University Senate Meeting

November 6, 2024

Senators and Deans

- Use the designated credentials sent to you via email.

- Log in to **Top Hat** on your mobile device or web browser (https://app.tophat.com/e/).

- Locate the University Senate Course.

- Enter the **Course Password**: november2024

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Go to **Top Hat** on a mobile device or at https://app.tophat.com/e/
COURSE PASSWORD: november2024
Quorum: 90

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

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

1. Yes, present

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Agenda

1.   Call to Order

Agenda

2.   Approval of the October 10, 2024 Senate Minutes (Action)

Agenda

3.   Report of the Chair

Report of the Chair – Procedures and Guidelines

- All University policies and expectations for appropriate conduct continue to apply during virtual University Senate meetings.

- The Senate meeting today is being recorded (which is consistent with our normal in-person meetings). In this case, the entire Zoom meeting will be recorded but we will only save the audio from the meeting - the video recording will not be preserved.

- All participants have been muted upon entering the meeting.

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Report of the Chair – Procedures and Guidelines

- The chat feature is only enabled for Senators. In addition to comments or questions, Senators and Deans can raise **"Points of Order"** by simply stating "**Point of Order"** in the Chat box.

- We will **NOT** respond to questions, comments, or technical difficulties in the Chat box. Any Senator or attendee who has technical difficulties should email senate-admin@umd.edu for immediate assistance from our staff.

- While the Senate meeting is open to all members of the campus community, only Senators and Deans may vote or speak on the Senate floor without an introduction. Senators and Deans may also introduce members of the campus community to speak during discussion.

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Report of the Chair – Procedures and Guidelines

- If a Senator is introducing someone else to speak, the non-Senator should also raise their hand. I will unmute and speakers can unmute when appropriate.

- When an action item needs to be voted on, a Senator must make a motion, then it should be seconded. A Senator must **raise their hand** to motion, and another Senator must second the motion. The Chair will then call for a vote on the motion following a call for discussion.

- When voting, Senators and Deans will use their mobile device or a web browser to vote through Top Hat by pressing or clicking the circled numbers on their app. Action items are noted on the agenda.

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Report of the Chair – Procedures and Guidelines

- For action items, Senators will vote 1-in favor; 2-opposed; and 3-abstain and the results will display on the screen immediately after the voting closes.

- Are there any questions about any of the procedures or guidelines described? If so, please use the **"Raise Hand"** feature.

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Report of the Chair – Senate Office Staffing Updates

- The University Senate Office has completed the initial review for the Assistant Director position and will conduct in-person interviews in the coming weeks, with Senate Leadership joining for the final selection round. The office will finalize the search by the end of the fall semester.

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Report of the Chair – Big Ten Academic Alliance Senate Leadership Conference

- The University of Maryland will host this year's Big Ten Academic Alliance Senate Leadership Conference starting tomorrow, Thursday, November 7 to Saturday, November 9.

- We're excited to welcome our Big Ten colleagues to our lovely campus, where they will meet with the President, the Provost and the Senate Leadership Team to explore new trends and share valuable insights into the current events of shared governance.

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Report of the Chair – December 4, 2024 University Senate Meeting Update

- The next University Senate meeting will take place on Wednesday, December 4, 2024. It will be hosted in person at the Hoff Theater located inside the Adele H. Stamp Student Union.

- At this meeting, President Darryll Pines will present his State of the Campus Address.

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Agenda

4. Approval of the Research Council Slate (Senate Document #24-25-16) (Action)

Approval of the Research Council Slate (Senate Document #24-25-16) (Action)

- At the September 5, 2024 Senate Meeting, a Senator moved to amend the 2024-2025 Committee and Council Slates, by removing the Research Council slate for further review.

- This motion to recommit the Research Council slate to the Committee on Committees passed with 103 votes in favor, 3 opposed, and 18 abstentions.

