

**UNIVERSITY OF MASSACHUSETTS AMHERST
OFFICE OF THE FACULTY SENATE**

MEETING MINUTES

Frank Hugus, Presiding Officer of the Faculty Senate, called the 782nd Regular Meeting of the Faculty Senate to order at 3:35 p.m. on December 6, 2018 in Herter Hall, Room 227.

A. ANNOUNCEMENTS

1. Principal Administrative Officers

John McCarthy, Provost and Senior Vice Chancellor for Academic Affairs: Since it is nearly the end of the semester, I would like to thank all of you for all of the work that you do to help our students. I really appreciate what you do and how you've made this campus rise so much in the rankings and create such a superior environment for our students. As I think I've mentioned to you before, our five-year completion rate has hit 81% which is better than last year's six-year completion rate, so we are expecting continuous advancement in that.

I have a brief update on the leadership searches for you. The search for the Dean of the Isenberg School of Management is coming to fruition. I'm grateful to those on the search committee. I met with them last Friday shortly after the last candidate had left and we're in the process of doing off-list reference checks, which are calls to people whose names the candidate has not actually suggested to us. As for the other searches, the search for the Director of the Fine Arts Center has conducted its airport interviews and we are in the process of determining who we will invite to campus as finalists. The search committee for the Dean of the College of Engineering is meeting on Monday or Tuesday for the last candidate presentation, that is, the last review of the curricula vitae and also the interview materials that the search firm has prepared for us and, then, from that, they will then select the list of people who they will invite for airport interviews. Then, finally, the search for the Dean of the School of Public Health and Health Sciences, which got a later start, is also progressing well, so I'm pretty happy with that.

I also have the privilege today of introducing a new member of my office staff, Ann Marie Russell. Ann Marie is the Associate Provost for Data Analytics. She will help us a lot with regard to more data-informed decision-making. She was previously the Director of Institutional Research at Bates College and before that she did some institutional research work at Princeton University, where she got her Ph.D. in Psychology and Public Policy under the supervision of Susan Fiske, who was previously on our faculty. Ann Marie herself is also an alum. She graduated in 2001 with a Bachelor's Degree in Psychology, working with Susan Fiske, and she was also a member of the Commonwealth Honors College. So, welcome Ann Marie. It's going to be wonderful to work with you. Thank you.

Andrew Mangels, Vice Chancellor for Administration and Finance: I just wanted to announce, and many of you are aware, we will be processing the FY 2018 and FY 2019 collective bargained raises for all of the unions that had their contracts ratified and submitted up to the Governor's Office. That will include MSP and pretty much most of the unions on campus. So, there is a lot of back and forth that went on about the various funding situation from the state. I think that we've reached a reasonable accommodation in which we felt that it was good to go ahead and pay those raises, so you should expect to see those raises in the December 14th paycheck.

2. The Secretary of the Faculty Senate

MJ Peterson, Secretary of the Faculty Senate: It's December. It's cold. It's dark. We know that we are getting to the end of the fall semester. I want to thank the Senators for their active participation this semester in the governance work performed by the Faculty Senate. There are a lot of things going on.

There is one set of things that I want to say something about, but I want to make clear that I'm saying this very much on my own. We all know that, like other campuses around the country, we have had on campus a combination of local bias incidents and flyering and messaging by nationally organized groups that express a

good deal of hate. We're not alone in that. I understand and share the general feeling of dismay that this stuff has gotten so much more prominent in recent years. I also understand the frustration of people who feel that the campus response has been inadequate. There is a difficulty here in the sense that we have no mechanisms by which we can control all of this behavior, particularly when it comes from people who have no affiliation with us whatever. But, I agree that we have a lot of room for thinking about how we can respond better, what additional innovative things we can do, and there are people who have a lot of good ideas that are being discussed. At the same time, I do worry when people talk about possible remedies that would collapse distinction between speech and action and therefore, in a way, erode constitutional protections because I'm worried that what goes around comes around. That trying to reduce constitutional protections for some people can easily come around and haunt the advocates themselves. So, I think that we do need to think carefully about what are the wider implications of any sorts of measures that we may want to take. But, that, as I said, is my individual take on things. It does not implicate anybody else but it is just my sense that, yes, this is a very tough issue. We saw it today, how tough that issue is, what the concerns are among many of the students, and we will continue to try to go forward even though this is a Sisyphean sort of labor. The stone always seems to be going uphill barely, rolling back a bit, and going uphill again.

