



REVISED
BOARD OF REGENTS
Physical Education Complex
Multipurpose Gym—Rm. 108
Coppin State University

September 20, 2019

AGENDA FOR PUBLIC SESSION

9:00 A.M.

Call to Order Chair Gooden
Welcome from Coppin State University Dr. Burnim
Recognition of Board of Regents Staff Awards Recipients Chair Gooden

1. Exception Contribution: Rachel Brubaker, UMBC
2. Exception Contribution: Margaret Gibbs, UMCP
3. Outstanding Service: Dr. Lawanda Dockins-Mills, SU
4. Outstanding Service: Valencia Tirado, UMCP
5. Extraordinary Public Service: Larry Hennessey, UMBC
6. Extraordinary Public Service: Bridgette Karalewitz, FSU
7. Effectiveness and Efficiency: James A. Brown, CSU
8. Effectiveness and Efficiency: Celso Guitian, UMBC
9. Inclusion, Multiculturalism & Social Justice: Jess Myers, UMBC
10. Inclusion, Multiculturalism & Social Justice: Jayne French, TU

Educational Forum – Student Debt and Financial Aid

David Attis, Education Advisory Board
Chad Muntz, University System of Maryland

Chancellor's Report (information)

Chancellor Caret

I. Report of Councils

- a. *Council of University System Presidents* Dr. Perman
 - i. August 6, 2019
 - ii. September 9, 2019
- b. *Council of University System Faculty* Dr. Kauffman
- c. *Council of University System Staff* Ms. Gray
- d. *University System of Maryland Student Council* Mr. Forrest

2. Public Comment

3. Consent Agenda

Chair Gooden

- a. Committee of the Whole

- i. [Approval of meeting minutes from June 21, 2019 Public and Closed Sessions \(action\)](#)
 - ii. [Approval of meeting minutes from August 7, 2019 Public and Closed Sessions of a Special Board Meeting \(action\)](#)
 - iii. [Resolution on Defense Security Service \(action\)](#)
 - b. Committee on Education Policy and Student Life
 - i. [Approval of meeting minutes from September 6, 2019 \(action\)](#)
 - ii. [New Academic Program Proposals \(action\)](#)
 - 1. [Salisbury University: Bachelor of Science in Data Science](#)
 - 2. [Salisbury University: Bachelor of Arts in Outdoor Education Leadership](#)
 - iii. [Discussion of Proposed Amendments to Committee Bylaws and Draft Committee Charge \(information\)](#)
 - iv. [Report on Academic Program Actions Delegated to the Chancellor, AY 2018-2019 \(information\)](#)
 - v. [Notification of Awards: USM Regents Scholars Program, Donald Langenberg Lecture Award, Wilson H. Elkins Professorships \(information\)](#)
 - vi. [Tentative Annual Agenda, 2019-2020 \(information\)](#)
 - c. Committee on Organization and Compensation
 - i. [Board Agenda Guidelines: Consideration of Matters as Individual Items \(information\)](#)
 - ii. [Guidelines for Public Comment During Board Meetings \(information\)](#)
 - d. Committee on Finance
 - i. [Approval of meeting minutes from June 12, 2019 Public and Closed Sessions \(action\)](#)
 - ii. [Committee Charge \(action\)](#)
 - iii. [Board of Regents Statement of Values and Expectations—Update on 2019 End of Year Report on Planning Activities \(information\)](#)
 - e. Committee on Advancement
 - i. [Year-to-date fundraising report \(information\)](#)
- 4. Review of Items Removed from Consent Agenda
- 5. Committee Reports
 - a. Committee on Finance Regent Attman
 - i. [Amendment to Fiscal Year 2020 Schedule of Tuition and Mandatory Fees to recognize Towson University Undergraduate Differential Pricing Tuition Rates \(action\)](#)
 - ii. [University of Maryland, Baltimore County: New Health Services and Counseling Building \(action\)](#)
 - iii. [University System of Maryland: Amendment to the Forty-First Bond Resolution—Auxiliary Facility and Tuition Revenue Bonds \(action\)](#)
 - iv. [University of Maryland, College Park: New Cole Field House \(action\)](#)

- b. Committee on Organization and Compensation Regent Rauch
 - i. [Committee on Governance and Compensation Charge \(action\)](#)
 - ii. [Revisions to BOR Bylaws \(action\)](#)

- c. Committee of the Whole Chair Gooden
 - i. [Resolution for Katrina J. Dennis \(action\)](#)
 - ii. Special Committee on Board Governance Update (information)
 - iii. Update from the Advisory Committee on Implementation of the External Recommendations for Student Athlete Well-being at UMCP (information)

- 6. [Reconvene to Closed Session \(action\)](#) Chair Gooden



Student Debt

Understanding the Challenges and Opportunities

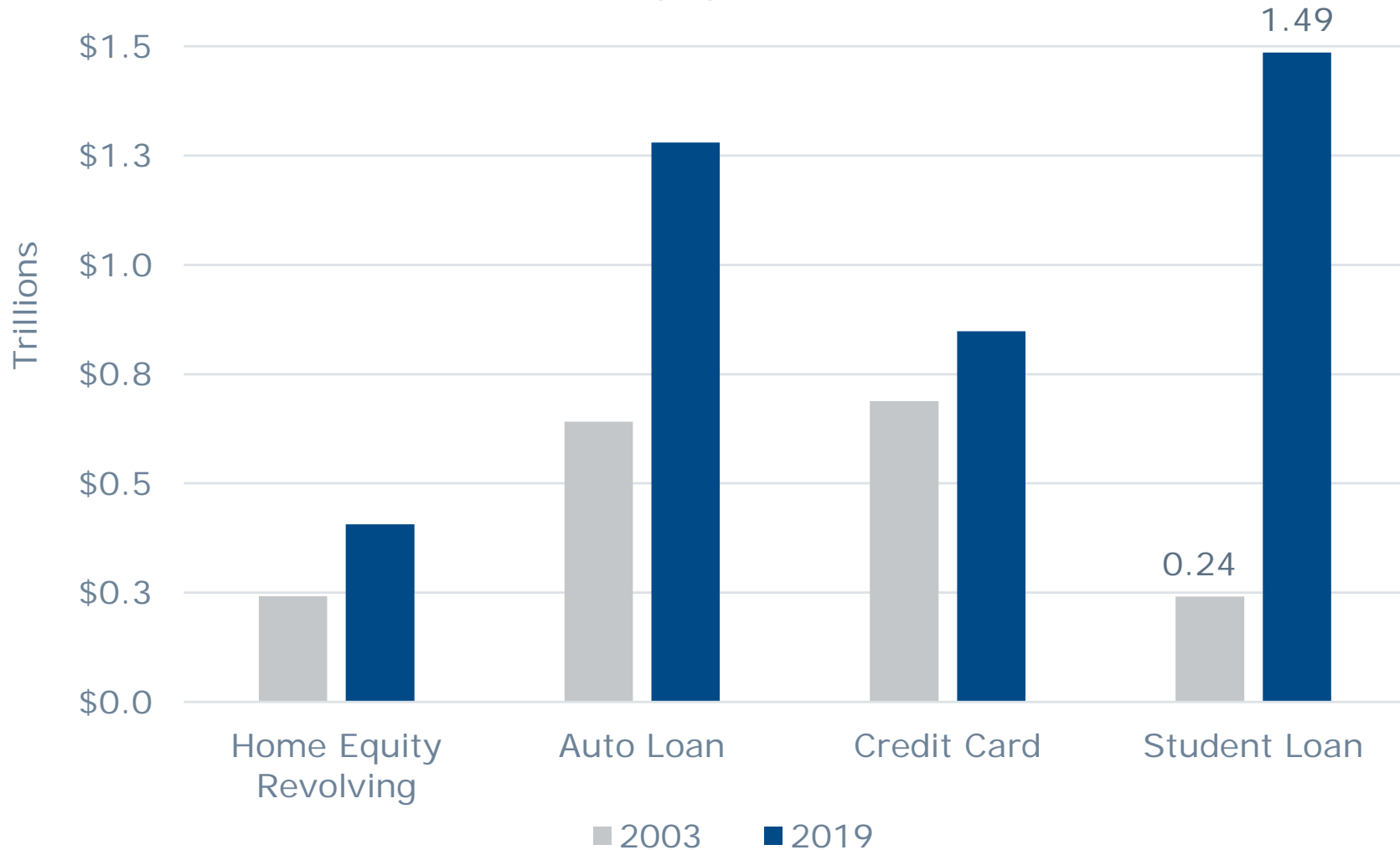
David Attis
Managing Director of Strategic Research



Student Debt Approaches \$1.5 Trillion

Total Outstanding Student Debt Has Increased Dramatically

Non-Mortgage Household Debt



1) Note: Mortgage debt is \$9.4 trillion in 2019 or 6 times higher than student loan debt



Why Is Student Debt Increasing?

Rising Tuition Is Only One Factor

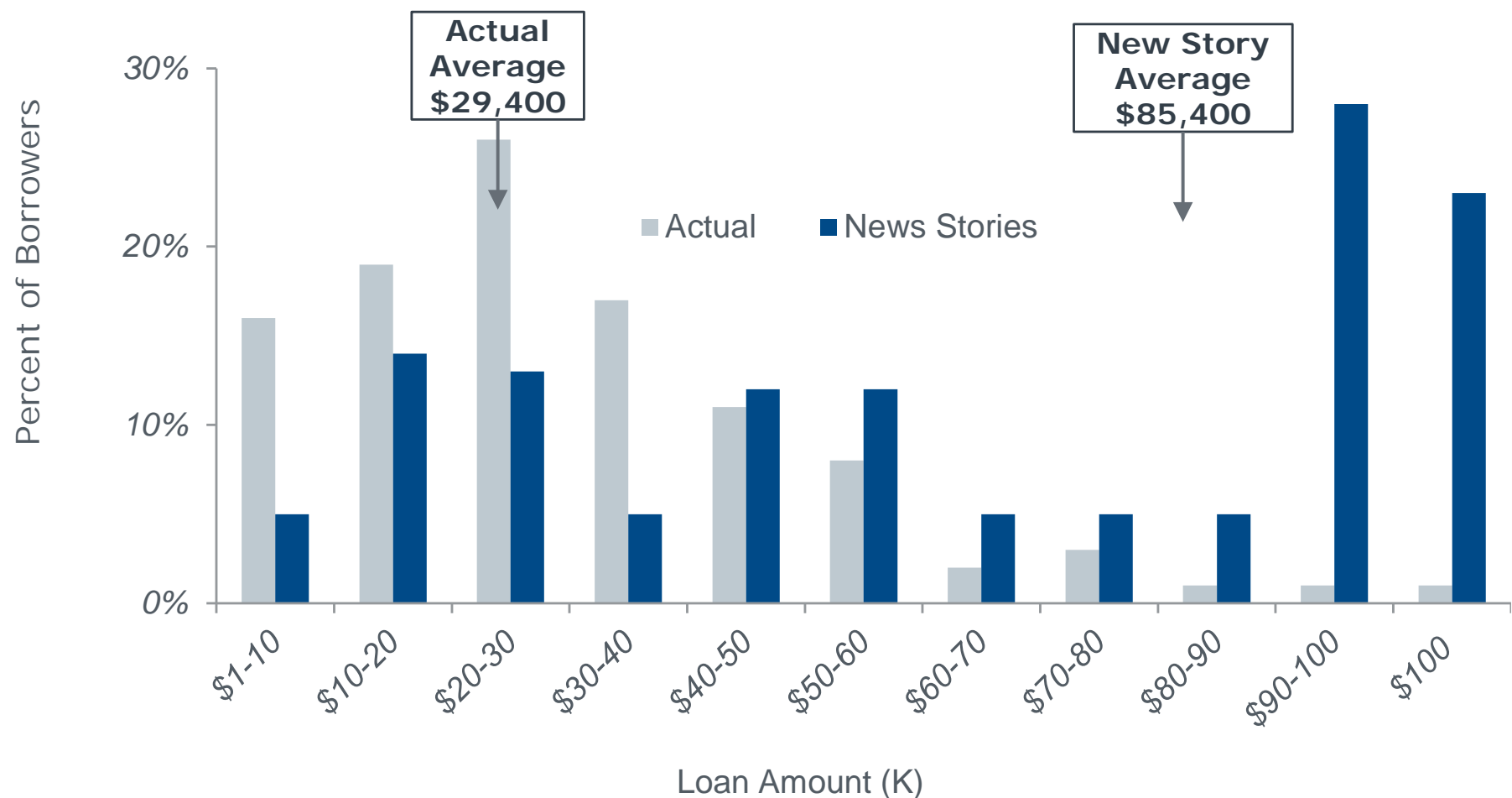
- More students enrolling in higher education (~30% of increase in debt)
 - Increasing undergraduate enrollment
 - Increasing graduate and professional enrollment
- Greater percentage of students borrowing
 - More low-income students who need to borrow attending
 - More high-income families taking on debt
- Students who borrow are borrowing more
 - Rising tuition (15-20% of increase in debt)
 - Rising living expenses
 - Increasing use of loans to pay for college (vs other financing)
 - Higher federal caps on loans enable students to borrow more



