

FACULTY SENATE MEETING Minutes

February 4, 2019

3-5:00pm

Dion 115

Prepared by: Glaucia Silva

Members Present:

	Present		Present		Present
Dilshod Achilov		Cathy Gardner	X	Kathy Miraglia	X
Scott Ahrtens		Michael Goodman	X	Kari Mofford	X
Nick Anguelov		Karen Gulbrandsen	X	Jose Mora	
Brian Ayotte		Adam Hausknecht		Ziddi Msangi	
Paul Bacdayan		Shannon Jenkins		Nancy O'Connor	
Carlos Benavides	X	Arpita Joardar	X	Aminda O'Hare	X
Jerry Blitefield		Shakhnoz Kayumova		Grant O'Rielly	X
Tom Boone		Guarav Khanna	X	Ricardo Rosa	
Michelle Bowers		Anna Klobucka	X	Doug Roscoe	
Eric Casero		Hilary Kraus	X	Frank Scarano	X
Cathy Curran		Susan Krumholz		Monika Schuler	
Rob Darst		Wayne LeBlanc	X	Glaucia Silva	X
Ana Dempsey	X	Elizabeth Lehr	X	Amit Tandon	
Chris Eisenhart	X	Crystal Lubinsky	X	Iren Valova	
Gavin Fay	X	David Manke	X	Stephen Witzig	
Rebecca Flanagan	X	Chad McGuire	X	Marni Kellogg	X
Jennifer Fugate		Cristina Mehrtens		Molly O'Brien	X

8 GUESTS:

Kathy Carter, Interim Dean of CCB

Karen Barnett, Assistant Dean of Nursing

Kimberly Christopher, Dean of Nursing

Raymond Laoulache, Associate Dean of Engineering

Chan Du, Associate Dean of CCB

Amy Shapiro, Associate Dean of CAS
Tesfay Meressi, Associate Provost of Graduate Studies
Magali Carrera, Vice Provost

FACULTY SENATE MEETING AGENDA

February 4th, 2019, 3:00pm-5:00pm, LIB 206

* Call to Order (3-3:05)

o Called to order at 3:04

o Approval of minutes from December, 2018 meeting: Motion to approve by Chad McGuire, seconded by Frank Scarano, motion approved.

* President's Report (3:05-3:10pm)

o Update on Omnibus Syllabus Language: Mike Goodman received feedback from faculty: it would be more useful if link were to a website; currently working with Provost's office to make that happen.

o Report on recent Shared Services Forum: UMass President's office discussed plans last week. Areas include payroll, accounts payable and procurement. At the forum, a lot of concerns by staff were expressed, including historical experiences with central services. They promised to take concerns into consideration and bring plan back to campus before it's implemented. At this point, only group affected is procurement.

o All the other work of Senate continues, including work by UCC and other committees.

* Provost's Office Update (3:10-3:20pm)

o Magali Carrera shared NECHE timeline. Second drafts are now being sent out to co-chairs; if all goes well drafts will be ready by end of February; sometime in first week of April documents will be put in portal and faculty will be able to read and make comments on first full draft (one month to do that). Revision of drafts will be done during most of summer; they will be sent back to NECHE in September. In October NECHE returns draft to UMD; drafts are revised again in Oct-Dec; the final self-study is sent to NECHE Evaluation Team by Feb 1, 2020. NECHE site visit is scheduled for March 22-25, 2020.

o Grant O'Rielly: will faculty have a chance to review revised draft? MC: when draft is revised, draft would be made public for comments (internal website by April for faculty, external website later). If there are too many comments in one standard, it may be sent back to committee.

o MC: announcement this week will be sent out requesting samples of Spring 2019 syllabi for review of federal credit hour compliance. URI put up about 500 syllabi. Syllabi have to show that faculty are giving students the federal credit hour (One hour of classroom or direct faculty instruction and a minimum of two hours of out of class student work each week for approximately fifteen weeks for one semester).

