

**UNIVERSITY SYSTEM OF MARYLAND  
BOARD OF REGENTS  
COMMITTEE ON EDUCATION POLICY  
MINUTES OF THE MEETING OF JUNE 2, 2010**

The Committee on Education Policy of the University System of Maryland Board of Regents met in public session on Wednesday, June 2, 2010, in the Hilda and Michael Bogomolny Room on the fifth floor of the Student Center (21 W. Mt. Royal Avenue) on the campus of the University of Baltimore, Baltimore, Maryland, beginning at 9:30 a.m. Present were Dr. Florestano, Chairperson; Ms. Elfreth, Mr. Slater, and Dr. Young; Mr. Augustine participated in the meeting by telephone. Also present were Dr. Adams, Dr. Allen, Dr. Barlow, Dr. Beise, Dr. Brown, Dr. Chigbu, Dr. Coleman, Ms. Creek, Dr. Dadson, Mr. Davidson, Ms. Doyle, Dr. Druin, Dr. Farvardin, Ms. Fink, Dr. Foster, Dr. Gartner, Dr. Goldstein, Ms. Harbison, Mr. Hermann, Dr. Hirshman, Ms. Hollander, Mr. Lurie, Ms. Marionni, Ms. Moultrie, Mr. Muntz, Dr. Okoh, Dr. Olmstead, Dr. Orlin, Dr. Parsons, Dr. Passmore, Mr. Ramsey, Dr. Seldomridge, Ms. Shaheed, Dr. Shapiro, Dr. Shelton, Mr. Siemer, Dr. Stuart, Assistant Attorney General Travieso, Dr. Watson, Dr. Welsh, Dr. Williams, Dr. Wood, Ms. Worthington, members of the press, and other observers.

Dr. Florestano called the meeting to order. The agenda items were discussed in the order reported in the minutes; copies of materials distributed at the meeting are on file with the official minutes of the meeting.

UB Provost Dr. Joseph Wood welcomed the Committee to the University of Baltimore and spoke briefly about some of the institution's recent activities and accomplishments.

**1. New Academic Program Proposals.**

**a. BSU: B.A./B.S. in Criminal Justice.** BSU Interim Provost Ms. Karen Shaheed introduced Dr. Antoinette Coleman, Dean of the College of Arts & Sciences, and Dr. Charles Adams, Coordinator of the Criminal Justice Program, who presented the program proposal. Dr. Coleman noted that, currently, criminal justice is offered as a concentration within the sociology program, but that this designation does not allow students and graduates with the competitive advantage with prospective employers. This proposal responds directly to student enrollment trends, she said. Over the past three years, BSU enrollment data show that on average 76% of BSU's sociology majors select a concentration in criminal justice. Moreover, during this time, sociology majors with a concentration in criminal justice have been increasing on an average of 20% per year. Dr. Coleman noted that there is great market demand for graduates in criminal justice, particularly as the field is changing to encompass alternatives to incarceration, including community-based corrections programs.

Dr. Adams commented that, in designing the curriculum for the new program, they followed the guidelines of the Academy of Criminal Justice Sciences (ACJS). The focus of the program will be on alternatives to incarceration and the myriad social issues and problems confronting the American criminal justice system from a critical perspective to prepare students to positively work in the system to impact crime and promote all avenues of justice.

Dr. Florestano asked what BSU intends to do with its sociology major if 67% of the students in that major go into the new criminal justice program. Dr. Coleman said BSU will retain the sociology major since there is interest in other areas of sociology; she speculated that the program will be strengthened by the split from criminal justice since the sociology major will be more clearly defined.

Dr. Florestano asked why BSU believes there is a need for this program given that other USM institutions offer undergraduate degrees in criminal justice and criminology. Dr. Coleman responded that most of the other programs are geographically distant from BSU, that the focus

of many of those programs is on law enforcement, and that each university offers a major that is unique to its mission and course offerings as well as being strategically located to serve a particular region of the state. The UMUC program is largely on line, she added, noting that the BSU program will provide face-to-face instruction as well as a strong internship component. In response to a question from Dr. Florestano about the diversity in student enrollment, Dr. Coleman said that she thinks that criminology will attract a more diverse student body to the campus.

