



1. Call to Order
2. Approval of the May 6, 2020 Senate Minutes (Action)
3. Report of the Chair
4. 2019-2020 Senate Legislation Log (Senate Document #20-21-01) (Information)
5. 2020 Council of University System Staff Elections (Senate Document #19-20-47) (Information)
6. Technical Revisions to the University of Maryland Code of Student Conduct (Senate Document #20-21-05) (Information)
7. Technical Revisions to the University of Maryland Disability & Accessibility Policy and Procedures (Senate Document #20-21-07) (Information)
8. Approval of the 2020-2021 Committee & Council Slates (Senate Document #20-21-02) (Action)
9. Special Order  
Darryll J. Pines  
President of the University of Maryland  
*2020 State of the Campus Address*
10. New Business
11. Adjournment



## **CALL TO ORDER**

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Senate Chair Pamela Lanford called the meeting to order at 3:08 p.m.

Chair Lanford and the Senate welcomed new Senators. Chair Lanford reviewed the procedures and guidelines for the virtual Senate meeting including expectations, audio recording, discussion, and voting. She provided a brief overview of voting procedures using the TurningPoint platform.

## **ELECTION OF THE SENATE CHAIR-ELECT (ACTION)**

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John Lea-Cox, College of Agriculture & Natural Resources (AGNR) and Ellen D. Williams, College of Computer, Mathematical, and Natural Sciences (CMNS) were identified as the candidates for Chair-Elect. Ellen D. Williams was elected Chair-Elect.

## **APPROVAL OF THE MINUTES, APRIL 22, 2020 MEETING (ACTION)**

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The Senate approved the minutes as distributed.

## **SLATES FOR THE 2020 TRANSITION ELECTIONS (SENATE DOCUMENT #19-20-48) (INFORMATION)**

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Chair Lanford provided procedural information and instructions for online voting for the Transition Elections for the Senate. She stated that the Senate Bylaws require that the Chair-Elect be held at the Transition meeting. Senate leadership agreed to hold additional Transition Elections online due to logistical concerns of managing approval voting by constituency during a virtual meeting.

Nominations were taken from the floor for faculty, staff, and student representatives for the Senate Executive Committee (SEC), the Committee on Committees, the University Athletic Council, the Council of University System Faculty (CUSF), and the Campus Transportation Advisory Committee (CTAC).

Chair Lanford stated that Senators will have until 5 p.m. on Wednesday, May 13, 2020 to complete online voting. Winners will be announced on Friday, May 15, 2020.

## **REPORT OF THE OUTGOING CHAIR, PAMELA LANFORD (INFORMATION)**

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Chair Lanford provided an overview of legislation approved over the course of the past year. She noted that the Senate has approved almost twice as many policies this year as in previous years.

- The Senate approved a number of policies which impact student and instructor experiences, including the Student Course Evaluation Improvement Project; and revisions to the Undergraduate Student Course Repeat Policy, the Code of Academic Integrity, and the Policy on Latin Honors.

- Four policies promoted equity and inclusion in the University community: Review of the Policy on Inclusive Language, Review of the Interim Sexual Misconduct Policy & Procedures, the expansion of policies on parental leave for faculty and staff, and the Campus Smoking Policy.
- Four policies clarified how the campus uses resources: the Use of Physical Facilities Policy, the Use of Research Facilities by Non-University Users, and the Use of University Name and Trademarks.
- The Senate streamlined and optimized some existing policies, and eliminated outdated policies.
- The Senate process was successfully brought online due to the COVID-19 pandemic.

Chair Lanford introduced the incoming Chair, Laura Dugan. She thanked the incoming Chair, outgoing Chair, Parliamentarians, Senate committee members, University administration, and the Senate Office staff.

A plaque of appreciation was presented to Chair Lanford in recognition of her leadership of the Senate for the year 2019-2020. Senate members thanked her for her service.

## **REPORT OF THE INCOMING CHAIR, LAURA DUGAN (INFORMATION)**

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Chair Dugan thanked outgoing Chair Lanford for her leadership, mentorship, and commitment to efficiency, transparency, and advocacy on behalf of the campus.

Chair Dugan emphasized the importance of shared governance and establishing a baseline relationship between the Senate and the new President. She encouraged Senators to establish relationships with their constituents and bring their concerns to the Senate, particularly because of the uncertainty caused by the pandemic. She suggested using principles of humor, authenticity, kindness, and compassion in facing the challenges ahead, and thanked Senators for their willingness to serve.

Senate Schedule: Chair Dugan shared the finalized schedule for the 2020-2021 academic year, noting that the locations are contingent on returning to in-person operations on campus. Dates and times will remain as scheduled.

Special Committee on University Finances (SCUF) Elections: Chair Dugan described the role of SCUF and the nomination and election process. Candidates for SCUF must be nominated by Senators and elected by representatives on the Senate Executive Committee (SEC). She encouraged Senators to consider nominating colleagues with the experience and level of commitment necessary to have a positive impact on the committee's efforts.

## **SPECIAL ORDER**

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**Jeffrey K. Hollingsworth, Vice President & Chief Information Officer, Division of Information Technology, University of Maryland**

### ***Technology That Allowed UMD to Go Virtual In A Fortnight***

Chair Dugan invited Jeffrey K. Hollingsworth, Vice President & Chief Information Officer of the Division of Information Technology (DIT) to provide his presentation about the University's rapid transition to an online platform due to the COVID-19 pandemic.

Hollingsworth shared the challenges DIT faced in moving all of the University's instructional, administrative, and as much research activity online as possible in about two weeks, and summarized DIT's response to the changing situation.

- DIT leveraged existing technology, decided to accelerate acquiring and deployment of additional online tools such as Zoom, and provided extensive outreach and training seminars for faculty and staff.
- DIT quickly developed a survey of the campus community to identify their technological needs and find out how DIT could meet them. Survey results showed an urgent need for software and training. In response, DIT and the Teaching and Learning Transformation Center (TLTC) offered an average of 12 webinars per week from March 23, 2020 to April 7, 2020, and over 600 total faculty attended. DIT also saw a 50% increase of instructor ELMS use during the "pause" week after Spring Break, showing that instructors were using the time to engage with the platform.
- Successes are the Device Loaner Program for students in need of laptops, rapid adoption of new software and platforms, virtual call centers, the shift to departmental teleworking, and collaborations with colleges and administration.
- Ongoing challenges remain security issues such as Zoom bombing, and demand for wifi hotspots.

Chair Dugan opened the floor for questions.

Senators stated their appreciation for DIT's hard work, particularly in setting up the Zoom platform. Senators asked questions regarding additional online platforms, DIT poll response rates, and the DIT Strategic Plan. Senators expressed concerns shared by transgender students about the inability to change names in online platforms, online teaching in disciplines like music, intellectual property rights, implied consent for the use of images, and Zoom bombing.

Hollingsworth stressed that DIT will need to be agile and ready to adapt to new platforms on a constant basis. DIT will be happy to work with EDI on diversity concerns, and DIT working groups are implementing the strategic plan. DIT is continuing to look into online teaching methods, and the Provost is preparing to announce innovation awards. Hollingsworth explained that the best practice for recording is to explain at the start of the meeting that the meeting is being recorded, as it is a criminal matter in the state of Maryland if both parties are unaware that recording is taking place.

Chair Dugan thanked Hollingsworth for his presentation. She expressed appreciation for all of the work that DIT has done to keep the University productive during the transition to an online environment.

## **NEW BUSINESS**

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There was no new business.

## ADJOURNMENT

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The meeting was adjourned at 4:58 p.m.



## Senate Legislation Log

**PRESENTED BY** Reka S. Montfort, Executive Secretary & Director

**REVIEW DATES** SEC – August 19, 2020 | SENATE – September 8, 2020

**VOTING METHOD** For information only

**RELEVANT  
POLICY/DOCUMENT** N/A

**NECESSARY  
APPROVALS** N/A

### ISSUE

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The Senate Legislation Log is an overview of the work brought to the Senate during the 2019-2020 academic year. The log shows all completed legislation as well as dates of subsequent approvals following Senate approval. In addition, there is a table of continuing legislation that was not completed last year but will continue into the 2020-2021 academic year.

### RECOMMENDATION(S)

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The Legislation Log is provided for informational purposes.

### COMMITTEE WORK

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N/A

### ALTERNATIVES

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N/A

### RISKS

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N/A

### FINANCIAL IMPLICATIONS

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N/A

**Completed University Senate Legislation 2019-2020**

<b>Senate Document Number</b>	<b>Action</b>	<b>Date of Senate Meeting Action</b>	<b>Disposition</b>	<b>Approval Date(s)</b>	<b>Completion Date</b>
16-17-24	Student Course Evaluation Improvement Project	10/02/2019	Presidential Approval	10/30/2019	10/30/2019
18-19-06	Review of the University of Maryland, College Park Policy on Inclusive Language	10/02/2019	Presidential Approval	10/30/2019	10/30/2019
18-19-10	Review of the University of Maryland, College Park Procedures for the Use of Physical Facilities	09/12/2019	Presidential Approval	09/24/2019	09/24/2019
18-19-32	Review of the Interim Policy on Use of University of Maryland Facilities by Non-University Users for Research-Related Activities	04/22/2020	Presidential Approval	04/24/2020	04/24/2020
18-19-34	Interim University of Maryland Policy on Faculty Parental Leave and Other Family Supports	03/03/2020	Presidential Approval	03/25/2020	03/25/2020
18-19-35	Interim Policy on Staff Parental Leave and Other Family Supports	03/03/2020	Presidential Approval	03/25/2020	03/25/2020
19-20-01	2018-2019 Legislation Log	09/12/2019	Complete: The Senate reviewed the legislation log as an informational item.		09/12/2019
19-20-02	Approval of the 2019-2020 Committee & Council Slates	09/12/2019	Presidential Approval	09/24/2019	09/24/2019
19-20-03	Review of the Interim University of Maryland Sexual Misconduct Policy	12/04/2019	Presidential Approval	12/12/2019	12/12/2019
19-20-04	Review of the Interim Sexual Misconduct Student Procedures	12/04/2019	Presidential Approval	12/12/2019	12/12/2019
19-20-05	Review of the Interim Sexual Misconduct Faculty Procedures	12/04/2019	Presidential Approval	12/12/2019	12/12/2019
19-20-06	Review of the Interim Sexual Misconduct Staff Procedures	12/04/2019	Presidential Approval	12/12/2019	12/12/2019
19-20-08	Review of the Status of Librarian I Faculty for Senate Representation Purposes	09/20/2019	Complete: The SEC voted to send the ERG Committee's findings to the Senate Office for implementation.		09/20/2019
19-20-09	Revision to the Policy on Payment of Tuition and Fees	02/05/2020	Presidential Approval	02/07/2020	02/07/2020
19-20-10	Proposal to Lower the University's GPA Cutoff for Latin Honors Eligibility	03/03/2020	Presidential Approval	03/25/2020	03/25/2020
19-20-11	PCC Proposal to Establish a Baccalaureate Program in Immersive Media Design	10/02/2019	BOR Approval MHEC Approval Presidential Approval	11/22/2019 02/14/2020 10/30/2019	02/14/2020
19-20-13	PCC Proposal to Establish a Bachelor of Arts in Religions of the Ancient Middle East	10/02/2019	Presidential Approval BOR Approval MHEC Approval	10/30/2019 11/22/2019 01/07/2020	01/07/2020
19-20-14	PCC Proposal to Establish a Bachelor of Arts in Real Estate and the Built Environment	11/05/2019	Presidential Approval MHEC Approval BOR Approval	11/07/2019 02/14/2020 02/21/2020	02/21/2020
19-20-16	Revision to the Senate Bylaws on Representation for the Vice President for Diversity and Inclusion	02/05/2020	Presidential Approval	02/07/2020	02/07/2020
19-20-17	Revision to the Policy on Smoking at the University of Maryland	04/22/2020	Presidential Approval	04/24/2020	04/24/2020
19-20-18	PCC Proposal to Rename the Post-Baccalaureate Certificate in "Survey Statistics" to "Fundamentals of Survey Statistics"	11/05/2019	Presidential Approval BOR Approval MHEC Approval	11/07/2019 04/06/2020 05/13/2020	05/13/2020

