

FACULTY SENATE Minutes
April 5, 2023

Present: Henri Akono, Elizabeth Armstrong, Susan Bennett-Armistead, Carla Billiteri, Emmanuel Boss, Debbie Bouchard, Tim Bowden, Stephanie Burnett, Ana Chatenever, Sabrina DeTurk, Paula Drewniany, Phil Dunn, Nuri Emanetoglu, Allie Gardner, Michael Grillo, Nancy Hall, Matt Hawkyard, Liliana Herakova, Cynthia Isenhour, Stephen Jurich, Jesse Kaye-Schiess, Andre Khalil, Steven Kimball, Amanda Klemmer, Sara Lello, Sarah Lindahl, Margo Lukens, Ivan Manev, Dmitri Markovitch, Eric Martin, Derek Michaud, William Nichols, Elizabeth Payne, Brian Pitman, Deborah Rogers, Amber Roth, MJ Sedlock, Kathryn Slott, Rosemary Smith, Sean Smith, David Townsend, Peter Van Walsum, Tim Waring, Manuel Woersdoerfer, Todd Zoroya, President Joan Ferrini-Mundy, Provost John Volin, Robert Dana, Emily Haddad, Kelly Sparks, Kate Kemper, Jen Bonnet, Meredith Whitfield

Absent: Catharine Biddle, Ian Bricknell, Alice Bruce, Kristina Cammen, Mauricio De Cunha, Mark Haggerty, Anil Raj Kizha, Eric Landis, Danielle Levesque, Jessica Lewis, Shannon McCoy, Renae Moran, Harlan Onsrud, Bob Rice, Matthew Wallhead

I. Welcome and Announcements

Call to order 3:15 PM

March 8th, 2023 Minutes:

Approval of the March 8th minutes has been tabled until the May 3rd full Faculty Senate meeting.

a. Tamra Benson - Community-Led Mutual Aid Fund

Tamra is a 4th year undergrad who conducted a campus wide survey, garnering over 300 responses from students, faculty, and staff. The results stated that over the last 12 months, 33% of surveyees experienced food insecurity, 11% experienced housing insecurity, 31% experienced medical insecurity, 26% experienced personal item insecurity, and 54% experienced job insecurity. Tamra said that although there are many great financial resources on campus, community members are still facing economic hardship. Because of this, Tamra and other community members are creating the Black Bear Mutual Aid Fund, which would work much like the emergency fund that already exists except it is community led, available to all students, faculty, and staff. It is free of barriers that make emergency funds difficult to access. There are over 80 people already assisting the project but Tamra is with the Senate to gain more faculty and staff representatives as she feels it is important the entire community is involved. She provided an interest form for those that were interested and gave information about her group's meetings that are every other Saturday at 11 AM in the Oakes Room and on Zoom.

Dee Nichols gave an update from the Maine Day committee. He said that Maine Day Week events are still evolving and being scheduled. Student government and Dean Dana are leading these efforts. Dee also stated that as far as faculty should know, they should support students who are engaged in service and outreach, as well as communicate to students and try to get them to sign up for service and outreach that does not conflict with their courses. If a student is engaging in these events and faculty gets notified that they may be participating, Dee asks the faculty to be thoughtful to their excuse request. Dee said they are also trying to get more faculty and student organizations involved in the parade for Maine Days and to share that with students to get more participation.

Brian Pitman raised a question regarding student transportation for Maine Days events such as buses as well as ensuring student safety during the events. Brian also asked if the week is about student safety, why a University sponsored pub crawl, that was posted on the Maine Days webpage, would be held on that Thursday with the concern for classes on Friday. He felt that is a contradiction with all the issues the University has had with Maine Day over the years.

Dean Robert Dana responded that the Senior Class Council is sponsoring the pub crawl, not the University. The event will be taken off the Maine Days webpage as a result.

II. Announcements and Updates from Administration

President Ferrini-Mundy announced that the Maine state legislature has approved their budget, it is a continuing resolution with the dollars coming in being less than or equal to fiscal 23. For UMaine it will be flat to fiscal 23, with a small difference being a \$7.9 million piece of the budget that was one year only to help with the fact UMaine wasn't raising tuition but has become officially part of the budget. They are watching what happens in the next phase of the budget. In that phase, there are other system requests that will be coming in the next few weeks.

