Minutes of the May 13, 2022, FCSM College Council Meeting

The FCSM College Council met in the Science Complex, Room 4230 at 1:30 p.m. with Dr. Pamela Lottero-Perdue, Chairperson, presiding. An option to Zoom into the meeting was made available; Two council members attended via Zoom.

Member Attendees: FCSM: David Vanko, Vonnie Shields; Biological Sciences: Angela Cox, Anne Estes; Chemistry: Nicole Carbonaro, Stephen Hancock; Computer and Information Sciences: Joyram Chakraborty, Yeong-Tae Song; Mathematics: Min Ji, Jing Tian; Physics, Astronomy & Geosciences: Michelle Casey, Raj Kolagani; At Large: Pamela Lottero-Perdue (PAGS); Students: Kyle Hurley (Graduate), Alexandra Reifer (Undergraduate). Absent: Faith Weeks (At Large; Biological Sciences)

Chairperson Pamela Lottero-Perdue called the meeting to order at 1:30 p.m.

1. The council welcomes Jinie Pak (CIS) and Elana Ehrlich (Biological Sciences), two newly elected members who will begin their terms in September of 2022. Cake was served to celebrate Dean Vanko’s final FCSM council meeting as Dean of FCSM

2. Minutes from the April 8, 2022, FCSM Council meeting were approved unanimously with one abstention and one member absent for the vote.

3. Announcements and remarks from Dean Vanko and Associate Dean Shields

   Announcements from Dean Vanko

3.1. Enrollment this fall will be critical from both a revenue and scheduling standpoint. The good news is that Freshman enrollment looks strong. Compared to the same date last year, TU has received contracts from 2.7% more than on the same date last year. Contracts for residential spaces on campus are full!

3.1.1. Particularly strong majors include: COSC (225 vs. 174) and ENVS (36 vs. 13). The largest gender inequalities are in Biology, MBBB, and FCHEM (mostly women) and COSC, IT, and PHYS (mostly men).

3.1.2. Graduate student enrollment is also strong, with contracts received being 23% higher than on the same date last year.

3.1.3. Two significant deficits are in transfer contracts received (down 25% compared to last year), and the deficit of students now moving through the pipeline due to COVID. Overall, therefore, TU will be down about 2,000 students.

3.1.4. Consequently, (1) a 5% budget cut must be absorbed through reductions in the Adjunct Faculty budget and the operational budget, and by holding off on some replacement faculty searches; and (2) expecting a strong freshman class, there remains a need to offer the normal level of core courses.
3.1.5. Dean Vanko and the council discussed that priority for filling vacant SAPs will be evaluated based on program/department growth.

3.1.6. Dean Vanko and the council discussed a temporary pause in R2 investment which does not include hiring for already approved support staff positions.

3.1.7. Dean Vanko and the council discussed the importance of infrastructure for efficient instrumentation service – recently service requests and contracts have been delayed due to understaffing in some offices that deal with these requests.

3.1.8. Dean Vanko and the council discussed the fact that support for doctoral students in IT will likely persist given the success demonstrated in recruiting new doctoral students.

3.2. Honors Convocation – The FCSM Honors Convocation was held on Sunday, April 24, in the University Union ballroom. This event celebrated the achievements of FCSM students, and was attended by students, their families, and faculty and staff. A reception with great food followed.

3.3. Commencement – University Commencement will be the morning of Wednesday, May 25, in Unitas Stadium. The combined FCSM and COFAC University Commencement ceremony will feature an honorary degree bestowed upon Dr. Mona Hanna-Attisha, Director of Michigan State University’s Pediatric Public Health Initiative. Dr. Hanna-Attisha is the pediatrician who demonstrated the extent to which Pb (lead) in Flint, Michigan, tap water was impacting the health of the city’s children.

3.4. It was noted that this was the 93rd list of dean’s comments prepared for the FCSM College Council. Dean Vanko expressed gratitude to past and present council members for their service and engagement within the Fisher College.

3.5. Congratulations to Chairperson Pamela S. Lottero-Perdue for receiving the 2022 Pre-College Engineering Education Division Lifetime Achievement Award from the American Society for Engineering Education!

