Minutes of the October 12, 2018 FCSM College Council Meeting.

The FCSM College Council met in 7800 York Road, Room 459 at 1:30 p.m. with Dr. Jennifer Scott, Chairperson, presiding.

Member Attendees: FCSM: Vonnie Shields; Biological Sciences: Jacqueline Doyle, Elizabeth O’Hare, Chemistry: Ana Maria Soto; Computer and Information Sciences: Josh Dehlinger, Scott Hilberg; Physics, Astronomy, & Geosciences: Wendy Nelson, Jennifer Scott; Mathematics: Sergiy Borodachov, Yunwei Cui; Student Representatives: Steve Blama (Graduate Student, Physics), Ian Gilbert (Undergraduate Student, Chemistry and Molecular Biology, Biochemistry & Bioinformatics)

Absent (notified in advance): Shannon Stitzel (Chemistry), Kelly Elkins (At large, Chemistry), Elizabeth Goode (At large, Mathematics)

Guests: Howard Kaplon (FCSM), Angel Kumchev (FCSM)

Chairperson Jennifer Scott called the meeting to order at 1:30 p.m.

1. Approval of Minutes
There were some corrections to the minutes of the September 14, 2018 meeting: some typographical errors and in section 4.3, the reviewing team visited the Math department in September (not in December). The minutes were approved unanimously as amended.

2. Announcements and Remarks from the Acting Dean
2.1. Towson University has recently joined APLU (Association of Public and Land-grant Universities). The goal of this organization is to advance the work of public universities, and expand scientific research and engagement. APLU has 237 member universities from Canada, Mexico and the United States, including R1 institutions as well as PUIs. Member universities from Maryland include Morgan State University, Towson University, Naval Academy, University of Maryland at College Park and University of Maryland Eastern Shore. Student retention in these schools ranges from 40% to 90%, with Towson University ranking the second highest with 85% retention

2.2. Towson University is expecting about 1200 new transfer students for the Spring 2019 term.

2.3. Chancellor Caret recently met with all the Provosts in the USM system. Some of the recent USM plans are to implement e-procurement cards (to replace p-cards) and to update the strategic plans of all USM schools. This update may include strengthening of the post-tenure review process and supporting diversity offices. Chancellor Caret would also like to see 50% of credit hours taught by tenured or tenure-track faculty. In the 2017-2018 academic year, 40% of the courses at Towson University were taught by tenured/tenure-track faculty, 27% were taught by lecturers and the remainder were taught by visiting, clinical and adjunct faculty. The discussion about strategies to increase these numbers included allowing clinical faculty to become tenure-track and adding new SAPs.
2.4. A People Soft update version is planned for the Spring of 2019. There is a Federal requirement to take student attendance once per semester, and we will be encouraged to take it early in the semester. This is important because for financial aid purposes, we need to keep track of when students stop attending. Schools may be audited and fined by the Department of Education if they don’t comply with this requirement.

2.5. The Office of the Provost is updating the books they have on display. Faculty interested in submitting a book for consideration should contact Bethany Pace. In the future, the Provost’s Office may move to an electronic display system but for now, it is still possible to display books. The display in the Dean’s Office is also undergoing an update. Please contact Amanda Charles to submit materials for consideration.

2.6. Sean Welsh has been appointed Acting Director of Communications and Media Relations and is working with Marina Cooper and Megan Bradshaw (the liaison in marketing to the Fisher College).

2.7. Some Fisher College faculty were invited to submit full applications for consideration to the Regents Awards. Faculty being considered for Regents Awards include Michelle Snyder (teaching), John Sivey (scholarship), Alex Storrs (public service) and Elana Ehrlich (mentoring).

2.8. The January Teaching Conference is scheduled for Wednesday, January 9, 2019 from 8:00 am to 3:30 pm in the West Village Commons.

3. Announcements from the Council Chairperson

3.1. There are two upcoming events with information about the teaching technologies that will be available in the new building:

- Thursday, October 25, 2018 from 2:00 to 4:00 pm: There will be a demonstration of teaching technologies in a prototype classroom for the new building. There will be people from OTS leading demonstrations.
- Friday, October 26, 2018 from 3:30 to 4:30 pm: There will be a presentation by OTS and facilities about classroom design and technology in the new building.

4. Updates from FCSM Departments

4.1. Biological Sciences: There is an upcoming seminar about the conservation of the critical endangered species.

4.2. Chemistry: The department is conducting two faculty searches for Organic Chemistry and for Forensics Chemistry faculty positions. The Forensic Chemistry position is a new position.