Mr. Slater asked what the difference is in employment opportunities for students with a concentration in criminal justice and those with a degree in criminal justice. Dr. Adams responded that the expanded course offerings associated with a full major will permit students to delve into the discipline in a way that is not currently possible. The internship experience will strengthen the graduates' marketability as well, he said.

Mr. Slater noted that in the course listings in Appendix A there is no requirement for a course in American literature nor one in American history beyond an optional African-American history offering. Dr. Coleman pointed out that students have the option to take those courses as part of their general education requirement. Mr. Slater said that he remains concerned that the USM is graduating people who have no knowledge of their own country's history or literature. Dr. Florestano said that the Committee will delve into the topic of general education during the next academic year through a series of presentations by the institutions.

Dr. Young asked about strategies to increase diversity. Dr. Coleman said that the College was doing a lot of one-on-one recruitment, hands-on recruitment with diverse populations in and out of Prince George's County and the state of Maryland, both with transfer students and recent high school graduates. Dr. Young noted that immigrant populations are seriously under-represented in this field. Dr. Coleman said that those populations are growing in BSU's College of Professional Studies.

Mr. Augustine commented that BSU has made its case well and that this is an appropriate program for them to offer. He added that data show that 82% of the people incarcerated in this country today are high-school dropouts, which makes a strong case for education in general. Noting that the equipment budget for the proposed program is very modest, he asked if BSU has plans to make future investments in the sorts of sophisticated equipment now associated with the field. Dr. Coleman said that BSU has and continues to seek partnerships with industry so that students in the program can use some of the "large ticket items" in their internships. Ms. Elfreth asked if there are partnerships already in place; Dr. Adams said that there are.

Following discussion, Mr. Slater moved, Dr. Young seconded, and the Committee on Education Policy recommended that the Board of Regents approve the proposal from Bowie State University to offer the Bachelor of Science/Bachelor of Arts in Criminal Justice with concentrations in forensic science, community-based corrections, and social justice. Dr. Florestano reminded Dr. Coleman to keep an eye on the sociology major.

**b. SU: Doctor of Nursing Practice.** SU Provost Diane Allen introduced Dean Karen Olmstead of the Henson School of Science and Technology; Dr. Lisa Seldomridge, Chair of the Department of Nursing; and Dr. Mary Parsons, Director of Graduate and Second Degree Nursing Programs. Dr. Seldomridge presented the program, noting that the DNP aligns well with Salisbury's mission, and the proposal is timely for four key reasons. First, with the recent passage of health care reform legislation, there will be a significant increase in demand for nurse practitioners to provide lower-cost primary care services especially in rural areas and

inner cities. There is also a shortage of nursing faculty that might be ameliorated by an increase in DNP-degreed nurses. The program is also a direct response to the AACN 2015 mandate to transition advanced nurse practitioner education to the doctoral level. Finally, she noted, there is no opportunity for DNP preparation on the Eastern Shore or in Delaware, and other options in Maryland are geographically distant and already at capacity. Dr. Seldomridge added that SU's graduates currently have a 100% pass rate on the certification examination for nurse practitioners.

Following a question from Mr. Slater, there was a discussion of the differences in terms of training and responsibilities between registered nurses, nurse practitioners, certified nurse practitioners, and physicians' assistants. Mr. Slater asked about how many DNPs there are now, noting that he has never encountered one. Dr. Seldomridge said that the DNP is a relatively new degree; the degree for nursing faculty in the past has been the Ph.D., she said, but the DNP has a clinical, practitioner focus rather than a strict research focus. Dr. Young said that, as a medical professional, he has a great deal of respect for nurse practitioners, but he is not sure what a DNP could do clinically beyond what a regular nurse practitioner can do. Dr. Seldomridge replied that the American Association of Colleges of Nursing has identified seven core competencies for DNPs; she noted that the program will take people who have the NP and expand their skills into areas in which they might not have great depth, promote leadership, expand their knowledge of health care policy, and improve the quality of care through study of populations, not just individuals. The DNP requires 1,000 clinical hours, which might permit the student to specialize in a particular area of medicine. Dr. Seldomridge said that while initially the DNP program will admit post-master's students, it will transition to a post-baccalaureate DNP program with an audience composed primarily of graduates of SU's baccalaureate nursing program, especially students in SU's second-BS degree in Nursing.