President Ferrini-Mundy continued by saying the process with Sodexo moves ahead. The second phase launched in the past week and conversations with current employees about what will happen as we move towards Sodexo's transition on July 1st, 2023. The President also thanked all the faculty and student help that was given for two Board of Trustees meetings in the past week. President Ferrini-Mundy turned to Michael Scott to describe how they managed to bring UMaine

Machias digitally to these meetings. Mike said they were able to develop a virtual tour of campus and were able to give trustees a virtual ride around campus.

Provost Volin provided an update on the Board of Trustees, saying they approved an initial engineering framework for the Maine College of Engineering and Computing and thanked all that helped on that front. Provost Volin also announced the hiring of the new Vice President of Enrollment Management, Kevin Coughlin, who starts June 16th, 2023. The Provost also reminded the Senate about an email he sent on a student enrollment and retention action plan and they will start organizing a way to advance that. He asked that anyone that wants to be involved to let him know.

Mike Scott had a question regarding the supplemental addition to the budget and how it would be allocated. President Ferrini-Mundy responded it will go through the regular allocation model and the supplement was always in the planned budget for fiscal 24.

Emmanuel Boss asked about a faculty recruitment plan and efforts on that front. Provost Volin said they are working with Kelly Sparks and are hopeful that within the next week or so to release those open positions; some they will try to immediately fill, look at a January hire for some and August 2024 for others. He said that these positions are all high priority and they are working with Deans on this. President Ferrini-Mundy tied back into matters of enrollment, saying these next few months are critical. The team working on this is grateful for the help they are getting but if faculty are interested in helping, the administration is looking for more help.

MJ Sedlock asked about the transition committee for Sodexo that she served on; she thought there was going to be a report for that coming in March and it is now April. Kelly Sparks responded that it was sent out; it spoke on potential physical improvement to Wells as well as indoor and outdoor space improvements. There was a Sodexo event that showcased new menu items and services coming to campus this fall. Kelly said she will follow up to get Senate reps more involved. Kelly also said there has been a lot of positive feedback and response from the community.

III. Election of FY24 Faculty Senate Officers

Amanda Klemmer won the vote for President of the Faculty Senate.

Todd Zoroya won the vote for Vice President of the Faculty Senate.

Kathryn Slott won the vote for Secretary of the Faculty Senate.

Ivan Manev won the vote for Board of Trustees Representative of the Faculty Senate.

IV. Motion (PCRRC): Approval of MOU Regarding Inclusion of SCIS in MCEC

Background: Over the past year, The University of Maine administration and faculty have worked on a plan for the reorganization of the College of Engineering, to include the UM School of Computing and Information Science. This reorganization creates a new college, the *“Maine College of Engineering and Computing”* (as described in the attached materials).

The University of Maine Faculty Senate PCRRC has reviewed that plan, following *“Procedures for the Review of Academic Unit Creation and Reorganization Proposals by The University of Maine Faculty Senate Program Creation and Reorganization Review Committee (Approved by Faculty Senate Motion, May 8, 2007)”*.

As part of that review, the PCRRC held an Information-Gathering Session (or “listening session”) on Monday, March 20, 2023, among faculty and administrators in the College of Engineering and the School of Computing and Information Sciences, and representatives from the Provost’s Office.

The Committee did not hear any clearly articulated comments that could be construed as representing *“potentially significant academic impacts”*. As described in the Senate’s aforementioned *Procedures* document, the Committee requested additional information from the proposer to complete its review, which the Provost’s Office supplied on March 29th; that information is included in the attached document.

Having reviewed that attached penultimate **MCEC MOU/Preproposal**, we offer the following Motion:

The University of Maine Faculty Senate, based on the recommendation of the Program Creation and Reorganization Review Committee (PCRRC), and being satisfied that concerns expressed by Senators as well as those present at the Information Gathering session on March 20th, have been met by way of the attached document, moves to cease the Senate's review of the MCEC MOU/Preproposal, and recommends to the president that

it move forward.

Proposed changes: The School of Computing and Information Science (SCIS), which is currently a unit within the College of Liberal Arts and Sciences (CLAS), will be considered as a unit in both CLAS and the Maine College of Engineering and Computing (MCEC). The Director of SCIS, who currently reports to the Dean of CLAS, will report to both the Dean of CLAS (50%) and the Dean of MCEC (50%) and will serve as a member of the leadership team of both CLAS and MCEC. Faculty and staff positions within SCIS will be managed jointly by the Deans of CLAS and MCEC. The underlying administrative principle of the proposed changes is that SCIS will become a joint responsibility of the Deans of CLAS and MCEC.

