CALL TO ORDER

Senate Chair Laura Dugan called the meeting to order at 3:20 p.m.

Dugan asked if there were any objections to limiting speakers to two minutes each on each agenda item or motion for the entire meeting. She noted that speakers would not have the ability to speak again until all others have had an opportunity to do so. Dugan stated that there would be a timer on the screen to help speakers manage their time. Hearing no objections, she proceeded with the meeting.

APPROVAL OF THE OCTOBER 7, 2020 SENATE MINUTES

Dugan reminded Senators that the Senate approved a motion to postpone approval of the October 7, 2020 minutes until this Senate meeting so it could consider the proposed amendments to the Bylaws to align them with the current practice of taking more detailed minutes at the November meeting.

Dugan stated that Senator Lanford’s amendment to the Bylaws was approved by the Senate and subsequently by the President, so the Senate can move forward with approving the October 7, 2020 Senate minutes, as the Bylaws are now in alignment with current practice related to the minutes. Dugan asked if there were any corrections to the October 7, 2020 minutes.

Hearing no objections, the minutes were approved as distributed.

APPROVAL OF THE NOVEMBER 10, 2020 SENATE MINUTES

The minutes were approved as distributed.

REPORT OF THE CHAIR

Meeting Logistics: Chair Dugan noted that the Senate Staff will be adding an asterisk in front of Senators’ names in Zoom during the meeting to assist her with identifying Senators when calling on them to speak. She stated that Senators should still state their name, constituency, and College or Division for the record before they speak. Dugan reminded Senators that due to a change in Zoom features that prevents hosts from “force unmuting” participants, Senators should make sure to look for a “request to unmute” and unmute themselves when recognized to speak. She also reminded Senators that voting Senators can use the Coffee Mug feature in Zoom to make a motion when someone else is on the floor such as a point of information to get additional context, or a point of personal privilege to report a disruption or distraction such as Zoombombing.

Spring 2021 Senate Meetings: Dugan reminded Senators that the first Senate meeting of the Spring semester will be on February 9, 2021. Based on ongoing restrictions on large group gatherings due
to the COVID-19 pandemic, the Senate Executive Committee (SEC) has decided to continue to hold spring semester Senate meetings via Zoom. A complete schedule of Senate meetings for the Spring semester can be found on the Senate website.

Dugan noted that the Senate expects to have a very busy Spring semester with much of the committee work coming to the floor for a vote, and noted that Senators are expected to be actively engaged in discussion of these important issues.

**Senator Elections:** Dugan stated that the candidacy period for the staff, student, and single member constituencies for the 2021-2022 Senate elections cycle will run from Tuesday, January 19, 2021 to Friday, February 5, 2021. Deans have been notified that they need to hold elections to replace any outgoing Tenured/Tenure-Track and Professional Track Faculty Senators, so elections for those seats should be underway. The deadline for Faculty Senator elections is February 5, 2021. Dugan asked Senators to encourage their colleagues to run to be Senators, and encouraged Senators to consider running for the Senate, if eligible. She directed Senators to the Senate website for more details.

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**SPECIAL ORDER: PRESIDENTIAL BRIEFING**

Chair Dugan welcomed Darryll J. Pines, President of the University of Maryland, to present his briefing.

President Pines thanked the Senate and presented a timeline of the University’s response to the COVID-19 pandemic.

**Spring 2020**

- On January 22, 2020, within one week of being notified of the pandemic, the University closed the Study Abroad Office in China.
  - The University closed the Study Abroad office in South Korea within a month of being notified.
  - The University brought all students back from study abroad programs worldwide by March 14, 2020.
- The Division of Information Technology procured a Zoom Enterprise license for the entire campus.
- The University implemented severe research restrictions across campus.
- After the gap week of faculty training after spring break, the University began online instruction and implemented pass/fail for the remainder of the Spring semester.
- On April 24, 2020, the University formed the COVID-19 Instructional Task Force.
- On May 22, 2020, the COVID-19 Instructional Task Force released its final report, and the campus held its first virtual Commencement ceremony.