Senate Document Number	Action	Date of Senate Meeting Action	Disposition	Approval Date(s)	Completion Date
19-20-19	PCC Proposal to Rename the Bachelor of Arts in "Film Studies" to "Cinema and Media Studies"	11/05/2019	BOR Approval MHEC Approval Presidential Approval	04/06/2020 05/13/2020 11/07/2019	05/13/2020
19-20-20	Technical Revisions to the University of Maryland Policy and Procedures on Hazing (V-1.00[K])	11/05/2019	Complete: The Senate reviewed the technical revisions as an informational item.		11/05/2019
19-20-21	Technical Revisions to the University of Maryland Policy on Excused Absence (V-1.00[G])	11/05/2019	Complete: The Senate reviewed the technical revisions as an informational item.		11/05/2019
19-20-22	Technical Revisions to the University of Maryland Policy on Promoting Responsible Action in Medical Emergencies (V-1.00[J])	11/05/2019	Complete: The Senate reviewed the technical revisions as an informational item.		11/05/2019
19-20-23	Technical Revisions to the University of Maryland, College Park Policy on Appointment, Promotion, and Permanent Status of Library Faculty (II-1.00[B])	11/05/2019	Complete: The Senate reviewed the technical revisions as an informational item.		11/05/2019
19-20-25	Review of the UMD Policies and Procedures Concerning Tuition Remission	04/22/2020	Presidential Approval	04/24/2020	04/24/2020
19-20-27	Amendment to the University of Maryland Undergraduate Student Course Repeat Policy	04/22/2020	Presidential Approval	04/24/2020	04/24/2020
19-20-28	Amendment to the University of Maryland Policies and Procedures Governing Faculty Grievances	02/05/2020	Presidential Approval	02/07/2020	02/07/2020
19-20-29	PCC Proposal to Establish a Post-Baccalaureate Certificate in Supporting Children with Intensive Behavior Needs in a Public School Setting	12/04/2019	Presidential Approval Chancellor Approval MHEC Approval	12/12/2019 04/06/2020 07/14/2020	07/14/2020
19-20-30	PCC Proposal to Establish a Master of Arts in International Relations	12/04/2019	BOR Approval MHEC Approval Presidential Approval	05/01/2020 05/04/2020 12/12/2019	05/04/2020
19-20-31	Nominations Committee Slate 2019-2020	12/04/2019	Presidential Approval	12/12/2019	12/12/2019
19-20-32	Amendment to the Code of Academic Integrity	03/03/2020	Presidential Approval	03/25/2020	03/25/2020
19-20-34	PCC Proposal to Establish a Master of Science in Applied Political Analytics	02/05/2020	BOR Approval MHEC Approval Presidential Approval	05/01/2020 05/04/2020 02/07/2020	05/04/2020
19-20-35	PCC Proposal to Establish a Bachelor of Science in Biocomputational Engineering	02/05/2020	BOR Approval MHEC Approval Presidential Approval	05/01/2020 05/06/2020 02/07/2020	05/06/2020
19-20-36	University of Maryland Policy on the Use of the University's Name and Trademarks by External Entities in Research-Related Endorsements and Promotional Materials	02/05/2020	Presidential Approval	02/07/2020	02/07/2020
19-20-40	Preliminary Review of the Specifications on the Special Committee on University Finance (SCUF)	04/22/2020	Complete: The report was presented to the Senate as an informational item.		04/22/2020
19-20-41	PCC Proposal to Rename the Master of Science in "Veterinary Medical Science" to "Comparative Biomedical Sciences"	03/03/2020	Presidential Approval Chancellor Approval MHEC Approval	03/25/2020 07/01/2020 07/15/2020	07/15/2020

Senate Document Number	Action	Date of Senate Meeting Action	Disposition	Approval Date(s)	Completion Date
19-20-42	PCC Proposal to Rename the Ph.D. in "Veterinary Medical Sciences" to "Comparative Biomedical Sciences"	03/03/2020	Presidential Approval Chancellor Approval MHEC Approval	03/25/2020 07/01/2020 07/15/2020	07/15/2020
19-20-43	Deactivation of the University of Maryland, College Park Policy and Procedures Concerning Telephone Credit Cards	03/03/2020	Presidential Approval	03/25/2020	03/25/2020
19-20-44	Revisions to the University of Maryland Libraries (LIBR) Plan of Organization	04/22/2020	Presidential Approval	04/24/2020	04/24/2020
19-20-45	Procedures for the Remaining Spring 2020 Senate Meetings	03/26/2020	Presidential Approval	03/30/2020	03/30/2020
19-20-48	Slates for the 2020 Transition Elections	05/15/2020	Complete: The Senate conducted the elections.		05/15/2020
19-20-49	Resolution on Charitable Service and Disaster Relief	N/A	Complete		04/23/2020
19-20-50	Resolution to Support the University of Maryland's Designation as an Age-Friendly University	N/A	Complete		04/23/2020

### Pending University Senate Legislation 2019-2020

Senate Document Number	Name	Requester	Reviewing Committee	Date Received	Senate Status
<b>Legislation Reviewed from Prior Years</b>					
12-13-37	Revisions to the College of Information Studies (INFO) Plan of Organization	College of Information Studies (INFO)	Elections, Representation, & Governance (ERG) Committee and Faculty Affairs Committee	12/18/2012	Under Review.
13-14-37	Revisions to the School of Public Health (SPHL) Plan of Organization	School of Public Health (SPHL)	Elections, Representation, & Governance (ERG) Committee and Faculty Affairs Committee	09/02/2013	Under Review.
17-18-12	Review of the University of Maryland Policy and Procedures for the Establishment and Review of Centers and Institutes	University Senate Office	Research Council	09/12/2017	Under Review.
18-19-16	Review of the University of Maryland Non-Discrimination Policy and Procedures	Joint President/Senate Inclusion & Respect Task Force	Equity, Diversity, & Inclusion (EDI) Committee	05/02/2018	Under Review.
18-19-21	Proposal on Support for Students Dealing with Difficult Life Conditions	Karima Michelle Holland, Student	Senate Executive Committee (SEC)	10/04/2018	Under Review.
18-19-22	PCC Proposal to Establish a Post-Baccalaureate Certificate in Innovation and Entrepreneurship	PCC Committee		11/30/2018	Pending Approval. Waiting on approvals from BOR Approval, MHEC Approval
18-19-33	Proposal to Review Policy and Practice Surrounding PTK Non-Renewals	Marc Pound - Research Scientist & Tracy Huard - Associate Director, CRESST	Faculty Affairs Committee	03/15/2019	Under Review.

Senate Document Number	Name	Requester	Reviewing Committee	Date Received	Senate Status
<b>Legislation Reviewed from Prior Years</b>					
18-19-36	Policy on Criminal Background Checks for Faculty and Staff Employees	Jewel Washington - AVP UHR & John Bertot, Associate Provost for Faculty Affairs	Faculty Affairs Committee and Staff Affairs Committee	03/26/2019	Under Review.
18-19-37	Proposal to Establish a Consensual Relationships Policy	Steve Rolston, Professor & Chair, Physics	Faculty Affairs Committee	03/28/2019	Under Review.
<b>Legislation Reviewed from 2019-2020</b>					
19-20-07	Consideration of a Policy on the Naming of Academic Programs	Senate Office	Educational Affairs Committee	08/01/2019	Under Review.
19-20-12	PCC Proposal to Establish a Doctorate of Public Health	PCC Committee		08/01/2019	Pending Approval. Waiting on approvals from BOR Approval, MHEC Approval
19-20-15	Campus Transportation Advisory Committee (CTAC) Senate Representation	J. David Allen, Director, Department of Transportation	Elections, Representation, & Governance (ERG) Committee	09/13/2019	Under Review.
19-20-24	Revisions to the School of Public Policy (PLCY) Plan of Organization		Elections, Representation, & Governance (ERG) Committee and Faculty Affairs Committee	10/29/2019	Under Review.
19-20-26	Interim University of Maryland Policy on Leave Without Pay for Faculty	John Bertot, Associate Provost for Faculty Affairs	Faculty Affairs Committee	10/30/2019	Under Review.
19-20-33	Review of the University of Maryland Policy on Threatening and Intimidating Conduct	Senate Office	Equity, Diversity, & Inclusion (EDI) Committee	11/25/2019	Under Review.
19-20-37	Apportionment of the University Senate	Senate Executive Committee	Elections, Representation, & Governance (ERG) Committee	01/21/2020	Under Review.
19-20-39	Revisions to the College of Agriculture & Natural Resources (AGNR) Plan of Organization	College of Agriculture & Natural Resources	Elections, Representation, & Governance (ERG) Committee and Faculty Affairs Committee	01/27/2020	Under Review.
19-20-46	PCC Proposal to Rename the Master of Science in "Survey Methodology" to "Survey and Data Science"	PCC Committee		03/27/2020	Pending Approval. Waiting on approvals from BOR Approval, MHEC Approval
19-20-47	2020 Council of University System Staff Elections	Staff Affairs Committee	Senate Executive Committee (SEC)	03/30/2020	Under Review.
19-20-51	Review of the UMCP Policies and Procedures Concerning Telephone System Usage	IT Council	IT Council	01/09/2020	Under Review.

## Memorandum

To: Laura Dugan, Chair, University Senate

From: Jane Hirshberg, Chair, Senate Staff Affairs Committee

Date: May 18, 2020

Re: Council of University System Staff (CUSS) Election Results

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During the 2019-2020 academic year, the Staff Affairs Committee was responsible for conducting an election to identify primary and alternate representatives from the University of Maryland to serve on CUSS (Senate Document #19-20-49).

The Senate Office sent announcements to all eligible staff members regarding the elections. All exempt and non-exempt staff employees on regular and contingent II status who are not part of a collective bargaining unit represented by a union were eligible to run for CUSS and vote for CUSS representatives. UMD is entitled to three primary representatives and up to three alternate representatives. The candidacy period ran from March 30–April 10, 2020. The elections took place online via the Senate website from April 20–May 1, 2020. The election results were reported to all eligible staff members on May 4, 2020.

There were sixteen nominees. The following staff members were elected to serve as primary representatives: **Elizabeth Hinson**, **Kalia Patricio**, and **Maureen Schrimpe**. The three alternate representatives are **Meredith Carpenter**, **Dolores Jackson**, and **Jerry Lewis**. All representatives will serve two-year terms starting in August 2020. They will also serve as ex-officio members of the Staff Affairs Committee, as specified in the Senate Bylaws.

The Staff Affairs Committee respectfully requests that these election results be announced to the University Senate at the first meeting of the 2020-2021 academic year.

Thank you.

JH:amt



Technical Revisions to the University of Maryland Code of Student Conduct (VI-1.60[A])

PRESENTED BY	Reka S. Montfort, Executive Secretary & Director
REVIEW DATES	SEC – August 19, 2020   SENATE – September 8, 2020
VOTING METHOD	In a single vote
RELEVANT POLICY/DOCUMENT	<a href="#">V-1.00(B) - University of Maryland Code of Student Conduct</a>
NECESSARY APPROVALS	N/A

ISSUE

On August 13, 2020, the President approved an interim University of Maryland Policy and Procedures on Sexual Harassment and Other Sexual Misconduct ([VI-1.60\[A\]](#)) to comply with the Department of Education’s Office of Civil Rights’ new Title IX regulations that require all higher education institutions to be in compliance by August 14, 2020. The University System of Maryland (USM) revised its the University System of Maryland Policy on Sexual Harassment ([VI-1.60](#)) in July 2020. All system institutions were tasked with revising their policies to align with the USM policy and the new Title IX regulations by August 14, 2020. The revised interim policy meets the required regulations and deadline and was approved by President Pines pending Senate review ([See Senate Document #20-21-03](#)).