Expected resource costs: The proposed changes do not require any resource cost.

Expected benefits: The proposed changes are expected to benefit students, faculty, and staff. The inclusion of SCIS within MCEC will enable the development of new learning opportunities for students who are seeking a modern education in all areas of engineering and computing. Students will have access to advising, career guidance, and similar resources in both colleges. Undergraduates who seek to change from one MCEC major to another, including SCIS majors, will be treated as making an internal change of program – a simpler process than changing majors across colleges. The inclusion of SCIS within MCEC will also benefit faculty by enabling the synergistic development of academic and research activities in all areas of computing and engineering. SCIS faculty, staff, and students will have access to resources and staff support in both CLAS and MCEC. The inclusion of SCIS within MCEC will contribute to a diverse, inclusive, and collaborative environment in which interdisciplinarity is valued and fostered. By creating new opportunities and enhancing current ones, the proposed changes are expected to increase the enrollment, retention and training of students, and to expand the impact of innovation and research in service to the State of Maine and to society. Finally, with the establishment of MCEC at UMaine, funding from the Harold Alfond Foundation's UMS TRANSFORMS grant will become available to support faculty positions, student learning, and other educational and research initiatives in the new college.

Expected impacts on academic programs: Academic programs currently offered in either SCIS or the College of Engineering will not be affected by the proposed organizational changes.

Memorandum of Understanding
Inclusion of the
School of Computing and Information Science
in the
Maine College of Engineering and Computing

DRAFT February 9, 2023

Preamble: The UMS TRANSFORMS prospectus of June 2020 commits the University of Maine System (UMS) to establishing a state-wide college of engineering, computing, and information science to increase the production of graduates and to promote research and innovation in these fields. The newly formed college, to be called the Maine College of Engineering and Computing (MCEC), is to include the UMaine College of Engineering, the USM Department of Engineering, and the UMaine School of Computing and Information Science (SCIS). SCIS is currently a unit of the UMaine College of Liberal Arts and Sciences (CLAS). The relationship between the USM Department of Engineering and MCEC is addressed in a separate Memorandum of Understanding (MoU). Other UMS institutions will also have the opportunity for involvement in MCEC.

The overarching purposes of MCEC are the enrollment and training of students, and the expansion of innovation and research in service to the State of Maine and to society. MCEC will foster a diverse, inclusive, and collaborative environment in which interdisciplinarity is valued. The current document presents the framework for the inclusion of SCIS within MCEC. This MOU is a product of over a year of extensive collaboration and discussion between the Executive Vice President for Academic Affairs and Provost, Deans of the College of Engineering and College of Liberal Arts and Sciences, and their department chairs, school directors, and faculty. The administrative principle underlying this framework is that SCIS is the joint responsibility of the deans of MCEC and CLAS. The governance of MCEC will be addressed in separate college bylaws, to be developed collaboratively by the faculty and administrators of MCEC so as to ensure that all members of MCEC are appropriately represented and enfranchised.

1. Unit status:
 - A. The School of Computing and Information Science will be considered a unit in both the College of Liberal Arts and Sciences (CLAS) and the Maine College of Engineering and Computing (MCEC).
2. Directorship:
 - A. The director of SCIS will report to both the dean of MCEC (50%) and the dean of CLAS (50%). The deans will participate equally in reviewing the director's performance.
 - B. The tenure home of the director will normally be in SCIS.
 - C. The director will serve as a member of the leadership team in both colleges: the Administrative Group in CLAS and the corresponding body in MCEC.
3. Faculty appointments and evaluation:
 - A. By default, faculty members in SCIS at the time of the establishment of MCEC ("current faculty members") will remain appointed 100% in SCIS. Those who wish to become affiliated