**Summer 2020**

- On June 1, 2020, the University started COVID-19 testing in partnership with the University of Maryland, Baltimore.
  - Additional testing was conducted with student-athletes in early June under the leadership of Sacred Bodison, Director, University Health Center (UHC).
On June 15, 2020, the University made a decision about allowing students in residence halls, and Laurie Locascio, Vice President for Research resumed Phase 1 of research activities on campus.

On July 14, 2020, the campus conducted a large-scale testing experiment to determine if testing could be scaled up to prepare for fall 2020.

In early August 2020, the 4 Maryland reopening plan was distributed.

Fall 2020

COVID-19 testing procedures were implemented during the week of August 17th.

Hybrid online and in-person instruction was conducted from the third week of the fall 2020 semester to the eleventh week of the semester.

President Pines thanked the leadership team in the President’s Cabinet, the Deans, the Provost’s Staff, Senior Staff, and the over 300 faculty, staff, and students on working groups who helped determine how the University could open the campus safely. President Pines also thanked Director Bodison and the UHC staff for keeping the campus safe, and expressed gratitude for Director Bodison’s guidance throughout the year.

President Pines provided an update on COVID-19 in the University community.

- The current positivity rate is .06%;
- 96% of quarantine housing is available;
- The University has done 66,000 cumulative tests, and has had a total of 1,316 total positive cases;
  - 2.6% of the campus community has been infected; and
- The University is grouped at the bottom of Big 10 Universities in positive coronavirus cases.

President Pines shared a number of lessons learned from the COVID-19 pandemic.

- Having a plan for opening up the physical campus;
- Following guidance from public health officials;
- Partnering with the City of College Park, Prince George’s County, and other stakeholders;
- Communication with the community;
- Properly managing research activities; and
- Adaptation by faculty, staff, and students.

Dugan thanked President Pines for his presentation and opened the floor to questions.

Senators expressed appreciation for the efforts that the University has taken to make face masks available, and asked questions about delivering more effective face coverings, the rollout of vaccines for COVID-19, if the University is planning to return to full-in person instruction in Fall 2021, and if so, when that information will be communicated.

President Pines stated that the University has a plan to restock with higher quality facial coverings which should hopefully be distributed in the spring semester. He stated that vaccine distribution will
be tiered per CDC guidance, which will be communicated to the University through the University System of Maryland (USM). President Pines noted that Director Bodison and incoming UHC Director, Spiro Marinopoulos are on a state task force for vaccine distribution and tiering. President Pines stated that the University will distribute guidance and develop a plan for distribution. He shared the perspective that it is unlikely that the University population will be vaccinated by the spring semester. President Pines shared that the University is currently planning for the spring semester, and stated that he is hopeful that the University will be able to return to more in-person education in fall 2021, if there is sufficient distribution of the vaccine.

A Senator inquired if the University has plans to handle COVID-19 outbreaks in off-campus apartment housing.

President Pines stated that the University has been working with the City of College Park, Prince George’s County officials, and operators of the apartment complexes to ensure that complexes comply with County restrictions on gatherings. He stated that some property owners have received fines from the City. President Pines shared that the University met with the management of the Terrapin Row apartment complex to address a gathering that violated County restrictions.

Carlo Colella, Vice President for Administration and Finance, expressed agreement with President Pines, stating that the City has been very responsive in enforcing codes with property owners. Colella shared the perspective that the College Park community has done very well with the response to COVID-19.

Senators asked which options might be available for those who opt out of a vaccine, and if there are dates when decisions to return to campus must be made.

President Pines stated that he expects to receive guidance from public health officials and the State’s Attorney General Office on whether a vaccine would be mandatory. He shared that dates depend on the needs of different areas on campus, such as Resident Life, and Dining Services. President Pines shared that the University is planning for the spring semester based on knowledge gained from the fall 2020 semester. He stated that there is no evidence that the virus has been transmitted in a classroom on campus, and expressed his hope that the University will be back to more in-person education safely in the fall.

APPORTIONMENT OF THE UNIVERSITY SENATE (SENATE DOCUMENT #19-20-37) (INFORMATION)

Dugan stated that the Senate has been reapportioned for 2021 based on the University of Maryland Plan of Organization for Shared Governance and the Bylaws of the University Senate, which require the Senate to determine the appropriate Senate representation for each constituency at the University every five years based on current population data. She noted that the Elections, Representation, & Governance (ERG) Committee is only charged with applying the ratios specified in the Plan to University population data, and does not have the authority to revise the ratios or principles prescribed in the Plan. Dugan shared the apportionment numbers calculated by the ERG Committee from Spring 2020 data.