As a result of the revisions, the name of the Sexual Misconduct Policy was changed so all references to the previous name in other University policies must be updated. The proposed technical amendments to the University of Maryland Code of Student Conduct ([V-1.00\[B\]](#)) reflect the updates to the name of the Sexual Misconduct Policy and updates to a few additional references of University policies and policy links for consistency.

RECOMMENDATION(S)

The technical revisions are provided for informational purposes.

COMMITTEE WORK

N/A

ALTERNATIVES

N/A

RISKS

N/A

FINANCIAL IMPLICATIONS

N/A



**V-1.00(B) UNIVERSITY OF MARYLAND CODE OF STUDENT CONDUCT**  
(Approved by the Board of Regents January 25, 1980; amended September 4, 1990; December 18, 2001; April 22, 2004; November 18, 2005; April 5, 2006; March 10, 2011; January 17, 2012; February 20, 2013; May 9, 2013; technical amendments September 2, 2015; amended effective January 1, 2018; **technical amendments approved by the President effective August 14, 2020**)

This *Code* does not apply to matters of student academic integrity. The policy and procedures document applicable to student academic integrity is ~~III-1.00(A)~~ **the University of Maryland Code of Academic Integrity (III-1.00[A]) found online at <https://policies.umd.edu/assets/section-iii/III-100A.pdf>** ~~<https://www.president.umd.edu/administration/policies/section-iii-academic-affairs/iii-100a>~~.

This *Code* does not apply to student sexual misconduct. The policy and procedures document applicable to student sexual misconduct is **the University of Maryland Policy and Procedures on Sexual Harassment and other Sexual Misconduct (VI-1.60-[A]) (Sexual Misconduct Policy) University of Maryland Sexual Misconduct Policy & Procedures found online at <https://policies.umd.edu/assets/section-vi/VI-160A.pdf>** ~~<https://www.president.umd.edu/administration/policies/section-vi-general-administration/vi-160a-0>~~.

## INTRODUCTION

1. The *Code of Student Conduct* was created to ensure the safety and security of the University community. The *Code*, administered by the Office of Student Conduct, seeks to balance the rights and responsibilities of all individuals within the community, and uphold the integrity and values of the University of Maryland. Reasonable efforts are made to educate and support students in reaching their academic and personal goals while fostering a climate of accountability and responsibility for one's actions. The *Code* outlines behaviors that are inconsistent with University standards and expectations and sets forth applicable procedures and potential sanctions governing *Code* violations.

### The Office of Student Conduct

2. The Office of Student Conduct administers matters involving student discipline. The office is led by the Director of Student Conduct. The Director of Student Conduct grants at their discretion to the Office of Rights and Responsibilities the authority to administer matters involving student discipline, which occur in or around the residence halls and/or on-campus University-affiliated housing owned by, leased from, operated in cooperation with, or supervised by the University. References in this *Code* to the Director of Student Conduct

include the Director and designees. The responsibilities of the Office include:

- a) Determining the disciplinary charges to be filed in accordance with this *Code* and the *Code of Academic Integrity*;
- b) Interviewing and advising parties involved in disciplinary proceedings;
- c) Supervising, training, and advising all conduct boards;
- d) Reviewing the decisions of all conduct boards;
- e) Maintaining all student disciplinary records;
- f) Developing procedures for conflict resolution;
- g) Resolving allegations of student misconduct;
- h) Administering duties set forth in **the Sexual Misconduct Policy VI-1.60(A) University of Maryland Policy and Procedures** and in ~~VI-1.00(B)~~ **the University of Maryland Non-Discrimination Policy and Procedures (VI-1.00[B]) (Non-Discrimination Policy) found online at <https://policies.umd.edu/assets/section-vi/VI-100B.pdf>**, as related to allegations against students.

## **STUDENT RIGHTS AND RESPONSIBILITIES**

### **Standards**

3. When students choose to enroll at the University of Maryland, they accept the rights and responsibilities of membership in the University community both on and off campus. Students at the University of Maryland are expected to uphold the values of the University by conducting themselves in accordance with University policies and procedures.

### **Student Rights**

4. The Office of Student Conduct provides a fair and balanced internal University process for resolving allegations of student misconduct. Students will be treated fairly and with dignity and respect without regard to race, color, sex, gender identity or expression, sexual orientation, marital status, age, national origin, political affiliation, physical or mental disability, religion, protected veteran status, genetic information, personal appearance, or any other legally protected status, as outlined in the **University's** Non-Discrimination Policy.

### **Student Responsibilities**

5. Balancing students' rights with their responsibilities as members of the University community is imperative to creating mature and engaged citizens. All students are expected to understand and follow University policies and procedures as well as to comply with applicable federal, state, and local laws. Due to the high expectations the University has of its community members, responsibilities set forth in University policies may exceed federal, state, or local requirements.
6. University email is the primary means by which the Office of Student Conduct communicates with students. Students are responsible for reading all official communications delivered to their University email address and are advised to check their email regularly for University communications, including those from the Office of Student Conduct.

## Standard of Evidence

7. The focus of disciplinary proceedings is to resolve allegations of student misconduct. Students have the right to be notified of the allegations and specific charges against them, to have access to the information underlying the charges, and to have an opportunity to respond. The preponderance of the evidence standard will be used to determine responsibility for *Code* violations. Preponderance of the evidence means that based on the totality of the evidence, it is more likely than not that the violation occurred. Sanctions are imposed according to the nature and severity of the violation.

## Definitions

8. When used in the context of this *Code*, the terms below mean the following:
  - a) “University” means the University of Maryland, College Park.
  - b) “Student” means either a person enrolled in or auditing courses at the University on a full-time or part-time basis at the time the alleged violation occurred or an individual who may not be enrolled for a particular term at the time the alleged violation occurred but has a continuing relationship with the University.
  - c) The term “University premises” means buildings or grounds owned, leased, operated, controlled, or managed by the University.
  - d) The term “University-sponsored activity” means any activity on or off campus which is initiated, aided, authorized, or supervised by the University.
  - e) The term “student organization” means a group of persons who are associated with each other and who have complied with University requirements for student organization registration.
  - f) The term “student group” means a number of persons who are associated with each other but who do not have status as an officially recognized student organization.
  - g) “Referral” means a report, complaint, or allegation of misconduct against a student, student group, or student organization.
  - h) “Complainant” refers to an individual(s) who has referred a student, student group, student organization, or incident to the Office of Student Conduct based on an alleged violation of the *Code*.
  - i) “Respondent” refers to a student, student group, or student organization alleged to have committed a violation of this *Code*.
  - j) “Mitigating factors” may be considered in determining sanctions. Factors include, but are not limited to, the present demeanor and past disciplinary record of the Respondent and any steps the Respondent has taken to address their behavior.
  - k) “Aggravating factors” may be considered in determining sanctions. Factors include, but are not limited to, the present demeanor and past disciplinary record of the Respondent, as well as the nature of the offense and the severity of any resulting damage, injury, or harm.

## Jurisdiction

9. This *Code* covers conduct by a student, student group, or student organization that occurs:
  - a) on University premises; or
  - b) at University-sponsored activities; or

- c) not on University premises, if:
  - i. the conduct would constitute a violation of this *Code* had it occurred on University premises; *and*
  - ii. if the Director of Student Conduct determines that the conduct affects the safety of the University community or the orderly operation of the University.

## **PROHIBITED CONDUCT**

10. This list of prohibited conduct is provided to inform students, student groups, and student organizations of behaviors that are not permitted. The list should be read broadly and is not designed to define misconduct in exhaustive terms. Attempts to commit acts prohibited by this *Code* may be sanctioned to the same extent as completed violations. The University considers prohibited conduct motivated in whole or in part because of an individual or group characteristic or status, or the perception of an individual or group characteristic or status, protected by the University's Non-Discrimination Policy to be an aggravating factor, which may subject the student, student group, or student organization to a more severe sanction than would be imposed in the absence of such motivation.

### **a) Offenses Against Persons**

1. Intentionally or recklessly causing physical harm to any person, or intentionally or recklessly causing reasonable apprehension of such harm.
2. Engaging in hazing activities as prohibited by the **University of Maryland Policy and Procedures on Hazing (V-1.00[K]) found online at <https://policies.umd.edu/assets/section-v/V-100K.pdf> *University's Policy and Procedures on Hazing.***
3. Intentionally and substantially interfering with the lawful freedom of expression of others. (Demonstrations, rallies, leafletting, and equivalent activity are addressed by the University Guidelines for Demonstrations and Leafletting.)

### **b) Alcohol and Other Drug Offenses**

"Controlled substance" and "illegal drugs" are defined by Maryland and federal law.

1. Unauthorized distribution of any controlled substance or illegal drug, or the production, manufacture, or possession of any controlled substance or illegal drug for purposes of unauthorized distribution.
2. Unauthorized use, production, manufacture, or possession of any controlled substance or illegal drug.
3. Providing alcohol or alcoholic beverages to a person under the legal age of consumption or possession.
4. The illegal or unauthorized consumption, possession, or sale of alcohol or alcoholic beverages.
5. Operating a motor vehicle while intoxicated or impaired by alcohol or other drugs.

### **c) Property Offenses**

1. Theft of property, services, or resources, or the unauthorized use of services to which one is not entitled.
2. Knowingly possessing stolen property.
3. Intentionally or recklessly destroying, damaging, vandalizing, tampering with, or

defacing University property or the property of others.

4. Trespassing on or the unauthorized use of University facilities, property, or resources.

**d) Community Offenses**

1. Unauthorized on-campus or illegal off-campus use, possession, or storage of any weapon or explosive. The term “weapon” includes any object or substance designed to inflict a wound, cause injury, or incapacitate, including, but not limited to, all firearms, pellet guns, switchblade knives, and knives with blades five (5) or more inches in length.
2. Intentionally initiating or causing any false report, warning, or threat of fire, explosion or other emergency.
3. Rioting, assault, theft, vandalism, fire setting, or other serious misconduct i) related to a University-sponsored event, occurring on- or off-campus, that results in harm to persons or property; or ii) which otherwise poses a threat to the stability of the campus or campus community. Such conduct may result in disciplinary action regardless of the existence, status, or outcome of any criminal charges in a court of law.
4. Engaging in disorderly or disruptive action that interferes with University or community activities, including but not limited to studying, teaching, research, and University administration.
5. Intentionally or recklessly misusing or damaging fire safety equipment.
6. Unauthorized setting of fires on University property.
7. Unauthorized use or possession of fireworks.
8. Public urination or defecation.

**e) Offenses Against University Operations**

1. Intentionally furnishing false information to the University.
2. Making, possessing, providing, or using any forged, altered, or falsified University document.
3. Failure to comply with a directive of University officials, including law enforcement officials, acting in the performance of their duties.
4. Knowingly violating the terms of any disciplinary sanction imposed in accordance with this *Code* or by the Office of Student Conduct in accordance with other University policies.

**f) Other Offenses**

1. Conviction, a plea of no contest, acceptance of responsibility or acceptance of sanctions in state or federal court for a crime (other than a minor traffic offense) not otherwise prohibited by this *Code*.
2. Making, possessing, providing, or using any forged, altered, or falsified instrument of identification.
3. Violation of published University regulations or policies, including but not limited to, rules addressing conduct in the residence halls, use of vehicles, campus demonstrations, misuse of identification cards, acceptable use of technology resources, non-discrimination, and access to University resources.