Following discussion, Dr. Young moved, Ms. Elfretth seconded, and the Committee on Education Policy recommended that the Board of Regents approve the proposal from Salisbury University to offer the Doctor of Nursing Practice.

**c. UMCP: MS in Human Computer Interaction.** UMCP Provost Dr. Nariman Farvardin said that he would like to report to the Committee on a number of other program activities of interest prior to his presentation of the MS in Human Computer Interaction. He said that the first action is the merger of the Departments of Dance and Theatre into a School of Theatre, Dance and Performance Studies. Dr. Farvardin said that this merger recognizes significant interdisciplinary developments in the fields of Theatre and Dance, both of which draw upon the methods and approaches of Performance Studies. It will enhance opportunities for collaboration among the undergraduate, graduate, and faculty populations of both units, and it will optimize the use of administrative resources. The recently approved MFA in Performance Studies is an example of where such interdepartmental collaborations have already begun. There will be no immediate changes to the existing undergraduate or graduate programs in either department, but the School's new Plan of Organization spells out specific mechanisms for coordinating undergraduate advising, and calls for a joint graduate-level committee to consider issues of curriculum, advising, and professional development across the departments. Administratively, the School will operate in parallel with the other departments in the College of Arts and Humanities, much like the School of Music and the School of Languages, Literatures and Cultures, each of which has a director appointed by the college dean. This merger has been approved by the University Senate, he noted, and the Chancellor has been sent a letter of information.

Second, Dr. Farvardin said, is something that he knows the Committee is always enthusiastic about, that is program elimination. He reported that the College of Education has been undergoing a process of reducing its inventory of advertised programs, eliminating many specialty areas and formal areas of concentration that have been obsolete for a number of years. These are programs that have had no students enrolled in them for a long while. A total of 19 programs, concentrations, or specialty areas will be deleted, Dr. Farvardin reported. In addition, he said, the bachelor's degrees in secondary education will be consolidated from six offerings to two offerings (one B.A. and one B.S.), each with three specializations. The curricula are unchanged, but we believe that this arrangement will be clearer to students, he said, adding that all students in this program double-major with a discipline-specific program, so that upon graduation, they will be eligible for certification as a secondary education teacher in the state of Maryland. Dr. Farvardin noted that the reorganization of the secondary education degrees has been approved by the Chancellor and has been sent to MHEC for approval; a request for the program terminations has also been sent to the Chancellor and is awaiting approval.

A third major initiative, Dr. Farvardin reported, is the merger of programs in the department of Nutrition and Food Science. In the 1990's, the departments of Nutrition and Food Science were merged into a single unit as part of a campus-wide reorganization. As part of the unit's periodic review in 2009, the external review team recommended that the unit could be strengthened by consolidating its degree programs as well, which would create a more streamlined and effective use of resources and open new venues for research collaborations. The three undergraduate programs (nutrition, food science, and dietetics) will be merged into one program with a common core curriculum of 54 credits, and the three programs will become areas of concentration within one degree, each requiring an additional 66 credits. The curricula will be retained and will continue to meet their accreditation requirements. Students who are enrolled in the current programs may finish their degrees as they are currently named. The two graduate programs (Nutrition, Food Science) will also be merged, again taking advantage of the fact that portions of the two curricula already overlap. This action has been sent to the Chancellor for approval, Dr. Farvardin said.

Other program terminations in process at UMCP include the termination of the (previously suspended) M.A. in Comparative Literature, as part of a consolidation of this program with programs in the department of English, and the deletion of the graduate programs in Soil Science and Crop Science, the activities of which are now encompassed within the programs in Environmental Science and Technology and in Plant Sciences, respectively.

Dr. Florestano commented that this was very good news indeed. Dr. Farvardin then turned to the new proposal before the Committee, noting that the proposed Master of Science in Human Computer Interaction (HCI) will educate well-qualified individuals in the theory and practices of HCI, preparing professionals who will become leaders in industry, government, education and other sectors in an area that has been identified as one of the most important emerging areas of the technology-related job market. He said that the University of Maryland's College of Information Studies (the iSchool) is an ideal home for such a program because of its long history of interdisciplinary study, the expertise of its faculty, and its prominent role in HCI research. The iSchool faculty includes individuals whose graduate education was in a wide range of disciplines but who currently carry out research in HCI or closely related areas. We envision this program to be complementary to the graduate degrees in Information systems at UMBC and Towson University because of the particular focus and expertise of our faculty. The UMCP program will have a strong information management perspective, reflecting the expertise of its iSchool faculty in technology-mediated social participation, social networks, technologies

for children, information visualization, information retrieval, library and information science, and electronic government and information policy.