Media Reports Dramatically Overstate the Problem

Focus on Outliers Rather Than Averages

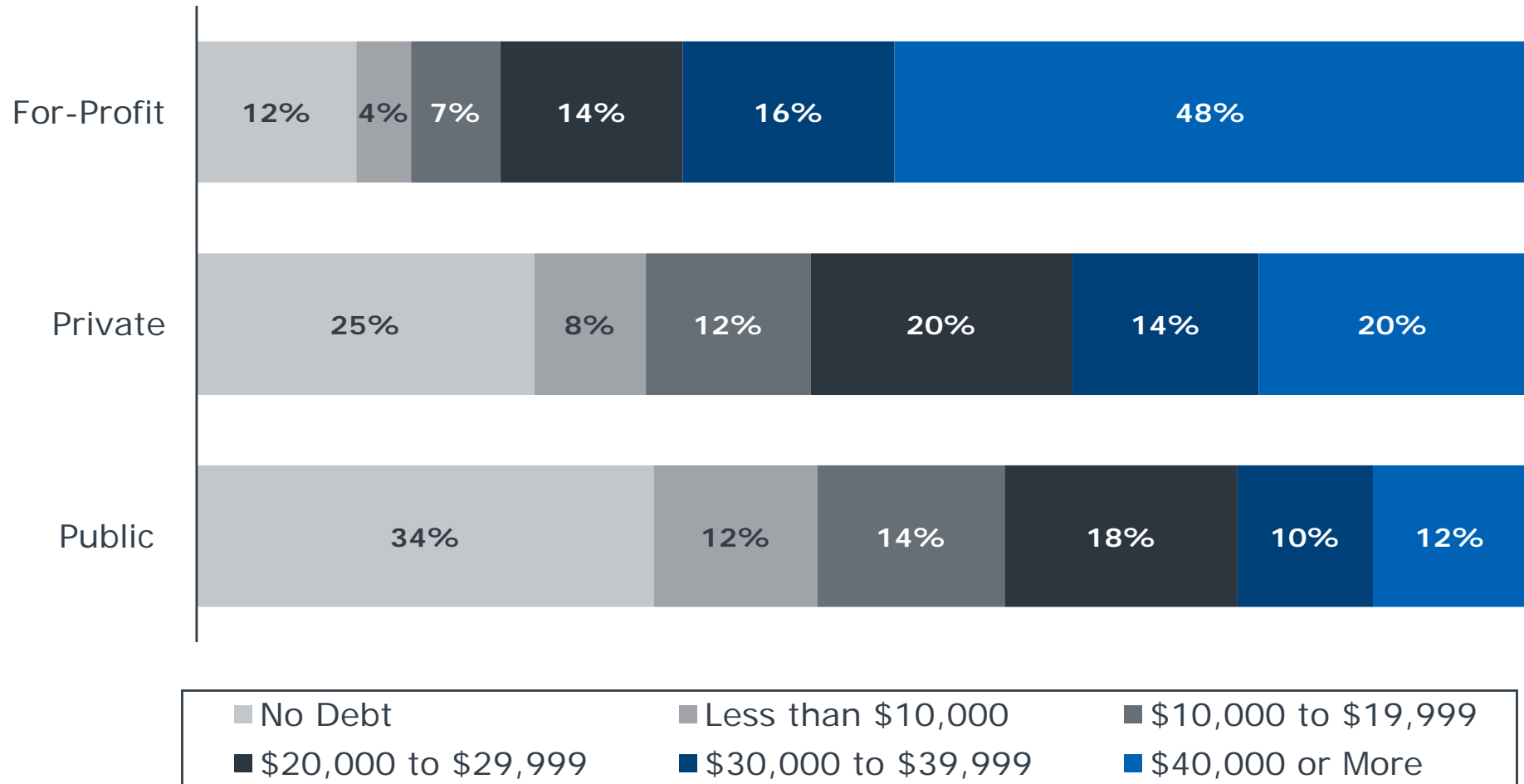
Distribution of Student Debt, Actual vs. Anecdotal Reporting





Major Variations in Student Debt by Sector

Distribution of Undergraduate Debt at Graduation by Sector, 2011-12





The Paradoxes of Student Debt

Most Common Assumptions Are Incorrect

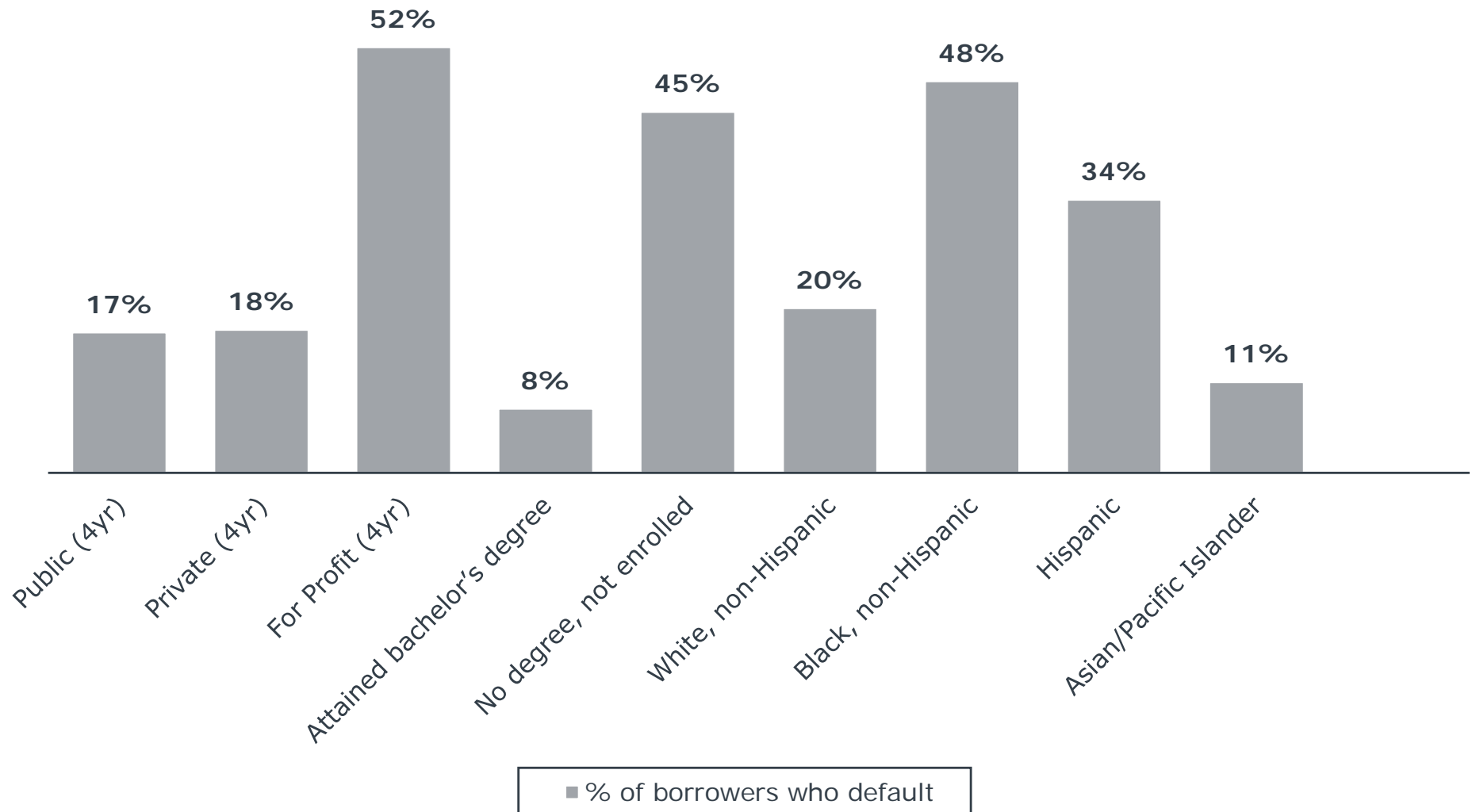
You might assume that...	But in reality...
Students with the most debt are the most likely to default	Students with the lowest amounts of debt are the most likely to default
Low income families have the most debt	Wealthiest families have the most debt
"Free college" would eliminate student debt	Cost of housing and books is higher than tuition at low cost institutions
Students should be encouraged to borrow less	Community college students who borrowed more were more likely to graduate than those who borrowed less



The Real Problem Is Return on Investment

Debt Is Only Too High If You Are Unable to Repay It

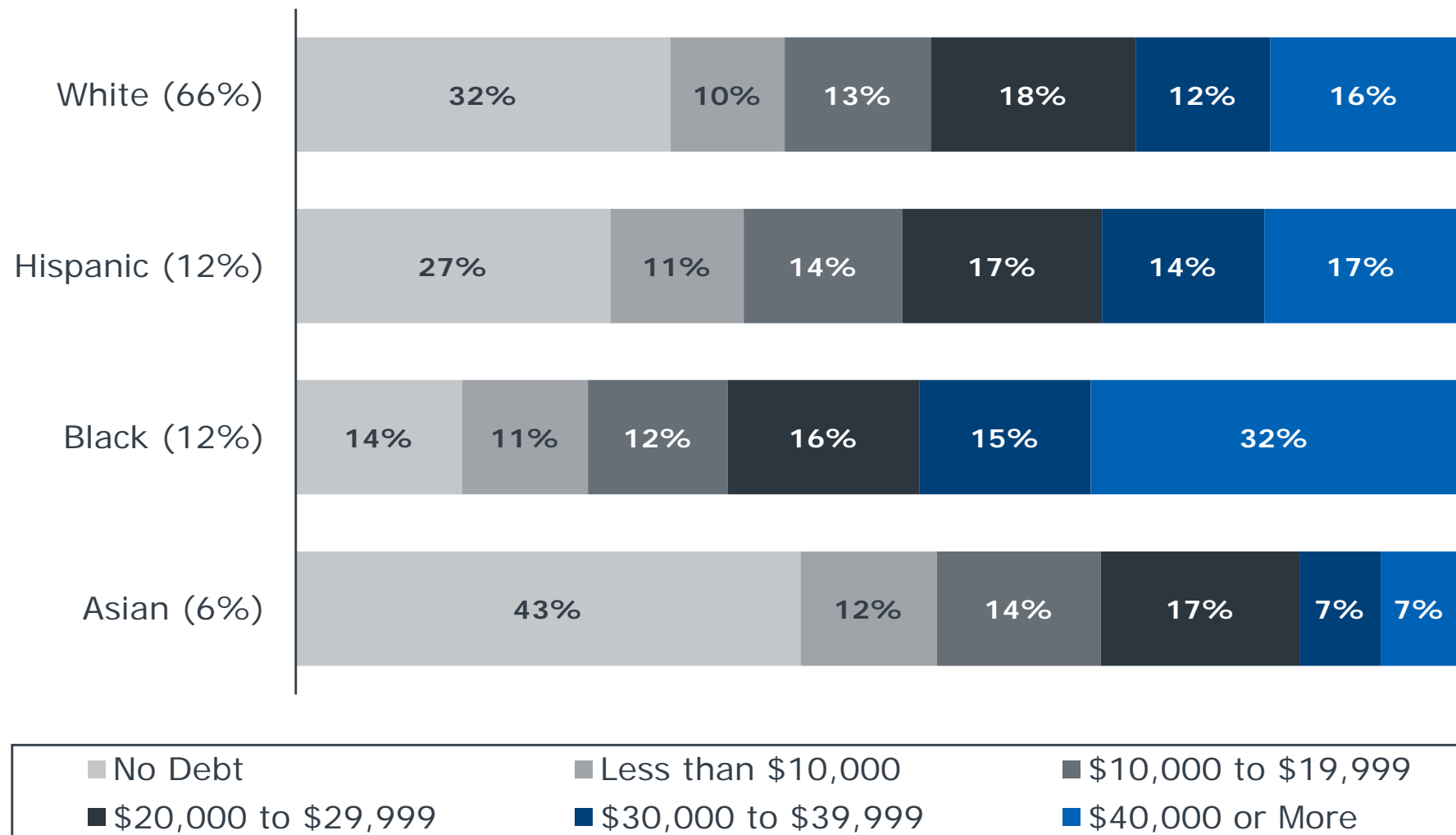
Percent of First-year Entrants v. Borrowers who Default in 12 Years, 2004-2016