- The number of Tenured/Tenure-Track (T/TT) Faculty Senators applied at a ratio of 1:15 for each college decreased slightly from 107 to 104.
• The number of full-time Professional Track (PTK) Faculty Senators applied at a ratio of 1:30 increased from 32 to 49.
  o This increase is partly a result of some PTK faculty who were formerly being represented in the Senate’s single-member category becoming eligible for representation at the college level because of the Appointment, Evaluation, and Promotion (AEP) Guidelines for PTK Faculty that the Senate approved in 2015 to provide promotion pathways for PTK faculty.
  o This increase could also be a result of an increase in sponsored research at the University.
• The number of Exempt Staff in Divisions Senators applied at a ratio of 1:200 increased slightly from 8 to 9.
• All other constituency representation remained the same.
• As a result, the overall size of the Senate increased from 224 to 239 and the percentage of T/TT Faculty compared to all other elected constituencies of the Senate decreased from 51.69% to 46.19%.

Dugan stated that the Senate Office will implement the new apportionment in the upcoming election cycle. She emphasized that apportionment data is pulled based on the Senate’s specific representation criteria and should not be interpreted to draw broader conclusions about faculty population trends at the University, as the data do not include context on associated factors that may affect increases or decreases in populations. Dugan stated the SEC agreed that a Plan of Organization Review Committee (PORC) review was warranted because of the significant shift in the number and composition of Senate seats, and voted to institute a review of the principles in the University’s Plan of Organization for Shared Governance in Fall 2021.

Dugan noted there will be no discussion on this item, as the ERG Committee’s report has been provided to the Senate as an information item. She stated that Senators can raise questions about apportionment as New Business.

APPROVAL OF THE 2020-2021 NOMINATIONS COMMITTEE SLATE (SENATE DOCUMENT #20-21-17) (ACTION)

Ellen Williams, Chair of the Committee on Committees, provided background information on the slate. Williams made a motion to approve the Nominations Committee slate as presented.

Dugan asked whether there was discussion on the slate; Seeing none, she called for a vote on the slate. The result was 114 in favor, 3 opposed, and 1 abstention. The motion to approve the slate as presented was approved.

UNIVERSITY SENATE PROVISIONS ON VIRTUAL MEETINGS (SENATE DOCUMENT #20-21-09) (ACTION)

Marcia Shofner, Chair of the Elections, Representation, & Governance (ERG) Committee, presented the proposed amendment to the Bylaws and provided background information.

Dugan thanked Shofner and opened the floor for discussion.
Senator Katz, graduate student, raised a concern that the provision of having a single TurningPoint Session ID for an entire year could allow Senators not in attendance to vote at a meeting. Senator Katz suggested setting a separate Session ID for each Senate meeting.

Dugan noted that such a high level of detail is not within the purview of this recommendation, but the Senate Office should consider the idea.

Hearing no further discussion, Dugan called for a vote on the amendment to the Bylaws, and stated that an amendment to the Bylaws requires a ⅔ vote in favor to pass. The result was 123 in favor and 1 opposed. The amendment passed.

Senator Agarwal, interim Dean, Robert H. Smith School of Business inquired what implications the amendment has on unit Plans of Organization.

Director Montfort explained that no College-level changes are required because an amendment to the Bylaws does not change the Plan of Organization for Shared Governance. She stated that the Senate Office can share the Guidelines for Virtual Meetings instituted for the Senate with any Colleges and units interested in implementing similar practices and procedures.

**PCC PROPOSAL TO ESTABLISH A BACHELOR OF SCIENCE IN MECHATRONICS (SENATE DOCUMENT #20-21-18) (ACTION)**

Betsy Beise, member of the Programs, Curricula, and Courses (PCC) Committee, presented the proposal and provided background information.

Dugan thanked Beise and opened the floor to discussion of the proposal.

Senator Moradi, faculty, College of Computer, Mathematical, and Natural Sciences, expressed support for the proposal and inquired why the proposed program would be hosted at the Universities at Shady Grove if the departments in the program are located on the College Park campus.