Dr. Farvardin said that the 30-credit curriculum contains a mix of required courses and electives, many of which are currently offered, along with a full-time internship and either a capstone design project or thesis. The program anticipates a steady-state enrollment of about 60 students, with a mix of full-time and part-time students. Dr. Farvardin then introduced Dr. Diane Barlow, associate dean in the College of Information Studies, Associate Professor Dr. Allison Druin, and Professor Elizabeth Beise, Interim Associate Provost for Academic Planning and Programs.

Dr. Florestano asked why the Committee should support this program, given the existence of undergraduate and graduate degrees in Information Systems at both UMBC and Towson University. Dr. Barlow responded that the programs will differ in several important aspects, particular in that the proposed UMCP program will have a strong library science and information management perspective that neither of the existing programs has. The UMCP program also has a very diverse target population and a capstone/thesis option. Further, the UMCP program will take full advantage of the campus's internationally recognized HCI laboratory.

Mr. Augustine commented that this is an important field with a very broad footprint. He noted that he failed to find in the UMCP proposal any discussion of interactions with computers on human terms, such as context-driven decision making, voice recognition, and so on. Dr. Barlow said that the emphasis of the proposed program is broader than what Mr. Augustine describes and focuses on how to transform people's interactions with information, including the design, evaluation, and implementation of new information technologies. Dr. Florestano asked what undergraduate degrees might feed into this master's program. Dr. Barlow responded that any aspect of the human experience that can be affected by information technology would be an appropriate feeder.

Dr. Florestano commented that the proposal provided to the Committee is simply not very persuasive, although she acknowledged that what Dr. Barlow has said in addressing the Committee does make a strong case for the program. She suggested that the Committee might be prepared to endorse the concept but she asked that the proposal be rewritten and expanded to address questions that have been raised, including more documentation on need, more description of the other USM programs and what differentiates this one from those, more description of career opportunities for graduates of the program (e.g. titles), and more detailed enrollment projections.

UMBC Provost Dr. Eliot Hirshman commented that UMBC is supportive of the College Park program and sees opportunities for potential collaboration.

Following discussion, the Committee asked that UMCP rewrite its proposal to provide the additional information requested in today's discussion, with a recommendation for action to be deferred to the June 18, 2010 meeting of full Board.

**d. UMES: B.S. in Urban Forestry.** Dr. Charles Williams, Vice President for Academic Affairs at UMES, introduced Dr. Gladys Shelton, Dean of the School of Agricultural and Natural Sciences, and Dr. Robert Dadson, Acting Chair of the Department of Agriculture, Food and Resource Sciences.

Dr. Dadson noted that, in spite of excellent job prospects for individuals trained in urban forestry, there is a marked shortage of minority group members entering the field caused by a lack of information about job opportunities and programs aimed at under-represented minorities. The proposed program fulfills the mission of UMES and addresses the mission of the 2004 MHEC state plan for postsecondary education, he said. The proposed program in Urban Forestry represents a new career degree that is not offered anywhere else in Maryland. It is supported at UMES by existing curricula, a highly qualified professional faculty and support staff, a 120-acre forest in the University Research and Teaching Farm, and related support facilities. Dr. Dadson noted that UMES has an agreement with USDA that will provide two additional faculty members for the program; UMES has also applied for a 2011 Elkins Professorship to support the program, he added.

Dr. Florestano asked where the closest programs in the country are located; Dr. Dadson said that there is a program in urban forestry at Southern University in Baton Rouge; no programs currently exist at HBCUs, he added.

Ms. Elfreth asked what those interested in the field have been doing in the absence of a baccalaureate program in the state. Dr. Dadson said that Allegany Community College has a two-year A.A.S. program in forestry technology but that students seeking a baccalaureate degree have been going out of state. Dr. Florestano asked if students are required to take a licensing exam; Dr. Dadson replied that there is a practice requirement as well as an examination for licensure.