* Presentation by Angela Callahan, Senior Associate Vice Chancellor for Talent and Diversity (3:20-3:50pm)

o Doesn't want HR to be viewed mainly as a transactional office; also wants to be transformational. One of the things done was combine HR and Diversity and Inclusion office.

o Creating HR business partner model was important to provide a point person for different areas. Tom Wallace can be point person/first contact for support to faculty (HR generalist).

o Why? Increased partnership is one reason for model change. Also wanted to improve service, such as answering phone calls. Drive positive culture change, as the Chancellor asked. Cost savings; assessing a lot to identify concerns. E.g., individuals cannot abuse sick time or FMLA leave (things have happened over the years that have not been addressed).

o New model was launched November 1st

o Model:

- * HR leadership team

- * HR business partners

- * HR generalists

- * HR operations

- * Centers of excellence

- * (UMass System Services and vendor services interact with operations/centers of excellence)

o There's a problem with fraudulent time keeping both ways—people being paid overtime without working and people working and not being paid.

o Chad M: checks that faculty contact Tom Wallace, as opposed to someone in payroll, for example. AC: yes, look for Tom first, he may be able to answer a simple question. CM: so we can also go to the people who are identified for that role? AC: yes. CM: what is a generalist and a business partner? AC: generalists may identify an issue and work on paperwork related to that. CM: access, for example? AC: issues related to access still come to HR, with Deb Majewski, but will ultimately fall on Dave Gomes. CM: OSHA? AC: not through HR right now; looking into whether they should absorb either. Grant O'Rielly: issues of safety go through campus police.

o AC: Business Partner: design/transform; Generalists: implement/execute.

o Can do a better job having a more focused, better relationship with unions on campus. Currently conducting monthly meetings with unions, quarterly meetings with Chancellor.

o Highlight two areas of significant change: Deb Majewski, Organizational Behavior. Will work with Dave Gomes re: diversifying campus. AC asks for references of faculty of color so they can target more candidates of color.

o CM: when hiring comes up, we get charge from EEO, go through process. At what stage would we involve anyone else in the university to say, let's attract someone from a diverse background? AC: we can go to colleges that have good programs in areas that are hiring and we can be proactive and target those programs. MG: there's a relatively small number of places that produce qualified people, but we haven't been able to talk to people specifically. CM: strategic hiring: can we connect faculty hiring with strategic hiring? AC: we need to be creative. There will be information about how to do that. Gavin Fay: we can be more active about "opening positions up to the world." AC: we will keep

dialogue and conversations open. David Manke: have we set up resources to attract diverse faculty? AC: not yet, but we are working on it.

o Dave Gomes is director of Diversity and Inclusion. Still not operating as strategically as possible.

o Martin Luther King breakfast was first event to try to apply ideas.

o We have been minimal in efforts about inclusion and diversity, but we need to align work that has been done with what is needed, such as making leaders accountable for diversity goals. Among what is being put in place, is measuring effectiveness.

o MG: email promoting Donna Lisker (looks like Kavanaugh's old position). Does that change the structure of reporting? AC: not in relation to HR. It's a title change; chief of staff position no longer exists.

* New and continuing business (3:50-4:00pm)

o Work discussed through fall continues.

o Still monitoring work by President's office re: online education.

o Bookstore: problems during winter session; has not yet heard from Jeff Augustine about faculty role/participation in the process.

o Grant O’Rielly: lab courses typically begins in the 2nd week, every student needs a manual, they don’t know which one to order until first class, manual will only be available by 3rd week.

o Jerry Blitefield: specific editions may be a problem, they don’t find a certain edition in sufficient numbers, then they order a different edition without communicating with professor. Also, books don’t need to be wrapped in plastic (environmental concerns).

o CM: students in winter session ordered books weeks prior, but by 2nd week books are still not there. Response from bookstore indicates that they are intermediary and there are problems in delivery from source.

o MG: concern: what we are asking for is not what we need.

o Crystal Lubinsky: kiosks are shut down last day of school, not open during exam week. MG: dining services works for Student Affairs, will bring it to attention of appropriate person.

* Other Business – If needed (4:00-5:00pm)

o Next meeting: March 19th, not the 12th (LIB 205)

o CM: can you find out if we can include people of diverse background as a preferred qualification in searches? MG will look into that.

o Motion to adjourn, Crystal L. motions, Kathy Mirgalia seconds.