Secretary Peterson yielded the floor.

Senator Marilyn Billings: Thank you. The Library is inviting you to do some shape planning for future services, spaces, and collection priorities by completing a 2018 fielding of the Ithaca S+R survey. This is a national survey that will give us insights into our local stakeholders in benchmark against other institutions. As of this week, over 25% of our colleagues have participated and each voice is counting in this work; we hope that we'll add yours. The survey close, however, tomorrow. To find your personalized invitation, look in your email inbox for a subject line that reads "Shape the future of library resources and services." You may be eligible for an iPad as a result. This is really critical because we will be looking at how the results that we submit to this national survey compare to our peers. You've seen a lot of changes happening in library services and the work that we do there. So, I urge you to please help us out with this. Thanks.

3. The Chair of the Rules Committee

Senator Baird yielded the floor.

Senator Steven Brewer: I just wanted to make one comment about the survey, I received it in my inbox and looked at it and was unable to determine whether or not it was a phishing attempt because it did not come from any UMass addresses and it didn't have any links to UMass addresses in it. So, I sent a note to abuse@umass.edu to try to determine whether or not it was a phish and didn't get a response back. I noticed that the more recent survey that's just come out from, I think, the Provost's Office had an email that came clearly from the Provost to say, "expect this to come in your inbox with information about it," and, so, I am likely fill out that one and, now that I know that this one is good too, I will that this one out as well.

Senator Bruce Baird, Chair of the Rules Committee: The Rules Committee met on November 11th and predominantly talked about two issues: one was the selection and review of associate deans and the other was the bias incidents and hate group communications. Then, the Rules Committee met with the administration on November 19th. We had a presentation about the possible impact of both the national and local elections. The short summary is that the administration seems quite positive about the impact of our national elections but, of course, we are losing valuable allies at the state level, where we will have to find and develop new allies. And, then, we also had a presentation from Interim Vice Chancellor Christopher Misra about the online learning and outfitting our campus in a continually changing environment for online learning. Then, we heard more about the bias incidents and what the campus is doing to respond to bias incidents. Thank you.

4. The Faculty Delegates to the Board of Trustees

Senator David Hoagland, Faculty Delegate to the Board of Trustees: The full Board of Trustees will meet on this campus next week. There have recently been a lot of committee meetings. I expect that the discussion of online courses and online course initiatives from individual campuses in the system versus the system as a whole through the President's Office to continue to be a major topic.

5. The Representative of the Massachusetts Society of Professors

Senator Steven Brewer: Once again, I am filling in for Eve Weinbaum. She asked me to thank everyone who weighed in with the President's Office last week. We were pleased to learn that the administration has decided to pay the retroactive pay that we are owed as well as our raises from July 2017 and July 2018. Expect to see the raises in your paychecks next Friday, December 14th. We would not have gotten the retroactive pay we were owed if we did not have a strong union. We have several joint MSP/administration committees working on specific issues. The Title IX Sexual Harassment Policy Taskforce recently wrote its recommendations to the Chancellor. The committee agreed that all faculty and librarians should not be considered legally mandated reporters if someone does not want a complaint filed but that all should be trained and able to provide students with information and referrals if they have concerns. MSP's fall general assembly is Tuesday, December 11th, at noon; all members are welcome. In January, we will be working with the MTA to submit legislation for significantly increased funding for public higher education in Massachusetts, by \$500 million per year, as recommended by the Higher Education Commission. We're having a kick-off meeting on January 30th at noon. Stay tuned for more information. Thank you.

B. QUESTION PERIOD

Senator David Gross: I suppose that this is a question that the Provost might answer since he already addressed it to some extent. The Provost summarized a number of a number of different searches for the deans and he mentioned another appointment. I've been noticing that there have been several administrative appointments that seem to have happened without searches. My question is: under what conditions do we do appointments without searches?