Announcements from Associate Dean Shields

3.6. FYE advising training is underway to prepare FYE advisors to effectively advise FYE students over the summer.

3.7. Faculty may be contacted by Robert Karp regarding students who are currently enrolled but not registered for Fall 2022. Faculty should reach out to these students to offer assistance or advice.

3.8. FCSM majors have been asked to participate in a DEIJ survey regarding their experiences within the college.

3.9. FCSM will hold a DEIJ summit on May 18, 2022, from 12:00 to 2:30 PM in SC 2323.

4. Announcements from the Council Chairperson

4.1. New Lecturer Policy Passed in the Senate:

4.1.1. The policy to support Lecturer II and III levels was passed by the Senate but is currently in an incomplete form.
4.1.2. The Senate wanted to pass this policy to support lecturers as soon as Fall 2022.
4.1.3. The policy that was passed supports increased pay for these new lecturer steps.
4.1.4. The Provost's office will determine a way to financially support the changes.
4.1.5. The years of service prior to each step have not been determined at this point
(e.g., move to Lecturer II at 3 years or 6 years; Lecturer III at 6, 10, or 12 years) –
still being worked out.
4.1.6. The Provost's office will finalize the policy this summer so that it will take effect in
Fall 2022.
4.2. Other issues discussed but not resolved at the Senate meeting include that lecturers,
with an increased expectation for research productivity as we move to R2 status, will
need individual office space, resources like phones and copy codes, desks, etc. – still
being discussed.
4.3. The departments will have to decide what "excellence in teaching" means, but those will
be based in part on peer and student evaluations – will address pay levels and equity in
this position – will not address workload equity RE effort equity.
4.4. Nominations and Voting for Chair, Vice-Chair, Recording Secretary, Corresponding
Secretary
4.4.1. Chairperson - Pam Lottero-Perdue self-nominated for this role and ran
unopposed. The council unanimously voted to elect Pamela Lottero-Perdue to
continue as chairperson of the council (10 votes for and 0 votes against).
4.4.2. Vice Chairperson - Min Ji self-nominated for this role and ran unopposed. The
council unanimously voted to elect Min Ji as vice chairperson of the council (10
votes for and 0 votes against).
4.4.3. Recording secretary – The May meeting ended without a nomination for
recording secretary. Following the meeting Elana Ehrlich self-nominated for the
role. A vote will be held during the first FCSM council meeting of the Fall 2022
term.
4.4.4. Corresponding secretary – the duties for this role will expand to interacting with
other Committees of interest within FCSM. Raj Kolagani self-nominated for this
role and ran unopposed. The council unanimously voted to elect Raj Kolagani as
corresponding secretary of the council (9 votes for and 1 abstention).
4.4.5. The council discussed that the general duty of each councilperson is to act as a
representative of, and advocate for, the needs of their departmental colleagues.

5. Highlights from FCSM Departments
5.1. Biological Sciences
5.1.1. Dr. Cheryl Warren starts new CAP position in Fall 2022 and will act as the Course
coordinator for BIOL200. The department will request to search for a lecturer to
replace Dr. Warren as this is her current role in the department
5.1.2. Other searches:
5.1.2.1. The department will conduct two tenure track faculty searches in the Fall 2022 to replace retiring faculty members Dr. Barry Margulies and Dr. Larry Wimmers.

5.1.2.2. The department will conduct a search for a vivarium manager and Mol bio instrumentation manager.

5.1.3. Curriculum – New major/concentration in CIM, not approved yet. (Won’t go into effect until Fall 23)

5.2. Chemistry

5.2.1. The search for a Tenure/Tenure Track faculty member in Forensic Chemistry search did not yield any candidates for interviews. The search will be closed and will be re-requested for Fall 2022.

5.2.2. The search for an Instrument support staff position has been initiated. We expect to interview over the summer targeting an August 1 start date.

5.2.3. The search for a molecular biology/forensic DNA staff position has started.

5.2.4. The search for the vivarium manager, research machinist, and materials science instrument support specialist are all getting started as well.

5.2.5. Overall, the department had eighty-nine new CHEM + FCHM majors in 2021 and we have 94 new majors for 2022. The transfer numbers may still go up by a few.