- or jointly appointed with another MCEC unit may do so according to the applicable university procedures for such appointments.
- B. Current probationary faculty members, will continue to be evaluated as currently until they achieve tenure (for tenure-track faculty) or just-cause status (for lecturers). Thereafter, the CLAS dean and the MCEC dean will be jointly responsible for the dean's letter in these faculty members' quadrennial review, promotions, and other actions requiring a dean's involvement. SCIS faculty who are currently tenured or have just-cause status will be evaluated as currently through AY2023-24, after which the two deans will be jointly responsible. Faculty members hired to start in fall 2023 or later will be evaluated jointly by the two deans. The two deans will share taking the lead on writing joint reviews.
 - C. New SCIS faculty may be hired into SCIS-only, affiliated, or joint positions.
 - i. Proposals to the Provost's Office for new or replacement faculty hires in SCIS are the joint responsibility of the dean of CLAS and the dean of MCEC, who will share the dean role in conducting any SCIS search unless another arrangement is made on a case-by-case basis.
 - ii. If joint, funding for each share of the position will be provided by the corresponding unit or Dean's Office, unless the deans agree to a different allocation of costs. An MoU for each joint position will be devised according to standard university practices.
 - iii. Beginning with searches conducted in AY2022-23, the deans of MCEC and CLAS will jointly advocate to the upper administration for SCIS faculty start-up packages that are commensurate with those normally expected for faculty in the discipline. For the portion of the start-up packages funded at the college level, as well as for search costs such as advertising, candidate travel, reasonable moving expenses, and immigration costs, the two colleges will share expenses in proportion to the total budget for each SCIS faculty line that comes from CLAS and MCEC or, in the case of jointly appointed hires, proportionally based on the percentage of appointment within each college, unless the deans agree to a different allocation of costs.
4. Programs, students, and degrees:
- A. Students in SCIS programs will be counted at the college level as both CLAS and MCEC students. Similarly, student credit hours will be counted at the college level as both CLAS and MCEC. Students will have access to advising and similar resources in both colleges. Undergraduates who seek to change from one MCEC major to another, including SCIS majors, will be treated as making an internal change of program, provided that they meet the transfer criteria for the destination program.
 - B. Graduates of SCIS programs will be counted as follows:
 - i. Undergraduate programs: Degrees awarded in ABET-accredited bachelor's programs will be counted in the institutional tally of MCEC degrees awarded. Degrees awarded in non-ABET-accredited bachelor's programs will be counted in the institutional tally of CLAS degrees awarded. Undergraduate minors will be counted in the same institutional tally as their corresponding major. Minors without a corresponding major will be counted within the institutional tally of the most relevant unit, as agreed upon by the dean of CLAS and the dean of MCEC. The dean of CLAS will be responsible for undergraduate academic actions regarding students whose degree is counted in the CLAS institutional tally. The dean of MCEC will be responsible for undergraduate academic actions regarding students whose degree is counted in the MCEC institutional tally.

- ii. Graduate programs: Certificates awarded in Digital Curation will be counted in the CLAS tally for institutional purposes. All other SCIS graduate degrees or credentials awarded will be counted in the MCEC tally for institutional purposes.
 - iii. For the purpose of UMS TRANSFORMS metrics, SCIS degrees that are counted in CLAS for institutional purposes will be added to the MCEC tally.
 - C. BA degree requirements stipulated by CLAS will continue to apply to BA degrees in SCIS.
 - D. Undergraduate admissions to SCIS programs will continue to follow admissions criteria for CLAS. The CLAS Dean's Office will be responsible for conferring with the Undergraduate Admissions Office about borderline applications.
 - E. Proposals to add, eliminate, or modify courses or programs will be reviewed by the curriculum committees in both colleges: the Academic Council of CLAS and the corresponding body in MCEC. Expedited processes will be put in place for the review of minor changes, with the goal of lessening the administrative burden while enabling appropriate review and feedback in both colleges. Graduates in new SCIS programs will be tallied as described in 4.B unless another arrangement is agreed upon at the time of the program's establishment.
5. Resources:
- A. The operating budget for SCIS will remain in SCIS.
 - B. The inclusion of SCIS within MCEC will not adversely affect SCIS access to CLAS financial resources or Dean's Office staff support.
 - C. Faculty and staff positions in SCIS will be managed jointly by the deans of MCEC and CLAS. This includes refilling vacant positions, adding positions, and eliminating positions.
 - D. Gift funds, endowments, and other philanthropic resources in SCIS will be managed and disbursed according to the applicable fund descriptions.
 - E. Philanthropy officers associated with MCEC will participate in fundraising for SCIS, along with the CLAS philanthropy officer.
 - F. Should differential tuition, revenue sharing, return of indirect costs, or a similar financial benefit be applied in the future to any SCIS programs, the resulting funds will be allocated equally to CLAS and MCEC, unless a different agreement is reached at the time that the arrangement is made.

This MOU will be reviewed and subject to revisions no later than three years after this MoU is signed, or sooner based on the Provost's request.