John McCarthy, Provost and Senior Vice Chancellor for Academic Affairs: The Board of Trustees policies prescribe that some kinds of administrative appointments absolutely must be done with searches; those include the system President, chancellors, department heads and chairs, and deans. In those cases, we just always do a search. In other kinds of cases, typically, with respect to Vice Provosts, with one exception, I have done searches as well. As far as appointments of associate deans are concerned, in most cases, they also do searches although, occasionally, they have identified somebody who meets a particular need and they select that person without a search since there is no policy specifically dealing with that. Those are internal appointments.

Senator Richard Bogartz: I just want to remark concerning the Secretary's concerns about keeping action and speech separate. In the first five decades of my life, I would have absolutely agreed with her. It was my position that people should be allowed to say whatever they want to say and the response to that was to say whatever you want to say and it doesn't matter. It's speech; we're guaranteed freedom of speech and action is another thing. I struggle with that now. I don't feel so strongly anymore that speech and action should be separated. After all, the action winds up in minds and the speech winds up in minds. I tend to think about speech as having the potential for being contagious and having the potential for being damaging. I don't know how you go about telling people what they can say and what they can't say. We shame people for saying certain things. We give them a really hard time sometimes when they say some things. I don't want a government telling us what we can say and what we can't say. And, yet, it still seems as if it doesn't feel as comfortable anymore saying, "Well, they're just speaking."

Senator Curt Connor: We need to increase our availability of glass-blowing on this campus; it has gone down considerably. Only one glass-blower comes in on one day of the week. When I was hired here, in 1979, we had four full-time glass-blowers. The glass-blowers enable us to do new research. They also enable us to teach. The glass-blowers maintain equipment that we use in our laboratory. Rumor has it that the one glass-blower who comes in one day a week will be let go. She already has months of backlogged work. So, I don't know, do we need another administrator? Or, do we need to increase the glass-blowing up to a factor of at least half a week or three days a week? I think that we need that. Last year, over 150 faculty took advantage of her services and that has increased significantly. I am very much worried that we're going to hire more administrators and not even support the glass-blowers who we have. So, I'm very concerned, but I don't know who would address that. If the Research Council were here, we could ask them a question. Is anybody here from the Research Council to tell us about whether or not this has gone through the Research Council?

Martina Nieswandt, Associate Vice Chancellor for Research and Engagement: The Vice Chancellor of Research and Engagement Office is currently discussing, with the associate deans of the Colleges of Natural Sciences and Engineering, how to proceed with the glass-blowing facility. We are in discussion. We are reviewing the actual activities and the needs in the different colleges and the different departments and we will come up with a solution in the near future.

C. NEW COURSES (CONSENT AGENDA)

<u>COURSE</u>	<u>TITLE</u>	<u>CREDITS</u>
BIOLOGY 424	Marine Biology	4
ECON 333	Income Inequality and Policy	4
PHYSICS 361	Principles of Active Learning in Physics Education	3
CHEM-ENG 535	Microfluidics and Microscale Analysis in Materials and Biology	3
COMPSCI 532	Systems for Data Science	3
SPANISH 514	Practicing Literary Translation: Spanish, Portuguese, Catalan	3
BIOSTATS 750	Applied Statistical Learning	3
EDUC 614B	Inclusive College Environments & Campus Cultures	3
HPP 634	Substance Abuse and Public Health	3

MOTION: 09-19 That the Faculty Senate approve the courses BIOLOGY 424, ECON 333, PHYSICS 361, CHEM-ENG 535, COMPSCI 532, SPANISH 514, BIOSTATS 750, EDUC 614B, and HPP 634, as recommended by the Academic Matters and Graduate Councils.

The motion was adopted.

D. NEW BUSINESS

(CONSENT AGENDA, ITEMS 1-15)

1. Special Report of the Academic Matters, Academic Priorities, and Program and Budget Councils concerning the Creation of a Degree Program: BS in Managerial Economics, as presented in Sen. Doc. No. 19-018.
2. Special Report of the Academic Matters Council concerning a Revision to the Minor in Art, as presented in Sen. Doc. No. 19-019.
3. Special Report of the Academic Matters Council concerning a Revision of the Jazz and African-American Music Concentration BS in Music, as presented in Sen. Doc. No. 19-020.
4. Special Report of the Academic Matters Council concerning a Revision of the History of Art & Architecture Major, as presented in Sen. Doc. No. 19-021.
5. Special Report of the Academic Matters Council concerning a Revision of the History Major, as presented in Sen. Doc. No. 19-022.
6. Special Report of the Academic Matters Council concerning a Revision of the Biomedical Engineering Major, as presented in Sen. Doc. No. 19-023.
7. Special Report of the Graduate Council concerning a Revision to the Program: Biostatistics and Epidemiology Public Health (MS), as presented in Sen. Doc. No. 19-024.

