

University Senate

Memorandum

Date: November 28, 2010

To: The Academic Community

From: Jaye Knutson, Secretary of the Senate

Subject: November 1, 2010- Meeting of the University Senate

The third regular meeting of the University Senate was held on Monday, November 1, 2010, at 4:00 p.m. in Rooms 314-315 of the University Union.

- **CALL TO ORDER**
- **ROLL CALL** Senators Cox, Kazanecki, and Wengert absent (11/1/2010)
- **APPROVAL OF AGENDA** Approved unanimously with Items 5 & 6 switched
- **APPROVAL OF MINUTES FOR October 4, 2010** Approved unanimously
- **REPORTS OF EX OFFICIO SENATORS**

Provost & Vice President of Academic Affairs Marcia Welsh.

- Introduced Assistant Provost Toiya Younger.
- Announced the launching of President Caret's new strategic plan next Monday, November 8th in Minnegan Room, Johnny Unitas Stadium at 3:30pm. She invited individuals to join a task force to determine ways to review the strategic plan document which would be more developmental than evaluative.
- Middle State Self Study is now on Provosts website. Please read and comment to provost@towson.edu. Input is highly desired. Dr. Speert, Chair of Self Study will be on campus November 11 & 12 for a pre-meeting. He will return in late March with the full

review team.

- Discussion:

Strategic Plan. Requests regarding the process for the collection of information and construction of the document were addressed by Provost Welsh's reiteration that multiple segments of the university, including the University Senate, were consulted for input. There were additional reservations regarding some of the language and student evaluation references and the Senate was reminded that it is intended to be a living document subject to Senate approval. In the meantime, colleges will be aligning their PTRM documents in accordance with the current language. Professor Ballengee commented that the absence of the authority of a vote on key governance documents raises the concern about the official role of the University Senate in campus governance overall. It was reiterated that the Strategic Plan is a mission statement and not a policy document. Faculty reviews are defined by the ART policy

AAUP President Jennifer Ballengee.

The AAUP is currently working on a family care policy to complement the primary care giver policy. A proposal should be ready by the beginning of the spring 2011 semester.

CUSF Representative Martha Siegel.

- Family Leave policy: a formal resolution went to USM and the Board of Regents is quite interested. USM council is investigating the legal and subsequently financial implications of the document.
- The graduate assistant's policy and adjuncts report will go the President Caret tomorrow, November 2.
- Retirement Plans: there is concern about disparities between state retirement plans and TIAA-CREFF plans. These will be on table again. Please bring forward issues on this topic to for subcommittee consideration. It was recommended that the disparities be circulated to faculty.
- Academic Freedom: the CUSF executive committee met with the Senate Chair Tim Sullivan on October 15 and the Vice Chancellor regarding the state of shared governance

across the system. Attention was drawn to the article on topic in the Chronicle of Higher Education. The changing size of Towson University is affecting the evolution of our traditions and culture due to outside agency pressures. How Student Government works, the roles of the Provost across campuses, curriculums, and the possibility of collective bargaining, are all adapting. Towson University is the only institution that does not have collective bargaining. It was suggested that the long term perception of a very strong shared governance at Towson University has mitigated against a vote for collective bargaining. However, there is more interest in this now as a function of the changing landscape of shared governance at Towson University.

- Furloughs and Salary Compression: While Chancellor Kerwin has clarified that he is opposed to furloughs in AY2011-2012, there is no certainty that furloughs won't occur. A fourth year of furloughs dangerously approaches an institutionalization of salary cuts and compression as new tenure-track faculty are being recruited. It is questionable whether the need to recruit and retain high quality faculty to Towson University or USM is any incentive for the legislature to discontinue furloughs and address salary compression.

Student Government Association, President Angela Hong.

- Homecoming has concluded. The Pep Rally concluded with an aerial photo of students. This will be a new tradition. The Town and Gown Cleanup was very successful with many fraternities & sororities participating. The smoke free walk resulted in the adding of ten (10) receptacles. Towson banners have been approved and are in the process of being placed around campus buildings to promote TU spirit. The goal of registering 1000 voters was met. The 42nd District debates were very successful. Look for the October Monthly report in the Towerlight for other SGA initiatives. SGA will have a monthly study break with President Caret.

New Business

1. Motion 10/11-09: To approve the new undergraduate program in Human Capital Development Certificate.

No documentation was distributed. No vote can be taken. Motions are tabled until November 15, 2010.

Reconvened November 15, 2010 after November 1, 2010 recess

Professor Storrs, moved; Senator Streets, seconded.

Discussion: There was a question about the appropriateness of the title of this program. The term is very much in currency and sustains a longstanding tradition in economics and human resources. The title is not limiting for what the program is intended to achieve.

Approved: 17/0/2

2. Motion 10/11-10: To approve the new graduate program in Human Capital Development Certificate.

No documentation was distributed. No vote can be taken. Motions are tabled until November 15, 2010.

Reconvened November 15, 2010 after November 1, 2010 recess

Professor Storrs; Senator Streets, seconded.

Discussion: The actual distribution of undergraduate and graduate students would be a total of 60 individuals. Is there an overlap with business management? There is currently no graduate certificate in this area. The human resources program in the psychology department has been long standing. There was no conflict on this point. The huge growth of the Human Resource Development masters program has been overseen by Professor Clardy. The program is not consuming any new or additional resources. Professor Siegel concluded discussion by asking that all program proposals be offered by a specific department in the future.

Approved: 17/0/2

3. Motion 10/11-11: To support the new External Evaluation Guidelines

Tabled for a vote pending review of the documentation distributed at the meeting.