The Equity Challenge with Student Debt

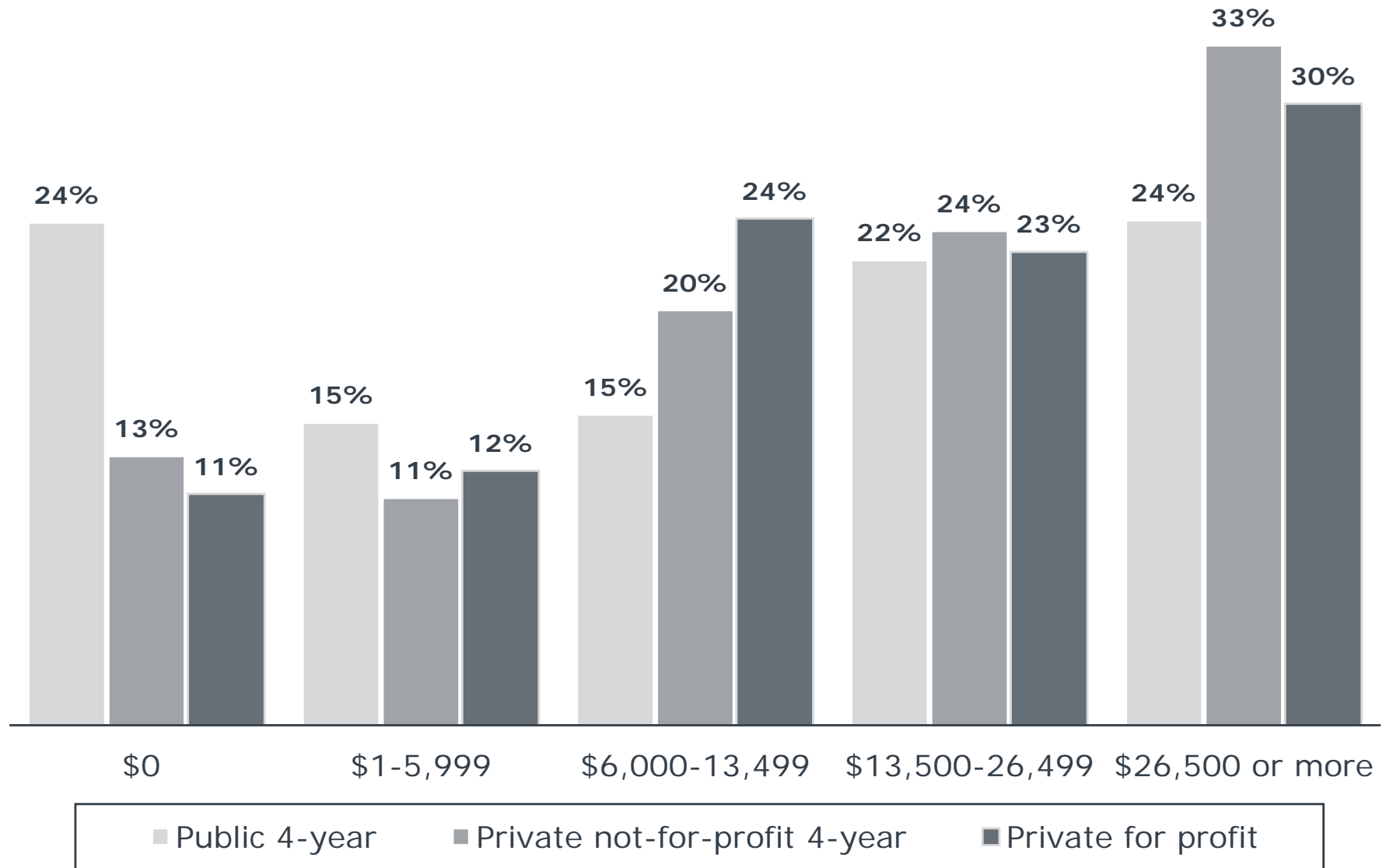
Distribution of Debt at Graduation by Race/Ethnicity, 2011-2012





For Profits a Major Driver of Black Student Debt

Black Student Loan Debt by Sector





What Can Be Done?

How Universities and States Are Addressing the Debt Issue

- Increase on time graduation rate
- Increase post-graduation salaries through better career support
- Reduce loan amounts
 - Increase grant aid (including free college initiatives)
 - Improve financial aid counseling
 - Income share agreements
- Make loans easier to repay
 - Enroll more students in income-based repayment
 - Public service loan forgiveness
 - Tax credits
- Discourage students from enrolling in programs or institutions with high default rates

USM Student Debt & Undergraduate Institutional Aid Policy Snapshot

USM Board of Regents

September 20, 2019





Opening Comments

- Without student loans, many would not attend higher education
 - Approximately half of the students borrow.
 - Financial need and family income determine borrowing options.
- Student debt
 - Many believe tuition as the sole cause of all student debt
 - Students may borrow for any of or all the expenses associated with the Cost-of-Attendance (COA), including the federally calculated Expected Family Contribution (EFC).
 - Undergraduate volume (all sources) - \$550M
 - Graduate volume (all sources) - \$368M



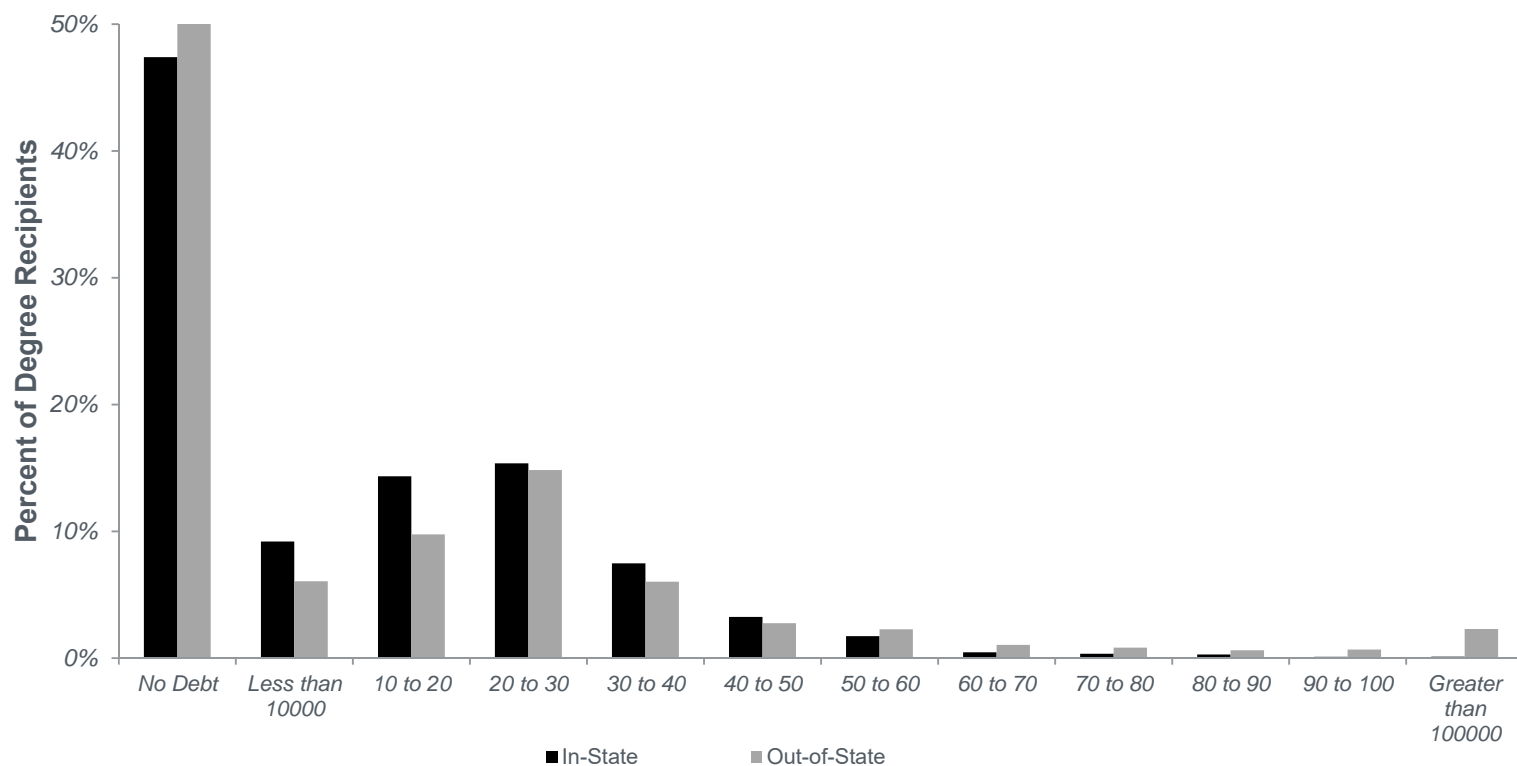
Debt at Graduation FY 2018 Degree Recipients

- Over 26,000 baccalaureate degree recipients
 - 53% with some type of debt
 - Average -- \$32,376
- 11,500 master's degree recipients
 - 45% with some type of debt
 - Average -- \$47,940
- 2,500 doctoral degree recipients
 - 43% with some type of debt
 - Average -- \$119,639

*All undergraduate or graduate loan sources combined while enrolled at the same undergraduate or graduate level. For undergraduates, this includes only the debt while enrolled at USM during the undergraduate program. For graduates, it includes only the graduate debt while enrolled.
(Direct loans, PLUS, Private, Other Federal)

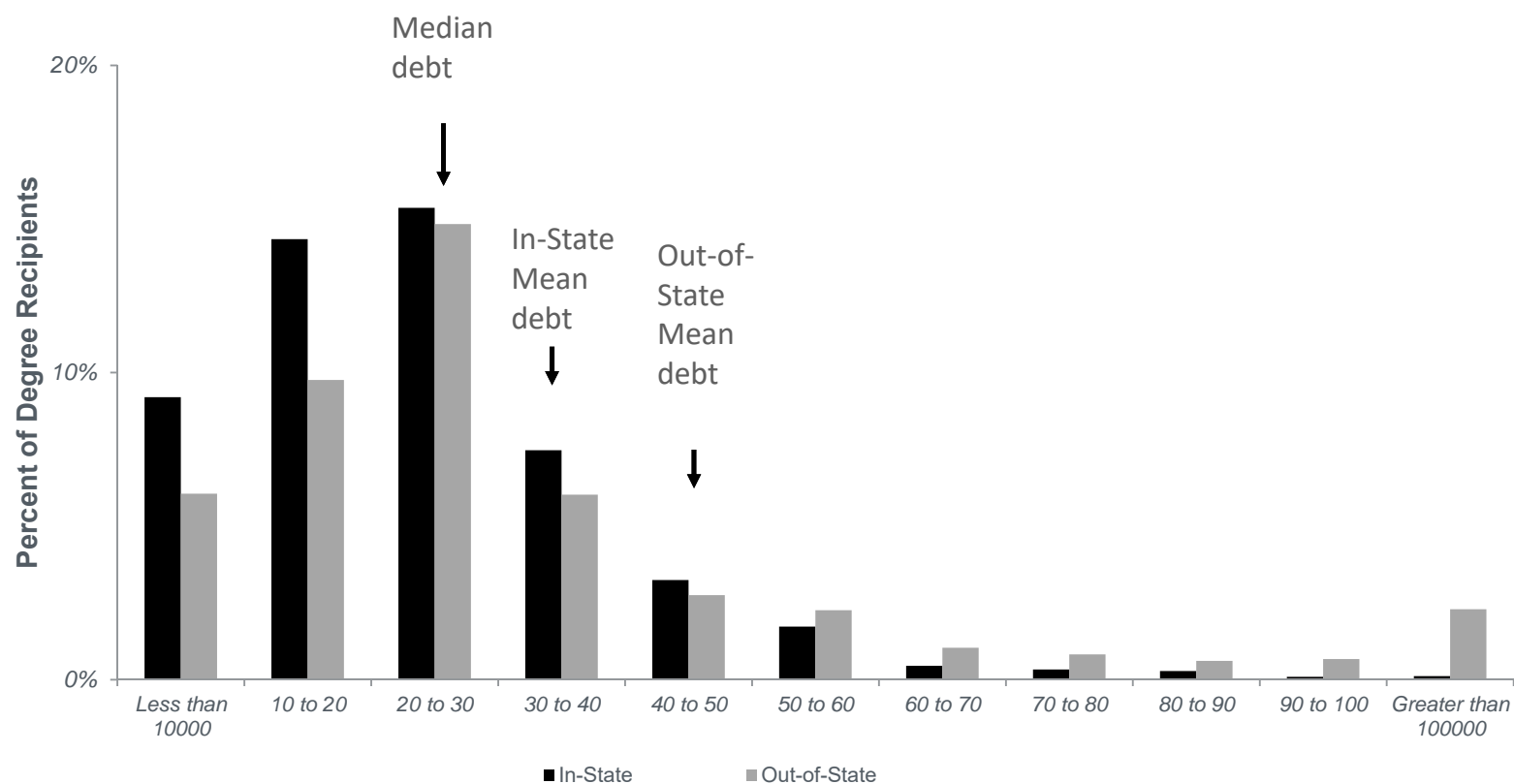


USM's FY 2018 Undergraduate Debt at Graduation (All Students)





USM's FY 2018 Undergraduate Debt at Graduation (With Debt)



Subset of the previous slide. % are based on the total graduating cohort and this graph does not include the 45-50% of graduates without debt.



USM Undergraduate Student Debt Policy

For undergraduate borrowers, the Board directed institutions to:

- **Keep debt manageable**—Institutional student debt at graduation should approximately equal one-year full cost-of-attendance.
- **Protect our most vulnerable students & families**—The average graduating debt of lower-income students should be 25% less debt than their peers.
- **Look after Marylanders first**—The average graduating debt of Marylanders should be less than the average graduating debt of out-of-state students.