5.2.6. The Department of Chemistry has no new DEIJ-related business to report.

5.3. Computer and Information Sciences

5.3.1. Faculty searches are still going on. We will have two candidates visiting campus next week. Last two offers had seen logistic challenges relating to spousal opportunities and visa type challenges.

5.3.2. 2 admin assistant positions are now filled. Their starting date is June 1st.

5.3.3. Doctoral admission numbers are up significantly. We have handed out 12 new doctoral TAs to the incoming students. Recruitment can be facilitated by faculty.

5.4. Mathematics

5.4.1. The external reviewer Dr. Robert Smits, Professor of Mathematics at New Mexico State University, gave back his complete review report. The math department is reflecting on his comments.

5.4.2. No update on the DEIJ activities/discussions.

5.4.3. The Front office vacancy is currently being staffed by a student.

5.5. Physics, Astronomy, and Geosciences

5.5.1. Dr. Jennifer Scott will be the next PAGs department chair starting in AY23.

5.5.2. The PAGs department has formed a search committee and completed the ad to hire 1 Geosciences lecture this summer for AY 22 (pending President’s approval).

5.5.3. Search committees are being formed to hire two tenure-track Geosciences positions to start AY23 (pending President's approval). The TT positions include one replacement position for a retired faculty member and one new line in support of the Sustainability/Environmental Sciences program.
5.5.4. Search committees are being formed to hire 2 staff positions – a machinist position and an instrument research support specialist.
5.5.5. Sigma phi sigma induction ceremony took place on May 6, 2022 and was well attended.
5.5.6. The PAGs DEI Committee hosted two DEI Coffee Discussions in April. The April 2, 2022, meeting discussed student work-life balance related to DEI and the April 29, 2022 meeting focused on rethinking assessments through a DEI lens.
5.5.7. The PAGs DEI Committee is working as a pilot department to add DEI instruction and strategies to the DEI Knowledge Base.

6. Standing agenda items
6.1. DEIJ actions, opportunities, issues, and concerns
6.1.1. The FCSM DEIJ Summit will be held on May 18, 12:30 to 2:30 in SC 2232. Attendees are encouraged to bring a laptop, if possible, to participate in shared brainstorming documents. The intent of this summit is to dig into issues brought up in the January meeting and to identify actionable items moving forward.
6.1.2. Senate update/communications
6.1.2.1. Lecturer policy – see announcements by chairperson Lottero-Perdue in section 4.1 above.
6.1.2.2. Various issues related to Parking were addressed but these may not be relevant to council business.

7. Old Business:
7.1. Review: President’s Town Hall
7.1.1. Questions were submitted to, and vetted by, the FCSM council chairperson, Pamela Lottero-Perdue. Additional vetting and adjustments were made on the fly to eliminate redundancy and improve flow. The Council was encouraged to think about whether this is a good model for town halls going forward.
7.1.1.1. The council discussed the need to include Staff when soliciting for questions for the town halls. Many staff were not privy to the mechanism for calls for questions – Hill Lopes, TU REP, TOPS
7.1.2. Highlights from the President’s comments. Please see below for a summary of the president’s responses (italics) to questions submitted by the FCSM council. Note that questions without a response may not have been explicitly addressed by President Schatzel or were not asked (largely due to time); responses summarized herein are not direct quotes by the President, but paraphrased summaries.
DEIJ

7.1.3. How will you ensure that the advertisement for the new FCSM Dean reaches a diverse audience of potential candidates and communicates the importance of DEIJ work within the college? What happens if there is not a diverse pool of highly qualified candidates?

7.1.3.1. President Schatzel described the search process and indicated that this is the job of provost. A search firm will assist for national search and will require diversity component. Provost heads the search committee.

7.1.4. What resources are available to colleges to institutionalize and create equity (with respect to pay and benefits) and long-term stability for DEIJ work that is now being done (1) by contingent workers on soft money and (2) through faculty service?

7.1.4.1. Specific question that President Schatzel doesn’t have additional info on. Diversity Strategic plan for DEIJ. Funding allocated to provost and other strategic place. She’s concerned about soft money and contingent concerns, but they are moving towards DEIJ as a main focus of campus, so provost has money for it.