8. **Special Report of the Graduate Council concerning a Revision to the Program: Biostatistics and Epidemiology Public Health (MPH), as presented in Sen. Doc. No. 19-025.**
9. **Special Report of the Graduate Council concerning a Revision to the Program: Biostatistics and Epidemiology Public Health (PhD), as presented in Sen. Doc. No. 19-026.**
10. **Special Report of the Graduate Council concerning a Change to the Graduate Certificate in Information Security, as presented in Sen. Doc. No. 19-027.**
11. **Special Report of the Graduate Council concerning a Revision to the Degree Program: Communication Disorders Audiology (AuD), as presented in Sen. Doc. No. 19-028.**
12. **Special Report of the Graduate Council concerning a Revision to the Master of Arts in Teaching Latin and Classical Humanities, as presented in Sen. Doc. No. 19-029.**
13. **Special Report of the Graduate Council concerning a Revision to the Concentration: Environmental Conservation, as presented in Sen. Doc. No. 19-030.**
14. **Special Report of the Graduate Council concerning a Revision to the Degree Program: Political Science (PhD), as presented in Sen. Doc. No. 19-031.**
15. **Special Report of the Program and Budget and Graduate Councils concerning the Creation of a Dual Master's Program: Master of Regional Planning/Master of Science in Civil Engineering (Transportation Group), as presented in Sen. Doc. No. 19-032.**

MOTION: That the Faculty Senate approve 1) the Creation of a Degree Program: BS in Managerial Economics, 2) a Revision to the Minor in Art, 3) a Revision of the Jazz and African-American Music Concentration BS in Music, 4) a Revision of the History of Art & Architecture Major, 5) a Revision of the History Major, 6) a Revision of the Biomedical Engineering Major, 7) a Revision to the Program: Biostatistics and Epidemiology Public Health (MS), 8) a Revision to the Program: Biostatistics and Epidemiology Public Health (MPH), 9) a Revision to the Program: Biostatistics and Epidemiology Public Health (PhD), 10) a Change to the Graduate Certificate in Information Security, 11) a Revision to the Degree Program: Communication Disorders Audiology (AuD), 12) a Revision to the Master of Arts in teaching Latin and Classical Humanities, 13) a Revision to the Concentration: Environmental Conservation, 14) a Revision to the Degree Program: Political Science (PhD), and 15) the Creation of a Dual Master's Program: Master of Regional Planning/Master of Science in Civil Engineering (Transportation Group), as presented in Sen. Doc. Nos. 19-018, 19-019, 19-020, 19-021, 19-022, 19-023, 19-024, 19-025, 19-026, 19-027, 19-028, 19-029, 19-030, 19-031, and 19-0032, respectively as recommended by the Academic Matters, Academic Priorities, Graduate, and Program and Budget Councils.

The motion was adopted.

16. **Special Report of the Nominating Committee concerning Nominations to the Faculty Senate Councils and Committees, as presented in Sen. Doc. No. 19-033.**

MOTION: That the Faculty Senate approve the Nominations to Faculty Senate Councils and Committees, as presented in Sen. Doc. 19-033.

Senator Maria Tymoczko moved to amend the report by adding the nomination of Pamela Aselton of Nursing to the Graduate Council. The motion was seconded and the amendment was adopted.

Senator Maria Tymoczko, Chair of the Nominating Committee: May I make a comment? We are grateful to everybody who has volunteered for council and committee service. On behalf of the Nominating Committee, I say to the Senators that we very much depend on you for encouraging your colleagues to serve on these councils and committees. They are the essence of faculty government.

The motion was adopted as amended.

The 782nd Regular Meeting of the Faculty Senate was adjourned at 4:10 p.m. on December 6, 2018.

Respectfully submitted,

***MJ Peterson,
Secretary of the Faculty Senate***