**UFS Minutes**

**Meeting: Jan 19, 2022**

**Attendees:** Mike Kiel **(**Senate President), Aaron Wachhaus (Senate Vice President), Al Gourrier, Alan Weisman, Alicia Campbell, Amir Pezeshkan, Antieris, Barbara Aughenbaugh, Betsy Yarrison, Bill Schnirel, Candace Caraco, Carey Miller, Catherine Andersen, Christine Spencer, Cindy McGowan, Constance Harris, Daniel Gerlowski, Danielle Giles, Dave Bobart, David Lingelbach, Gabriela Wasileski, Ivan Sascha Sheehan, J.C. Weiss, Jan Williams, Jeffrey Hutson, Jeffrey Ian Ross, Jim Campbell, John Brenner, John Chapin, Julie Simon, Karen Karmiol, Karyn Schulz, Kathea Smith, Kristen Eyssell, Kurt Schmoke, Lakeisha Mathews, Laura Wilson-Gentry, Lore Naylor, Magui Cardona, Maribeth Amyot, Marilyn Oblak, Matt Mazick, Megan Manley, Michael Hayes, Michael Shochet, Mike Frederick, Mikhail Pevzner, Nico Gleeson, Nicole Hudgins, Nicole Marano, Nicole Munchel, Paul N. Moniodis, Roger Hartley, Ron Castanzo, Ronald Weich, Roxie Shabazz, Sally Farley, Sally Reed, Sharon Glazer, Tina DiFranco, Vicki Schultz, Vineda Myers, Wolf Pecher, Zach Luhman

The Meeting was called to order at noon

Senate President Mike Kiel informed the Senat that all documents are on the UFS Sharepoint site.

***Logistical Items***

The agenda and Minutes (Meeting on December 2021) were approved.

***Information Items and Announcements***

***Governance Steering Council***

Mike Kiel provided a summary of the December meeting of the Governance Steering Council. The council discussed concerns about communication and decision making at UBalt. The council offered ideas to improve communication.

***General Education Council – New Assessment Plan Update***

Betsy Yarrison (Chair of the General Education) provided a summary of the Interim Report of the GenEd Council on the GE\_GR Assessment Plan. The current GE-GR has expired at the end of the spring 2021 semester. An extensive review of the 2016-2021 assessment plan revealed several aspects that are addressed in a new plan. The council plans to present a draft of the new plan to the UFS for review by May 1, 2022. Items that are addressed include alignment of the nomenclature in the current plan with the language used by COMAR and MHEC were necessary, shortening the review cycle of courses, and reviewing all SLO categories more than once. Furthermore, new rubrics were developed for assessment that are currently tested on an experimental basis and SLOs are reviewed.
In the meantime, the GenEd council is piloting a process in which all courses that were offered in Fall 2021 regardless of SLO category.

***Update on Merit Pay and Cost of Living Adjustment***
Sally Reed (Associate VP & Chief HR Officer) reported that the budget plans announced by the administration of Governor Hogan include increases of merit pay and cost of living adjustments (COLA). The new plan includes a one-time bonus, a 1% COLA in January, merit pay, as well as an additional 3% COLA later in the year. The budget includes a raise of the hourly wage of nonexempt staff to at least $15 which was already implemented at UBalt.

**Action Items**

***Student Governance Association resolution on building naming***

The SGA put forward a resolution to name buildings on UBalt’s campus after persons of color. The SGA also suggested to name the Liberal Arts and Policy Building after President Schmoke and recommend that the SGA is consulted in the name selection process.

Motion: The faculty senate supports the idea to name space after persons of color

An amendment to broaden the scope was suggested.

Amendment: The University Faculty Senate agrees and fully supports the idea of finding ways at UBalt that formally recognize and commemorate the achievements of persons of color.

The amendment was accepted.

*Discussion/Comments*

Senators felt that the senate should support the idea to identify ways and places that allow us to recognize people. However, the scope of the SGA resolution is too narrow as it focuses on naming spaces. The naming of buildings is an issue. There is already a formal policy for naming buildings in place. In addition, other stake holders including the UBalt foundation should be brought into the discussion. The motion was withdrawn. While there was general support to identify ways and opportunities for formal recognition of persons of color, the SGA resolution was too specific.

