



**Board of Regents
Committee on Education Policy and Student Life**

**Minutes
Public Session**

The Committee on Education Policy and Student Life (EPSL) of the University System of Maryland (USM) Board of Regents met in public session on Friday, September 7, 2018 at the Universities at Shady Grove (USG). The meeting was convened at 9:35 a.m. Committee members present were: Regents Gourdine (chair), Brady, Fish, Frazier, Johnson, Wallace, and Wood. Chancellor Caret participated via telephone.

The following were also in attendance: Dr. Alvarez, Ms. Bainbridge, Ms. Baker, Dr. Beise, Dr. Boughman, Mr. Brenner, Dr. Coleman, Dr. Drimmer, Dr. Edelstein, Dr. Foust, Dr. Harpe, Ms. Jamison, Dr. Jarrell, Dr. Kelley, Mr. Klein, Dr. Lee, Dr. Lewis, Dr. Moreira, Dr. Moriarty, Ms. E. Murray, Dr. R. Murray, Mr. Neal, Dr. Olmstead, Ms. Pomietto, Ms. Rehn, Dr. Reitz, Dr. Sanford, Dr. Shapiro, Dr. D. Smith, Ms. K. Smith, Dr. Throop, Dr. Travis, Dr. Vanko, Dr. Ward, Dr. Westerman, Dr. Whitehead, Ms. Wilkerson, and other guests.

Chair Gourdine welcomed all to the meeting. She shared her pleasure with being chair of the committee and welcomed new regents Langston Frazier, Bob Wallace, and Bill Wood. Regent Gourdine thanked Dr. Edelstein, USG Executive Director, for his hospitality. Dr. Edelstein also welcomed the audience and shared details of USG's history, present, and future with special thanks to the Board of Regents for their support of regional higher education centers.

Action Items

2018 Mission Statements, Goals, and Objectives

Dr. Joann Boughman, Senior Vice Chancellor for Academic and Student Affairs, presented this report to the regents. In 2017, the Maryland Higher Education Commission (MHEC) prepared a new State Plan for Postsecondary Education entitled Increasing Student Success with Less Debt, 2017-2021. In accordance with Maryland statute, in the year following the approval of the State Plan, each institution within the state must review their mission statement (including statements on institutional identity, institutional capabilities, and institutional objectives and outcomes) to ensure consistency with the State Plan for Postsecondary Education and compliance with the State's equal educational opportunity obligations under State and federal law, including Title IV of the Civil Rights Act. In March 2018, each USM institution and regional center began campus-level reviews and updating of their mission statements and associated files. In July 2018, the institutions/regional centers submitted their documents to the USM Office of Academic and Student Affairs (ASA). Dr. Boughman and her staff thoroughly reviewed each submission and asked several institutions to make minor revisions to ensure alignment with guidance from MHEC. Upon the conclusion of those final reviews, the ASA team determined that the mission statements, goals, and objectives met MHEC's requirements. On August 14, 2018, the full Board of Regents was asked to review the mission statement and

institutional identity sections of each institution's and regional center's submissions and was given access to complete submissions if desired. Dr. Boughman shared that a review of these files illustrates the incredible diversity of our institutions as well as concern about and dedication to addressing campus climate, inclusion and diversity, and student success. Regents Brady and Gourdine thanked the institutions for their hard work. Regent Brady noted that the submissions reflect a tremendous amount of thought, as the sections reflect changes in what is important and needed in the world now as opposed to when this was done five years ago.

The Chancellor recommends that the Committee on Education Policy and Student Life recommend that the Board of Regents approve the 2018 Mission Statements, Goals, and Objectives. The motion was moved by Regent Frazier seconded by Regent Brady, and unanimously approved.

2018 Cultural Diversity Progress Reports

Dr. Zakiya Lee, Assistant Vice Chancellor for Academic and Student Affairs, presented this report to the committee. In 2008, the Maryland General Assembly required higher education institutions to develop, implement, and submit a plan for a program of cultural diversity to the Maryland Higher Education Commission (MHEC). Additionally, institutions must submit annual progress reports to MHEC summarizing institutional progress toward the implementation of its plan for cultural diversity. Institutions' full submissions were made available, and a USM narrative summary and summary chart highlight examples of this work.

Goal 1: Increase the numerical representation of traditionally-underrepresented groups among students, administrative staff, and faculty – When analyzing the significant work done toward this goal, two strategies emerged. (1) Institutions are targeting underrepresented students via a variety of recruitment efforts including partnerships with high schools, community colleges, minority-focused organizations, and college access groups. (2) Institutions are *focusing on the recruitment, hiring, onboarding, retention, and advancement of underrepresented faculty and staff*. USM institutions, departments, and colleges are working toward this goal by monitoring the diversity of search committees, targeting job advertisements to specific publications and networks, working to better understand implicit bias as related to the hiring practices, offering training for search committees to use inclusive hiring practices, tracking the diversity of applicants and hires, creating faculty networking groups and mentoring programs, and analyzing data. This work touches on many of the lessons shared and objectives of the USM's Symposium on Diversifying the Faculty that was held in April 2018; Dr. Lee updated the regents on that convening. Additionally, demographic data shared at the meeting illustrate that when compared to the baseline years of 2008-2009, USM institutions are enrolling and employing increasing numbers of people from traditionally-underrepresented groups. Although this diversification is positive, USM must continue efforts to increase the numbers of underrepresented faculty who are tenured or on the tenure track.