MOTION: ***APPROVED***

V. Motion (DEI): A Motion to Develop Procedures to Respond to Attacks on Faculty Research, Teaching, and Service

Rationale:

WHEREAS state [legislative proposals](#) are being introduced across the United States that target academic discussions of racism and related issues in American history in schools, colleges and universities;

WHEREAS local school boards in Maine have experienced pushback against teaching about [gender identity](#) and [critical race theory](#);

WHEREAS [scholars from various backgrounds across the](#) country, but particularly marginalized backgrounds, have been targeted by coordinated efforts to undermine the academic freedom of scholars and researchers;

WHEREAS the [President's statement on June 10, 2020](#) reaffirmed her personal “commitment and the commitment of our university communities to the core values of inclusion, diversity, and anti-racism”;

WHEREAS in a nation that has for centuries struggled with issues of racial inequity and social injustice, many students do not have adequate knowledge of BIPOC and LGBTQI history and the policies that contributed to inequities, the University of Maine and the University of Maine at Machias have a responsibility and opportunity to help build equity and social justice;

WHEREAS the University of Maine has recently been forced to confront aspects of its [own history](#) of systemic racism, as evidenced by a former president who was President of the American Eugenics Society, the [recently re-discovered](#) attack against Black students in 1919, and the foundation of these campuses on the unceded territory of Wabanaki nations;

WHEREAS educating about systemic social barriers based on race, gender, sexuality, religion, disability, climate science, etc., should be understood as central to the active and engaged pursuit of knowledge in the 21st century to produce engaged and informed citizens;

WHEREAS scholars who teach controversial topics such as climate science, gender theory, and African-American history are likely to experience negative student evaluations, potentially negative peer evaluation, public naming and shaming, censorship and self-censorship, which are especially amplified if the scholar is of a marginalized racial, ethnic, religious, and/or gender group;

WHEREAS given the increasing number of people using social media, emails, message boards, and other online forums to attack teachers, scholars, and researchers, the University of Maine and the University of Maine at Machias must be ready to mobilize resources supporting affected community members.

We hereby move that the University of Maine take actions to prepare itself to respond to such attacks intended to chill research, service, and teaching by doing the following:

1. Work with a faculty-led committee to develop response procedures (similar to those in Appendix B) that ensure the physical safety and job security of any University community member affected by attacks of public harassment and trolling, and stand by academic freedom, as defined in the Faculty Handbook, Article 2 of the AFUM Contract, and the Board of Trustees Policy (Section 212) manual in public statements condemning the attacks.
2. Implement procedures for and publicly declare readiness to defend UM and UMM community members against attacks on academic freedom by July 1, 2024 or sooner.

There is one Faculty question, asking if a new committee would be created to work on issues stemming from this motion or become a task of an existing committee. MJ said she interpreted it as a new committee. The faculty can discuss and create the structure and makeup of that committee.

MOTION: ***APPROVED***

VI. Motion (Const. & Bylaws): Motion to Amend FS Constitution, Article IV, A-B

Background & Rationale

In April of 2016, the University of Maine (UM) announced that it would enter into a “primary partnership” with the University of Maine at Machias (UMM) to facilitate enhancing enrollment and improving the financial outlook for UMM.

For the following five years, a thoughtful and engaged dialogue occurred among faculty, staff, students, and administrators at the University of Maine and the University of Maine at Machias to discuss the meaning and enactment of UMM — Maine’s coastal university — as the regional campus of the University of Maine. Through those discussions, much was accomplished toward administrative integration, alignment of curricula and programs, budget integration, and enrollment management.

In March 2021, President Ferrini-Mundy announced the appointment of a University of Maine/University of Maine at Machias Regional Campus Task Force to review and recommend timelines and steps for completing the transition of UMM to a UMaine regional campus. The Task Force produced a [final report](#) in December 2021.

The Task Force’s Working Group 4 was assigned the topic of “UM/UMM faculty and staff interactions/opportunities”. The working group envisioned how UMM would fit within the academic affairs structure of UM. In their [presentation of revised organizational charts](#), the working group proposed that UMM would fit into UM’s academic affairs structure at the same level as a college within UM (see page 3). UMM governance proposals include the election of four representatives from the UMM Faculty Assembly to serve on the UM Faculty Senate (see page 4.)