**Discussion Items**

***Enrollment***

Academic Affairs was asked to give an update on the current actions taken to boost enrollment. The Senate was informed that the Office for Enrollment Management and Academic affairs are in active discussions on enrollment efforts and on specific ways to boost enrollment. Furthermore, schools have been asked to identify programs with growth potential and to develop a 5-year enrollment plan.

President Schmoke informed that CCBC and UBalt are working on a dual enrollment program and develop an omnibus articulation agreement. This agreement will ensure that transfer students from CCBC will be able to transfer credits in majors. It is expected that over the next few years over 300 students will be attracted from CCBC.

President Schmoke was asked how this new agreement would be different from already existing articulation agreements with CCBC. President Schmoke responded that in the past some programs have rejected to accept credits for courses in the major forcing transfer students to take extra credits.

Concern was raised that faculty input on the dual enrollment proposal has not been sought. Interim Provost Catherine Andersen agreed that the process should not be top down.

Due to the collaborative nature of the work to achieve enrollment targets the senate inquired who ultimately is accountable if targets are not met. The senate was advised that, while for new students, the Office of Enrollment Management is accountable, overall missing the target equates to revenue loss. Therefore, all would be accountable.

Concern was raised that UBalt still seems to lack a clear understanding of the drivers of low enrollment, and it was suggested to pressure test any assumptions with people outside of UBalt.

***Update on the Pandemic***

In lieu of the rising COVID-19 cases and the rapid spread of the omicron variant the senate inquired about what mitigation strategies for the spring term were in place.

President Schmoke informed the senate that UBalt continues to operate remotely as much as possible. However, approximately 20 – 25% of classes are scheduled either in person or in a hybrid modality and will be offered as planned starting January 31. KN 95 or equivalent masks are required. KN 95 masks will be made available in every building. As of this date, commencement is planned to be in person. Ceremonies will be held separately for each College and School.

The overall COVID-19 response has not changed. Vaccine exempt students and staff are still required to get tested every other week. UBalt does not mandate booster shots currently but strongly encourages booster shots.

Sally Reed (Associate Vice President & Chief HR Officer) clarified that face shields are available but are not mandatory. Regardless of face shields, masks must always be worn. Also, results from fast antibody tests (take at home COVID-19) are not considered, PCR based tests are required.

*Questions/Comment*s

It was asked as to why UBalt still does not have medical staff. President Schmoke and Sally Reed responded that UBalt tried to hire medical staff however was not successful. It was suggested instead of aiming at a full-time position, hire a medical professional on a contractual basis.

The senate inquired in lieu of the vaccine mandate what the cut of date is for students and staff to be allowed on campus. Nicole Marano (Associate Vice President, Student Success & Support Services) said that there are still a few students who have not complied. Students who are not in compliance by January 28 will be dropped by that date from in person classes.

Concern was expressed on how COVId-19 related information was disseminated to students. Many students do not read or do not respond to emails. Could the text alert system be used instead? David Bobart (Vice President for Technology and CIO) explained the text alert system may work, however not all students are signed up for the system. Regular text messaging is problematic since UBalt would need permission of the students to send out texts

***Communication in General***

The GSC discussed concerns about communication in their last meeting with the goal of implementing concrete steps to improve communication. It was pointed out that messaging was not always consistent and irregular. The senate recognized that a lot of progress was made to improve communication. However, more regular messaging such as the weekly updates on COVID related issues that the Office of the President puts out would be welcomed. Furthermore, UBalt does not have a single point of communication and it is difficult to find information. It was suggested to improve the search function on the web site. Also, while progress was made, most of the information provided is self-referential and needs more context. Paul Moniodis (Assistant Provost, Institutional Research and Assessment) informed the senate that his office is working on creating broader based reports that will allow for comparative analysis.

Another concern was that even with regular communication faculty sometimes does not know what information is needed. As a remedy it was suggested to implement a recurring meeting with the Provost and/or President. Interim Provost Andersen thought that such a standard meeting could be easily implemented.

***Wrap up***

The senators were reminded the UFS still needed to nominate a faculty representative for the committee that investigates the transition from PeopleSoft to Workday is needed. Interested faculty can contact Jim Cambell for more information.

The meeting adjourned 1:55 PM.