4.3. Computer sciences: The department is conducting 3 faculty searches.

4.4. Mathematics: The review related to the Actuarial Science program took place in September, but the department does not have the results yet. The department will host a competition about modeling using differential equations with participants from nearby universities. The department is looking to hire an assistant professor in Applied Mathematics. This is a replacement position that was not filled in the last two faculty search efforts.
4.5. Physics, Astronomy and Geosciences: The department is conducting a search for a new geology faculty. The department plans to conduct a faculty search for a machinist in the near future. There is an ongoing search for a machinist, led by Dave Schaffer. The machinist position will not be full time; the committee is looking for someone who can also mentor students on training on the machines. Dave Schaffer is also coordinating the move to the new building.

5. Old Business

5.1. Regents Awards: Some of the faculty we had encouraged to apply for Regents Awards decided not to apply this year. Of the ones who applied, we had good representation across the different areas, and many of them were invited to submit full applications for consideration for Regents Awards.

5.2. FCSM Grant Awards: Grants were due on September 21, 2018, and the committee received 26 proposals for FCSM awards. The committee tried to fund most proposals, and faculty got notifications this past Monday. There were very few proposals submitted to OURCI (5 proposals submitted, of which 2 were submitted for consideration to both FCSM and OURCI and the other 3 were submitted only to OURCI).

Next year it will be 20 years since the program started. This is a good time for each department to have a conversation about the program. Some topics to keep in mind when discussing this program in the department include:

- What does each department see as the primary purpose of the funding? (Examples include professional development for students, stimulate top students, increase access to research to a wider population, etc.)
- Recent discussion have included the idea of stipends, but we should consider that wet labs have specific needs without which they cannot do research
- Recent discussions have included the idea of increasing the amount awarded to each project. However, keep in mind that funding is limited. If there is less funding than proposals, some proposals will not be funded or not fully funded.
- 20 years ago there was not much support for undergraduate research but there is now more support now (external grants, Fisher Chairs, etc.)
- The guidelines in the application have been implemented for specific reasons. For example, the single PDF requirement was implemented because some students submitted different parts on different days and some materials could be missed, some the language in the cover letter addresses specific concerns about faculty working with laboratory animals, and the 3.0 GPA requirement was implemented due to concerns that students struggling with courses need to devote time to their studies and may not have extra time for research. However, it is not always the highest achievers who do the best research so guidelines can be revised if necessary.

6. New Business

6.1. Faculty Salary Report: The senate created a faculty salary review committee that has representatives from every college and from clinical faculty, lecturers and librarians. There is also a statistics consultant (Amanda Jozkowski from Occupational Sciences). The committee is charged with reviewing faculty salaries regarding competitiveness, equity and salary compression. A report is made every year to RPAC, and every three years it also includes a 3-year analysis. The discussion included:
• The report from 2016-2017 has 49 pages but there are several tables included. In particular, it is helpful to look at table 2, the comparison of TU salaries with other institutions.

• For the analysis, they created a model with various components (years of service, rank, college) for what a faculty salary should be over time. The model was used to make salary predictions that could be compared with reality. The most extreme case of compression would be inversion. The study can be run in various ways, using each college or group of interest as a different population.

• The committee found evidence of salary compression. There was evidence for salary compression in specific colleges, specific departments and other specific groups (e.g. assistant/associate professors).

• The committee found significant differences in the salaries between men and women.

• The committee found that Towson salaries are 11% greater than median salaries of similar master-granting institutions. It was commented that this may reflect differences in cost of living between the institutions that were compared.

• The committee identify some severe cases (some data points that were really out of range) of salary compression or inequity.

• The committee made the following recommendations
  1. Adjust salaries to mitigate the instances of compression and inequity
  2. The provost office should keep careful records. Cost of living adjustments are easy to track but there is no historical data of individual member’s salaries (merit and promotion adjustments)
  3. Publically publish salaries. This is one way to mitigate problems, particularly for men and women. When people see where they stand, they can advocate for themselves.
  4. Review salaries. The committee recommends an individual salary review at the time of the third-year review for untenured faculty and at the time of each five-year review for tenured faculty for the purpose of making recommendations for adjustments. Some faculty do not know that adjustments are possible.

7. Adjournment
The meeting was adjourned at 3:05 pm.

Respectfully Submitted,

Ana Maria Soto