7.1.5. How do you balance the university’s pro-DEIJ approach with allowing a group of people who preach hate and intolerance to stage a demonstration on campus?

7.1.5.1. Bible Believers had a demonstration outside center for the arts. TAAT (Towson Advocacy Advisory Team) helped to prepare the site for this demonstration and coordinated faculty and students who wanted to counter demonstrate. She sent an email afterward. We are public/state property – we cannot restrict access. but we can have assembly – we just need it to not be disruptive. Campus rules allow for student counter protestors.

7.1.6. What physical accommodations to support diversity, inclusion, and access is the university requiring beyond meeting basic building codes? Examples include ensuring that bathrooms are truly accessible to those with special mobility needs or installing sanitary disposal bins in all bathrooms (including men’s bathrooms).

R2 Transition

7.1.7. We are known as a university that provides high-quality educational experiences. How do you plan to market TU’s strengths in both teaching and research?

7.1.7.1. 47% of Regents awards have come from FCSM. The goal is to be strong in research “and” in providing high quality educational experiences including increased opportunities for undergraduate research activity. What did other institutions moving to R2 look like after 6 years? Those universities are more diverse, there was no impact on completion, and they have more PELL eligible students.
7.1.8. What sorts of supports will be implemented to maintain TU’s teaching focus as we also focus on research?

7.1.9. Multiple constituencies at TU support faculty research including purchasing and procurement, shipping and receiving, and OSPR. Many are understaffed and have trouble supporting our current research needs. Faculty want their experiences with these constituencies to be solution-oriented and collaborative. How are you planning to strengthen these constituencies to support our growing needs to support scholarly work?

7.1.9.1. Dr. Shatzel acknowledged that there are some challenges in staffing various offices. She described her general hiring approach during the pandemic was to enact an initial hiring freeze. The hiring freeze allowed for sustaining current employees and TU did not layoff or furlough anyone from March 2019-Jan 2020. The hiring freeze was lifted to prepare for in-person Fall 2021. The university experienced the “great resignation” – where many staff and faculty left the workforce. TU has hired close to 200 people since Fall 2021 and the university will continue to pursue the best people for these offices to support research.

7.1.10. Does the Campus Master Plan just approved by the Board of Regents include the need for more research space, including both laboratory space for new, more research-active faculty as well as office spaces for graduate students?

7.1.11. What are your plans to help increase the number of doctoral programs at TU?

7.1.12. Recently, several premier online journal subscriptions have been cancelled. This was done using metrics purely in terms of the number of users/uses. This is at odds with our intended R2 transition. What can you do to support a library infrastructure that is in alignment with this R2 transition? This includes having unrestricted and timely access to premier journals (in their entirety) through TU/USM subscriptions.

7.1.13. The average graduate student in FCSM is compensation roughly $11,000 per year. After deducting fees it’s closer to $8,000 per year, not including any potential needs for healthcare ($3k per year from Aetna Student Health Insurance Plan) or childcare ($255 per week from TU Child Care Center) or income taxes. This places FCSM graduate students in the bottom 10% of income earners. In a recent meeting, a senior administrator was asked about graduate student compensation and was assured that pay was competitive. However, in 2019, TU ranked 29% lower than the national average salary for government employees and 34% lower than other universities and colleges. What investments are we able to make regarding financial compensation for graduate students and what roadblocks might stall or prevent these necessary changes?
7.1.13.1. Dr. Schatzel agrees that stipends don’t provide the resources necessary to support full-time graduate students. This level of compensation is not ok. She has approved the allocation of more GA positions for doctoral programs. The plan is to expand and strengthen existing doctoral programs which includes increasing some stipends next year. Provost can speak more directly on this action. President Schatzel discussed the need to provide compensation that is “at least” comparable with other institutions’ graduate programs.

7.1.14. We have been assured by the Provost that faculty desiring to have primarily a teaching workload will be able to have it, while those desiring to have more scholarship can have that too. To support more faculty doing more scholarship, there will be an increased number of lecturers and part-time faculty. How will you guide Academic Affairs to ensure that tenure-track faculty focused on teaching – a number that will decrease over time - are not marginalized as compared to those who choose to focus on scholarship?