Biese explained that the University has been asked to provide more instruction in Montgomery County to serve the workforce needs of the County, and the proposed program is suited for students coming from a community college who intend to go directly into the workforce. She explained that a new building at Shady Grove will support the infrastructure of the proposed program and other two programs planned at that location.

The result was 121 in favor, 0 opposed, and 4 abstentions. The proposal passed.

**PCC PROPOSAL TO ESTABLISH A MASTER OF EXTENSION EDUCATION (SENATE DOCUMENT #20-21-19) (ACTION)**

Betsy Beise, member of the Programs, Curricula, and Courses (PCC) Committee, presented the proposal and provided background information.

Dugan thanked Biese and opened the floor to discussion of the proposal; hearing none, she called for a vote. The result was 121 in favor, 1 opposed, and 5 abstentions. The proposal passed.
PCC PROPOSAL TO MODIFY THE MASTER OF PUBLIC HEALTH - ADD HEALTH CARE MANAGEMENT CONCENTRATION (SENATE DOCUMENT #20-21-20) (ACTION)

Betsy Beise, member of the Programs, Curricula, and Courses (PCC) Committee, presented the proposal and provided background information.

Dugan thanked Beise and opened the floor to discussion of the proposal; hearing none, she called for a vote. The result was 120 in favor, 1 opposed, and 3 abstentions. The proposal passed.

PROPOSAL TO REVIEW POLICY AND PRACTICE SURROUNDING PTK NON-RENEWALS (SENATE DOCUMENT #18-19-33) (ACTION)

Will Reed, Chair of the Faculty Affairs Committee, presented the proposal and provided background information.

Dugan thanked Reed and opened the floor to discussion of the proposal.

Senator Wolfe, emeritus faculty, inquired what the letter “K” represents in the acronym PTK, and asked for an example of the PTK position.

Dugan clarified that the “K” represents the last “K” in Professional Track Faculty, which is a promotional track within the University.

Senator Lloyd, faculty, College of Arts and Humanities, asked how this proposal would affect the broader review of policy affecting Professional Track Faculty which is recommended in the proposal.

Reed stated that this proposal is a placeholder for a broader review of the policy which the committee is requesting being charged with.

Senator Dalglish, Dean, Philip Merrill College of Journalism, clarified that PTK are contract faculty usually called Lecturers, Senior Lecturers, and Principal Lecturers. She asked if this proposal affects only faculty who are 50% time and greater, or also applies to adjunct faculty.

Reed clarified that the proposed policy applies only to PTK faculty. He stated that adjunct faculty may be hired with the expectation of teaching a few courses, and PTK faculty have a more permanent commitment to the institution.

Senator Trudell, faculty, College of Arts and Humanities, inquired how accessibility issues, including access to disability and equity grievances, will be covered in the broader review.

Reed stated that the committee is hoping to discuss that issue further in the broader review.

Reed introduced John Bertot, Associate Provost for Faculty Affairs.

Bertot clarified that PTK faculty have access to the grievance process, and asked for clarification regarding Senator Trudell’s question about disability services.

Senator Trudell clarified that his question is about how PTK faculty members could seek equity in accommodation.
Bertot explained that this policy is specifically related to non-renewal. He clarified that PTK faculty members are eligible for accommodation, and provided an overview of the disability accommodation process.

Senator Callaghan, faculty, College of Arts and Humanities, expressed support for the proposal in the spirit of fairness so all PTK faculty may have the same experience if their contracts are not renewed or changed.

Senator Moradi, faculty, College of Computer, Mathematical, and Natural Sciences, stated that he would like to see the broader review of the policy address the issue of having one-year contracts regardless of the long-term availability of funding. He stated that these short-term contracts can create issues for faculty members on visas or seeking green cards.

Bertot clarified that University policy allows for long-term contracts, and contract terms may be unit-level decisions.

Senator Seybert, faculty, Robert H. Smith School of Business, inquired if there is a higher burden being put forth for PTK faculty than TTK faculty. He stated that the Faculty Handbook for Tenure Track Faculty states that “general things” can be considered when denying tenure, whereas this proposal states that “the reason” must be given for PTK non-renewal.