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Approval of the Research Council Slate (Senate Document #24-25-16) (Action)

- Following review, the Committee on Committees resubmitted the Research Council slate to the Senate Executive Committee (SEC) for inclusion in the November 6, 2024, Senate meeting agenda. The slate and other supporting documents are available in your materials today.

- Please note the red text on the slate, indicating vacancies that remain to be filled in accordance with the Bylaws. Any additional vacancies arising during the academic year will also be filled in accordance with the Senate Bylaws.

- The Committee on Committees moves that the Research Council slate be approved by the Senate for the 2024-2025 academic year.

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Discussion

Approval of the Research Council Slate (Senate Document #24-25-16)

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Approval of the Research Council Slate (Senate Document #24-25-16)

1. In Favor - 84

2. Opposed - 4

3. Abstain - 14

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Agenda

5.   PCC Proposal to Establish a Ph.D. in Biostatistics (Senate Document #24-25-13) (Action)

PCC Proposal to Establish a Ph.D. in Biostatistics (Senate Document #24-25-13) (Action)

- The School of Public Health's Department of Epidemiology and Biostatistics proposes to establish a Ph.D. in Biostatistics.

- Biostatistics teaches students analytical methods for collecting, analyzing, and interpreting scientific data collected in public health and medical research. It is one of the core disciplines in Public Health.

- All top-tier Schools of Public Health have a doctoral program in biostatistics, and there is a need for Ph.D.'s in Biostatistics in both industry and in academia.

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PCC Proposal to Establish a Ph.D. in Biostatistics (Senate Document #24-25-13) (Action)

- The lack of a Ph.D. program in biostatistics has negatively affected the department's ability to attract high-caliber faculty, secure large federal training grants, and maintain national rankings.

- The department's existing instructional and administrative resources cover the costs of the program.

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PCC Proposal to Establish a Ph.D. in Biostatistics (Senate Document #24-25-13) (Action)

- The program offers two pathways depending on the student's prior qualifications:

    - For students with a relevant master's degree (such as an MS or MPH in Biostatistics), the program requires 48 total credits, including 12 dissertation credits.

    - For students without a relevant master's degree, the program requires 60 total credits, including 12 dissertation credits.

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PCC Proposal to Establish a Ph.D. in Biostatistics (Senate Document #24-25-13) (Action)

- The program emphasizes biostatistical methodologies and their application in public health. The program will equip students with skills to analyze big health data, apply machine learning techniques, and develop applied biostatistical methods for medical and epidemiological studies.

- The proposal was approved by the Senate Programs, Curricula, and Courses Committee (PCC) at its meeting on October 11, 2024.

- The Program, Curricula, and Courses Committee moves that the proposal to establish a Ph.D. in Biostatistics be approved.

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Discussion

PCC Proposal to Establish a Ph.D. in Biostatistics (Senate Document #24-25-13) (Action)

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PCC Proposal to Establish a Ph.D. in Biostatistics (Senate Document #24-25-13) (Action)

1. In Favor - 104

2. Opposed - 2

3. Abstain - 4

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Agenda

6. PCC Proposal to Establish a Master of Science in Biostatistics (Senate Document #24-25-14) (Action)

PCC Proposal to Establish a Master of Science in Biostatistics (Senate Document #24-25-14) (Action)

- The School of Public Health's Department of Epidemiology and Biostatistics proposes to establish a Master of Science in Biostatistics.

- This program addresses the growing demand for biostatisticians resulting from the massive increase of health data and the need for experts who can analyze this data to inform public health decisions.

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PCC Proposal to Establish a Master of Science in Biostatistics (Senate Document #24-25-14) (Action)

- The department already offers a Master of Public Health (MPH) in Biostatistics; however, the proposed Master of Science will focus on advanced biostatistical methodologies and public health data science for specialized careers and doctoral preparation, while the existing MPH in Biostatistics emphasizes broader public health applications with a foundation in biostatistical training.