7.1.14.1. The Provost believe that a variable teaching load can be developed and that “one size doesn’t fit all” for TU faculty. President Schatzel reiterates the need to evaluate workload as a whole and that the University is committed to excellence in both scholarship and teaching. The University must have the capacity to excel in both areas and each faculty member will contribute according to their passions and departmental needs.

7.1.15. What are your plans to create additional supports – related to pay, benefits, workload – for lecturers and part-time faculty?

7.1.15.1. President Schatzel discussed that the in the first phase improving compensation, 16.2 million dollars will be allocated over 2 years to improve compensation for all faculty including lecturers and adjuncts

Enrollment

7.1.16. Please comment on the enrollment picture and any resulting budget cuts for the next academic year and beyond, which we understand to be affected by both the pandemic and the looming “demographic cliff.” What strategies are being employed at the university level to improve student enrollment?

7.1.16.1. Down 2500 students from pre-pandemic (Fall 2019). 12-13% decline due to A) drop in freshman enrolling and transfers (60% of the decline) B) juniors and seniors need to complete their work C) retention is down by 1-2%. She noted that it is easier to respond and support
student retention instead of recruiting new students. Returning student are struggling to be successful in class due, in part, to family issues. Many students are pausing their education to earn money and then return to school. However, returning can be difficult. The President has elevated an enrollment management person to her board of advisors to address these issues.

7.1.17. Is the university considering lowering standards for admission as one means to addressing lower enrollment?

7.1.18. In what ways might the shift to R2 help or hinder efforts to increase enrollment?

Faculty Hiring

7.1.19. Replacement hires seem to have been given a low priority. Why is this the case? This impedes our movement towards R2 status as it stretches our resources, negatively impacting both teaching and development of new research directions.

7.1.19.1. Many of these decisions are made at the college level. The Dean recommends and ranks lines priority, then sends to the Provost for adjustments. The President does final approval. The Provost’s priorities haven’t changed from previous years. The President can’t comment on college specific priorities.

7.1.20. Why has there been such a delay recently with approvals for new faculty hires and temporary lecturers? This is severely hampering our ability to perform good nationwide searches in time for the fall semester.

The President received the Provost’s recommendations for hiring in the last few weeks. These lines will be approved by the beginning of June.

7.1.21. Faculty Mental Health: This has been an exceptionally busy and stressful time for faculty at TU (given the pandemic and return to campus) and within FCSM (especially given the new building move). TU has done an excellent job supporting the mental health of students. What is TU doing to address faculty burn-out and other mental health issues?

7.1.21.1. Faculty have access to mental health resources through benefits. The University is having conversations to augment support services for faculty.

7.1.22. Shared Governance: Some faculty have been concerned that a desire for efficiency has trumped shared governance at the TU. What is your opinion about shared governance?
7.1.22.1. When the President arrived at TU she was surprised that there was a single university senate composed mostly of faculty instead of an SGA, academic, and faculty senate at other institutions. This structure didn’t allow for staff and student concerns. Now there are 3 separate governance bodies (students, staff, faculty) whose meetings she attends. The President also meets with the chairs of these organizations monthly. The President did recommend that the by-laws needed to be updated as they are from the 1980’s. Additionally, surveys evaluating administrators have been implemented to provide an increased opportunity for concerns.

7.1.23. Meal Affordability for Students: Many students struggle with food insecurity, and I have heard students complaining about high food prices on campus. Can food prices (in our Science Café and elsewhere) be subsidized so that a meal is more affordable?

7.1.23.1. There a several ways that the university supports access to food on campus. TU will be evaluating its outside food vendors as the Chartwell contract is expiring – affordability will be one metric on which this new contractor will be chosen. Additionally, anyone can donate meal plan points from their One cards to students in need and the student emergency fund can provide funds to help supplement student food costs. The president suggested that if students are directed to the correct resource then there would be no reason that anyone on campus should be hungry.

Other Student-Related questions

7.1.24. Will TU put more resources to improve career support and service to students?

7.1.25. Can a central university authority make the determination as to whether an absence falls within the “excused absences” policies set forth by the university itself, and then disseminate that determination to the affected faculty?