USM Graduating Debt Averages

- Fall 2012 First-time New Freshmen - \$167.3M total debt; 54% w/ loans at graduation
 - Non-Pell: \$41,000
 - Pell: \$29,500 (28% less)
- Maryland Only Fall 2012 New Freshmen - \$115.3M; 53% w/ loans
 - Non-Pell: \$37,000
 - Pell: \$26,700 (28% less)
- FY 2015 Maryland Community College Transfers -- \$88.9M; 59% w/ loans:
 - Non-Pell: \$25,700
 - Pell: \$20,400 (21% less)



Strategic Use of Institutional Aid

1. The “LAST DOLLAR”
 - After all other free aid
 - Max Federal Pell = \$6,195;
 - Maryland EA (3,000) GA Grant (\$18,600)
 - Individual award amounts
 - Award unused funds to other students
2. Enrollment management
3. Recognizing and incentivize student success
4. Meeting strategic goals
 - Workforce degrees
 - Limiting student debt



Balancing Aid Strategies and Policies

- Financial aid packages
 - Too little is as ineffective as no aid
 - Too much could have been awarded to more students
- Institutional Merit awards
 - Meets need for lower-income students
 - Decreases costs for higher-income families with financial resources
- Tuition
 - Lower tuition may decrease the institutional financial aid available aid to help lower-income students.
 - Higher tuition with more institutional aid may cause sticker shock and discourage lower-income families.
- Unmet Need
 - Students loans are considered financial aid and borrowing loans decreases the percentage of unmet need.
 - A policy focus on decreasing unmet need might unintentionally increase student debt without increases in federal, state and/or institutional grant aid.
- Federal Aid Formulas
 - Expected Family Contribution (EFC) assumes that families make the same rational financial decisions and can afford to pay the EFC.
 - Loans offers are the maximum available and assumes students are financially literate.

Thank You. Questions?



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Report to the USM Board of Regents
USM Chancellor Robert Caret
Friday, September 20, 2019
AS DRAFTED

Thank you, Chair Gooden . . . And welcome everyone to the first USM Board meeting of the new academic year.

Let me start by recognizing our newest regents: Kelly Schulz, Secretary of the Maryland Department of Commerce, and student regent Drew Needham. On behalf of the presidents and the entire USM, let me express our appreciation for their willingness to serve.

I would also like to note that, under the new University System of Maryland — Board of Regents — Transparency & Oversight legislation, Speaker of the House Adrienne Jones has appointed Linda Gooden to one of the newly established positions on the board. Over the course of the next few meetings we also expect to be introducing other new regents. In addition, in accordance with the new legislation and our commitment to the priorities of good governance and increased transparency, today's meeting and all future regular meetings of the full board will be live streamed. Chair Gooden is also launching the "Regents Report," a brief summary of our agenda items and actions that will be compiled by the USM Office of Communications and Marketing and distributed by email soon after each scheduled meeting of the full board.

And, of course, let me once again thank and congratulate the winners of the Regents Staff Awards. These men and women represent the excellence, professionalism, and commitment that can be found throughout the USM.

The summer months are often seen as a "down time" for higher education, but that is simply not the case anywhere within the USM. Since we last met in June, there has been an incredible amount of activity. So much so that I am going to have to move through my report very quickly just to hit the highlights.

I will begin with our "host" institution, Coppin State University (CSU) and interim President Mickey Burnim.

- While the numbers are still preliminary, right now it looks as if Coppin is ahead of last year both in terms of total enrollment, and in first-time, full-time enrollment. This is important progress, especially given President Burnim's emphasis on strengthening Coppin's student-centered efforts.
- To further advance this effort, Coppin has launched the University Academic Advising Center (UAAC), to improve retention by helping students strengthen their academic skills.
- Coppin also reaffirmed its commitment to community outreach, hosting a "STEM Day" for middle and high school students in CSU's new state-of-the-art in Science and Technology Center.

In addition, Coppin was recognized in a number of **rankings** that have been released in recent months.

Earlier this summer, BestColleges released its list of the nation's 30 best Historically Black Colleges and Universities.

- Coppin, the University of Maryland Eastern Shore (UMES), and Bowie State University (BSU) all made the top 30, with BSU coming in at #3.

I should also note other USM institutions among the national rankings.

Forbes Magazine's "America's Top Colleges"—with rankings based on tuition costs, school quality, graduation success, and post-grad earnings—included 4 USM institutions:

- Salisbury University (SU);
- Towson University (TU);
- University of Maryland, Baltimore County (UMBC);
- And the University of Maryland, College Park (UMCP), which was ranked 11th among public institutions.

Those same four institutions are also included in *Kiplinger's* Best College Values rankings.

MONEY Magazine's list of "The Best Colleges for Your Money"—based on 26 factors in the categories of educational quality, affordability, and outcomes—recognized five USM campuses:

- UMCP, Towson, Salisbury, UMBC, and Bowie.

In the *Washington Monthly's* Best College Guide rankings focused on "Best Bang for the Buck" in the Northeast, **all ten** of USM's eligible institutions are highlighted. And across all their rankings, the University of Baltimore (UB) ranked as Maryland's top institution in several categories:

- Advancing the Social Mobility of Students;
- Student earning performance 10 years after entering college, in which UB is ranked 7th **nationally**;
- Best 4-Year Public College for Adult Learners;
- Best Public Master's University;
- and "Best Bang for the Buck in the Northeast".

Best Health Degrees, an independent, online source for information on healthcare degrees and careers named the School of Nursing at the University of Maryland, Baltimore (UMB) the #1 traditional Master of Science in Nursing degree program in the U.S.

And in the just released *U.S. News & World Report* Best Colleges Rankings:

- With Towson's reclassification as "Doctoral / Professional" in the 2018 Carnegie Classifications, the USM now has three institutions ranked among the nation's top **National Universities**.
 - Towson was ranked 197 among all National Universities and was ranked the 98th best **Public** National University.
 - UMBC was ranked 166 among all National Universities and was ranked the 79th best **Public** National University.
 - In addition, UMBC continued its impressive success in teaching and innovation, listed as the 12th best institution for Undergraduate Teaching and as the 9th Most Innovative School, alongside such institutions as Stanford, Yale, and Berkeley.
 - And the University of Maryland, College Park was ranked the 64th best National University and the 24th best **Public** National University.

3

- Among Regional Universities North / Top Public Schools, Salisbury was ranked 19th and Frostburg State University (FSU) was ranked 34th.
- And for Historically Black Colleges and Universities, all three of our HBCUs were ranked in the top 50, with UMES leading the way at 19th.

Beyond the institutional rankings, there were some impressive **accolades and awards** for the USM family.

Yesterday morning, Ellen Herbst, the USM's Vice Chancellor for Administration & Finance, was honored at the *Baltimore Business Journal's* "2019 Best in Finance: CFO" event.

Next month, Regent Isiah "Ike" Leggett will be honored with the 2019 Legacy of Leadership Award, the highest award presented by the White House Fellows Foundation and Association.

On July 1st, Dr. Monica Goldson, a BSU alumna, was named CEO of Prince George's County Public Schools.

And earlier this month, the USM announced its 2019-2020 Elkins Professorship Awardees

- Dr. Julius Davis, Associate Professor of Mathematics Education at BSU, is establishing a Center for Research and Mentoring to recruit and support black male students pursuing a career in teaching.
- Dr. Mortimer Sellers, Director of UB's Center for International and Comparative Law, is developing an expansive Law and Justice Program.
- Dr. Paulinus Chigbu, Professor in the Department of Natural Sciences at UMES, will expand research focusing on the influence of environmental factors on Maryland coastal areas.

The summer months also saw both the **physical and intellectual growth** of our campuses continue.

The institution that had been known as University of Maryland University College for nearly 50 years is now University of Maryland Global Campus (UMGC). The transition effort will continue into 2020.

UMCP announced today the launch of the Quantum Technology Center (QTC), which aims to translate quantum physics research into innovative technologies. UMCP will also open a new "Discovery Center" in Crystal City, Virginia to foster innovation and collaboration among students, faculty, and businesses near Amazon's new HQ2 in Crystal City.

UMB is expanding its outreach to the surrounding West Baltimore community with the launch of a new Community Engagement Center (CEC). The new center will be the cornerstone of UMB's Community Campus, a location and a concept that demonstrates a deep commitment to strengthening West Baltimore in collaboration with the neighbors who live there. UMB is also partnering with UMBC to protect and probe medical data as UMBC brings its expertise in cybersecurity, machine learning, and AI to UMB's Institute for Clinical and Translational Research.

In addition, UMBC just opened the Interdisciplinary Life Sciences Building, which offers unique collaborative spaces for learning and transformative moments of discovery. UMBC will formally celebrate the new building on October 12th.

After going through a two-year renovation, Towson's Residence Tower, which was reopened for the fall 2018 academic term, was awarded U.S. Green Building Council's Leadership in Energy and Environmental Design (LEED) Gold Certification.

The Universities at Shady Grove (USG) rededicated a campus building as the Clifford and Camille Kendall Academic Center to honor Clifford Kendall, who was one of the campus founders, and his wife. During the rededication ceremony, the Kendall family announced a sizeable donation in scholarship money for USG students. Also at USG, construction is nearing completion on the new, state-of-the-art Biomedical Sciences and Engineering (BSE) building, which will be opening this fall, with an event planned for November 7.

The University System of Maryland at Hagerstown (USMH) welcomed two new programs to its campus this fall: a B.S. in Community Health through Salisbury and a B.S. in Hospitality & Tourism Management through UMES. In addition, UMES has expanded its special education course offerings to appeal to a broader group of professionals who work or have contact with children and adults with diverse needs and Salisbury plans to launch a data science major, joining other universities in Maryland that are hoping to meet the growing demand by employers for students with data experience.

USM institutions were tremendously successful in forging new **partnerships**, attracting **external funding** and **philanthropy**, and strengthening our **economic impact**.

Bowie State University became Maryland's first historically black university to partner with the U.S. Coast Guard under a new agreement signed this week providing BSU students and graduates with expanded access to scholarships, academic options and research opportunities.

A three-year, \$3 million gift to the A. James Clark School of Engineering at UMCP from Lockheed Martin will fund aerospace research while increasing opportunities for women and underrepresented minorities in science, technology, engineering, and math (STEM) fields. Also at UMCP, the Andrew W. Mellon Foundation has awarded two grants totaling \$2.8 million to encourage research in black digital humanities and to develop technology expanding digital access to books from the pre-modern Persian and Arabic world.

Salisbury has received a \$2.1 million College Assistance Migrant Program (CAMP) award from the U.S. Department of Education to provide funding for first-year, full-time students who are engaged, or whose parents are engaged, in migrant and other seasonal farm work in Maryland, Delaware and Virginia and who are interested in becoming elementary or early childhood educators. The goal of the grant is not only to provide opportunities for those who qualify, but also to increase diversity among area teachers.

Four faculty members at UMB's School of Nursing have been awarded Nurse Support Program (NSP) II grants totaling more than \$2.4 million. NSP II grants aid in increasing nursing capacity in Maryland by implementing statewide initiatives to grow the number of nurses prepared to serve effectively in faculty roles. In addition, the School of Nursing received a \$500,000 gift from alumna Mary Catherine Bunting.

The National Institutes of Health (NIH) has renewed funding for UMBC's STEM BUILD, a national model to increase the success of diverse undergraduate students pursuing STEM degrees that includes intensive mentoring, a living-learning community, research experience, and summer bridge. UMBC has also received a \$2.8 million National Science Foundation (NSF) Research Training Grant to build a new master's program in environmental sciences designed to increase the diversity of the environmental science workforce.

5

Two professors in UMES's School of Pharmacy have secured a \$1.3 million NIH science education grant to establish a five-year partnership with Somerset County public schools to provide its high school students—especially minority and under-served students—with hands-on experiences in drug discovery and biomedical research.

Frostburg received one of the largest gifts in its history when James Jeffries, a world traveler who grew up and lived just blocks from the university, passed away at the age of 91, leaving FSU nearly \$1.5 million.

The Salisbury University Foundation launched “We Are SU: The Campaign for Salisbury University” with an elegant event bringing together campus community members and supporters in June. The \$75 million campaign is the largest in SU history.

UMCP’s “Fearless Ideas: The Campaign for Maryland” exceeded the \$200 million giving milestone over the 2019 fiscal year that ended June 30th.

Claire Broido Johnson joined the USM as Managing Director of the Maryland Momentum Fund in late July, and immediately got down to business:

- In early August, it was announced that NextStep Robotics—an early recipient of Momentum Fund support—had been awarded a substantial and prestigious \$1 million NIH cooperative agreement to bring its stroke recovery device to market.
- In late August, it was announced that Baltimore-based Gemstone Biotherapeutics, which is developing treatments for the dermatology market to enable skin regeneration without scarring, received a \$250,000 Momentum Fund investment.
- Earlier this month, the Momentum Fund announced a \$500,000 investment in Frederick’s Veralox Therapeutics, as part of that company’s \$5.4 million seed round, which includes pharmaceutical giant Sanofi as a major co-investor.