- No additional resources are requested as part of this proposal. The existing administrative and faculty resources that exist in the department are sufficient to offer this program.

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PCC Proposal to Establish a Master of Science in Biostatistics (Senate Document #24-25-14) (Action)

- The program requires a total of 43 credits, including 25 credits of core courses, 12 credits of electives, and 6 credits for the master's thesis.

- The program's learning outcomes focus on mastering advanced biostatistical methods, public health data science, conducting and evaluating research, using statistical software for data management, and effectively communicating and reporting statistical results for academic and professional audiences.

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PCC Proposal to Establish a Master of Science in Biostatistics (Senate Document #24-25-14) (Action)

- This program will also provide students who are not able to finish the proposed Biostatistics Ph.D. program with an opportunity to earn a graduate degree in biostatistics.

- The proposal was approved by the Senate Programs, Curricula, and Courses Committee at its meeting on October 11, 2024.

- The Program, Curricula, and Courses Committee moves that the proposal to establish a Master of Science in Biostatistics be approved.

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Discussion

PCC Proposal to Establish a Master of Science in Biostatistics (Senate Document #24-25-14) (Action)

UNIVERSITY SENATE

PCC Proposal to Establish a Master of Science in Biostatistics (Senate Document #24-25-14) (Action)

1. In Favor - 113

2. Opposed - 1

3. Abstain - 2

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Agenda

7. EDI Report: Review of the University of Maryland Policy on Threatening and Intimidating Conduct (Senate Document #19-20-33) (Information)

EDI Report: Review of the University of Maryland Policy on Threatening and Intimidating Conduct (Senate Document #19-20-33) (Information)

- In the fall of 2019, the Equity, Diversity, and Inclusion (EDI) Committee began reviewing the University of Maryland's policy on Threatening and Intimidating Conduct (VI-1.00[F]).

- The committee's task was to assess the policy's effectiveness in addressing hate-bias incidents as well as reviewing recommendations made by a joint President/Senate Inclusion & Respect Task Force, which were approved by the University Senate and President Loh in May 2018.

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EDI Report: Review of the University of Maryland Policy on Threatening and Intimidating Conduct (Senate Document #19-20-33) (Information)

- The review was repeatedly postponed due to COVID-19, leadership transitions, and potential legal changes in Maryland State law. Staffing shifts and communication gaps further complicated the process.

- In September 2024, the committee discussed the charge and the various factors attributing to its delay, and ultimately, the committee voted to recommend closing the original charge while suggesting a future policy review, acknowledging the complexity of the multi-year effort to reassess the university's conduct guidelines.
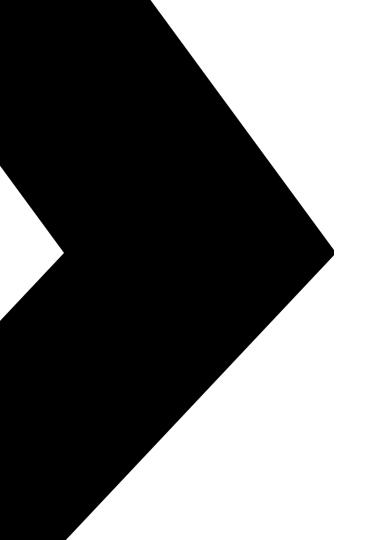
UNIVERSITY SENATE

EDI Report: Review of the University of Maryland Policy on Threatening and Intimidating Conduct (Senate Document #19-20-33) (Information)

- The Equity, Diversity, and Inclusion Committee sought SEC approval that these recommendations be approved. The Senate Executive Committee (SEC) voted to approve the Equity, Diversity, and Inclusion (EDI) Committee recommendation at their October 15, 2024 meeting.

- A report of these actions along with supporting documents is included in your materials today.