7.1.26. Wi-Fi: Has there been or will there be any renewed investments in internet and the Wi-Fi access? This past semester those services have been erratic and inconsistent.

7.1.27. Parking / Green initiatives: When will more charging stations be available in the Glen Garage? They are sorely needed.

7.1.28. She just bought plug in hybrid and agrees that there aren’t enough charging stations. She is hiring a company to Assess need.
7.1.29. **Career support for students:** What kind of supports are available to help students identify and enter different careers? *The President suggested that the university has a variety of resources for students meant to facilitate exploration of interest and preparing them for what is to come. In particular, moving Student Affairs into the Student Union should help with student engagement. and the President noted that the Job fair at SECU arena in the Spring was the largest in TU’s history.*

7.1.30. **Open floor**

7.1.30.1. Will Spring Final exams be moved to an online format due to COVID? *The University’s Public Health team is monitoring the situation and will make decision based on transmission rates and state and local guidance.*

7.1.30.2. How will University begin developing new doctoral programs? What areas are being considered? *The colleges are looking at areas that are not provided at other UM schools and are new and emerging.*

7.1.30.3. Are there University-wide changes expected to align TUs DEIJ strategic plan with policy and practice? Yes.

7.2. **Brainstorming: How to improve experiences for student representatives**

7.2.1. Student organizations - can we engage the student clubs and organizations in the College? Perhaps we could look for FCSM council representation by student club leadership. The council discussed the fact that this might introduce unequal representation/exposure for a particular department or student group whilst excluding other groups of students

7.2.2. The council discussed the utility of a FCSM student council that can have a representative on the council. In this context the council discussed mechanisms for how student reps could disseminate info to and from the FCSM.

7.2.3. The council discussed the possibility of the FCSM communicating to the student group/club leadership and the possibility of holding an even during which the FCSM student reps could meet with students in the department and leadership from various FCSM student groups. It was suggested that such a once per year/semester event would be more logistically feasible than a standing council.

7.2.4. The council discussed the role of faculty advisors could facilitating student group input/engagement with the FCSM student rep. Perhaps the FCSM student rep could address the FCSM student groups once per year to describe their role in the college and identify themselves as the point person for any challenges/issues the students would like to have addressed.

7.2.5. The Council discussed how can we engage students that are not engaged in any particular FCSM student group? Email through department heads, announcements in TU today, big LED in Science commons.
8. Panel Discussion (2:30 to 3:10 pm) Towards a Community of Support for Faculty, Staff, and Student Mental Health with Guests Keeba Gardner (Counseling Center), and Ashley Parks (HR Partner)

8.1. The goal of this discussion was to identify what TU is doing to sustain a community that supports the mental health its members.

8.2. Ms. Parks discussed the support mechanisms that are available through the office of human resources (OHR) including, methods for working through issues with colleagues, filing formal complaints associated with workplace issues, advising on position descriptions, executing telework agreements, and evaluating performance reviews.

8.3. Ms. Parks described the role of an HR partner as a liaison between departments and the Office of Human Resources with the primary responsibility of directing faculty and staff to the appropriate OHR department that can help them resolve an issue.

8.4. Ms. Parks also discussed benefits for faculty and their families available through the employee assistance program (EAP). Through the EAP TU employees and dependents can get up to five visits with a mental health provider per problem per year, legal advice, property management consultations, financial consultation, work-life assistance, (e.g., help with party planning, finding childcare, or finding extra-curricular activities for dependents) and crisis intervention services.

8.5. Dr. Keeba Gardner discussed the role of the counseling center in providing students with mental health support with such services as self-help programs, massage chairs, peer support, wellness workshops, meditation services, support groups, therapy groups, same-day mental health consultations, solution-focused support, and referrals services.

8.6. Dr. Gardner discussed the counselling center’s transition to a more streamlined treatment model where students could get same day appointments to assess the problem and make a plan. These appointments are available through web-based requisitions to alleviate the anxiety of calling on the phone.

8.7. Dr. Gardner described how the counseling center works closely with SOS (student outreach and support) and that students can get a referral as part of the same day assessment.

8.8. Dr. Gardner indicated that Counseling center meditation rooms and massage chairs are available to students, faculty, and staff.