And, throughout the summer, **outreach programs** were offered across the USM.

BSU’s Summer Undergraduate Research Institute—now in its fifth year—engaged more than 70 students.

At FSU, 19 young people attended the Future Frostburg Teachers Teaching day camp, a hands-on summer camp designed to engage students interested in both STEM subjects and teaching.

Towson’s inaugural TU Teacher Scholars Summer Institute hosted 23 high school students from Baltimore County Public Schools interested in a career in teaching.

UMB’s School of Medicine’s Mini-Med School for Kids Program, a free five-week program for city youth, educated students on health and encouraged campers to consider careers in science and medicine.

To help increase diversity in STEM fields, the Institute of Marine and Environmental Technology (IMET)—a research institute joining the University of Maryland Center for Environmental Science (UMCES), UMB, and UMBC—hosted a dozen undergraduate students for its nine-week summer undergraduate internship featuring research in marine sciences.

Twenty-five high school teachers took advantage of UMGC intensive weeklong program focused on cybersecurity curriculum development.

6

Ag-Discovery, a two-week summer outreach program here at Coppin, engaged middle and high school students interested in learning more about plants, animals, and agribusiness through hands-on labs, workshops, and field trips.

And at UB, more than 650 middle and high school students took part in Summer Academy Early College Initiatives activities under the USM's B-Power Initiative.

I commend all our institutions for their tremendous community commitment and outreach.

Finally, I want to quickly discuss the USM's pending leadership searches.

First, we will very shortly begin what will be our **fourth** leadership search. Members of the USM office have been working with UMCP to select an executive search firm and anticipate launching a search this fall for the **first** Executive Director of the University System of Maryland at Southern Maryland (USMSM).

The USM's three current executive searches continue to move forward.

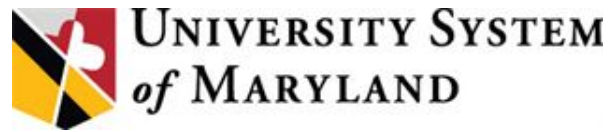
The UMCP Presidential Search has launched a nomination and information portal where campus community members can nominate candidates, find information about the committee, and review the timeline for action. In addition, the committee, led by Regent Gary Attman, will host two open forums next Tuesday, September 24th, in the Stamp Student Union—one at 10 a.m. and one at 3 p.m.—where members of the campus community are invited to share their thoughts with the search committee.

The team at WittKieffer is making progress with active outreach identifying candidates for the USM's next Chancellor. They are confidentially reviewing applications, nominations, and other expressions of serious interest. The review of top candidates will begin this fall, with an announcement expected in December.

The USM's third active search is here at Coppin. As you all know, our friend and colleague Katrina Dennis, who brought leadership, insight, and a genuine work ethic to her service on the Board, passed away just a few weeks ago. Katrina's professionalism and grace made her a true pleasure to work with and a valuable partner. She will be profoundly missed. In addition, Katrina was also chair of the Coppin State University Presidential Search Committee. And while her loss will be acutely felt here at Coppin, I also know that her commitment, her hard work, and her legacy will be honored when this institution's next president is selected later this year. Regent Robert Wallace has agreed to step forward and serve as the new chair of the CSU Presidential Search Committee.

Chair Gooden . . . this concludes my report. I would be happy to respond to any questions the Regents may have.

###



COUNCIL OF UNIVERSITY SYSTEM PRESIDENTS

August 6, 2019

Meeting Notes

The Council of University System Presidents met on August 6th with Chancellor Caret and USM senior staff.

Ms. Herbst provided an overview of the FY 21 budget, including what to expect and the USM strategy. Chancellor Caret made note of the Board's interest in special recognitions that may come up at different institutions. He also provided an update on the E-Novation Awards and encouraged campuses to apply.

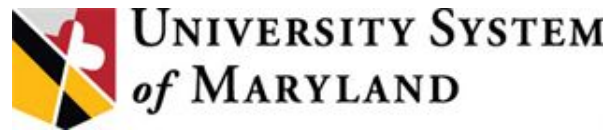
Dr. Boughman updated the presidents on shared governance reports, noting that the process continues to improve. She discussed the request from the legislature for information about the ARTSYS and MTAP programs. Dr. Boughman also provided an update on the JCR on improving student completion and said that a draft is likely in early September.

Ms. Herbst gave an update on the group tasked with looking at the Universities at Shady Grove. There is another JCR requested this year to include a plan for further development and evaluation of current practices and issues. The USG group has planned community listening sessions and will incorporate that information into the report. Ms. Herbst also provided an update on enterprise risk and crisis management and said that the group is in the process of creating a board policy.

AAG Bainbridge gave a quick update on the Coalition Case. She also discussed the Policy on USM and Institutional Boards and Commissions, particularly the Boards of Visitors and ethics laws.

Chancellor Caret and Mr. Sadowski discussed with the presidents an economic impact study, what that might entail, and how the costs may be shared. They also provided an update on sponsorship opportunities and conferred with the group about how to best handle them.

Chancellor Caret reminded the presidents to make sure that their athletic staff is up-to-date on compliance training. He also led a conversation about retaining faculty, particularly STEM faculty.



COUNCIL OF UNIVERSITY SYSTEM PRESIDENTS

September 9, 2019

Meeting Notes

The Council of University System Presidents met on September 9th with Chancellor Caret and USM senior staff.

AAG Bainbridge provided an update on recent guidance from the Ethics Commission regarding service on the GBC Board. Dr. Boughman updated the presidents on the teacher education enhancement funding, noting that her office has been in touch with campus deans of education programs to explain the proposal.

Chancellor Caret let the group know about the Clean Energy Initiative and grants that are available to public institutions for solar projects. He also reminded the presidents to check their satellite phones periodically to make sure they're in working order.

Ms. Wilkerson provided information about the chancellor search and said that they are on track with their timeline. She and AAG Bainbridge also provided an update on mold mitigation, asking institutions to send their policies related to mold mitigation to the OAG.

Chancellor Caret and Ms. Wilkerson briefed the presidents on implementation of the AGB report recommendations noting that the recommendations are aimed at stronger and more transparent board governance. Ms. Wilkerson also stated that the Board of Regents Bylaws are being revised to be in compliance with recent legislative actions.

Chancellor Caret noted that Chair Gooden wants to reinforce to institutions that the recommendations of the Football and Walters Reports should continue to be followed. Dr. Boughman provided a quick update on the MHEC Faculty Advisory Council, mentioning that each institution has an opportunity to have a representative on it.

Chancellor Caret provided information about the Maryland STEM Festival Board and said that they are looking for new members. Mr. Foster provided information about faculty salaries and President Burnim led a discussion about issues at USM institutions. Chancellor Caret also led a conversation on STEM faculty retention.



COUNCIL of UNIVERSITY
SYSTEM FACULTY

**Report by the
Council of University System Faculty (CUSF)
to the USM BOR Meeting at Coppin State University**

Friday September 20, 2019

This report reports the activities of CUSF since the submission of the last report. The next Council meeting is scheduled for September 18th at the Universities at Shady Grove (USG) and it will occur after the submission of this report.

MEETINGS AND ACTIVITIES: The following are the meetings and other activities conducted by CUSF since the last report.

- **Academic Integrity Initiative:** During the summer, members of the committee conducted followup calls with the associate provosts. The discussions focused on what followup activities they are doing on their campuses after the Convene. The feedback was helpful and the campuses were appreciative of the followup. On July 31st, the committee met at System to discuss activities for 2019-2020. CUSF is planning to review the BOR policy, develop a set of guidelines for the campuses, and followup on the report submitted to the BOR. A more complete update will be provided in a September commentary. CUSF wants to note and thank MJ Bishop and the Kirwan Center for Academic Innovation for their collaboration and support which has helped to make this initiative successful. [Note: *See attached commentary for an update.*]
- **Faculty Salary Initiative:** System has rerun the data with the new AAUP survey data. The commentary which reviews and updates the data is attached. Even with the 3% COLA, the overall percentile for those participating institutions fell from the 68th to the 65th percentile. The FY20 percentile is projected to return to the 68th percentile. Working with System and the Chancellor, it is suggested that the Presidents develop plans to raise their institutional faculty salaries toward the 85th percentile goal.
- **Action Plan:** CUSF is developing an action plan for 2019-2020. It will be reviewed at the September meeting and approved at the October meeting. It contains routine items like the Regent's Awards Committee, and the continuation of existing initiatives like academic integrity, faculty salaries, or evaluation. The initial draft plan is attached to this document. It is subject to change.

COMMENTARIES: Along with the Action Plan, there are two commentaries submitted with this report.

Respectfully Submitted: September 4, 2019
Robert B. Kauffman, Ph.D.
Chair, Council of University System Faculty

Commentary 1909.1: Academic Integrity Initiative Update

Representing CUSF, Kirwan Center for Academic Innovation, USM and edBridge Partners, Annika Many, Elizabeth Brunn, Fiona Yung, MJ Bishop, Zakiya Lee, Robert Kauffman and Joann Boughman met at USM in Adelphi on July 31st to plan the academic integrity initiative activities for the 2019-2020 academic year.

The following is excerpted from the minutes and notes of that meeting. An ambitious agenda for USM and CUSF, it provides a good summary of the activities for next year. Activities include the following:

1. Jointly **USM and CUSF** will hold a face to face meeting with University Team Liaisons in the early Fall and late Spring to share:
 - Their short term and long-term plans.
 - Discuss upcoming CUSF guidelines and recommendations for policy changes. Joining ICAI, student survey and regional event.
 - Create community of practice within USM for Basecamp
 - Ask for an updated action plan from institutions to be submitted in early Fall 2019
 - Discuss plans for continued check in with institutions quarterly by phone.
 - Request an updated action plan through the end of AY19-20
2. **USM** will:
 - Engage with ICAI to obtain System Membership (Discount)
 - Encourage institutions to participate in pilot of student survey this fall or in the baseline data collection round in fall 2020; use outcomes as a community of practice workshop to discuss results.
 - Encourage ICAI to host regional conference in Maryland and plan to send teams, present at conference on USM's work.
 - Create a community of practice on Basecamp to begin curating materials, develop tutorials etc.
3. **CUSF** will:
 - Focus on developing their recommendations for revision to BOR policies, and creation of guidelines for implementation of existing policies that intersect with academic integrity.
 - Continue to report to BOR on progress.
 - Arrange to meet with AI teams at the hosting institution after each CUSF meeting.
 - Arrange meeting with Ed Policy committee members and Student Senate to open channel of communication with students.

Two additional comments. Although this has been a CUSF initiative, it has been a truly collaborative initiative. The efforts of MJ Bishop, Nancy O'Neill from the Kirwan Center for Academic Innovation and the edBridge Partners are fully appreciated. The academic integrity initiative is a Systemwide initiative and their efforts have helped to make this initiative possible.

Second, the discussion at the meeting didn't discuss future actions by the BOR. The BOR was responsible for initiating the academic integrity initiative at their December 2017 meeting at Coppin. It has been two years since the panel discussion at that meeting. It may be appropriate for the BOR to revisit the academic integrity initiative with a panel discussion at one of the upcoming meetings of the EdPolicy Committee or full board. A suggested focus of the panel discussion might be a review of what is occurring with academic integrity on the individual campuses.

Respectfully Submitted
Robert B. Kauffman, Ph.D.
Chair, Council of University System Faculty

Commentary 1909.2: Faculty Salary Initiative Update

In an effort to remain competitive, the USM Board of Regents adopted policy II-1.21 which seeks as a goal to maintain faculty salaries at the 85th percentile. Originally, the salary issue was raised at the April 2018 CUSF Council meeting. Thereafter, the issue was informally discussed within the different Councils. The summary tables which are included in this report were formally included in the May 2018 Chair's Report to the Council, Chancellor's Council and BOR. At the request of the chair of the BOR, Trish Westerman, CUSF Chair for 2018-2019 requested the Finance Committee of CUSF to prepare a report on the issue to the BOR. She indicated that the report should include a discussion of "salary compression" along with potential solutions. The report was completed and submitted. Since then the State passed a 2.5% COLA for state employees plus a \$500 bonus in FY19. The purpose of this report is to update the faculty, BOR, USM and the individual campuses on the effect of the recent COLA and bonus on the percentiles.

Despite receiving a 2.5% COLA and a \$500 bonus in FY19, the Systemwide percentile rank dropped from the 68th percentile in FY18 to the 65th percentile in FY19 (Table 1). The projection for FY20 is at the 68th percentile. This assumes a peer average increase of 1.76%, which is based on a three-year average of peers, as well as the USM's 3% COLA resulting in a commensurate 3% increase in the average faculty salary systemwide. However, as the drop in percentile rank in FY19 shows, multiple factors go into determining the USM's average faculty salary percentile rank, not just the size of the COLA received. As a result, even with the 3% COLA, the USM's average faculty salary percentile rank could continue to drop or, more likely, simply hold its own (e.g. The FY20 projection is the 68th percentile).