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Discussion

EDI Report: Review of the University of Maryland Policy on Threatening and Intimidating Conduct (Senate Document #19-20-33) (Information)

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Agenda

8. Special Order
   John Bertot
   Associate Provost for Faculty Affairs
   Visiting Faculty Title Use Report

Visiting Faculty and Title Use

John Bertot
Office of Faculty Affairs

November 6, 2024

UNIVERSITY OF MARYLAND · FEARLESSLY FORWARD

Use of Visiting Faculty Titles

- Concerns expressed to the Office of Faculty Affairs (OFA) and the Senate Faculty Affairs Committee (FAC) regarding the use of visiting faculty titles, particularly for instructional PTK faculty appointments.
  - OFA conducted an analysis in Spring 2024.
  - This presentation provides a summary of key findings of the OFA analysis.

Recent Visiting Title Policy Review History

- The Senate conducted a review of the University's use and implementation of visiting faculty titles, with a particular focus on the status' use with PTK faculty titles during the 2016-2017 academic year (see Senate Document #15-16-17).
- Prompted by a review as part of the Senate reapportionment process in 2015-2016 (Senate Document #14-15-35) which noted that some faculty had been in a Visiting title for several years.

UNIVERSITY OF MARYLAND   FEARLESSLY FORWARD

Policy: Defining the Visiting Prefix

- Appointment, Promotion, and Tenure (APT) policy (II-1.00[A]) :

  - The prefix Visiting before an academic title, e.g., Visiting Professor, shall be used to designate a short-term professorial appointment without tenure. Visiting faculty appointments are usually made for one academic year or less. Only in unusual circumstances shall a visiting appointment exceed a total of three years. A visiting faculty appointee can become a regular appointee only through a process consistent with the University's Search & Selection Guidelines, including adherence to affirmative action obligations. Years of service in a visiting appointment may, upon mutual agreement of the faculty member and the institution, be counted as the probationary year for purposes of considerations for tenure.

- Revision based on 2017 Senate review.

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FEARLESSLY FORWARD

Deconstructing the Definition

- The definition enables the use of the visiting prefix with any faculty title.
- Individuals may be appointed into a visiting title for up to three years, unless an exception is granted by OFA (in a typical year we grant fewer than 10).
  - Typically for those on five-year visas, or to allow the completion of a project.

UNIVERSITY OF MARYLAND

FEARLESSLY FORWARD

Deconstructing the Definition

- After three years, the appointment must end or an individual may convert to a staff or non-visiting faculty appointment in compliance with the University's search and selection Guidelines.

- NOTE: In part, the changes to the visiting title in 2017 brought the visiting title in line with the staff "contingent" employee approach (see https://uhr.umd.edu/employee-resources/classification-and-compensation/job-type-definitions).

Aggregate Visiting Numbers

Spring 2020	Spring 2024	Fall 2024 (New)
Total: 132	Total: 548	Total: 479
Paid: 127 Unpaid: 5	Paid: 201 Unpaid: 347	Paid: 223 Unpaid: 256
FTE: 0%-100%	FTE: 0%-100% FTE	FTE: 0%-100%
Appointments in 8 different Colleges/ Schools + VPR	Appointments in 14 different Colleges/Schools + VPR	Appointments in 12 different Colleges/Schools + VPR

Instructional* PTK Faculty Visiting Numbers

Spring 2020	Spring 2024	Fall 2024
1	18	24
Clinical (1)	Clinical (4) Lecturer (14)	Clinical (5) Lecturer (19)
FTE: 0%-100%	FTE: 0%-100% (11</=50%)	FTE: 0%-100% (12</=50%)
	Appointments in 7 different Colleges/Schools	Appointments in 8 different Colleges/Schools
	3.3% of all visiting appointments	5.0% of all visiting appointments

*Lecturer (Lecturer, Senior Lecturer, Principal Lecturer) and Clinical (Clinical Assistant Professor, Clinical Associate Professor, Clinical Professor).

Why Visiting?