Goal 2: Create positive interactions and cultural awareness among students, faculty, and staff on campus – University officials created, encouraged the development of, and engaged in a variety of town halls, programs, trainings, and events to help positively affect the campus climate and relations among and between groups of difference. Additionally, several campuses described the recent formation of committees or workgroups dedicated to inclusion and diversity.

Goal 3: Provide a statement regarding the process for the reporting of campus-based hate crimes as consistent with federal requirements under the Clery Act –

All institutions provided the required statement. Additionally, Dr. Lee shared that out of increased concern about hate crimes and hate-bias incidents, the 2018 Joint Chairmen's Report requires the MHEC to collect information from institutions about their programs about hate-bias incidents. USM will have access to the reports and will share the findings with the Board.

The regents thanked the institutions for their hard work. Regent Brady expressed the importance of this work and encouraged all to continue the laudable efforts because it's the right thing to do, not simply to fulfill mandates. Regent Brady also asked if the aforementioned Symposium yielded any changes at the institutions. USM staff acknowledged that it did, and Provost Liz Throop (FSU) shared ways Frostburg is implementing lessons learned from the Symposium. Interim Provost Karen Olmstead (SU) shared news of USM's recently-awarded \$2 million NSF grant to UMBC, SU, UMCP, and TU for work on diversifying the faculty in the sciences. Chancellor Caret acknowledged the challenge of attracting diversity in the faculty because the pipeline is slim and noted work being done to improve the climate and conditions so that faculty are retained once they are hired. Regent Wallace asked what are USM's markers of success as related to inclusion and diversity. Dr. Lee and Dr. Boughman indicated that success can be seen in the numbers of diverse students, faculty, and staff and noted continued work to track more qualitative measures of success.

Information Items

Report on Academic Program Actions Delegated to the Chancellor, AY 2017-2018

Dr. Antoinette Coleman, Associate Vice Chancellor for Academic Affairs, presented this report to the committee. In accordance with Board Resolution III-7.03, this annual report is submitted to the Board of Regents to account for all academic program actions delegated to the Chancellor. Between September 2017 and August 2018, the Chancellor approved 27 new or modified certificates, 7 modified degrees, and 12 title changes. He also approved the suspension or discontinuation of 6 degrees, 1 minor, and 3 certificates. In addition, the Board of Regents approved 12 new degree programs. This is a significant increase in program actions over the previous year. A chart detailing the Chancellor's actions and programs approved by the Board is attached. Dr. Coleman highlighted the program discontinuations, as the regents have often asked about processes in place for suspending or ending programs that consistently did not meet enrollment projections. Regent Wallace asked for an update on the physician's assistants' program at UMES. Dr. Boughman and the provosts from UMES and UMB shared the status of the program, the inter-institutional partnerships that allowed most of the UMES students to complete their studies, and work being done to consider relaunching the program, as the demand for physician's assistants exists on the Eastern Shore.

Update on USM Matters for Baltimore: B-Power

Dr. Nancy Shapiro, Associate Vice Chancellor for Education and Outreach, presented this report to the committee. In August 2016, USM Chancellor Robert Caret envisioned B-Power, an effort to improve educational outcomes for Baltimore City students. Driven by UB and Coppin, Phase I of B-Power sought to leverage one-time USM resources to strengthen the pipeline from Baltimore City Public Schools to higher education institutions. After analyzing the results of two system-funded Phase I pilot projects, the USM is preparing to move forward with a program to dramatically increase the number of Baltimore City students who attend and graduate from college. Based at UB and Coppin, and in partnership with the Baltimore City Community College (BCCC), the USM Matters

for Baltimore: B-Power initiative will create a new pathway from middle and high school to two- and four-year institutions. The initiative—built around expanded college readiness courses at middle and high schools and dual enrollment English and mathematics courses at high schools for college credit—has the potential to improve both the collegegoing and retention rates. To launch USM Matters for Baltimore: B-Power, the USM is seeking approximately \$1,600,000 in support. In Phase II, leaders hope the initiative expands college readiness and dual enrollment programs by cementing UB’s progress, expanding to Coppin State University, and establishing sustainable support for all Baltimore City students. Once established as an on-going initiative, this model could be used to facilitate and manage the participation of other USM as well as non-System (Morgan State University) institutions and community colleges (BCCC, Community College of Baltimore County). UB’s Provost Darlene Smith and John Brenner, Director of Early College Initiatives, and Coppin’s Provost Leontye Lewis shared additional details about their work, the needs, challenges, successes, and hope for growth.

Tentative Annual Agenda, 2018-2019

The proposed agenda comprises anticipated action items as well as information and discussion items. Chair Gourdine noted key topics and shared that some items are reported on an annual schedule to ensure that the regents are well informed about topics of general interest (e.g. enrollment projections, campus crime reporting, financial aid), while others respond to specific requests for reports and recommendations on a variety of topics of interest to the Committee as shared during the May 2018 meeting. Regents did not offer modifications to the tentative agenda but should contact Regent Gourdine if they wish to share comments later.

Action Item

Motion to Adjourn

Regent Gourdine called for a motion to adjourn and read the appropriate statement to reconvene in closed session to address an honorary degree nomination. The motion was moved by Regent Wood, seconded by Regent Johnson, and unanimously approved. Regent Gourdine adjourned the meeting at 11:20 a.m.

Respectfully Submitted,

Regent Michelle Gourdine
Chair