Dr. Florestano asked if there are numbers to support the need for the program. Dr. Dadson responded that the projected 2018 outlook for jobs in forestry is 12,900. The U.S. Bureau of Labor Statistics reports that federal, state, and local governments employ the majority of conservation scientists and foresters, and a large percentage of new jobs will be found in these areas. The federal government and some state governments expect a large number of their workers to retire over the next decade. As a result, there are likely to be numerous job openings for foresters and conservation scientists in government. In general, Dr. Dadson said, workers with a four-year degree from an accredited university program, along with good technical and communication skills, should have the best opportunities for entry-level work.

Mr. Augustine asked how easily individuals can move between general forestry and urban forestry for jobs. Dr. Dadson said that the expected student learning outcomes for the program have been aligned with those suggested in the Accreditation Handbook of the Society of Professional Foresters. General foresters would be employed in parks and forest settings and would be expected to be able to interpret and assess important components of a forested ecosystem as well as recommend appropriate management actions for that landscape. Urban foresters live and work in larger cities and manage urban trees. They are able to understand molecular biology, cells, organisms, populations, species, communities and ecosystems and to evaluate soil properties and processes, hydrology, water quality, and watershed functions; but they are also concerned with quality-of-life issues, such as air quality, shade, beautification, storm water runoff, and property values in the urban environment. He acknowledged that a move from one field to the other might require some additional study.

Following discussion, Ms. Elfreth moved, Dr. Young seconded, and the Committee on Education Policy recommended that the Board of Regents approve the proposal from the University of Maryland Eastern Shore to offer the Bachelor of Science in Urban Forestry.

**e. UMES: P.S.M. in Quantitative Fisheries and Resource Economics.** Dr. Williams introduced Dr. Joseph Okoh, Professor and Chair of the Department of Natural Sciences, and Dr. Paulinus Chigbu, Professor and Director of the Living Marine Resources Cooperative Science Center.

Dr. Okoh described the organization of the Department of Natural Sciences. He noted that UMES has received NSF funding of approximately \$700,000 to support the proposed P.S.M. program, which will be offered in collaboration with NOAA and the University of Miami Rosenstiel School of Marine and Atmospheric Science. He said that the program will be broadly interdisciplinary, providing training not only in the technical subject matter of fisheries science, but also in management, leadership and communication skills.

Dr. Florestano commented that the proposal was well done and that UMES has made a good case for the proposed program. She noted that it was particularly impressive that external grant funding has been secured.

Following discussion, Dr. Young moved, Mr. Slater seconded, and the Committee on Education Policy recommended that the Board of Regents approve the proposal from the University of Maryland Eastern Shore to offer the Professional Science Master's in Quantitative Fisheries and Resource Economics.

Dr. Florestano asked for a reordering of the information items on the agenda.

## **2. Report on Program Actions Delegated to the Chancellor, 2009-2010.**

Ms. Hollander presented the annual report to the Board on program actions delegated to the Chancellor, in accordance with Board Resolution III-7.03. She said that, during the academic year 2009-2010, the Chancellor approved 12 new certificates and concentrations. He also approved the suspension and discontinuance of seven degree programs and 37 certificates and areas of concentration. In addition, 22 new programs and certificates were approved by the Board of Regents. All of the actions, both those delegated to the Chancellor and those acted upon by the Board, are included on the chart distributed with the meeting agenda. Ms. Hollander noted that actions taken at today's meeting will be reflected in next year's report. In response to a question from Mr. Slater, Ms. Hollander explained the difference between a program suspension and a discontinuance.

Dr. Florestano said she was struck by the number of institutions that have not discontinued anything. She also noted that UMES has changed the name of its golf management program to include the PGA name, and she asked if it is appropriate to have a commercial title attached to one of the USM's degree programs. Dr. Williams responded that the program was designed in conjunction with the PGA and that all other similar programs nationwide carry the PGA designation in their titles. Dr. Goldstein said that he doesn't know that we have a choice in this particular instance, but he agreed with Dr. Florestano that this change should not be considered to create a precedent for other program naming.

Dr. Florestano asked about the UMES modification of its Ed.D. program; Ms. Hollander said that several courses were added to the program to help students fulfill MSDE requirements for the Administrator II certificate.