Separately from the Regional Campus Task Force’s work, the UM Faculty Senate voted to approve amendments to the Faculty Senate Constitution on September 22, 2021, which included language regarding the inclusion of UMM faculty in Article IV, A-B. The approval of these amendments preceded the final report from the Regional Campus Task Force. The text of Article IV, A-B of the Constitution, as approved on Sept. 22, 2021, is as follows. The approved updates are bolded and highlighted in yellow.

Article IV: Membership

Section 1. Faculty members.

The faculty members of the University of Maine **and the University of Maine at Machias** shall elect faculty Senators as follows:

A. Eligibility

1. Only full-time faculty of the University of Maine and the University of Maine at Machias who have been on the faculty for at least two years are eligible to serve on the Faculty Senate. Definitions of what constitutes a full-time faculty member can be found in College Bylaws as well as in the Faculty Senate Bylaws.

B. Appointment

1. Each college shall have at least four Senators except colleges with fewer than 10 faculty, which shall have two Senators. Faculty senators will be distributed across the colleges so that one Senator will be elected for each ten full time faculty members, rounded upward. The Maine Business School and the Honors College are hereby formally recognized as colleges.

2. For purposes of apportionment, **the number of full-time members of each college shall be determined by the dean of that college in consultation with the sitting president of the Faculty Senate.** Each February, the deans of various colleges shall send the **Senate administrative assistant** a list of full-time faculty. Using the above rules, the **administrative assistant**, subject to the approval of the Executive Committee of the Senate, shall determine the number of faculty representatives to the Senate to which each college is entitled and shall so inform the deans. Departmental chairpersons shall be eligible for election as faculty Senators.

3. The Cooperative Extension faculty, who are not represented as part of a college, shall be represented by two Senators. **Likewise, the faculty of the University of Maine's regional campus, the University of Maine at Machias, are not represented as part of a college and shall be represented by two Senators.**

4. In the event of changes in the composition of colleges or distribution of faculty across colleges, the Executive Committee of the Senate shall formulate a plan to phase in the adjustments to apportionment of Senators resulting from such changes. Such a plan must include the provision that elected Senators shall have the option to complete their term.

At some later date in Fall 2021, representatives from the UMM faculty asked that the UM Faculty Senate defer incorporating the changes which refer to UMM into the constitution. UM Faculty Senate leadership agreed to do so. All constitutional amendments approved on September 22, 2021 which did not reference UMM faculty were fully incorporated at that time. Constitutional amendments which did reference UMM faculty are considered officially approved amendments, but they were never published publicly nor fully enacted into practice.

In February 2023, UMM Faculty Assembly President Eric Jones approached UM Faculty Senate President MJ Sedlock to request that the UM Faculty Senate reopen work to finalize participation of UMM faculty in the UM Faculty Senate.

UMM faculty hold the position that they should be allotted senators using the same parameters as a UM college, as they are considered an academic unit of UM for most other intents and purposes. Furthermore, this was the recommendation from the Regional Campus Task Force working group. Within the 22-23 academic year, UMM has had one faculty representative in attendance at UM faculty senate meetings, though the arrangement is not formalized in the Senate's Constitution or Bylaws.

After discussion at the March 29, 2023 Executive Committee meeting of the Faculty Senate, it is proposed that the UM Faculty Senate view UMM as an academic unit of UM for purposes of Faculty Senate membership and align the terms of membership eligibility for UMM faculty with that of any other college/academic unit of UM. Given that the text of Article IV, A-B of the constitution, which addresses membership eligibility, was amended and approved by the Senate on September 22, 2021, these adjustments to terms of eligibility should be made as amendments to the September 22, 2021 version of the constitution.

Secondarily, in recognition that UMM, or other small colleges of UM, may find that it is not feasible to appoint or elect their allotted number of senators, it is suggested that language also be added to the constitution to allow for an academic unit to voluntarily elect or appoint a smaller number of senators than they are allotted.

Motion

In order to allow faculty from the University of Maine at Machias to fully participate in shared governance at the University of Maine, as warranted by UMM's status as a regional campus of UM, and as recommended by the Regional Campus Task Force, the University of Maine Faculty Senate moves to amend the Faculty Senate Constitution, Article IV, A-B as follows on the next page. Changes from the current version of Article IV, A-B (approved September 22, 2021) are noted in bold.