## STUDENT CONDUCT PROCESS

11. This section provides general information and an overview of the student conduct process. Not all cases are the same, and allegations differ in their severity and complexity. However, the Office of Student Conduct endeavors to treat similar facts and circumstances consistently.
12. Certain conduct may constitute both a violation of law and a violation of this *Code*. Therefore, students may be accountable to both criminal authorities and to the University as a result of the same conduct or incident. The University's student conduct process differs from any legal civil or criminal proceedings. Disciplinary action at the University will normally move forward before or during criminal proceedings, and will not be subject to challenge on the grounds that criminal charges involving the same incident have been dismissed or reduced. The same conduct may also result in civil litigation. Civil litigation is separate and independent from any University process under this *Code*, and the resolution of any civil legal action by settlement or other means will not resolve a University action for violation of the *Code*.

### Referral

13. Anyone may refer a student, student organization, or student group suspected of violating this *Code* to the Office of Student Conduct. Written referrals are preferred. The Office of Student Conduct will review all referrals for reasonable cause; this means that the Office will review the allegations to determine whether there is evidence which, if true, would amount to conduct in violation of the *Code*. If reasonable cause is established, the Complainant should expect to be a participant and provide pertinent information in any future proceedings. In the absence of a determination that there is reasonable cause to proceed, the case may be dismissed.
14. There are no time restrictions on reporting potential *Code* violations to the Office of Student Conduct. However, individuals are encouraged to report incidents as soon as they occur so that witnesses can be identified and important information and documents preserved, in the event there is a reasonable cause determination and the Office determines to move forward.
15. A Complainant may remain anonymous; however, anonymity may limit the University's ability to investigate and respond to a complaint. Retaliation against anyone for reporting an alleged violation of this *Code* is strictly prohibited and persons who retaliate will be considered for further disciplinary action.

### Interim Measures

16. Based on the nature and circumstances of the referral, the Director of Student Conduct, in consultation with appropriate University administrators, may authorize interim measures to ensure the safety and well-being of the parties and others in the University community, as appropriate.
  - a) Interim Suspension: The Director of Student Conduct may suspend a student for an interim period pending resolution of disciplinary proceedings. This interim suspension

may become effective immediately without prior notice whenever there is evidence that the continued presence of the student in the University community poses a significant threat to themselves or others, or to the stability and continuation of normal University operations. The student will be offered an opportunity to meet with the Director of Student Conduct to review the reliability of the information within five (5) business days from the effective date of the interim suspension. However, there is no guarantee that the student will be permitted to return to campus.

- b) Cease and Desist: A cease and desist notice may be issued to student organizations or student groups whose continued operation poses a threat to the health and safety of the University community. Directives to cease and desist may be effective immediately without prior notice if there is evidence that the continued presence and operation of the student organization or student group poses a substantial threat to the health and safety of their members or others in the community (e.g., hazing allegation).
- c) No Contact Directives: No Contact Directives are effective immediately without prior notice whenever there is evidence that the continued interaction of the student with other particular members of the University community poses a substantial threat to themselves or others, or to the stability and continuation of normal University operations. A No Contact Directive applies to both the Respondent and Complainant and prohibits contact between the two by any means.

### **Preliminary Interview**

- 17. After establishing reasonable cause, the Office of Student Conduct or the Office of Rights & Responsibilities will contact the Respondent and request that they attend a Preliminary Interview. The purpose of the Preliminary Interview is to review the allegations with the Respondent and to assist the Respondent in understanding the student conduct process. Respondents may discuss the alleged incident during the Preliminary Interview; however, they are not required to do so. Relevant information shared in this meeting may become part of the case file for future proceedings.
- 18. The officers, leaders, or any identifiable spokespersons for the student group or student organization may be directed by the Director of Student Conduct to act on the group or organization's behalf as the Respondent.
- 19. The Director of Student Conduct may initiate, defer, or dismiss disciplinary charges against a Respondent regardless of whether they choose to attend or discuss the alleged incident during the Preliminary Interview. A deferral of disciplinary proceedings may not exceed a period of 90 days.

### **Resolution Procedures**

- 20. Staff members in the Office of Student Conduct will review referrals to determine whether the alleged misconduct might result in suspension or expulsion from the University or University housing termination. Alleged misconduct which results in or could have foreseeably resulted in significant injury to persons or damage to property, or which

otherwise poses a substantial threat to the stability and continuation of normal University or University-sponsored activities, may result in a student's suspension or expulsion from the University or University housing termination. Students who face potential suspension or expulsion from the University or University housing termination have the right to a hearing before the appropriate conduct board, or may waive their right to a student conduct hearing and proceed to have their case resolved in a Disciplinary Conference. Respondents who waive their right to a hearing before a Student Conduct Board and opt for a Disciplinary Conference are subject to the full range of sanctions and also waive their right to an appeal.

21. Respondents do not have a right to a hearing before an appropriate conduct board in cases that do not have the potential to result in a student's suspension or expulsion from the University. Such cases are resolved in a Disciplinary Conference.

### Disciplinary Conference

22. A Disciplinary Conference is a resolution meeting between the Respondent and the designee(s) assigned by the Director of Student Conduct who is (are) deciding the case. Respondents participating in Disciplinary Conferences receive the following procedural protections:
  - a) Written notice of the charges at least three (3) days prior to the conference;
  - b) Reasonable access to the case file prior to and during the conference;
  - c) An opportunity to respond to the allegations and bring forward any evidence, witnesses, or information on their behalf; and
  - d) The option to be accompanied by an Advocate or Advisor of their choosing as outlined in the section titled "Role of Advocate and Advisor."
23. The Director of Student Conduct may refer complex or contested cases to a Disciplinary Conference Board for resolution. A Disciplinary Conference Board consists of two students from the University Student Judiciary and a staff member from the Office of Student Conduct.

### Student Conduct Boards and the Hearing Process

24. In Student Conduct Board hearings, a designated panel of board members hears a case, determines facts, renders a decision, and recommends sanctions to the Office of Student Conduct.
  - a) University Student Judiciary Boards

Students play an integral role in the student disciplinary process. The University Student Judiciary is a diverse group of students specifically trained in the *Code* and matters related to the University's Student Conduct Board process, and operates under the direction of the Office of Student Conduct. Students are selected to assume positions of responsibility in the University Student Judiciary for the express purpose of providing student perspective as a part of the student conduct process. Final authority in disciplinary matters, however, is vested in the University administration and in the Board of Regents. Students selected for Student Conduct Boards are selected according to

procedures developed by the Director of Student Conduct.

- 1) Resident Board – is a panel of five students from the University Student Judiciary which hears cases involving alleged violations of the *Code* when the incident occurs in or around the residence halls and/or on-campus University-affiliated housing owned by, leased from, operated in cooperation with, or supervised by the University.
  - 2) Central Board – is a panel of five students of the University Student Judiciary which hears cases involving violations of this *Code* which are not referred to Resident Boards or resolved in Disciplinary Conferences.
  - 3) Ad-Hoc Board – is a panel appointed at the discretion of the Director of Student Conduct when a Resident Board or the Central Board is unable to convene in a timely manner. An Ad-Hoc Board shall be comprised of three members, including at least one student.
25. All Student Conduct Board hearings, with the exception of an Ad-Hoc Board hearing, are facilitated by a Presiding Officer. The Presiding Officer is a non-voting member of the Board whose role is to exercise control over the proceedings for the purpose of time management and an orderly completion of the hearing. The Presiding Officer may be a trained member of the University Student Judiciary or a staff designee as determined by the Director of Student Conduct.
26. All Student Conduct Boards may be advised by a University staff member as designated by the Director of Student Conduct. A Board Advisor is a non-voting member of the Board and has all the privileges of Board members, including the ability to comment on questions of procedure and on the relevance of evidence, and will otherwise assist in the administration of the hearing.
27. University Student Judiciary members charged with a violation of this *Code*, a University policy, or with a criminal offense may be suspended from their University Student Judiciary positions by the Director of Student Conduct while charges are pending. Students found responsible for *Code* violations or convicted of criminal offenses may be removed from further participation in the University Student Judiciary by the Director. Additional grounds and procedures for removal may also be set forth in the bylaws of the University Student Judiciary.
28. Community Advocates are University community members who are trained to assist or represent the Complainant and present disciplinary cases at Student Conduct Board hearings. Their responsibilities include preparing a formal charge for alleged violations of the *Code* on behalf of the University community, providing brief opening and closing statements, presenting evidence, and other duties as requested by the Student Conduct Board. Community Advocates perform their responsibilities under the oversight of a Campus Advocate designated by the Office of Student Conduct.
29. In all Student Conduct Board hearings, the burden of proof rests upon the Complainant,

Campus Advocate, or Community Advocate to establish that it is more likely than not that a Respondent committed a violation of this *Code*.

### Hearing Procedures

30. The following procedural guidelines shall be applicable in disciplinary hearings:

- a) Written notice of the specific charges and a hearing date are provided to the Respondent at least five (5) business days in advance of the hearing. Respondents will have reasonable access to their case file maintained in the Office of Student Conduct prior to their hearing. Hearing dates are scheduled in consultation with the parties whenever possible.
- b) Respondents who fail to appear at a hearing after proper notice will have a plea of “no contest” to the charges against them entered into the record on their behalf. A decision may be made without the participation or presence of the Respondent at a hearing.
- c) All hearings are closed to the public. Requests for exceptions must be approved at least two (2) business days in advance of the hearing by the Director of Student Conduct.
- d) Hearings may be recorded or transcribed by the Office of Student Conduct, and no other recordings will be permitted. Recordings and transcripts are maintained in the Office of Student Conduct for the purpose of permitting a review by appellate bodies and by staff members in the Office of Student Conduct.
- e) Prior to the start of a hearing, any party may challenge a Student Conduct Board member based on a potential conflict of interest. Board members may be disqualified due to a conflict of interest upon majority vote of the remaining members of the Board conducted by secret ballot, or by the decision of the Director of Student Conduct.
- f) Formal rules of evidence are not applicable to Student Conduct Board proceedings. The Presiding Officer of each Student Conduct Board shall admit all matters into evidence which reasonable persons would accept as relevant, significant, and important to the issues being decided in the case. Unnecessarily repetitious, irrelevant, or prejudicial evidence may be excluded at the discretion of the Presiding Officer.
- g) Both parties will be provided an opportunity to question witnesses who testify at hearings.
- h) All parties and witnesses will be excluded during Student Conduct Board deliberations. The parties will be informed when a determination of responsibility has been made, and will be given an opportunity to submit evidence or make statements concerning appropriate sanctions. At this time, character witness statements or letters of reference may be provided to the Student Conduct Board. The Student Conduct Board shall hold a separate session to review sanction recommendations, during which it may consider aggravating and mitigating factors. The past disciplinary record of a student shall not be provided to the Student Conduct Board prior to a determination of responsibility.
- i) Final decisions of all Student Conduct Boards shall be by a majority vote of the members present and voting. A tie vote on a determination of responsibility for a *Code* violation will result in a finding of “not responsible.”
- j) Final decisions of all Student Conduct Boards, except Disciplinary Conference Boards, shall be accompanied by a brief written report.

### Role of Advocate

31. The Respondent may be assisted by an Advocate, who must be a registered, degree-seeking student at the University. The role of the Advocate is limited to:
- a) Making brief opening and closing statements;
  - b) Asking relevant questions, which may be directed to witnesses;
  - c) Providing confidential advice to the student; and

Following a determination of responsibility, making recommendations regarding sanctions, if appropriate.

### Role of Advisor

32. The Respondent may also choose to be assisted by an Advisor of their choice, including an attorney, at their own initiation and expense. The Advisor is present to provide advice and consultation to the Respondent. If necessary, the Respondent may request a recess in order to speak privately with an Advisor. The Advisor shall not be an active participant in the hearing. The Advisor may not speak for the Respondent, advise the Advocate, serve as a witness, provide evidence in the case, delay, or otherwise interfere with the University's disciplinary process.