Bertot explained that the employment structures for the two tracks are somewhat parallel, and the guidelines for the tenure review process require a rationale for decisions relating to tenure. Bertot explained that the proposal arose from PTK faculty members requesting that they be provided with the rationale for a notice of non-renewal.

Reed provided additional background information on the proposal. Reed stated that the proposal arose from information provided by the Faculty Ombuds Office about grievances filed by PTK faculty members that were not given appropriate notice or rationale when their contracts were not renewed. He stated that PTK faculty members came forward with a proposal to address the issue.

Senator Jorge, faculty, College of Computer, Mathematical, and Natural Sciences, expressed support for the proposal.

Hearing no further discussion, Dugan called for a vote on the proposal. The result was 104 in favor, 3 opposed, and 12 abstentions. The proposal passed.

PCC PROPOSAL TO RENAME THE UPPER DIVISION CERTIFICATE IN LESBIAN, GAY, BISEXUAL, AND TRANSGENDER STUDIES TO LGBTQ STUDIES (SENATE DOCUMENT #20-21-21) (ACTION)

Betsy Beise, member of the Programs, Curricula, and Courses (PCC) Committee, presented the proposal and provided background information.

Dugan thanked Beise and opened the floor to discussion of the proposal; hearing none, she called for a vote. The result was 108 in favor, 2 opposed, and 4 abstentions. The proposal passed.

PCC PROPOSAL TO RENAME THE BACHELOR OF ARTS IN “GERMANIC STUDIES” TO “GERMAN STUDIES” (SENATE DOCUMENT #20-21-22) (ACTION)
Dugan stated that these three proposals will be presented and discussed together, and the Senate will vote separately on each proposal.

Betsy Beise, member of the Programs, Curricula, and Courses (PCC) Committee, presented the proposals and provided background information.

Dugan thanked Biese and opened the floor to discussion of the proposals.

Senator Rozenblit, faculty, College of Arts and Humanities, expressed support for the proposal because the sound of the proposed name is preferable. She expressed appreciation for the faculty member who taught Scandinavian literature who has now retired.

Senator Lalwani, faculty, College of Arts and Humanities, expressed support for the proposal because the proposed name more accurately reflects the University’s current course offerings.

Hearing no further discussion, Dugan called for a vote on the Proposal to Rename the Bachelor of Arts in “Germanic Studies” to “German Studies.” The result was 117 in favor, 1 opposed, and 1 abstention. The proposal passed.

Dugan called for a vote on the Proposal to Rename the Master of Arts in “German Language and Literature” to “German Studies.” The result was 115 in favor, 1 opposed, and 0 abstentions. The proposal passed.

Dugan called for a vote on the Proposal to Rename the Ph.D. in “German Language and Literature” to “German Studies.” The result was 111 in favor, 2 opposed, and 1 abstention. The proposal passed.

NEW BUSINESS

Senator Rozenblit, faculty, College of Arts and Humanities expressed support for PTK faculty gaining more seats in the Senate as a result of the new apportionment because of the rise in their numbers, and expressed support for the upcoming PORC review. She expressed concern that the new apportionment reduces the percentage of T/TT faculty in the Senate from the mandated 50% to 46%. She shared the perspective that a reduction in T/TT faculty at the University is a negative development, and T/TT faculty have a greater investment in the University due to their longevity and institutional memory. Senator Rozenblit respectfully requested that the representation of T/TT faculty on the Senate be 50% as is required.

Dugan clarified that the ratios for representation in the Senate were written into the Plan of Organization, not the principle of 50% representation for T/TT faculty members. She explained that this principle triggered the PORC review, so the committee could consider building those types of principles into the Plan. Dugan explained that the PORC review may also consider limiting the size of the Senate as the University population grows.
Senator Lanford, faculty, Division of Research, stated that many PTK faculty members are on campus for long periods of time. She stated that it would be interesting to know how many TTK faculty leave the institution when compared to PTK faculty. She agreed with Senator Rozenblit that losing tenured faculty is a bad thing, but disagreed with the characterization that PTK faculty have less of an investment in the University.

Senator Rozenblit agreed with Senator Lanford that many PTK are at the University for long periods of time and have great allegiance to the University. She expressed appreciation that the University Senate includes students, staff, and faculty.

**ADJOURNMENT**

The meeting was adjourned at 4:59 p.m.