Article IV: Membership

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1. Each college shall have at least four Senators except colleges with fewer than 10 faculty, which shall have two Senators. Faculty senators will be distributed across the colleges so that one Senator will be elected for each ten full time faculty members, rounded upward. **A college may voluntarily choose to appoint or elect fewer than their allotted number of**

senators. The University of Maine at Machias, The Maine Business School and the Honors College are hereby formally recognized as colleges for the purposes of Senate representation.

2. For purposes of apportionment, the number of full-time members of each college shall be determined by the dean of that college in consultation with the sitting president of the Faculty Senate. Each February, the deans of various colleges shall send the Senate administrative assistant a list of full-time faculty. Using the above rules, the administrative assistant, subject to the approval of the Executive Committee of the Senate, shall determine the number of faculty representatives to the Senate to which each college is entitled and shall inform the deans. Departmental chairpersons shall be eligible for election as faculty Senators.

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4. In the event of changes in the composition of colleges or distribution of faculty across colleges, the Executive Committee of the Senate shall formulate a plan to phase in the adjustments to apportionment of Senators resulting from such changes. Such a plan must include the provision that elected Senators shall have the option to complete their term.

There is concern from a Senate member about proportional representation resulting from this motion as Machias would have four representatives, meaning 4 of 16 of their college members are on the Senate, whereas no other college has 1 in 4 representation.

MOTION: ***APPROVED***

VII. Letter of Support for Graduate Student Workers Union

MJ clarified this letter is not being offered as a motion, rather being sent on behalf of the Senate, meaning there is no need to call for a formal vote. MJ also said there already seemed to be support heard for the idea and that the Senate can now show support for the efforts of the grad workers crafting a union.

Brian Pitman asked about a possible change of the language of the letter to say the UMaine system “voluntarily recognize”, which allows for a more expedited process. MJ said she will send that forward.

There were no objections to the Senate sending this letter of support.

VIII. Questions of the Administration

All Faculty Senators are invited to address a question to any member of the Administration during this time. Respectful questions on any topic of campus business are welcome.

Emmanuel Boss asked about the need for every research position to be approved by the President as most are externally funded. He would prefer to go back to a system where it doesn't need President approval to expedite the process.

President Ferrini-Mundy clarified that the system of approval won't change. The approval is instantaneous when it leaves the University and that it only gets slowed down if it is in her office, HR or other offices. Even if it is slowed down only a day or two, approving them helps her understand the scope of research hiring. She is pleased to learn about grants she didn't know the University had and she works to approve them quickly. Ferrini-Mundy also said they do require approval because the form will say externally and it may not be quite the case or partially externally funded. If there is frustration, Ferrini-Mundy asks people to call her as she is committed to doing these hires as quickly as possible.

MJ said maybe there's a way that there can be more transparency about how these hires are expedited or what faculty needs to do to flag something that needs to be expedited. Find a way to have fewer complaints and achieve more transparency.

Brian Pitman asked about the recent results from a campus climate survey that said faculty members are more likely to be dissatisfied with the campus climate, and how that relates to a faculty hiring and faculty retention plan. He also asked what the long term plan is to address the campus climate survey but also retain new faculty.

President Ferrini-Mundy said that that is a serious concern: they are working on specifics with various groups and offering proposals to address this. She said they want to build on the existing strong work and create a campus climate that is inclusive. She feels the administration has to be part of that and they will lead it but will still need help. As far as faculty retention, she said when they have faculty that are facing leaving, they work towards a retention offer. Sometimes that works and sometimes it doesn't.

John Volin responded as well. He said there are programs to help faculty work on things such as work-life balance issues and he is hoping the faculty are taking advantage of these programs. He has gotten a lot of good responses on these programs, saying a vast majority have liked it. Another program Provost Volin encouraged was the faculty empower program, saying 90 faculty have participated to help early career faculty via late and mid career faculty. Provost Volin says this effort can not be accomplished by just one person, it's all of us working together. He encouraged those that want to get involved to reach out.

Mike Scott added that there is interest in making sure this isn't a one time climate survey and to make sure that the campus is improving year over year.

MJ added a comment, asking about a potential issue of not getting climate survey data out quick enough and there needs to be accountability to ensure the data comes out quickly and UMaine can own up to the results of it.

Sean Smith brought up a paper from 2022 that found the issues present in the climate survey were present before COVID-19 but were exacerbated by the pandemic.

Brian Pitman asked about a possibility to renew efforts with the Rising Tide Center. He continued that he has heard nothing but positive views on it.