### Role of Support Person

33. Respondents may choose to be supported by a Support Person of their choice to provide emotional and logistical support. A Support Person shall not be an active participant in the process.
34. As a general practice, disciplinary proceedings will not be delayed due to the unavailability of an Advocate, Advisor, or Support Person.

### **Witnesses**

35. The Presiding Officer of any Board may direct a witness to appear before the Board upon the request of any Student Conduct Board member, at the request of either party, or at the request of the Board Advisor. Directives for witnesses to appear must be approved by the Director of Student Conduct. University students and employees are expected to comply unless compliance would result in significant and unavoidable personal hardship or substantial interference with normal University activities.
36. If the Director of Student Conduct determines that a fair hearing cannot be held without the testimony of a particular witness and after good faith attempts are made to notify the witness, if the witness either fails to or refuses to appear, the hearing will be postponed until the witness agrees to appear or the charges will be dismissed.
37. Witnesses will be asked to sign an 'Honesty Statement' affirming that the information they present during the hearing will be truthful and accurate. Students who knowingly provide

false information may be charged with a violation under this *Code*.

38. Prospective witnesses, other than the Complainant and the Respondent, may be excluded from the hearing during the testimony of other witnesses.
39. Witnesses may expect to be questioned by the Complainant, Respondent, the respective Advocates, and Board members during hearing proceedings.
40. A witness who is unable to attend the hearing, may submit a signed statement to the Office of Student Conduct prior to the hearing. Statements will not be admitted into evidence unless signed by the witness in the presence of a staff member in the Office of Student Conduct or a person designated by the Director of Student Conduct.

## **Sanctions**

41. Students found responsible for disciplinary offenses are subject to sanctions. The aims of sanctioning are to protect the campus community, deter future offenses, promote individual accountability, and enhance ethical development. Reasonable efforts are made to educate and support students in reaching their academic and personal goals while fostering a climate of accountability and responsibility for one's actions. However, the University is not designed nor equipped to rehabilitate or incapacitate persons who pose a substantial threat to themselves or others. The following sanctions may be imposed by the Director of Student Conduct for violations of the *Code*:
  - a) Expulsion: permanent separation of the student, student organization, or student group from the University. In the case of individual students, a permanent notation will appear on the student's transcript. The student will also be barred from University premises. (Expulsion requires administrative review and approval by the Vice President for Student Affairs and may be altered, deferred, or withheld.)
  - b) Suspension: separation of the student, student organization, or student group from the University for a specified period of time. In the case of individual students, a permanent notation will appear on the student's transcript. The student shall not participate in any University-sponsored activity and may be barred from University premises during the period of suspension. Suspended time will not count against any time limits required by the Graduate School for completion of a degree. (Suspension requires administrative review and approval by the Vice President for Student Affairs and may be altered, deferred, or withheld.)
  - c) Disciplinary Probation: the student is prohibited from representing the University in any extracurricular activity or from running for or holding office in any student or University organization. Additional restrictions or conditions may also be imposed.
  - d) Disciplinary Reprimand: warning to the student that further misconduct may result in more severe disciplinary action.
  - e) Educational Sanctions: may be imposed in addition to those specified above with the

intent of providing the student with learning, assistive, or growth opportunities. Alcohol or other drug education, research or reflective assignments, community service, values/ethics-based activities, or other sanctions may be assigned.

- f) Other Sanctions: other sanctions may be imposed in addition to those specified above. For example, students may be subject to University housing termination for disciplinary violations which occur in the residence halls. Likewise, students may be subject to restrictions upon or denial of driving privileges for disciplinary violations involving the use or registration of motor vehicles. Students may be required to pay fines or to make payments to the University or to other persons, groups, or organizations as restitution for damages incurred as a result of a violation of this *Code*. Student groups or student organizations may be subject to social moratorium (prohibited from hosting, sponsoring, or attending events where alcohol is present), or other relevant restrictions and sanctions as determined by the Director of Student Conduct.
42. Repeated or aggravated violations of any section of this *Code* may also result in expulsion or suspension or in the imposition of lesser sanctions as deemed appropriate.
43. Any decision to impose a sanction less than suspension or expulsion for event-related misconduct must be supported by written findings signed by the Vice President for Student Affairs. A student suspended under this section shall not be admitted to any other institution in the University of Maryland System during the term of the suspension. A student expelled under this section shall not be admitted to any other institution in the System for at least one year from the effective date of the expulsion.

## **Appeals**

44. The Respondent may appeal both a finding of responsibility and the sanction resulting from a Student Conduct Board hearing. The scope of the appeal is limited to the grounds outlined below. Mere dissatisfaction with the decision and sanction is not a valid basis for appeal.
45. An appeal must be submitted in writing within five (5) business days from the date of the letter providing notice of the outcome. At the discretion of the Director of Student Conduct, extensions may be granted with written permission in extenuating circumstances. If an appeal is received by the Office of Student Conduct, the Campus Advocate will be notified and given an opportunity to respond. Responses shall be submitted directly to the Office of Student Conduct.
46. Appeals of decisions resulting in suspension or expulsion will be decided by the University Senate Student Conduct Committee Appellate Body, which is comprised of three members from the Student Conduct Committee including at least one student. Appeals of decisions resulting in sanctions other than suspension or expulsion will be decided by the Appellate Board, which is a branch of the University Student Judiciary and is comprised of students.
47. If the Respondent does not submit an appeal, the decision and sanction are final after five (5) business days from the date of the letter providing notice of the outcome. Appeals submitted

after five (5) business days shall be denied. The Director of Student Conduct has the discretion to defer the imposition of sanctions pending any appeal.

48. Grounds for an appeal shall be limited to:

a) Substantial Procedural Error

Procedural errors or errors in interpretation of University policy that were so substantial as to effectively deny a Respondent notice or a fair opportunity to be heard. Deviations from procedures that were not so substantial as to deny a Respondent notice or a fair opportunity to be heard will not be a basis for granting an appeal.

b) Disproportionate Sanction

The sanction is substantially disproportionate to the offense, which means it is far in excess of what is reasonable given the facts or the circumstances of the violation.

c) Arbitrary and Capricious

An arbitrary and capricious decision is a decision without a rational basis or that is not supported by any evidence in the case.

d) New Evidence

New and significant relevant information has become available which a reasonably diligent person could not have discovered before or during the original hearing.

When the basis of the appeal is new evidence, the appellate body will determine whether the information is new and was unavailable at the time of the hearing. If the appellate body determines that the information is not new and was available at the time, the appeal will be denied. If the information is determined to be new and unavailable at the time of the hearing, the appellate body will consider whether the new information could have changed the outcome of the original hearing. If it is determined that the outcome could have been impacted by the new evidence, the case will be sent back to the original hearing board for further review.

49. Appeals are not intended to allow for a second review of the facts of the case and determination of whether there was a violation. A review of the matter will be prompt and narrowly tailored to the stated grounds for appeal. In most cases, appeals are confined to a review of the written record and the relevant documentation regarding the grounds for appeal. In all cases, deference shall be given to the determinations of the lower board.

50. The appellate body will consider the appeal and may:

- a) Affirm the Decision and the sanction imposed;
- b) Affirm the Decision and reduce, but not eliminate, the sanction;
- c) Remand the case to a new hearing board, if there were procedural or interpretation errors;

- d) Remand the case to the original hearing board in accordance with procedures outlined under “New Evidence”; or
- e) Dismiss the case if the decision is determined to be arbitrary and capricious.

51. Decisions of the Appellate Board shall be recommendations to the Director of Student Conduct. Decisions of the Senate Student Conduct Committee Appellate Body shall be recommendations to the Vice President for Student Affairs. Decisions altering the determinations of all hearing boards and the Senate Student Conduct Committee Appellate Body shall be accompanied by a brief written opinion.

### **Disciplinary Records**

52. Students, student groups, and student organizations found responsible for violations of this *Code* will have a disciplinary record. Disciplinary records are maintained by the Office of Student Conduct for a period of three (3) years from the date of the letter providing notice of final disciplinary action. Disciplinary records may be retained for longer periods of time or permanently, if specified in the sanction. Disciplinary records of students, student groups, or student organizations with a sanction of suspension or expulsion will be retained permanently unless otherwise specified.

53. Students may petition the Office of Student Conduct to void their disciplinary record early, for good cause. Factors to be considered in review of such petitions shall include:

- a) the present demeanor of the Respondent;
- b) the conduct of the Respondent subsequent to the violation; and
- c) the nature of the violation and the severity of any damage, injury, or harm resulting from it.

54. Denials of petitions to void disciplinary records can be appealed to the Senate Student Conduct Committee Appellate Body, which will consider the appeal using the grounds for appeal outlined in Part 48.c. Such an appeal must be submitted in writing within five (5) business days from the date of the letter providing notice of the original decision. Disciplinary records retained for less than 90 days or designated as “permanent” shall not be voided without unusual and compelling justification.



### Technical Revisions to the University of Maryland Disability & Accessibility Policy and Procedures (VI-1.00[D])

**PRESENTED BY** Reka S. Montfort, Executive Secretary & Director

**REVIEW DATES** SEC – August 19, 2020 | SENATE – September 8, 2020

**VOTING METHOD** For information only

**RELEVANT POLICY/DOCUMENT** [VI-1.00\(D\) – University of Maryland Disability & Accessibility Policy and Procedures](#)

**NECESSARY APPROVALS** N/A

#### ISSUE

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The University of Maryland Disability & Accessibility Policy and Procedures were last amended and approved by the President in May 2016 (see Senate Document [#15-16-29](#) for more information). In spring 2020, the University’s Disability Support Services (DSS) referenced in the Policy changed its name to Accessibility and Disability Service (ADS). The Office of General Counsel advised that the Policy be revised to reflect the new name and acronym and suggested additional minor updates. In May 2020, the University Senate Office worked with the Office of the President to make the suggested revisions to the Disability & Accessibility Policy and Procedures (VI-1.00[D]). The revisions were reviewed and approved by the Senate leadership. The President reviewed the revisions as technical amendments and approved the revised Policies and Procedures on June 1, 2020.

#### RECOMMENDATION(S)

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The technical revisions are provided for informational purposes.

#### COMMITTEE WORK

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N/A

#### ALTERNATIVES

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N/A

#### RISKS

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N/A

#### FINANCIAL IMPLICATIONS

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N/A



## **VI-1.00(D) UNIVERSITY OF MARYLAND DISABILITY & ACCESSIBILITY POLICY AND PROCEDURES**

(Approved on an Interim Basis October 1, 2015; Amended March 23, 2016; Amended and approved by the President May 6, 2016; **Technical amendments May 13, 2020**)

### **I. POLICY**

The University of Maryland is committed to creating and maintaining a welcoming and inclusive educational, working, and living environment for people of all abilities. The University of Maryland is committed to the principle that no qualified individual with a disability shall, on the basis of disability, be excluded from participation in or be denied the benefits of the services, programs, or activities of the University, or be subjected to discrimination. The University of Maryland provides reasonable accommodations to qualified individuals. Reasonable accommodations shall be made in a timely manner and on an individualized and flexible basis. Discrimination against individuals on the grounds of disability is prohibited. The University also strictly prohibits retaliation against persons arising in connection with the assertion of rights under this Policy.

#### **A. Applicability**

This Policy applies to all members of the University community, including students, faculty, staff, and third party individuals. It is the responsibility of individual students and employees to identify themselves as persons with a disability when requesting an accommodation. It is also the responsibility of the individual with the disability to provide current supporting documentation of their disability from a relevant credentialed professional that demonstrates how the disability affects their ability to perform the essential functions of their job or to participate in and benefit from educational programs, services, and/or activities of the University. All supporting disability documentation will be kept confidential and separate from personnel records.