8.9. Dr. Gardner discussed an initiative to add more locations where students can get help without having to go to the counselling center’s physical space.

8.10. Dr. Gardner discussed the Counseling center’s department outreach initiatives through which departments can request a presentation from the counseling center which can focus on various topics including the stigma of seeking help with mental health.

8.11. The Council asked Dr. Gardner to discuss best practices on how to encourage students are resistant to treatment because of a bad experience. Dr. Gardner’s recommendation was to try to encourage them to “just try” and let them know that if they don’t feel comfortable, they can stop at any time. It does not hurt to try.
9. **New Business**

9.1. Regents Awards Nominations Discussion – Council members were asked to think about members of their department that would be good candidates for USM Regents awards. Members are to submit suggestions to Chairperson Lottero-Perdue by email before June 5, 2022.

9.2. Council members were asked to think of suggestions and questions that they would like the Interim Dean to consider/be aware of.

9.3. FCSM College Council Year in Review and Appreciation

9.3.1. Accomplishments from this year:

9.3.1.1. Addressed various important topics throughout the year including: COVID, new building issues, safety/active shooter/weather threats, equitable access, R2 transition, affordable texts, DEIJ, FACET resources, mental health services to support faculty, staff, and students.

9.3.1.2. Gathered/shared feedback to inform the FCSM Strategic Plan and the FCSM Workload Guidelines document.

9.3.1.3. Gathered questions for and hosted two Town Halls: Provost’s (March 18, 2022) and President’s (May 6, 2022).

9.3.1.4. Altered meeting logistics. **Organization:** We implemented a new OneDrive shared folder for distributing information within the Council. This is likely to become a SharePoint folder next year. **Food:** We rotated pizza with wraps/sandwiches; we accommodated food restrictions wherever possible. **Agenda:** Added two standing items to the agenda: DEIJ and Academic Senate.

9.3.1.5. Continued to encourage FCSM faculty to apply for USM Regents Awards.

9.3.1.6. Hosted guests to discuss issues relevant to our FCSM faculty, staff, and students. This included:


9.3.1.6.2. Joe Herring, TU Chief of Police and Director of Public Safety, discussing active shooter response training and other safety issues December 2021.

9.3.1.6.3. Jennifer Scott, Professor, PAGS, discussing Open Educational Resources and Free/Low-Cost Course Materials policies – February 2022.

9.3.1.6.4. Marty Baylor, Professor and Chair, Department of Physics and Astronomy, Carleton College, discussing DEIJ within STEM Education – March 2022.

9.3.1.6.5. Trish Westermann, Assistant Provost, FACET Director, discussing FACET opportunities for faculty – April 2022.
9.3.1.6.6. Keeba Gardner (Counseling Center) and Ashley Parks (HR Partner) discussing a Community of Support for Faculty, Staff, and Student Mental Health – May 2022

9.3.1.7. Worked behind the scenes as the Executive Committee to prepare for meetings and to:

9.3.1.7.1. Strengthen communication between the Academic Senate and the FCSM College Council via meetings between the College Council Chair and the At-Large Member of the Academic Senate Executive Committee, two meetings of all College Council Chairs with the Academic Senate President, and by attending Academic Senate meetings when possible.

9.3.1.7.2. Begin to review the nearly 20-year-old FCSM Constitution and Bylaws. Changes to those will likely be proposed in the 2022-2023 academic year.

9.3.1.8. Appreciation:
Thank you to those faculty who have served for the last 2.5 or 3 years and who are rolling off [Melike Kara, Rika van Huizen, Angela Cox, Joyram Chakraborty]

Thanks to our student members, Kyle Hurley and Alexandra Reifer!

9.3.1.9. Welcome to new members, Elana Ehrlich and Jinie Pak – and to Nicole Carbonaro and Jian Ting for continuing after serving as replacements for a prior member’s term!

10. Adjournment

10.1. A motion to adjourn (Estes) was seconded (Hurley) and unanimously carried.

10.2. The meeting was adjourned by council chairperson Pamela Lottero-Perdue at 3:30 p.m.

Respectfully submitted
Stephen P. Hancock
Recording Secretary