Provost Volin responded that there was no plan to renew it outright, but that those funds have been reallocated to create new positions. Provost Volin did say more will be happening this summer regarding the Rising Tide Center.

President Ferrini-Mundy elaborated that the origin of the Rising Tide Center was an advance grant from the National Science Foundation that has long been completed. However, UMaine was seen as a model and example in the NSF program. They are working on getting another advanced grant submitted and looking into federal funding that would help.

Dave Townsend goes back to the climate survey, asking if those results have been translated into actions and proposed actions. President Ferrini-Mundy responded, not in any formal way but plenty of people have read it and a conversation is on pace to look at these issues.

Nancy Hall says she feels the way to create community isn't by just responding to survey data; she is personally tired of filling out surveys and seeing nothing happen. She was upset that the two positions created with the Rising Tide Center funds were filled by non-diverse candidates.

Provost Volin responded that he heard what she was saying, and that he felt the two candidates that were hired were the top candidates and chosen based on their experience.

MJ added that other regional Hanover peers have a cabinet level diversity focused position and UMaine does not. She felt that UMaine saying equity and diversity are important yet not having that position has an optics impact. Kathy Slott added that position used to exist but was absorbed. Mike Scott also added there are people working towards recreating that position.

Meredith Whitfield announced that on April 28th at 2 PM, there is a Beryl Warner Williams Hall dedication event. A new mural was done in the building and it will be a celebration of the life and the family of Williams.

Dee added that the event is on the Maine Days calendar. The Maine Days parade will end there about the time that event is ending and they are hoping to get a lot of student presence.

Sara Lello asked about the possibility of putting a mechanism in place to help deal with the anxiety and mental health issues for faculty and staff. Sadly, some members of the community pass away and there is not a mechanism for faculty to deal with it. The generic email is sent out, but for faculty that have a student in their classes or a department that has lost faculty, maybe there needs to be a mechanism put in place at some point.

Provost Volin responded that there is a mechanism that takes place. Dean Dana continued by saying if a student passes away, they ascertain what happens and deploy a rapid response team to talk with a student's roommates, find the place they live, etc. as soon as possible but the process can take a day or two. They must talk to a parent or guardian, and many things depend on where a student lives, their groups, and more. There is lots to determine and a lot of work goes into this, a broad network of activity while trying to be respectful.

Dee Nichols was curious how things were going with student recruitment, and was looking for a quick update. Provost Volin said they are all hands on deck. April is a tough time as that is the month they get about 46% of commits. It can be hard to predict but projections say they are up on commits over last year; while application numbers are down, yield is up. They are heading in the right direction but there is a big month ahead. There are two upcoming accepted student days including two in Machias, on April 15th and April 22nd. Provost Volin iterated that this is a big graduating class this year and next year's will be smaller but that is not indicative of recruitment as a whole.

Meredith Whitfield elaborated that in conversations with Norm Jones, there is a positive shift in yield. They are continuing to see lag in Southern Maine and would like those with connections with high schools in Southern Maine to hopefully help on that front.

Dean Dana goes back to the issue brought up by Sara regarding faculty and student resources for anxiety and grief, saying the counseling center has been around to all the colleges and he'd be happy to get them back to debrief with faculty. Sara Lello responded that there is a mechanism for students but not faculty and staff. Brian added that he has attended stress training with students but finds it underwhelming because a lot of responses were to call the police or call for help. His underlying takeaway was that he didn't see that as very adequate.

Mike Scott asked about the delayed hiring in January; he felt it seemed late to do a search. Provost Volin said they are working with the deans to offer some positions now, primarily searching for January and August starts. The clear message they want is we want no one to settle, if they are not getting people they need, they should restart and not settle for a candidate.

President Ferrini-Mundy circled back to enrollment, saying there has been a tremendous amount of change in the way they are thinking about enrollment management. She added that John Volin and Norm Jones can tell you about a lot of the approaches and outside help and work being done to this issue.

Michael Grillo asked about a report regarding planning forward and budgeting, whether there will be another updated report relatively soon. Kelly Sparks responded yes, there is a budget currently available published March 22nd. They are still looking at efficiencies that can be added and making the data more user friendly and easy to digest.

MJ says there is a FIPSE meeting with the administration April 12th, at 3 pm. They should be able to have a committee report for the Senate at the elected meeting April 19th.

IX. Adjourn: 4:35 PM

Respectfully submitted,

Kathryn Slott

Prepared by Wyatt Scribner