## **3. P-20 Update.**

Dr. Nancy Shapiro, Associate Vice Chancellor for Academic Affairs, shared with the Committee a slide presentation (a copy of which is on file with the official minutes of the meeting)

highlighting the P-20 work that has taken place over the past academic year. Noting that “students can’t learn what they haven’t been taught, and teachers can’t teach what they haven’t learned,” she emphasized that higher education has a critical stake in K-12 education that forms the basis for the work of the Governor’s P-20 Leadership Council and of the USM grant-funded P-20 partnerships. Her presentation highlighted the four USM federal grants, focusing on the distribution of funds and the sustainability of the partnerships created with the grant funding. She also spoke briefly about teacher education and alignment initiatives in which the USM is a key player. Dr. Florestano thanked Dr. Shapiro for her excellent work. Mr. Slater said he would like to receive a follow-up report on the grants that have just concluded in 2010.

#### **4. Annual Report on Intercollegiate Athletics.**

**a. Institutional Reports to the Board of Regents for AY 2008-2009.** Dr. Goldstein reported that once again, the Committee has received from the eight institutions that have intercollegiate athletics programs detailed reports on academic and fiscal matters related to their programs, including admissions, graduation, student athletic fees, revenues, expenditures, and fund balances. He noted that representatives from the institutions are in attendance to respond to questions from the Committee.

Mr. Slater asked how the UMCP fund balance could be exactly \$0 year after year. Dr. Kathy Worthington, Senior Associate Athletic Director at College Park, noted that UMCP has funds available for the support of student-athletes in a Terrapin Club account; at the end of the fiscal year, the exact amount required to balance expenditures for scholarship athletes is transferred to the operating account so that the fiscal year closes with a zero balance.

Dr. Florestano said she is impressed by the Athletic Council described in the UMCP report, and she asked if other institutions had similar bodies. Dr. Charles Brown of UMBC said that the NCAA dictates that institutions have an Athletic Council, and all of the institutions are in compliance with that requirement. There was a discussion of the differences between the federal graduation rate and the NCAA graduation success rate. Following a brief discussion of the negative press associated with UMCP’s low graduation rate for men’s basketball, Dr. Worthington assured the Committee that the rates have improved dramatically and the improvement will be reflected in NCAA data in the next few years. Mr. Slater commented that the amount of money spent to keep athletes in good standing is huge; he suggested that those funds might have a dramatic impact on a larger population of students. Dr. Worthington pointed out that the academic support services provided by the athletic department benefit not only men’s basketball but roughly 700 student-athletes in all.

Dr. Florestano asked about the dramatic difference in expenditure on men’s and women’s golf at Towson; Mr. Hermann noted that travel is a large part of the expenditure picture for the golf teams and that the women’s team, which is a new program, does not yet have as extensive a travel schedule as does the well-established men’s team. Mr. Slater asked if UMES now has a golf team; UMES Athletic Director Mr. Keith Davidson said that UMES will field a golf team in Fall 2010; he noted that there were not enough eligible players to field a team out of the PGA program this past academic year.

Dr. Florestano asked about deficit reduction plans for those institutions whose programs have negative fund balances. Dr. Brown reported that UMBC is on track and will have its negative fund balance below \$500,000 within six years. BSU has seen increased fundraising, said Interim AD Ms. Arlene Creek, and has run its program in the black for the past few years, contributing surplus revenue to reduce the accumulated deficit.



Dr. Florestano noted that the report, while exceptionally useful to the Regents, is long and detailed, and she asked the institutions if there is a way that it might be streamlined to make its production less onerous for them. Dr. Hirshman said that the information is the same as that required for NCAA certification reviews. Dr. Worthington agreed that most of the information requested for the Board report is already being collected for the NCAA and for the OCR EADA report. Dr. Brown said that the Board requirement for this report is actually a big help to the institutions. "We're ahead with the NCAA and with our conference because we do this report for the Regents," he said.

Dr. Goldstein reported that this year's NCAA APR results are not yet available, although a press release has been issued concerning those teams whose APR scores are in the top 10% nationally; two USM teams – TU Women's Cross Country and UMCP Women's Lacrosse – are on the list. Dr. Worthington said that, in her most recent conversation with the NCAA office, she was told that the APR scores would be released on June 9.