Students and employees with disabilities have the same obligation as all members of the community to meet and maintain the institution's job performance, academic and technical standards, and codes of conduct.

The University's **ADA Coordinator** listed below is responsible for campus-wide compliance with Title II of the Americans with Disabilities Act (ADA) and Section 504 of the Rehabilitation Act of 1973.

**Dr. Jo Ann Hutchinson, Director**

~~Disability Support Service~~ **Accessibility & Disability Service (DSSADS)**

~~0106~~**1101** Shoemaker Building

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Website: ~~http://www.counseling.umd.edu/dss/~~<https://www.counseling.umd.edu/ads/>

## II. DEFINITIONS

**“Disability”** (with respect to an individual) is a physical or mental impairment that substantially limits one or more of the person’s major life activities, taking into consideration any mitigating measures; a history of having such an impairment; or being regarded as having such an impairment.

**“Disability supporting documentation”** is a current medical, psychological, educational or other relevant documentation provided by a credentialed third party that establishes a person has a disability as defined above and demonstrates how the disability affects the person’s ability to perform the essential functions of their job or to participate in educational programs, services, or activities of the University.

**“Discrimination”** is unequal treatment based on a disability that interferes with an individual’s ability to participate in the University’s educational programs, services, or activities, or with an individual’s ability to perform their job responsibilities.

**“Essential Job Functions”** is the fundamental, basic job duties performed in a position. A function may be essential because: the position exists to perform that function; there are a limited number of employees available who could perform that function; and/or the function is highly specialized, and the incumbent is hired for special expertise or ability to perform it.

**“Interactive Process”** is ongoing communication between the employee and employer, or the student and instructor or other University personnel, for the express purpose of providing a reasonable accommodation.

**“Qualified Employee”** is an employee with a disability who meets the legitimate skills, experience, education, or other requirements of a job and who can perform the essential job functions of the position with or without reasonable accommodation.

**“Qualified Student”** is a student with a disability who meets the academic and technical standards requisite for admission to or participation in the programs, services, or activities of the University with or without reasonable accommodation.

**“Reasonable accommodations for Students”** are adjustments including academic assistance, modifications to rules, policies, or practices; environmental adjustments, such as the removal of architectural, communication, or transportation barriers; or auxiliary aids and services necessary for a student to participate in University programs, services, or activities. Adjustments must address the particular disability and shall not fundamentally alter the academic objectives of an individual course, curriculum, program, or degree. Examples of accommodations include:

extended time for timed exams, reduced distraction environments for exams, sign language interpreters, transcribers, alternate texts and reading materials, recorded lectures, and assistive technologies. This is not an exhaustive list.

**“Reasonable accommodations for Staff and Faculty and Student Employees”** are any changes to a job, the work environment, or the way things are usually done that allow an individual with a disability to apply for a job, perform job functions, or enjoy equal access to benefits available to other individuals in the workplace. Modifications must address the particular disability and should not fundamentally alter the employee’s essential job functions.

**“Retaliation”** is action taken against an individual solely because of seeking an accommodation related to disability, filing a complaint of discrimination based on disability, or participating in an investigation or proceeding concerning allegations of discrimination based on disability.

### III. ACCOMMODATION REQUEST PROCEDURES

#### A. Student Accommodation Request Procedures

This Policy requires the University and its agents to engage in an interactive dialogue with the student in order to implement reasonable accommodations. The provision and coordination of accommodations for students registered with the **DSS Accessibility & Disability Service (ADS)** shall not require the University to fundamentally alter the academic objectives of an individual course, curriculum, program, or degree.

##### 1. Accommodation Request

It is the responsibility of the ~~Disability Support Service (DSS)~~**ADS** to determine reasonable accommodations for students. To receive an accommodation, students must register with the ~~DSS~~**ADS**. Students must provide supporting documentation that demonstrates how their disability limits participation in courses, programs, services, jobs, activities, and/or access to facilities of the University. Documentation of the disability should be current and from appropriate professionals who are credentialed to diagnose the student’s particular disability. The type of required documentation will vary depending on the nature of the disability and accommodations requested. See the ~~DSS website~~**ADS website** (<http://www.counseling.umd.edu/dss/forms/>) for documentation requirements. All documentation related to a student’s disability shall be kept confidential and retained by the ~~DSS~~**ADS**. The ~~DSS~~**ADS** file shall be maintained separately from other student records maintained by the University.

##### a. Timeliness

Requests for accommodations should be made far enough in advance to allow the ~~DSS~~**ADS** adequate time to review registration documentation, establish whether the student is qualified, and determine a reasonable accommodation through an interactive process with the student. Generally, it is best to request accommodations several weeks before a semester begins or as soon as a disability becomes known.

## 2. Eligibility Determination

Students are responsible for scheduling an in-person meeting with the **DSSADS** and submitting all necessary supporting documents prior to that meeting. The purpose of the meeting is for the **DSSADS** to engage the student in an interactive process to determine whether the student is: 1) a qualified individual, and 2) eligible for the specific requested accommodation(s). Once the student contacts the **DSSADS** to schedule an appointment, and submits all necessary supporting disability documentation, the **DSSADS** will work in good faith to determine and meet a qualified student's reasonable accommodation needs within ten (10) business days.

## 3. Implementation

After eligibility has been established, the **DSSADS** will determine reasonable accommodations required by the student. An *Accommodations Letter* will be developed for the student with directions for sharing the letter with instructors. After receiving the *Accommodations Letter* via email, students are expected to meet with each course instructor, in person, to provide them with a copy of the *Accommodations Letter* and to obtain their signature on the *Acknowledgment of Student Request* form. Students and instructors will discuss a plan for how the accommodations will be implemented throughout the semester for the course. Specific details regarding implementation of the **DSSADS** approved accommodations agreed upon between the student and the individual course instructor must be documented and added to the *Acknowledgment of Student Request* form, and signed by the instructor. The student is responsible for submitting the signed original form to the **DSSADS**, and retaining a copy of the signed *Acknowledgment of Student Request* form for their individual records.

It is the responsibility of the **DSSADS** to work with the student and the instructor (and Department Chair or Dean as appropriate) to facilitate effective and timely implementation of reasonable accommodation(s). If a student believes they are being denied reasonable accommodations or that reasonable accommodations are not being implemented in an effective and timely manner, the student should contact the **DSSADS** immediately. All parties will prioritize accommodation implementation meetings requested by the **DSSADS**. The University will use good faith efforts to resolve any outstanding issues within five (5) business days. If the student is not satisfied with the results of good faith efforts to resolve this issue, they may file a complaint with the University's Office of Civil Rights & Sexual Misconduct (OCRSM) (See Part IV Complaint Procedures for contact information).

### Academic Objections

If the instructor, Department Chair, or Dean believes the accommodation fundamentally alters the academic objectives of the course, curriculum, program, or degree, they are obligated to notify the **DSSADS** immediately, in writing, and provide an explanation of the reasoning. Within ten (10) business days, the **DSSADS** in consultation with the student and instructor, Department Chair, or Dean will work to identify an alternative solution to ensure the student's accommodation needs are met whenever possible. When necessary, the **DSSADS** will seek further review at a higher administrative level. If the student is an undergraduate, the **DSSADS** shall

request review and resolution by the Associate Provost and Dean for Undergraduate Studies or designee.

If the student is a graduate student, including graduate assistants, the **DSSADS** shall request review and resolution by the Associate Provost and Dean of the Graduate School or designee. The Office of the Provost will make good faith efforts to review and respond to concerns within ten (10) business days of notification.

## **B. Staff Accommodation Request Procedures**

This Policy requires the University and its agents to engage in an interactive dialogue with the employee in order to implement reasonable accommodations.

It is the responsibility of the Office of Staff Relations in University Human Resources (Staff Relations) to determine reasonable accommodations for staff. As necessary, Staff Relations shall consult with the ADA Coordinator regarding the determination of eligibility and the accommodation request(s). Staff Relations is responsible for documenting approved accommodations in an *Accommodation Plan*. A record of the *Accommodation Plan* shall be retained in the employee's departmental/unit personnel file and in Staff Relations. All supporting disability documentation shall be kept confidential and maintained by Staff Relations separately from the employee's other personnel records.

### **1. Accommodation Request**

To receive an accommodation, an employee must obtain and complete a *Staff Accommodation Request* form from Staff Relations. The employee must document on the form the specific accommodation request and return it to Staff Relations. Additional supporting disability documentation may be requested when necessary.

### **2. Eligibility Determination**

Staff Relations will review the completed *Staff Accommodation Request* form and supporting documentation, and meet with the employee to determine if the employee is a qualified individual with a disability and therefore eligible for accommodations. Staff Relations will consult with the ADA Coordinator, as appropriate, in making this determination.

### **3. Accommodation Determination**

Staff Relations, in consultation with the ADA Coordinator and relevant supervisor/unit head, will review the employee's accommodation request in relation to their position, and facilitate an interactive dialogue with the employee, supervisor, and/or unit head, to determine and implement a reasonable accommodation.

### **4. Implementation**

Once eligibility and the reasonable accommodation are approved, Staff Relations will develop an *Accommodation Plan*, which will be shared with the employee and supervisor. It is the responsibility of the supervisor (or unit head) to work in coordination with the employee to ensure appropriate implementation of reasonable

accommodations. The University will use good faith efforts to implement reasonable accommodations within thirty (30) business days of receipt of the required documentation for the requested accommodations.

It is the responsibility of Staff Relations to work with the employee, supervisor and/or unit head, in consultation with the ADA Coordinator, as necessary, to facilitate a resolution that ensures effective and timely implementation of the accommodation. If an employee believes they have been denied reasonable accommodations or that reasonable accommodations are not being implemented in an effective and timely manner, the employee should contact Staff Relations immediately.

If Staff Relations' efforts to resolve implementation concerns are unsuccessful, the ADA Coordinator shall seek review and resolution by the Assistant Vice President for Human Resources. If the employee is not satisfied with the results of good faith efforts to resolve the issue, they may file a complaint with the University's OCRSM (See Part IV – Complaint Procedures for contact information).

### **C. Faculty Accommodation Request Procedures**

This Policy requires the University and its agents to engage in an interactive dialogue with faculty in order to implement reasonable accommodations.

It is the responsibility of the Office of Faculty Affairs (Faculty Affairs) to determine reasonable accommodations for faculty. As necessary, Faculty Affairs shall consult with the ADA Coordinator regarding the determination of eligibility and the accommodation request(s). Faculty Affairs is responsible for documenting granted accommodations, in an *Accommodation Plan*. A record of the *Accommodation Plan* shall be retained in the faculty member's departmental file and in Faculty Affairs. All supporting disability documentation shall be kept confidential and maintained by Faculty Affairs separately from the faculty member's other personnel records.

#### **1. Accommodation Request**

To receive an accommodation, a faculty member must obtain and complete a *Faculty Accommodation Request* form from Faculty Affairs. The faculty member must document on the form the specific accommodation request and return it to Faculty Affairs. Additional supporting disability documentation may be requested when necessary.

#### **2. Eligibility Determination**

Faculty Affairs will review the completed *Faculty Accommodation Request* form and supporting documentation, and meet with the faculty member to determine if the faculty member is a qualified individual with a disability and therefore eligible for accommodations. Faculty Affairs will consult with the ADA Coordinator, as appropriate, in making this determination.

### **3. Accommodation Determination**

Faculty Affairs, in consultation with the ADA Coordinator and relevant Dean or Department Chair, will review the faculty member's accommodation request in relation to the essential job functions of the position, and facilitate an interactive dialogue with the faculty member and Department Chair/Dean, to determine and implement a reasonable accommodation.