Table 1: Summary Table for Average USM Faculty Salary Percentiles Since FY06 for Nine USM Institutions ^(1,2)														
FY	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16	FY17	FY18	FY19
Percentile ^d	77	77	79	79	76	71	68	67	80	81	75	75	68	65
⁽¹⁾ Weighted averages for professor, associate professor and assistant professor for nine institutions are used in calculating percentiles. Calculations are performed in accordance with BOR Policy II-1.21 Policy on Compensation for Faculty. The percentile represents where each institution stands against its respective Carnegie Classification-based comparison group. UMB, UMCES and UMGH are excluded as is UB law faculty.														
⁽²⁾ Source: USM														

Table 2 presents the weighted average percentiles for each participating USM institution for FY18 and FY19. FY18 is provided for comparative purposes. In addition, the data raises some methodological issues which are briefly discussed in the next section. In the November 2018 report to the BOR on faculty salaries, a recommendation was made that the Presidents of the participating institutions develop internal plans to raise their salary percentiles to the 85th percentile. In addition, their plans need to address maintaining faculty salaries at the 85th percentile over time.

Table 2: Faculty Salaries Percentiles for Individual USM Institutions for FY18 and FY19 ⁽²⁾									
	Participating USM Institutions ⁽¹⁾								
Percentile ⁽¹⁾	BSU	CSU	FSU	SU	TU	UB ⁽¹⁾	UMES	UMBC	UMCP
FY19	58	52	44	54	57	77	24	71	78
FY18	62 ⁽³⁾	52	45	57 ⁽³⁾	57	80	49 ⁽³⁾	67	81
⁽¹⁾ FY18 weighted averages for professor, associate professor and assistant professor ranks combined. Calculations are performed in accordance with BOR Policy II-1.21 Policy on Compensation for Faculty. UMB, UMCES and UMUC are excluded as is UB's law faculty. ⁽²⁾ Source: USM ⁽³⁾ In the report last year, the UMES percentile was reported at the 76 th percentile. Recalculated, the FY18 data is now reported at the 49 th percentile. Also, the FY18 data for BSU and SU were recalculated. For FY18, BSU changed from the reported 68 th to the 62 nd percentile, and for SU from the 58 th to 57 th percentile.									

In calculating the percentiles, there are some methodological issues. First, there is the issue of participating institutions within System reporting their data. This resulted in an FY18 readjustment of BSU, SU, and UMES. Next, the comparatives are based on the AAUP survey and how the individual institutions report their data. System has noted some discrepancies here and have referred them to the AAUP. In addition, UMES has recently changed their Carnegie classification which affects their peer comparisons based on the AAUP survey. Third, the internal data is based on FTTTF (i.e. Full, Associate and Assistant Professors) which may result in a small sample size and greater changes due to retirements and turnovers.

In conclusion, faculty salaries are still an issue. COLAs and State enhancements are always a possibility. Returning to a recommendation made in the Faculty Salary Report, it is suggested that the Presidents of the participating institutions develop a plan to raise their percentiles to the goal of the 85th percentile and as part of this plan to include how they will maintain their elevated percentile over time. It is suggested that these plans be developed in conjunction with System and reviewed by the Chancellor.

Respectfully Submitted
 Robert B. Kauffman, Ph.D.
 Chair, Council of University System Faculty



CUSF Action Plan Academic Year 2019-2020

Draft

The following is the Action Plan for CUSF for 2019-20. The purpose of the Action Plan is to determine the tasks projected for completion during the academic year of 2019-2020. The Action Plan is derived from CUSF's mission and vision statement.

Procedurally, not all the tasks for the year have been identified. Some tasks evolve during the year from CUSF committees or System. For example, Goal 3.0 will grow quickly as System identifies policies to review.

Goal 1.0: Increase communications and advocacy with its constituents.

Communications is one of the cornerstones of providing an effective organizational structure for CUSF. Within CUSF, the main lines of communication exist upward with the Chancellor and the BOR. It exists downward to the individual campus, and it exists laterally between campuses. In addition, there are lines of communication between the Councils, with external organizations such as the AAUP, with other State agencies, and with the Legislature. This goal focuses on strengthening these lines of communication and advocating for strengthening higher education within the State of Maryland. Creating a newsletter or participating in Annapolis Day with the Legislature are examples of tasks addressing this goal.

Task 1.1 (AI-101): Annapolis Day – During the legislative session, Annapolis Day is a day where USM and its Councils spend the day advocating for USM with the Legislature. It is an important function where future efforts build upon the success of previous efforts. Traditionally, this task has been tasked to the **Legislative Committee** and is one of their primary responsibilities for the year.

Group/Persons Tasked: Legislative Committee Chair;

Product: Annapolis Day

Projected Completion Date: February 2020

Task 1.2/1.3 (AI-102/AI-103): Newsletter – In 2015, CUSF developed a newsletter. Traditionally, two issues are published, one fall and one spring semester. The newsletter is considered the responsibility of one of the at-large ExCom members. This practice will be continued. The value of the newsletter is that it provides a summary of the activities of CUSF.

Group/Persons Tasked: At-large position

Product: Two newsletters, one in December (AL102) and one in April (AL103)

Projected Completion Date: December/April

Task 1.4 (AI-104): Clipping Service – System’s Media Scan is a clipping service that is provided by System. In addition during the legislative session, the Legislative Newsletter is published by USM by Andy Clark at USM. The clipping service can service faculty two ways. The first is that any individual faculty member can subscribe to and receive the daily service. It is informative regarding what is going on in higher education. Second, Media Scan and the Legislative Newsletter can be disseminated by the liaison Council members to the faculty. At FSU, this is a simple task of using the faculty email list. Other schools do not have universal email access and may need to develop other avenues of dissemination. At FSU, I select those articles in Media Scan that I believe would be of interest to faculty and pass them on to faculty. All Legislative Newsletters are passed onto faculty. A side benefit of this service is that it gives visibility to CUSF on campus. The process for signing up for Media Scan is a task included as part of the orientation session.

Group/Persons Tasked: September Orientation Session

Product: Procedure for signing up for Media Scan

Projected Completion Date: September 2019

Task 1.5 (AI-105): Faculty Voice – An Independent Faculty Newspaper edited at College Park by and for all faculty members in the University System of Maryland. It is committed to creating programming that responds to voices in its surrounding community. In its current configuration, it reads like a blog. A review of the Faculty Voice suggests that it is more issue and specific topic oriented than informational (e.g. CUSF newsletter). The Chair’s commentaries or reedited versions of the evaluation or academic integrity reports would seem to be suitable. One or possibly two articles might be appropriate.

Group/Persons Tasked: Chair and/or committee chair

Product: Minimum of one submission per year

Projected Completion Date: May 2020

Task 1.6 (AI-106): Social Media Platform – This past year Rajeswari implement SLACK. Through no fault of hers, there has been a slow uptake on its use. Its use needs to be reexamined and developed further.

Group/Persons Tasked: Rajeswari Kolagani

Product: Active use of SLACK

Projected Completion Date: May 2020

Goal 2.0: Strengthen shared governance within the USM institutions.

Under the Shared Governance Policy [I-6.00], shared governance is also implemented at the institutional level. This goal focuses on implementing and strengthening shared governance at the institutional level. First, it advises the Chancellor. Second, CUSF is a resource to System institutions. Third, the other institutions in the System are a resource to each other where CUSF can become the link between them. In a very real sense, it is sharing shared governance between campuses. The creation of the Senate chair’s report on the State of Share Governance within the System is an example of a task designed to help fulfill this goal.

Task 2.1 (AI-201): Revise SCSSSG Procedures and Survey Instrument – The Senate Chair’s Survey of the State of Shared Governance closes the loop. It provides the Chancellor with feedback regarding the effectiveness of shared governance on the campuses. ... With the survey being utilized, it is necessary to take the next step and revise the procedures to make the survey more representative of the faculty. This will increase its impact and usability in the evaluation process. It may be a situation of tweaking and emphasis rather than making major changes. The Chair will work with the Vice Chair and the senate chairs to strengthen the data collection and make the survey more representative of the faculty.

Group/Persons Tasked: Ad Hoc committee and Senate Chairs

Product: Revise survey instrument and procedures

Projected Completion Date: November 2019

Task 2.2 (AI-202): Committee Outreach Strategy – At the invitation of the Senate Chair or equivalent position, a group of two to three members would attend the on campus Senate or equivalent meeting. The purpose of attending would be two-fold. First, the group would be emissaries of CUSF explaining what CUSF is and what it has done. The September orientation materials can serve as a starting point. Second, they would focus on issues facing the campus and on how CUSF might address them. The group would report back to the CUSF Council as a committee report. It would be a good task for the at-large positions and/or Council members interested in becoming active.

Group/Persons Tasked: At-large members and council members

Product: Visit minimum of three campuses and file a minimum of three reports

Projected Completion Date: May 2020

Task 2.3 (AI-203): Interprofessional/Interdisciplinary Actions – The objective is to expand the concept of educating with interprofessional/interdisciplinary engagement. Actions for this year include an interactive presentation at the September CUSF meeting. Additional actions can include the endorsement of the concept by one of the standing committees, the development of a report or white paper on the concept.

Group/Persons Tasked: Karen Clark

Product: CUSF meeting session, white paper or report

Projected Completion Date: May 2020

Goal #3.0: Advise and work with USM on major policy initiatives.

This goal addresses a major role of CUSF under the Shared Governance Policy [I-6.00] to advise the Chancellor and USM on policy matters affecting the System. Although these initiatives can be initiated by CUSF, they are generally initiated by System.

Task 3.1 (AI-301): TBD

Group/Persons Tasked: To be determined

Product: To be determined

Projected Completion Date: To be determined

Goal #4.0: Advocate for faculty welfare.

This goal relates to issues and concerns that strengthen the faculty in delivering their institutional functions and that contributes to their general welfare. Normally, tasks under this goal are addressed by the Faculty Concerns standing committee.

Task 4.1 (AI-401): Regent's Awards – The Regent's Award is a yearly function of CUSF. The Awards Committee review nominations from campuses and makes recommendations for the award (AI401).

Group/Persons Tasked: Benjamin Arah

Product: Nominations

Projected Completion Date: December 2019

Task 4.2 (AI-402): Changing Scope of the Faculty – Education and the faculty are changing. Normally, this topic is addressed in the 11:00 a.m. time slot during Council meetings. For example, this year the September meeting is at Shady Grove. There are no faculty senates at Shady Grove or Hagerstown. At this stage, the objective is informational and to have at least one panel discussion addressing the issue other than the welcome at the Shady Grove meeting.

Group/Persons Tasked: Joann Boughman, rbk

Product: At least one panel discussion

Projected Completion Date: TBD

Task 4.3 (AI-403): Academic Integrity Initiative – Since 2017, the Education Policy Committee has championed the academic integrity initiative. It has included a panel discussion for the BOR and a Convene in spring 2019. The Committee has been working closely with Kirwan Center for Academic Innovation on follow up activities. The tasks for this year are outlined in the committee's report to the BOR approved in May 2019.

Group/Persons Tasked: Education Policy Committee

Product: Review the two BOR policies and develop guidelines

Projected Completion Date: April 2020

Task 4.4 (AI-404): Faculty Evaluation Initiative – Since 2018, the Faculty Concerns Committee has addressed faculty evaluations with an emphasis on the over emphasis and reliance on student evaluations. In May 2019, the Council passed a report on the status of the committee. This year the committee will continue its efforts.

Group/Persons Tasked: Faculty Concerns Committee

Product: TBD

Projected Completion Date: April 2020

Task 4.5 (AI-405): Faculty Salary Initiative – On January 19, 2019, CUSF approved a report to the BOR titled: A Report on BOR Policy II-1.21 and Maintaining Faculty Salaries at the 85th Percentile of the Institution's Classification Group. The 85th percentile is a goal. The action at this time is to monitor the data and action plans developed by the Chancellor, BOR and presidents to address this issue.

Group/Persons Tasked: Chair

Product: TBD

Projected Completion Date: April 2020

Goal #5.0: Strengthen CUSF's organizational structure and increase its visibility.

A strong organizational structure enhances the organization's ability to deliver its services. This goal focuses on improving CUSF's organizational structure and on enhancing its ability to advocate for CUSF as a Council. The focus of this goal is on strengthening CUSF itself as a Council defined under the Shared Governance Policy [I-6.00]. The creation of a strategic plan is an example of a task fulfilling this goal. It is suggested that a periodic review of the Practices (Section III) in the Shared Governance Policy be reviewed for issues and practices to be examined and developed by CUSF.

Task 5.1 (AI-501): Action Items for 2019-20 – Based on the goals of the organization, the purpose of a action plan is to provide an implementation plan of the tasks the organization seeks to fulfill its goals. Think of it as a formalized “do list.” The process began at the April and May meetings where the items were reviewed and new items identified. The new Council will revisit the new plan at the September meeting with the new incoming Council and approve it at either the September or October meeting.