- Enable short-term appointments for faculty who are employed by another institution and visit the University to study or teach while on sabbatical.
- Expedite the hiring process by placing individuals into visiting titles temporarily while formal appointment review (APT or AEP) processes take place, after which individuals are moved into non-visiting faculty titles.
  - Otherwise, they can only onboard after the completion of the review process.

Why Visiting?

- Create an affiliation with scientists who have full-time employment at other institutions, government agencies, research labs, or industry.
  - This is especially the case within research-intensive and entrepreneurial units in which the use of visiting faculty appointments are vital to forming collaborative ties that promote innovation.
  - As further observed in the Senate review, there is no other non-visiting title series available to units for such appointments.
  - Note: In some cases, scientists employed by federal agencies may be prohibited from receiving remuneration from outside entities due to federal and/or agency-specific regulations.
- Used for short-term contracted projects within federal agencies such as NIST, NOAA, and NASA.
  - The individuals hired into these positions by the University conduct their work largely, if not exclusively, at agency facilities rather than at University facilities. As per USM and University policies, some individuals do convert to non-visiting appointments at the conclusion of their visiting appointments.

UNIVERSITY OF MARYLAND

FEARLESSLY FORWARD

Why Visiting?

- As is currently permissible under the University's <u>Search and Selection Guidelines</u>, a majority of instructional PTK faculty hires appear to be made without an open search.
  - Some units are placing individuals into visiting positions (e.g., visiting lecturer) for a probationary period prior to converting them to non-visiting titles based on performance expectations and reviews.
- Based on time-limited academic program needs, some units have temporary needs for subject matter and instructional expertise. Visiting instructional PTK faculty titles may be used for the duration of those short-term offerings.

Concluding Comments

- The number of visiting faculty can fluctuate substantially in any given time period.

- A large number of visiting faculty appointments are unpaid and in research PTK ranks, generally to strengthen ties with external agencies/institutions.

  - 5% (Fall 2024), 3.3% (Spring 2024) of Visiting faculty appointments are in instructional PTK faculty titles.

- If there is a desire to modify how the visiting faculty title is defined and used at the University, those interested in such action should submit a proposal to do so as per the Senate's process.

Agenda

9.   Special Order
        Stephanie Chang &
        Dawn Culpepper
        Assistant Vice President for
        Diversity & Inclusion, and
        Director of the ADVANCE Program
        for Inclusive Excellence
        UMD Belonging and Community Survey

Next Steps: Action Planning

Campus-level action planning

- Work with constituent-specific offices to interpret results and develop subsequent action planning (Academic Affairs, Student Affairs, UHR, etc.)
- Deploy survey results and related materials to support Strategic Plan

Unit-level action planning (ODI, in collaboration with IRPA, ADVANCE, & CLOC)

- Support units in adopting the Results-Actions-Impact (RAI) framework from Thriving Workplace
- Provide unit-level dashboards
- Facilitate workshops/professional development on using data to diagnose climate issues; seek stakeholder feedback; develop action plans, etc.
- Provide evidence-based resources, strategies, and best practice guides.

Next Steps: Timeline

- **Coming Weeks:** Findings Summary and Campus Dashboard available via IRPA/Tableau (CAS login required)
- **January 2025:** Unit-level dashboards available:
  - Unit admins will identify those who should be given access.
  - Unit results can be disaggregated by a variety of demographic variables (assuming N > 4).

Questions and Contact

Website: belonging.umd.edu

Email: belonging@umd.edu

Check out the Belonging & Community Ice Cream Flavor at the MD Dairy

Testudinette Twist

Created by

Mallory N. Haselberger

M.L.I.S. Student, College of Information & Graduate Assistant, Jiménez-Porter Writers' House

Agenda

New Business - Resolution in Support of Democratic Attempts to Obtain Graduate Worker Collective Bargaining Rights

- **WHEREAS**, the faculty, staff, students, and administrators of the University of Maryland's College Park campus acknowledge ongoing collective bargaining efforts by employees of the University.