### **4. Implementation**

Once eligibility and the reasonable accommodation are approved, Faculty Affairs will develop an *Accommodation Plan* which will be shared with the faculty member and Dean/Department Chair. It is the responsibility of the next level administrator (Dean, Department Chair, etc.) to work in coordination with the faculty member to ensure appropriate implementation of reasonable accommodations. The University will use good faith efforts to implement reasonable accommodations within thirty (30) business days of receipt of the required documentation for the requested accommodations.

It is the responsibility of Faculty Affairs to work with the faculty member and Dean/Department Chair in consultation with the ADA Coordinator, as necessary, to facilitate a resolution that ensures effective and timely implementation of the accommodation. If a faculty member believes they have been denied reasonable accommodations or that reasonable accommodations are not being implemented in an effective and timely manner, the faculty member should contact Faculty Affairs immediately.

If Faculty Affairs' efforts to resolve implementation concerns are unsuccessful, the ADA Coordinator shall seek review and resolution by the Senior Vice President and Provost. If the faculty member is not satisfied with the results of good faith efforts to resolve the issue, they may file a complaint with the University's OCRSM (See Part IV – Complaint Procedures for contact information).

## **D. Accommodation Request Procedures for Third Parties**

### **1. Accommodation Request**

Third party individuals (visitors, volunteers, applicants for admission or employment, vendors, and contractors) with a disability, who are visiting the University, and seek an accommodation to facilitate their visit or access to University programs, must contact the [DSSADS](#).

#### **a. Timeliness**

Third parties are expected to provide reasonable notice in order for the University to facilitate the provision of a requested accommodation in a timely manner.

#### **b. Documentation**

Depending on the nature of the disability and accommodation request, third parties may be subject to the same supporting documentation requirements as students, faculty, and staff.

## 2. Accommodation Implementation

It is the responsibility of the host department or unit on campus to implement reasonable accommodations, as communicated by the **DSSADS**, to third parties.

## IV. COMPLAINT PROCEDURES

Individual students, staff, faculty members, or visiting third parties who believe that they have been denied reasonable accommodations or otherwise discriminated against on the basis of disability or retaliated against in violation of this Policy may file a complaint with the OCRSM. All such complaints will be reviewed in accordance with VI-1.00(B) University of Maryland Non-Discrimination Policy and Procedures ~~(approved on an Interim Basis by the President October 1, 2015; amended March 22, 2016; amended May 6, 2016)~~:  
<http://www.president.umd.edu/administration/policies/section-vi-general-administration/vi-100b>

### Office of Civil Rights & Sexual Misconduct (OCRSM)

~~4113~~**3101** Susquehanna Hall

4200 Lehigh Road

College Park, MD 20742

Phone: 301.405.1142

Fax: 301.405.2837

Email: [civilrights@umd.edu](mailto:civilrights@umd.edu)

Website: ~~<http://www.umd.edu/ocrsm>~~ <https://www.ocrsm.umd.edu/>

You may report online ~~hereat~~ <https://www.ocrsm.umd.edu/discrimination/index.html>.

### Time Limits

Complaints of discrimination or retaliation in violation of this Policy must be made within ninety (90) calendar days following an incident of discrimination or retaliation. The OCRSM may waive the time limit upon a showing of good cause.



## 2020-2021 Senate Standing Committee & University Council Slates

**PRESENTED BY** Ellen Williams, Chair

**REVIEW DATES** SEC – August 19, 2020 | SENATE – September 8, 2020

**VOTING METHOD** In a single vote

**RELEVANT  
POLICY/DOCUMENT** N/A

**NECESSARY  
APPROVALS** Senate, President

### ISSUE

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Presentation of the Senate Standing Committee and University Council Slates, as generated by the Senate Committee on Committees, to be approved by the Senate Executive Committee (SEC) and the University Senate.

### RECOMMENDATION(S)

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The Committee on Committees recommends that the Senate approve the slates as submitted.

### COMMITTEE WORK

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The Committee on Committees met on May 28, 2020 and June 5, 2020 to review all of the committee volunteers and their statements. There were 92 membership openings to fill on the ten standing committees of the Senate, and the Committee on Committees received and reviewed 440 volunteer applications from the various constituencies on campus. The committee endeavored to create balanced standing committee memberships, representing a variety of Colleges/Schools, departments/units, disciplines, and gender, to the best of its ability. The committee selected faculty, staff, and student volunteers to fill the 92 open positions. The committee members used the volunteers' top three choices from their preference form to place volunteers onto respective committees. In addition, the Senate Office staff were assigned responsibilities for further recruitment efforts, as needed.

The 2020-2021 Committee on Committees approved the final slate on June 23, 2020. Following the final placements, the Senate Office informed all of the volunteers whether they had been placed on a committee for the 2020-2021 academic year. The Senate Office staff worked with the Chair of the Committee on Committees to fill any vacancies that arose during the summer.

Additionally, the Senate Chair worked with the representative of the Provost on the University Library Council to create a slate of candidates for the Council. In accordance with the University Library Council Bylaws, the slate of appointees was reviewed and approved by the Committee on Committees on September 1, 2020.

The Senate Chair and the Director of the Senate worked with the Vice President for Research to create a slate of appointees for the University Research Council. The Research Council slate was reviewed and approved by the Committee on Committees on September 1, 2020.

The Senate Chair and the Director of the Senate also worked with the Vice President for Information Technology (IT) and Chief Information Officer to create a slate of appointees for the University IT Council. The IT Council slate was reviewed and approved by the Committee on Committees on September 1, 2020.

Any remaining vacancies on committees and councils and vacancies that arise during the academic year will be filled in accordance with the Bylaws.

## **ALTERNATIVES**

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The Senate could decide to not approve the slates.

## **RISKS**

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There are no risks to the University in approving these slates.

## **FINANCIAL IMPLICATIONS**

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There are no financial implications in approving these slates.

## Academic Procedures & Standards (APAS) Committee

### Nominated

John Buchner	Faculty	CMNS	2022
Linda Coleman	Faculty	ARHU	2022
Lee Friedman	Faculty	CMNS	2022
Steve Halperin	Faculty	CMNS	2021
Marilee Lindemann	Faculty	UGST	2022
Anne Smithson	Faculty	ARHU	2022
Lindsey Barr	Graduate Student	ARHU	2021
Lauren Brown	Undergraduate Student	ENGR	2021
Kayleigh Hasson	Undergraduate Student	BSOS	2021
Kaylee Towey	Undergraduate Student	ARHU	2021

### Ex-Officio

Adrian Cornelius	Ex-Officio - University Registrar Rep	SVPAAP	2021
Shannon Gundy	Ex-Officio - Director of Undergraduate Admissions Rep	SVPAAP	2021
Lisa Kiely	Ex-Officio - Undergraduate Studies Rep	UGST	2021
William Cohen	Ex-Officio - Provost's Rep	UGST	2021
Brooke Liu	Ex-Officio - Graduate School Rep	ARHU	2021

### Continuing Members

Alice Donlan	Staff	SVPAAP	2021
Nicole Coomber	Faculty	BMGT	2021
Tianzhou Ma	Faculty	SPHL	2021
Kellie Rolstad	Faculty	EDUC	2021
Monica VanKlombenberg	Faculty	AGNR	2021

### Chair

John Lea-Cox	Chair	AGNR	2021
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## Campus Affairs Committee

### Nominated

Vanessa Greer	Staff	VPR	2022
Norma Andrews	Faculty	CMNS	2022
Leigh Ann DePope	Faculty	LIBR	2022
Rejanne Le Bivic	Faculty	BSOS	2022
Jitendra Gutha	Graduate Student	ENGR	2021
Andrew Mazer	Graduate Student	ARCH	2021
Maria Barra	Staff	SVPAAP	2021
Rebecca Mollet	Undergraduate Student	BSOS	2021
Madhulika Nallani	Undergraduate Student	CMNS	2021

### Ex-Officio

Luke Jensen	Ex-Officio - Vice President for Diversity & Inclusion Rep	PRES	2021
Katie Lawson	Ex-Officio - VP University Relations Rep	VPUR	2021
Anne Martens	Ex-Officio - VP Administration and Finance Rep	VPAF	2021
Allynn Powell	Ex-Officio - VP Student Affairs Rep	VPSA	2021
Mark Sherburne	Ex-Officio - Chair of Coaches Council Rep	PRES	2021
David Cronrath	Ex-Officio - Provost's Rep	SVPAAP	2021
Daniel Laffin	Ex-Officio - GSG Rep	PUAF	2021
Daniel Alpert	Ex-Officio - SGA Rep	BMGT	2021

### Continuing Members

Yanne Chembo	Faculty	ENGR	2021
Andrew Fellows	Faculty	INFO	2021
Elizabeth Warner	Faculty	CMNS	2021

### Chair

Fulvio Cativo	Chair	VPUR	2021
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## Educational Affairs Committee

### Nominated

Elizabeth Driver	Staff	EDUC	2022
Joanne Klossner	Faculty	SPHL	2022
Sheila Lalwani	Faculty	ARHU	2022
Adam Lloyd	Faculty	ARHU	2022
Gerald Miller	Faculty	CMNS	2022
David Straney	Faculty	CMNS	2022
Christina Conrad	Graduate Student	ENGR	2021
Mariam Khan	Undergraduate Student	CMNS	2021
Mark Salman	Undergraduate Student	BSOS	2021

### Ex-Officio

Linda Macri	Ex-Officio - Graduate School Rep	GRAD	2021
Marcio Oliveira	Ex-Officio - Division of Information Technology Rep	DIT	2021
Ann Smith	Ex-Officio - Undergraduate Studies Rep	UGST	2021
Tami Smith	Ex-Officio - Provost's Rep	SVPAAP	2021
Douglas Roberts	Ex-Officio - Associate Dean for General Education	UGST	2021
Valerie Hall	Ex-Officio - GSG Rep	BSOS	2021
Alysa Conway	Ex-Officio - SGA Rep	BSOS	2021

### Continuing Members

Eugene Cantor	Faculty	BMGT	2021
Birthe Kjellerup	Faculty	ENGR	2021
Joseph Oudin	Faculty	BSOS	2021
Jennifer Pinello	Faculty	CMNS	2021
Kellee White	Faculty	SPHL	2021
Aaron Wilson	Staff	LIBR	2021

### Chair

Madlen Simon	Chair	ARCH	2021
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## Elections, Representation, & Governance (ERG) Committee

### Nominated

Ursula Gorham-Oscilowski	Faculty	INFO	2022
Alan Peel	Faculty	CMNS	2022
Hilary Thompson	Faculty	LIBR	2022
Abigail Esquivias	Graduate Student	SPHL	2021
Jacob Scocca	Graduate Student	BSOS	2021
Nathan Sparks	Non-Exempt Staff	VPAF	2022
Samaa Eldadah	Undergraduate Student	PAAF	2021
Matthew Salerno	Undergraduate Student	CMNS	2021

### Ex-Officio

Sarah Babineau	Ex-Officio - Director of Human Resources Rep	VPAF	2021
Sharon La Voy	Ex-Officio - Associate VP IRPA Rep	SVPAAP	2021

### Continuing Members

Calvin Oates	Exempt Staff	PRES	2021
Holly Brewer	Faculty	ARHU	2021
Leigh Ann DePope	Faculty	LIBR	2021
Robert Koulisch	Faculty	BSOS	2021

### Chair

Marcia Shofner	Chair	CMNS	2021
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## Equity, Diversity, & Inclusion (EDI) Committee