Group/Persons Tasked: Chair, ExCom, Council Committees, Members

Product: Action Item Plan

Projected Completion Date: September or October Council meeting

Task 5.2 (AI-502): Orientation Session – ExCom recommended the development of an orientation session for new Council members prior to the beginning of the September meeting. The session will help new members to “hit the ground running.” This task would be tasked to the Chair and ExecCom

Group/Persons Tasked: ExecCom, Chair

Product: Orientation session prior to the September CUSF meeting

Projected Completion Date: September 2019

Task 5.3 (AI-503): Mentoring – Because the duties and responsibilities of the Chair are quite different from those of Council members and other ExCom positions, there is a need to mentor members to become future Chairs of CUSF. Mentoring will include attendance at select meeting (e.g. Chancellor's Council, BOR EdPolicy, and BOR meetings) and discussions thereafter.

Group/Persons Tasked: Chair, ExCom and Council members

Product: At least two members attending at least three meetings

Projected Completion Date: June 2020

Task 5.4 (AI-504): Membership Apportionment – Section 2.8 of the by-laws indicates that reapportionment be performed every three years using the University System of Maryland's Employee Data System (EDS) report which indicates the number of full-time faculty. The last apportionment occurred in 2016-2017. This task would be tasked to the membership and rules committee.

Group/Persons Tasked: Membership and Rules Committee, Bill Chapin

Product: Report to CUSF Council

Projected Completion Date: December

Task 5.5 (AI-505): Council Membership – Last year a bylaw change was suggested that would change the apportionment of the Council membership based on the number of full-time faculty to a Senate type model where each institution would receive four representatives (Article II - CUSF Bylaws). The Council needs to determine the implications of this proposal and whether it wants to implement this change.

Group/Persons Tasked: Membership and Rules Committee

Product: Proposed change/no change

Projected Completion Date: December 2019

Task 5.6 (AI-506): Elections – The Membership and Rules Committee will review the election procedures to determine if modifications need to be made in light of the situation that occurred this year.

Group/Persons Tasked: Membership and Rules Committee

Product: Proposed changes/no change

Projected Completion Date: December 2019



Council of University System Staff (CUSS) Report

Board of Regents Meeting
September 20, 2019

Bowie State University
14000 Jericho Park Road
Bowie, MD 20715

Coppin State College
2500 W. North Avenue
Baltimore, MD 21216

Frostburg State University
101 Braddock Road
Frostburg, MD 21532

Salisbury University
1101 Camden Avenue
Salisbury, MD 21801

Towson University
8000 York Road
Towson, MD 21204

University of Baltimore
1420 North Charles Street
Baltimore, MD 21201

University of Maryland, Baltimore
520 West Lombard Street
Baltimore, MD 21202

**University of Maryland
Baltimore County**
1000 Hilltop Circle
Baltimore, MD 21250

**University of Maryland Center
For Environmental Science**
P.O. Box 775
Cambridge, Md. 21613

**University of Maryland
College Park**
College Park, MD 20742

**University of Maryland
Eastern Shore**
Princess Anne, MD 21853

**University of Maryland
University College**
3501 University Boulevard East
Adelphi, MD 20783

**University System of
Maryland Office**
3300 Metzgerott Road
Adelphi, MD 20783-1690

The first CUSS meeting of the current academic year was held on Tuesday, August 13, 2019 at Salisbury University. In order to properly welcome new members to the Council, a new member orientation was held the same day before the start of the official Council meeting. Additionally, during this meeting, the new Executive Committee began their one-year terms, and two Member-At-Large positions were elected to finalize the Executive Committee roster (found below). CUSS was greeted at this meeting by Dr. Karen Olmstead, Provost & Senior Vice President of Academic Affairs, and the Council received presentations from Mr. Eli Modlin, Chief of Staff and Director of Government & Community Relations and Ms. Kim Meyer, 2nd Chair of the Salisbury Staff Senate. Mr. Modlin highlighted how to engage government relations partners on each campus and Ms. Meyer's shared staff senate accomplishments over the last cycle. CUSS hopes to continue to highlight shared governance best practices at each campus that hosts the Council throughout the upcoming year.

2019-2020 CUSS Executive Committee

A final roster for the CUSS Executive Committee can be found below:

- Chair: **Dr. Laila M. Shishineh** – University of Maryland, Baltimore County
- Vice Chair: **Kalia Patricio** – University of Maryland, College Park
- Co-Secretary: **Carol Green-Willis** – Towson University
- Co-Secretary: **Susan Holt** – University of Maryland, Baltimore
- Ex-Officio Past Chair: **Lisa Gray** – Salisbury University
- Member-At-Large: **Antoinne Beidleman** – University of Maryland Global Campus
- Member-At-Large: **Trish Johnson** – Bowie State University

CUSS has an excellent group of staff representing the 12 USM institutions this year. There are currently 48 members: 28 primary seats filled and 20 alternates appointed.

2019-2020 CUSS Committee Leadership

In addition to finalizing the Executive Committee, each of the four standing committees of CUSS (Benefits & Compensation, BoR Staff Awards & Recognition, Communications & Marketing, and Legislative Affairs & Policy) met during the August meeting. Committees were tasked with selecting chairs and a roster of Committee Chairs can be found below:

- Benefits & Compensation: Julia Bliss (UMCES) & LaVel Jones (Bowie State)
- BoR Staff Awards & Recognition: Teri Herberger (Salisbury)
- Communications & Marketing: April Lewis (UMES) & Dawn Stoute (UMBC)
- Legislative Affairs & Policy: Vanessa Collins (Salisbury)

Attachments

CUSS publishes a quarterly newsletter and recently released the Summer 2019 edition. A copy is attached to this report for your review. Additionally, each member of CUSS is expected to serve on a standing committee. A full roster of CUSS leadership and committee membership is attached to this report for your review as well.

Meeting Dates

The next meeting of the Council will take place on Tuesday, September 24th at the University of Maryland, Baltimore County (UMBC). During this meeting, the above committees will finalize their goals and action items for the 2019-2020 academic year.

Additionally, the 2019-2020 CUSS meeting schedule can be found below:

2019 - 2020	Location	Notes
Tuesday, August 13, 2019	Salisbury University	New Member Orientation
Tuesday, September 24, 2019	University of Maryland Baltimore County	
Tuesday, October 22, 2019	Frostburg State University	
Thursday, November 14, 2019	University of Maryland College Park	USM Joint Councils Meeting
Tuesday, December 10, 2019	USM Office	
Tuesday, January 21, 2020	University of Maryland Baltimore	
Wednesday, February 19, 2020	Annapolis	USM Councils Advocacy Day
Tuesday, March 24, 2020	Coppin State University	
Tuesday, April 21, 2020	Towson University	Nominations
Tuesday, May 12, 2020	Bowie State University	Nominations
Tuesday, June 23, 2020	University of Maryland Eastern Shore	Nominations / Elections
Tuesday, July 21, 2020	University of Maryland Center for Environmental Science	
Tuesday, August 11, 2020	Salisbury University	New Member Orientation
Off Rotation for Current AY	University of Baltimore	University of Maryland Global Campus

Please do not hesitate to be in touch (via email at lailams@umbc.edu or by phone at 410-455-3737) if you have any questions, suggestions, or concerns.

Respectfully submitted,



Dr. Laila M. Shishineh
Chair, Council of University System Staff

Council of University System Staff

Quarterly Newsletter / Summer 2019 Edition



Bowie State University (BSU)

14000 Jericho Park Road
Bowie, MD 20715

Coppin State University (CSU)

2500 W. North Avenue
Baltimore, MD 21216

Frostburg State University (FSU)

101 Braddock Road
Frostburg, MD 21532

Salisbury University (SU)

1101 Camden Avenue
Salisbury, MD 21801

Towson University (TU)

8000 York Road
Towson, MD 21252

University of Baltimore (UB)

1420 North Charles Street
Baltimore, MD 21201

University of Maryland, Baltimore (UMB)

520 West Lombard Street
Baltimore, MD 21201

University of Maryland Baltimore County (UMBC)

1000 Hilltop Circle
Baltimore, MD 21250

University of Maryland Center for Environmental Science (UMCES)

P.O. Box 775
Cambridge, MD 21613

University of Maryland, College Park (UMCP)

College Park, MD 20742

University of Maryland Eastern Shore (UMES)

Princess Anne, MD 21853

University of Maryland Global Campus (UMGC)

3501 University Boulevard East
Adelphi, MD 20783

University System of Maryland Office (USMO)

3300 Metzgerott Road
Adelphi, MD 20783-1690

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Website: <http://bit.ly/1yc1prc>
Facebook: @CussMaryland
Twitter: @CUSS_USM

Update from the Chair

As we get ready to start another academic year, I would like to take this opportunity to share some highlights from the 2018-2019 cycle from the Council of University System Staff (CUSS) as well as share some items we are looking forward to in 2019-2020. First and foremost, I would like to thank the outgoing Executive Committee and council members from the past year! It was a very productive year and a great group to work with. I would also like to take a moment to recognize the new Executive Committee for the upcoming year:

- Vice-Chair: Kalia Patricio (UMCP)
- Co-Secretaries: Carol Green-Willis (Towson) & Susan Holt (UMB)
- Members-At-Large: Antoinne Beidleman (UMGC) & Trish Johnson (Bowie)
- Past-Chair: Lisa Gray (Salisbury)

During the past academic year, the Council worked on several initiatives. Highlights for several of these initiatives can be found below.

State of Shared Governance Survey:

For the second year in a row, CUSS sent out the annual "State of Shared Governance Survey" to each of the 12 campuses. We would like to thank all of the staff senate groups at every institution for their active participation in the survey and the results that were shared. A summary of the findings from the survey were shared with the Chancellor, as well as with each of the 12 presidents from each campus. It is our hope that this survey will help improve shared governance processes at each institution. If you are interested in seeing your campus' results, please reach out to your President's Office to obtain a copy.

Board of Regents Staff Awards:

Staff Awards for 10 possible categories were collected and reviewed for the 2018-2019 cycle. Categories include (for both exempt/non-exempt staff): Exceptional Contribution to the Institution and/or Unit to Which the Person Belongs, Outstanding Service to Students in an Academic or Residential Environment, Extraordinary Public Service to the University of the Greater Community, Effectiveness and Efficiency, and Inclusion, Multiculturalism, and Social Justice. All 10 categories had awardees for the last cycle! Congratulations to all of the winners and to everyone who submitted a packet!

Advocacy Day:

Unfortunately, due to inclement weather, Advocacy Day was canceled for 2019. However, the Legislative Affairs & Policy Committee will spend time in the upcoming cycle determining an inclement weather date as well as a way to share information electronically in the event of inclement weather to avoid missing Advocacy Day in the future.

Website Updates:

As we transition into a new year, please do keep up-to-date on Council activities by visiting our website (<https://www.usmd.edu/usm/workgroups/SystemStaff/index.html>). The website is currently being updated so check back periodically for new information.

I am greatly looking forward to working with the Council and the new Executive Committee throughout the upcoming year! Thank you to all of our council members for their service to CUSS. I hope everyone has a successful start to the fall semester!

Dr. Laila M. Shishineh

Dr. Laila M. Shishineh
Council of University System Staff Chair

CUSS COMMITTEE SPOTLIGHT: BOARD OF REGENTS AWARD & RECOGNITION COMMITTEE

The Board of Regents Staff Award represents the highest honor bestowed by the Board of Regents for exempt and non-exempt staff employees from all USM institutions. There could be up to 10 recipients – each receives a \$2,000 cash award. This makes the work of the Board of Regents Award and Recognition Committee very satisfying.

This committee is responsible for making sure all the System institutions are provided with the information they need to compile award-winning packets. We offer tips and answer questions. We try to communicate with the BOR Committees at each institution so they know the timeline and requirements.

Once packets are received, it's up to the Board of Regents Award Committee to grade every packet. We generally receive anywhere from 25 to 40 packets. Each packet is reviewed by several committee members with a standard set of criteria to insure consistency. Committee members review between 10 -15 packets each. Additionally, we will solicit volunteers from the Council who would like to assist with grading. This process is a change from prior years when the entire Council was asked to review applications. Having a smaller group of reviewers whose main assignment is to grade packets, seems to result in more consistent scoring.

After the packets are reviewed and graded, recommendations are made to the Council Executive Committee for the final determination on who goes forward to the Board of Regents to be considered for an award. There are five award categories, and with the exception of one, awards are given to one exempt and one non-exempt staff person. (The Effectiveness and Efficiency category can award to prizes to either exempt or non-exempt.)

After awards have been announced, we start the process over again. We are happy to offer advice to those unsuccessful to help them resubmit a stronger application. More information on the Board of Regents Staff Awards can be found here: <https://www.usmd.edu/usm/workgroups/SystemStaff/borawards.html>

USM INSTITUTIONAL UPDATES

Bowie State University



Prestigious Award Aids BSU Researcher in Developing Black Male Teachers Dr. Julius Davis to establish Center for Research & Mentoring of Black Male Students & Teachers

(BOWIE, Md.) – A Bowie State University mathematics education researcher, selected for the distinguished University System of Maryland professorship, will establish a center to encourage more young black male students to enter the education profession, where they are underrepresented. Dr. Julius Davis is one of three USM faculty awarded the Wilson H. Elkins Professorship, which will provide him with \$44,000 to establish a Center for Research and Mentoring of Black Male Students and Teachers (www.bowiestate.edu/centerforblackmales) to support black male high school students who are interested in a career in education. The highly competitive Wilson H. Elkins Professorship supports professors and researchers who demonstrate exemplary ability to inspire students and whose professional and scholarly endeavors make a positive impact at their

universities, on their students, the entire system and beyond. Established in 1978, it is named for Dr. Elkins, a former Rhodes Scholar and president of the University of Maryland. “It’s humbling and an honor to receive such an award. It feels great to know that the University System of Maryland thought that it was worth the investment to create a center for research and mentoring of black male students and teachers at a historically black university,” said Dr. Davis. “It’s great to be on the cutting-edge by trying to create a center focused on black male students and teachers. We’ll be creating it from the foundation up.”