- **WHEREAS,** the University Senate is the principal shared governance body of the and approve resolutions in order to take a public stance on" issues, stating valueUniversity representing faculty, staff, students, and administrators, with the power to "develop s or concerns of the University community.

UNIVERSITY SENATE

New Business - Resolution in Support of Democratic Attempts to Obtain Graduate Worker Collective Bargaining Rights

- **WHEREAS**, in December of 2022, the 2022-2023 Graduate Student Government – an official representative body for graduate students at the University of Maryland, College Park "charged with securing and protecting the welfare, rights, and interests of all graduate students at this institution" – unanimously passed a legislative bill (1) supporting Collective Bargaining rights for graduate workers across the University System of Maryland.

- **WHEREAS,** the Graduate Student Government deems Graduate Worker's access to Collective Bargaining "a democratic right" (2) Maryland State Law currently denies to student employees, including teaching assistants, research assistants, and other graduate employees within the University System of Maryland.

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New Business - Resolution in Support of Democratic Attempts to Obtain Graduate Worker Collective Bargaining Rights

- **WHEREAS**, University graduate workers formed a Graduate Labor Union (4) which achieved a supermajority on October 1, 2024, (5) and testified in favor of legislation allowing certain full-time and part-time faculty, postdoctoral associates, and graduate assistants collective bargaining rights (6).

- **WHEREAS**, an unwillingness to voluntary bargain with University of Maryland Graduate Labor Union presents serious challenges for graduate workers in minoritized populations (3) and the campus community, given significant reliance on this segment of the University workforce.

UNIVERSITY SENATE

New Business - Resolution in Support of Democratic Attempts to Obtain Graduate Worker Collective Bargaining Rights

- **WHEREAS**, despite requests signed by students, union members, and members of the University's Graduate Assistant Advisory Council (7), the University of Maryland, College Park, administration testified against Maryland state legislative action granting graduate workers collective bargaining rights.

- **WHEREAS**, University administrators have openly stated: "At this point, the campus remains opposed to collective bargaining rights," for workers, claimed collective bargaining would limit the University's ability to work with graduate assistants directly, and asserted such work would limit student-mentor relationships with faculty (8).

UNIVERSITY SENATE

New Business - Resolution in Support of Democratic Attempts to Obtain Graduate Worker Collective Bargaining Rights

- **WHEREAS**, the right to collectively bargain with the University was enacted into law for certain state employees but not for graduate workers (9) following testimony by University administrators before the Maryland State House of Representatives and Senate.

- **WHEREAS**, members of the Graduate Labor Union at the University of Maryland, College Park, have requested voluntary recognition by the University and disavowed claims unionization would fray healthy mentorship and work relationships, outlining positive outcomes at institutions across the United States (10).

UNIVERSITY SENATE

New Business - Resolution in Support of Democratic Attempts to Obtain Graduate Worker Collective Bargaining Rights

- **THEREFORE, BE IT RESOLVED**, that the University Senate supports actions, including Collective Bargaining rights, which empower campus workers to negotiate conditions of employment with the University.

- **BE IT FURTHER RESOLVED**, that the body affirms and supports unanimous Graduate Student Government resolutions AND democratic campaigns providing workers collective bargain rights at the University of Maryland, College Park, through voluntary recognition or other means.

UNIVERSITY SENATE

Motion to Extend the Meeting by Ten Minutes

1. In Favor - 56

2. Opposed - 24

3. Abstain - 6

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Discussion

Resolution in Support of Democratic Attempts to Obtain Graduate Worker Collective Bargaining Rights

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Resolution in Support of Democratic Attempts to Obtain Graduate Worker Collective Bargaining Rights

To be added as a Continued Business item on the December 4, 2024 Senate Meeting agenda.

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Thank you for attending!