**b. Update on CSU Plans to Address Structural Deficit in the Intercollegiate Athletics Program.** Vice President for Administration and Finance Mr. Richard Siemer and Athletic Director Mr. Derrick Ramsey conveyed President Avery's regret for missing the EPC meeting due to the funeral of a close personal friend and also expressed gratitude to the Committee for its patience in giving Coppin additional time to prepare its deficit reduction plan. Mr. Siemer noted that the plan has three phases. Phase I, which has already been implemented, involved increasing the athletic fee; he noted that it would have required a 50% increase in FTE enrollment in order for that change alone to have balanced the budget, an increase that is not going to happen in the short run. Phase II is the document presented to the Committee today, which includes a consultant's report on the viability of changing NCAA divisions from Division I to Division II or III as well as a series of proposed spending reductions. Implementation of Phase II will result in a small surplus in the annual budget by 2013, Mr. Siemer said. Phase III, which will address the accumulated deficit, is "a talk for another time," he added.

Mr. Ramsey elaborated somewhat upon the pros and cons of changing divisions or conferences. He said that it makes most sense for CSU to stay where it is, adding that he is looking for more sponsorship opportunities and increased facilities use fees to supplement athletic department revenue.

Dr. Young commented that the plan Coppin presented today is a comprehensive document, and he hopes it comes to fruition.

**5. USM Report on Transfer Students: Patterns of Enrollment and Success.**

Mr. Chad Muntz, USM Director of Institutional Research, presented the report. He noted that transfer students are a vital segment of the USM undergraduate student population. In FY 2009, over 18,600 new transfer students at USM had attended another college or university previously, with almost a half transferring from Maryland's community colleges. Using an on-screen presentation (a copy of which is on file with the official minutes of the meeting), he touched briefly on the highlights of the report, including trends in number of Maryland community college transfer students, their demographic characteristics, programs of study, attendance patterns and graduation rates.

Mr. Augustine commented that the way we keep statistics is unfair to us and to our students, who may leave higher education in good standing because of financial and family obligations; he suggested that minority students may be particularly affected. Mr. Muntz agreed that the reasons for being unsuccessful and/or dropping out of college are wide and varied. Mr.

Augustine said he would like to see a "side study" of how many students drop out in good academic standing.

**6. Report on Retention and Graduation Rates in the USM.**

Mr. Muntz gave a brief on-screen presentation (a copy of which is on file with the official minutes of the meeting). He reminded the Regents that the report is based upon a cohort of 13,000 new first-time full-time freshmen across the System, so that each percent difference in retention or graduation represents 130 students. He noted that first-time, full-time freshmen are the traditional group of students tracked by MHEC and the federal government for accountability purposes. The report provides retention and graduation rates for all students and for African-American students for the USM and for individual institutions. Retention and graduation rates for Hispanic students and Pell Grant first-time, full-time, degree-seeking students are provided at the System level only.

Overall, USM institutions are enrolling, retaining and graduating more students. African-American freshman enrollment at USM institutions has increased 49 percent over the past 10 cohorts. The 2008 cohort second-year retention gap between African-American students and all students was unchanged at 7 points. The 2003 cohort six-year graduation rate gap was 25 percentage points, which was a 1% increase from the prior year.

Dr. Florestano thanked Mr. Muntz for both reports, noting that they document things that we know intuitively. Those community college transfers who earn the AA degree prior to coming to the USM graduate at higher levels than those with few credits earned at transfer, and maintaining full-time status makes a big difference in persistence and success.

Ms. Elfreth asked what the six-year graduation rate is nationally; Mr. Muntz replied that it is about 57% among all four-year institutions and about 55% among four-year publics, so the USM is doing better than the national average. Mr. Kendall asked if we have statistics on how many students earn degrees after more than six years; Mr. Muntz said that this would be something to look at among transfer populations in particular. Dr. Young asked if graduation rates have been looked at by program; Mr. Muntz said that this would be complicated by the number of students in any given cohort who change majors.

Dr. Florestano commented that it is clear that this is an important topic about which the Regents need to be well-informed.

**7. Adjournment.**

Mr. Slater moved, Dr. Young seconded, and the Committee voted unanimously to adjourn its public session at 12:15 p.m.

Respectfully submitted,

Patricia S. Florestano  
Chairperson