### Nominated

Donna Hammer	Exempt Staff	CMNS	2021
Leslie Krafft	Exempt Staff	VPSA	2022
Jennifer Dixon Cravens	Faculty	AGNR	2022
Typhanye Dyer	Faculty	SPHL	2021
Temitope Fajingbesi	Faculty	AGNR	2022
Curtis Valentine	Faculty	PLCY	2022
Jordan Ealey	Graduate Student	ARHU	2021
John Salerno	Graduate Student	SPHL	2021
Laurie Walborn	Non-Exempt Staff	PRES	2022
Lillian Andemicael	Undergraduate Student	BSOS	2021
Brittney Thomas	Undergraduate Student	PUAF	2021

### Ex-Officio

Brandon Dula	Ex-Officio - VP Student Affairs Rep	VPSA	2021
Grace Karmioli	Ex-Officio - OCRSM Rep	PRES	2021
Anne Martens	Ex-Officio - VP Administration & Finance Rep	VPAF	2021
Brian Medina	Ex-Officio - Vice President for Diversity & Inclusion or Rep	PRES	2021
Laura Rosenthal	Ex-Officio - Provost's Rep	ARHU	2021

### Continuing Members

Ron Padron	Exempt Staff	INFO	2021
Nicole Cousin-Gossett	Faculty	BSOS	2021
Dana Wimbish	Non-Exempt Staff	VPAF	2021

### Chair

James Butler	Chair	SPHL	2021
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## Faculty Affairs Committee

### Nominated

Mary Shelley	Staff	SPHL	2022
Mark Fuge	Faculty	ENGR	2022
Saverio Giovacchini	Faculty Senator	ARHU	2022
Tracy Huard	Faculty Senator	CMNS	2022
Agisilaos Iliadis	Faculty Senator	ENGR	2021
Beth St Jean	Faculty	INFO	2022
Wendy Stickle	Faculty	BSOS	2022
Autumn Perkey	Graduate Student	BSOS	2021
Naette Lee	Graduate Student	ARHU	2021
Shawn Nijjar	Undergraduate Student	SPHL	2021

### Ex-Officio

Michele Eastman	Ex-Officio - President's Rep	PRES	2021
Jacqueline Richmond	Ex-Officio - Director of Human Resources Rep	VPAF	2021
Ellin Scholnick	Ex-Officio - Ombuds Officer	PRES	2021
John Bertot	Ex-Officio - Provost's Rep	SVPAAP	2021
Marc Pound	Ex-Officio - CUSF Rep	CMNS	2021

### Continuing Members

Nicole LaRonde	Faculty Senator	CMNS	2021
Jessica O'Hara	Faculty	SVPAAP	2021
Kevin Roy	Faculty	SPHL	2021
Donald Webster	Faculty	AGNR	2021

### Chair

William Reed	Chair	BSOS	2021
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## Programs, Curricula, & Courses (PCC) Committee

### **Nominated**

Elsa Barkley Brown	Faculty	ARHU	2022
Elizabeth Honig	Faculty	ARHU	2022
Tatiana Loboda	Faculty	BSOS	2022
Philip Piety	Faculty	INFO	2022
Wade Winkler	Faculty	CMNS	2022
Portia Buchongo	Graduate Student	SPHL	2021
Lucas Hamrock	Undergraduate Student	CMNS	2021
Sara Wiatrak	Undergraduate Student	JOUR	2021

### **Ex-Officio**

Lisa Kiely	Ex-Officio - Undergraduate Studies Rep	UGST	2021
Elizabeth Beise	Ex-Officio - Provost's Rep	SVPAAP	2021
Brooke Liu	Ex-Officio - Graduate School Rep	ARHU	2021
Daniel Mack	Ex-Officio - Dean of Libraries Rep	LIBR	2021

### **Continuing Members**

Matthew Nessian	Staff	EXST	2021
Judy Frels	Faculty	BMGT	2021
Eric Hoover	Faculty	BSOS	2021
Monique Koppel	Faculty	CMNS	2021
Hayim Lapin	Faculty	ARHU	2021
Daniel Serrano	Faculty	CMNS	2021

### **Chair**

Valerie Orlando	Chair	ARHU	2021
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## Staff Affairs Committee

### Vacancies

#### Exempt Staff Contingent II

#### Nominated

Joseph Azzarello	Exempt Staff (Division)	VPUR	2022
Lisa Klein	Exempt Staff (Academic)	ARHU	2021
Kristin Stenson	Exempt Staff (Academic)	CMNS	2022
Joni Floyd	Faculty	LIBR	2022
Marie-Justine Curney	Non-Exempt Staff (Academic)	ENGR	2022
Anthony Harmon	Non-Exempt Staff (Division)	VPAF	2022
Jennifer Wachtel	Non-Exempt Staff Contingent II	LIBR	2021
Eric Feldman	Student	ARHU	2021

#### Ex-Officio

Amelia Barabak	Ex-Officio - Provost's Rep	SVPAAP	2021
Meredith Carpenter	Ex-Officio - CUSS Rep (Non-Voting)	VPSA	2022
Shirlene Chase	Ex-Officio - VP Student Affairs Rep	VPSA	2021
Elizabeth Hinson	Ex-Officio - CUSS Rep	PLCY	2022
Dolores Jackson	Ex-Officio - CUSS Rep (Non-Voting)	CMNS	2022
Rythee Lambert-Jones	Ex-Officio - Director of Human Resources Rep	VPAF	2021
Jerry Lewis	Ex-Officio - CUSS Rep (Non-Voting)	UGST	2022
Anne Martens	Ex-Officio - VP Administration & Finance Rep	VPAF	2021
Kalia Patricio	Ex-Officio - CUSS Rep	VPSA	2022
Maureen Schrimpe	Ex-Officio - CUSS Rep	VPSA	2022

#### Continuing Members

Brianne Rowh	Exempt Staff (Division)	VPSA	2021
Antonietta Jennings	Non-Exempt Staff (Division)	VPR	2021
Jeanne Pekny	Non-Exempt Staff (Academic)	ENGR	2021

#### Chair

Judi Gorski	Chair	CMNS	2021
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## Student Affairs Committee

### Nominated

Darrell Claiborne	Staff	BMGT	2022
Jade Olson	Faculty	ARHU	2022
Tara Demmy	Graduate Student Senator	ARHU	2021
Ekemini Umoren	Graduate Student	ENGR	2021
Yehuda Katz	Graduate Student Senator	CMNS	2021
Danielle Koonce	Graduate Student	BSOS	2021
Calvin Burns	Undergraduate Student Senator	ENGR	2021
Nadia Doherty	Undergraduate Student	BSOS	2021
Kelly Ebner	Undergraduate Student	ENGR	2021
Daniel Fong	Undergraduate Student Senator	CMNS	2021
Kassidy Jacobs	Undergraduate Student Senator	BSOS	2021
Patrick Murphy	Undergraduate Student	BMGT	2021
Joshua Rattell	Undergraduate Student	ARHU	2021
Danielle Tayco	Undergraduate Student Senator	ENGR	2021

### Ex-Officio

Chetan Joshi	Ex-Officio - VP Student Affairs Rep	VPSA	2021
Susan Martin	Ex-Officio - Graduate School Rep	VPSA	2021
Valronica Scales	Ex-Officio - Resident Life Rep	VPSA	2021
Brian Watkins	Ex-Officio - VP Student Affairs Rep	VPSA	2021
Erica Lee	Ex-Officio - GSG Rep	SPHL	2021
Josie Shaffer	Ex-Officio - SGA Rep	BSOS	2021

### Continuing Members

Lindsay Carpenter	Faculty	LIBR	2021
Cathy Baldwin	Staff	VPAF	2021

### Chair

Nicole Catanzarite	Chair	BSOS	2021
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## Student Conduct Committee

### Nominated

Kayla Cullum	Staff	CMNS	2021
Mohammad Fazelpour	Faculty	ENGR	2022
Shane Walsh	Faculty	BSOS	2022
Jianhua Zhu	Faculty	AGNR	2022
Isabel Sullivan	Graduate Student	CMNS	2021
Kiara Anthony	Undergraduate Student	BSOS	2021
Michael Robidoux	Undergraduate Student	BSOS	2021
Khadija Shah	Undergraduate Student	ARHU	2021
Josephine Urrea	Student	PUAF	2021

### Ex-Officio

Andrea Goodwin	Ex-Officio - Director of Student Conduct (Non-Voting)	VPSA	2021
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### Continuing Members

Raul Cruz-Cano	Faculty	SPHL	2021
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### Chair

Andrea Dragan	Chair	VPR	2021
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## IT Council

### Nominated

Lisa Peterson	Exempt Staff	SVPAAP	2022
Mary Shelley	IT Security Advisory Committee Chair	SPHL	2022
Julie Wright	Enterprise Systems Working Group Chair	ARHU	2022
Jim Zahniser	Infrastructure Working Group Chair	ENGR	2022
Peter Keleher	Tenured Faculty	CMNS	2021
Jonathan Resop	Professional Track Faculty	BSOS	2022
Cassidy Henry	Graduate Student	ARHU	2021
Faben Henok	Undergraduate Student	BMGT	2021

### Ex-Officio

Jack Blanchard	Ex-Officio - Provost's Rep	SVPAAP	2021
Babak Hamidzadeh	Ex-Officio - Dean of Libraries Rep	LIBR	2021
Jeffrey Hollingsworth	Ex-Officio - VP IT/CIO	DIT	2021
Kislay Parashar	Ex-Officio - IT Student Advisory Committee	ENGR	2021

### Continuing Members

Jason Farman	Learning Technology Working Group Chair	ARHU	2021
Jeffery Klauda	Enabling Research Working Group Chair	ENGR	2021

### Chair

Derek Richardson	Chair	CMNS	2022
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## Library Council

### Vacancies

Faculty

Graduate Student

### Nominated

Lindsay Carpenter	Library Faculty	LIBR	2022
Mark Demorra	Faculty	AGNR	2022
Stephen Nkansah Amankra	Faculty	SPHL	2022
Shannon Zellars Strohl	Faculty	ARHU	2022
Sara Wiatrak	Undergraduate Student	JOUR	2021

### Ex-Officio

Marcio Oliveira	Ex-Officio - Division of IT Rep	DIT	2021
John Bertot	Ex-Officio - Provost's Rep	SVPAAP	2021
Daniel Mack	Ex-Officio - Libraries Rep	LIBR	2021
Ellen Williams	Ex-Officio - Senate Chair-Elect	CMNS	2021

### Continuing Members

Progyan Basu	Faculty	BMGT	2021
Linda Coleman	Faculty	ARHU	2021
John Cumings	Faculty	ENGR	2021
James Farquhar	Faculty	CMNS	2021
Nadine Sahyoun	Faculty	AGNR	2021

### Chair

Brian Butler	Chair	INFO	2022
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## Research Council

### Nominated

Amy Pate	Faculty	BSOS	2022
Charlee Bezilla	Student	EXST	2021
Peter Chung	Faculty	ENGR	2022
Ming Hu	Faculty	ARCH	2022
Debra Shapiro	Faculty	BMGT	2022
Grace Henry	Graduate Student	CMNS	2021
Ngoc Bui	Undergraduate Student	CMNS	2021

### Ex-Officio

Eric Chapman	Ex-Officio - VP Research Rep	VPR	2021
Michele Eastman	Ex-Officio - President's Rep	PRES	2021
Blessing Eneke	Ex-Officio - Graduate School Rep	GRAD	2021
Cynthia Hale	Ex-Officio - Provost's Rep	SVPAAP	2021
Wendy Montgomery	Ex-Officio - Director of ORA Rep	VPR	2021
Douglas Roberts	Ex-Officio - Undergraduate Studies Rep	UGST	2021

### Continuing Members

Rubie Mize	Staff	AGNR	2021
Niklas Elmqvist	Faculty	INFO	2021
Valentine Hacquard	Faculty	ARHU	2021
Kathleen Stewart	Faculty	BSOS	2021
Arpita Upadhyaya	Faculty	CMNS	2021

### Chair

Lisa Taneyhill	Chair	AGNR	2023
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