Discussion: The documents did go to the Council of Chairs. There were objections to the adequacy of the letter and guidelines. It seemed that the Senate was not in possession of the current edition of the documents making discussion difficult. However, the document has been approved by university council. Review results would remain confidential. Support of the

document was made by Co-Chair Susan Haigler of the Council of Chairs. That the document is optional provides departments with flexibility within the parameters of their college policies. Co-Chair, Robert Rook of the Council of Chairs reported that he has received overwhelming support of a standardized policy and procedure for conducting external reviews for those who wish to exercise the option. He stood in favor of the documents also.

Chair John McLucas commented his opinion that is very important to maintain the option of this procedure. Further that there be a cultural understanding that departments are not prejudiced against for NOT adopting this procedure. He opposes the document unless it is genuinely optional. Professor Sullivan cautioned that external reviewers may fixate on scholarship and not on teaching and service which could be given short shrift as this isn't represented by the external review directives. The pitfalls of the external review were discussed. Knutson commented about whether the external review criteria add to those already stated in the ART document. It is essential that the workload and service culture of Towson University be provided to the external reviewers. The reality is that external reviews are already underway and that these documents standardizes and regulates the process.

Reconvened November 15, 2010 after November 1, 2010 recess

Professor Pitcher, moved; Professor Slotkin, seconded. to amend the motion to:

To Approve the External Evaluation Guidelines and Template Letter as Amended

Approved: 19/0/0.

Motion 10/11-11: Approved: 19/0/1

Discussion: There were questions about the relevancy of the Senate to support an initiative rather than to approve or reject. Clarification was made by UPTRM Senate Representative Pitcher who stated that the UPTRM Committee did put forward a motion to approve the External Review Guidelines. Therefore, the wording of this item lacks substance and perhaps doesn't warrant the Senate's action. The motion was amended to state that the Senate will "approve" the

External Guidelines. There was abundant support for this amendment. The confidential reviews will be forwarded to each level of TU review under separate cover. The dates included in the document were scrutinized and determined to be inaccurate. It should read reviewers would be identified in April of the calendar year in which their portfolio will be submitted. The accompanying letter is a suggested template. It may be modified to reflect the idiosyncrasies of any given discipline

4. Motion 10/11-12: To approve the B.S. in Middle School Education program

Professor Ewell moved; Professor Davis seconded.

Discussion addressed the availability and access of resources and materials from the college or other support from the university. COE Dean Ray Lorion reported that due to MSDE promoting middle school certification, additional resources and faculty will be available as enrollment grows. He provided additional statistics, i.e., Teach for America is about to get \$4.7 million with assignments exclusively to middle grades and a \$1.6 million agreement with Baltimore County teachers to develop middle school programs. Dean Lorion continued by saying that Middle School has the highest implications for high school completion and college entry. The MSDE now requires that teachers be certified in two areas. There are letters of support from various departments on campus for the program and very good feedback was elicited from a survey distributed to students.

Vote: 20/0/1

5. Information Item

a. Online Course Evaluation Taskforce

Hardcopies were distributed to the Senators. Ailene Trainer spoke to the process of constructing the document and fielded questions. The validity of the instrument was paramount. Questions were reduced; duplications were eliminated, shifted to self evaluation. Different ways of conveying data to faculty by end of the semester vs. the spring distribution were identified. There was concern for a shorter turnaround time due to the density and format of data. Ms. Trainer is trying to reduce the document report to 1-2 pages. Discussion regarding the lower response rate for online evaluations vs. written have led to the creation of incentives and rewards

for students. Additional discussion focused on transitions from the old format to new online student evaluations for the purposes of faculty PTRM. Suggestions for noting this change within a faculty's dossier were considered. Several individuals commended the new evaluation stating that it diminishes reliance on a single numerical factor and focuses, instead, on the larger scope of faculty performance.

The University PTRM Committee voted to use the instrument for the fall and spring and bring data back to the committee for review. The details of this decision are included in the UPTRM Report to the Senate.

1. CUSF statement on the right to consider the alternative of collective bargaining to USM faculty

CUSF urges the Chancellor and the Board of Regents to support legislation extending the right to consider the alternative of collective bargaining to USM faculty. This is not an endorsement of collective bargaining. Rather CUSF would like each campus to have the right to consider collective bargaining if it chooses based on its circumstances, as other public sector employees even on some of our campuses already have done.

Professor Siegel explained that the staff at each institution do have the right to elect the right to vote on collective bargaining. However, didn't elect to exercise that right. It is coming to a vote at the November CUSF meeting. Comments are welcome. AAUP President Ballengee reiterated her own concern about the right to unionize vs. the right to vote to unionize. She considers this an opportunity to educate ourselves about what collective bargaining entails for better or worse.

Professor Siegel commented that CUSF debated at length to how this proposal should be stated such that it serves as notice to individual faculty members throughout the system that they can go individually to their legislators and discuss the right "as a system".

The statement was supported via Straw vote: 21/0/0

Reconvene in two weeks.

Storrs, moved; Dugger, seconded recess at 6:06pm.

6. Online Student Evaluation.

Professor Pitcher spoke in support of the committee responsible for deliberating on the evaluation. She commended the individual's contributions to this effort. She commented that the factor analysis performed on this document brings a significant amount of validity and reliability to each item on the instrument. Changing the items will change the overall validity and reliability of the instrument. Robust discussion occurred on a variety of questions. However, it was concluded that the document would go forward as is and would be revisited in September, 2011. There was discussion about whether a straw vote would be useful. Instead the decision was to vote on the motion.

Motion: To Support the Use of the Instrument as Amended the Results be Reported Back to the UPTRM for review in the Fall 2011. Further that the report include a brief explanation of the statistical terminology used.

Approved: 12/5/2.

There being no other business. The Senate adjourned at 5:35pm.