Coppin State University



No submission for this issue

Frostburg State University

The National Collegiate Athletic Association (NCAA) announced that Frostburg State University has officially been accepted to begin the Division II membership process, capping a 41-year run as a member of Division III.

Progress continues on the new residence hall at FSU.



FSU will hold a Staff Recognition Day on Thursday, Sept 5, 2019, at the Bobcat Stadium from 5-7pm at the first FSU football home game of the season.

Salisbury University

We are SU: The Campaign for Salisbury University kicked off earlier this summer with hundreds of SU community members and supporters attending an elegant evening in the Guerrieri Academics Commons. The \$75 million initiative will provide transformational support for campus priorities, including student scholarships, faculty and staff opportunities, and program enhancements. Staff Senate was instrumental in obtaining approval for two new initiatives beginning this academic year: 1) Faculty/Staff Meal Plan and 2) SU's Day of Service, where employees are encouraged to volunteer with a program or agency they feel a connection to. Employees will be granted the use of Service Hours in lieu of using annual or personal leave. Staff Senate will continue a new year of Snack & Chats geared mainly toward staff employees. A few topics have already been scheduled: Benefits Enrollment, Student Mental Health, Tuition Remission and Other Budget Topics, Active Shooter presentation, Employee Kudos. The 31st Annual Sea Gull Century is set for October 5th. The Sea Gull Century is among the oldest rides of its kind on the East Coast. Thousands of cyclists are expected for the traditional 100-mile Assateague century or the 64-mile Princess Anne metric route. All proceeds support programs on campus and in

the community, including SU student scholarships and faculty grants. The SU Foundation recently announced plans to develop a former motel and shopping center into a 750-bed housing facility to replace three campus residential halls nearing the end of their useful lives. The first phase is set to open in 2022.

Towson University



[Jayne French](#) is the first person to win two USM Board of Regents Awards. A proud TU alumna and former Towson University Staff Senate member who works in Student Affairs, Jayne is a current recipient of the USM's Board of Regents Staff Award in the Category of Inclusion, Multiculturalism and Diversity. French won her first Board of Regents Staff Award in the Extraordinary Public Service to the University or greater community category in 2013-14. Jayne admits that she has a hard time saying no because she loves helping people



Towson University was ranked the No. 29 public university in the prestigious Northeast region in the latest rankings by [Forbes](#), which also listed TU in the top 6 percent of all public universities in the country. The "Top Colleges" list is *Forbes'* annual ranking of the top 650 public and private U.S. colleges. TU was joined by fellow Maryland institutions, UMCP, JHU, and UMBC. The publication also named TU one of America's Best Value Colleges in April of 2019.

TU is taking a major step forward in our role as a major anchor institution and economic-driver in Great Baltimore. Through the Together Towson initiative, TU will soon occupy a historic former Maryland National Guard Armory building that will serve as the hub for BTU (Baltimore + TU partnerships), and home for many programs & offices

focused on community outreach, business engagement, entrepreneurship, and workforce development.



University of Baltimore

No submission for this issue

University of Maryland, Baltimore (UMB)



The UMB Staff Senate, partnering with The President's office and Human Resources, have introduced a "Civility Campaign" to promote civility and civil discourse by asking staff to "Take the Pledge and Choose Civility" either online or in person. This effort ties into UMB's Strategic Plan and Core Values. The official kick-off was during the 4th Annual Employee Professional Development Day on June 11. The theme of the event was "Cultivating Workplace Civility," and the keynote address was offered by Daniel Buccino, MA, MSW, Director of the Civility Initiative at Johns Hopkins University. Senators manned a table, allowing staff to "Take the Pledge" and in return received a button and a copy of the book, "Choosing Civility: The Twenty-Five Rules of Considerate Conduct" by P.M. Forni, Ph.D. To date, 99 have taken the pledge.



**University of Maryland,
Baltimore County (UMBC)**



UMBC's new logo!



UMBC's new 130,000 GSF Interdisciplinary Life Sciences Building (ILSB) is now opened! It will provide 70,000 NSF of flexible and adaptable research and education spaces to support on-going and future interdisciplinary life science programs.

UMBC will host a full-day leadership retreat on Wednesday (August 21) as well as a Fall Welcome/Opening meeting on Thursday August 22 to kick off the fall semester! 2.

The Professional Staff Senate (PSS) Mentoring Program has launched its largest cohort yet with 58 participants in the current 2019-2020 cohort. Plans for the upcoming year (July 1, 2019 to June 30, 2020) include two workshops and promoting campus events to mentors/mentees throughout the year. The program CUSS Chair, Laila Shishineh, also serves as the Chair of the PSS Mentoring Program and anyone interested in learning more about the program can reach out via email (lailams@umbc.edu).

UMBC will host a Welcome to Campus event for all staff who started working at UMBC within the last year on Wednesday, September 25th.

UMBC looks forward to hosting the Council of University System Staff meeting next month on Tuesday, September 24th!

**University of Maryland Center for
Environmental Science (UMCES)**



At the beginning of August, UMCES labs Chesapeake Biological Laboratory, Institute

of Marine and Environmental Technology and Horn Point Laboratory participated in a research cruise in Bermuda to better understand the deep sea carbon cycle. Four UMCES graduate students, Katie Hornick, Amanda Lawrence, Wenfei Ni, and Caroline Wiernicki, have been named finalists of the John A. Knauss Marine Policy Fellowship program sponsored by Sea Grant and NOAA. The Fall Society for Women in Marine Science Symposium will be held at Horn Point Laboratory, September 13 - 14, with break out sessions about science communication led by UMCES' Integration and Application Network

**University of Maryland
College Park (UMCP)**

Discovery Center in VA: The University of Maryland will open an 8,000-square-foot space in Crystal City, Virginia in fall 2020 to foster innovation and collaboration among UMD students and faculty, Crystal City residents and businesses, and alumni in the area. The flagship university's main campus is only 11 miles from Amazon's new HQ2 in Crystal City, and UMD's "Discovery Center" will bring unique opportunities and expertise to Northern Virginia, including access to world-renowned tech faculty and the nation's largest number of computer science students, all poised to partner with local firms. Thriving Workplace Initiative: Workplace engagement continues to rise among University of Maryland faculty and staff, according to new results from the 2019 Thriving Workplace Initiative (TWI) survey. A summary of the 2019 results, released today on the Office of the President's website, also show that those who turned to the Thriving Workplace Initiative's resources for employee development reported significantly higher engagement in their jobs than the UMD community overall. PRESIDENTIAL SEARCH: UMD, the flagship, land-grant university of the state of Maryland, seeks a visionary and inclusive leader to serve as its 34th President. The Board of Regents has appointed a 20-member Presidential Search Committee. The Search Committee is dedicated to building a strong, diverse pool of candidates to recommend for the presidency of the institution. Isaacson, Miller has been retained to provide executive search consulting services.

**University of Maryland
Eastern Shore (UMES)**

On September 8th through the 14th, the University of Maryland Eastern Shore (UMES) will be celebrating Founder's Week. During that week, on September 13th, Dr. Heidi M. Anderson, 16th president of the university will be installed at 1 pm in the Ella Fitzgerald Performing Arts Center. A fundraising dinner to celebrate President

Anderson's Inauguration will be on Saturday, September 14th from 6 - 11 p.m. in the Student Services Center Ballroom. This is a ticketed event to raise scholarship dollars for students. On Thursday, September 12, UMES will celebrate its Summer Commencement at 11 a.m. inside the Ella Fitzgerald Performing Arts Center. President Anderson will deliver the commencement address.

**University of Maryland
Global Campus (UMGC)**

UMUC Is Now University of Maryland Global Campus Known as University of Maryland University College for Nearly 50 Years, New Name for America's Largest Online Public University Reflects Its Global Reach and Historic Mission. Adelphi, Md. (July 1, 2019) The institution that has been known as University of Maryland University College for nearly 50 years is now University of Maryland Global Campus (UMGC). The massive effort to transition to the new name has already begun and will continue into 2020. Prospective and current students will begin to see the university's new name, logo and look on the institution's website and other materials beginning this fall.



On July 18 at the 2019 International Cybersecurity and Intelligence Conference held in Toronto, Canada, Dr. Mansur Hasib, program chair of cybersecurity technology at University of Maryland Global Campus graduate school, received the 2019 Outstanding Global Cybersecurity Leadership Award, which honors individuals with a unique combination of industry accomplishments and academic contributions that impact cybersecurity



2019 - 2020 CUSS REPRESENTATIVES

Bowie State University (BSU)

Trenita Johnson
Trish Johnson
LaVel Jones

Coppin State University (CSU)

Sheila Chase
Anthony Littlejohn
Yvonne Oliver

Frostburg State University (FSU)

Amy Nightengale
Lacey Shillingburg
Rubin Stevenson
Sara Wilhelm

Salisbury University (SU)

Vanessa Collins
Paul Gasior
Lisa Gray
Teri Herberger

Towson University (TU)

Ashley Arnold
LaVern Chapman
Mary Cowles
Deniz Erman
Carol Green-Willis

University of Baltimore (UB)

Keiver Jordan
Suzanne Tabor

University of Maryland, Baltimore (UMB)

Ayamba Ayuk-Brown
Colette Beaulieu
Susan Holt
Casey Jackson
LaToya Lewis
Jenn Volberding

University of Maryland, Baltimore County (UMBC)

Sheryl Gibbs
Kevin Joseph
Thomas Penniston
Laila Shishineh, Chair
Dawn Stoute
Michael Walsh

University of Maryland, Center for Environmental Sciences (UMCES)

Julia Bliss
April Lewis
Michelle Prentice
Lori Stepp

University of Maryland, College Park (UMCP)

Darrell Claiborne
Sarah Goff
Elizabeth Hinson
Kalia Patricio
Sister Maureen Schrimpe

University of Maryland Eastern Shore (UMES)

Chenita Reddick

University of Maryland Global Campus (UMGC)

Melanie Barner
Antoinne Beidleman
Francesca Kerby
Chantelle Smith

University System of Maryland Office (USMO)

Chevonie Oyegoke

For a full listing of all minutes regarding the USM Council of University System Staff (CUSS), institution photographs, and other pertinent information, visit <http://www.usmd.edu/usm/workgroups/SystemStaff/>.

The Council of University System Staff (CUSS) was established in 1992 by request of the Board of Regents to advise on matters relating to the development and maintenance of a new USM Pay Program for Staff employees. CUSS is comprised of System-wide Staff employees with representatives from each of its 12 institutions and the System office.



First	Last	Institution	Committee
Laila	Shishineh	UMBC	Executive Committee - Chair
Kalia	Patricio	UMCP	Executive Committee - Vice-Chair
Lisa	Gray	Salisbury	Executive Committee - Past-Chair
Susan	Holt	UMB	Executive Committee - Co-Secretary / Liaison to Benefits & Compensation
Carol	Green-Willis	Towson	Executive Committee - Co-Secretary / Liaison to BoR Staff Awards & Recognition
Antoinne	Beidleman	UMGC	Executive Committee - Member-at-Large / Liaison to Communications & Marketing
Trish	Johnson	Bowie	Executive Committee - Member-at-Large / Liaison to Legislative & Policy
Colette	Beaulieu	UMB	Benefits & Compensation
Julia	Bliss	UMCES	Benefits & Compensation (Co-Chair)
Mary	Cowles	Towson	Benefits & Compensation
Elizabeth	Hinson	UMCP	Benefits & Compensation
LaVel	Jones	Bowie	Benefits & Compensation (Co-Chair)
Keiver	Jordan	UB	Benefits & Compensation
LaToya	Lewis	UMB	Benefits & Compensation
Amy	Nightengale	Frostburg	Benefits & Compensation
Sister Maureen	Schrimpe	UMCP	Benefits & Compensation
Chantelle	Smith	UMGC	Benefits & Compensation
Michael	Walsh	UMBC	Benefits & Compensation
Darrell	Claiborne	UMCP	BoR Staff Awards & Recognition
Deniz	Erman	Towson	BoR Staff Awards & Recognition
Sheryl	Gibbs	UMBC	BoR Staff Awards & Recognition
Teri	Herberger	Salisbury	BoR Staff Awards & Recognition (Chair)
Casey	Jackson	UMB	BoR Staff Awards & Recognition
Trentia	Johnson	Bowie	BoR Staff Awards & Recognition
Anthony	Littlejohn	Coppin	BoR Staff Awards & