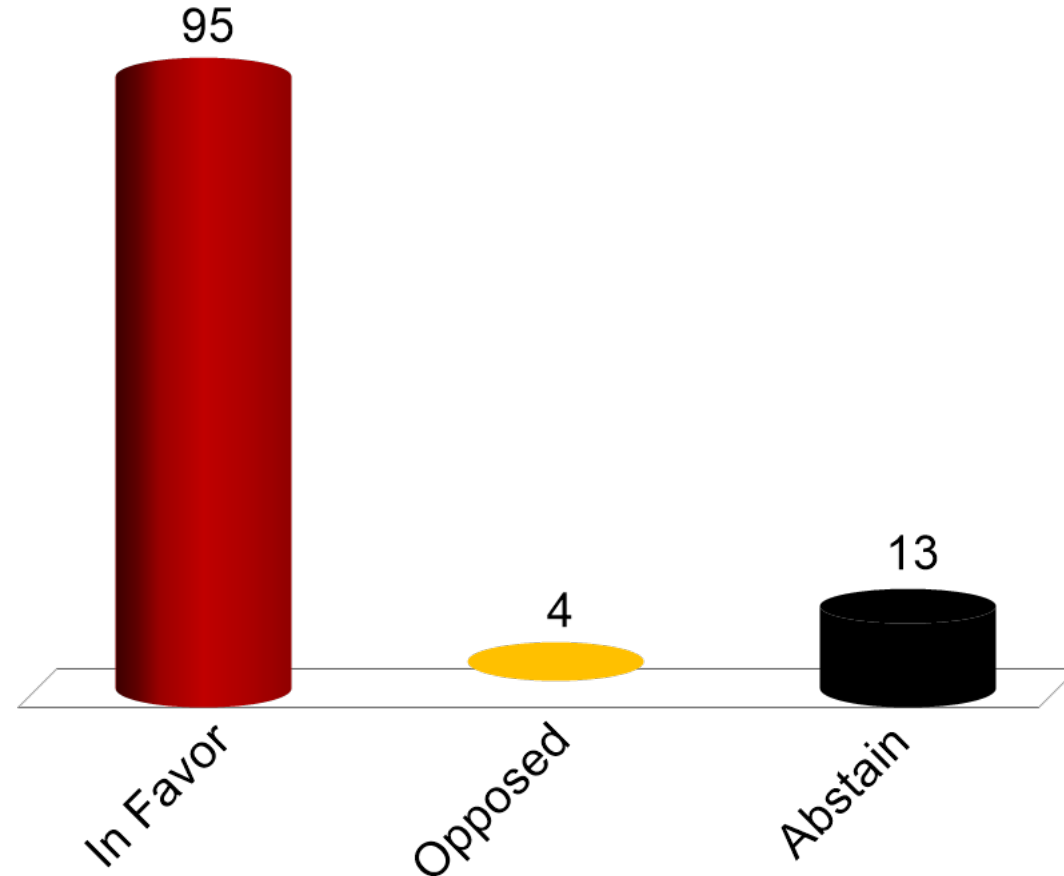
4. Review of the Interim University of Maryland Policy on Full-Time Faculty Workload and Responsibilities (II-1.25 [A]) (Senate Document #22-23-12) (Action) as amended





Review of the Interim University of Maryland Policy on Full-Time Faculty Workload and Responsibilities (II-1.25 [A]) (Senate Document #22-23-12) (Action) as amended

1. In Favor
2. Opposed
3. Abstain





Agenda

5. New Business
6. Adjournment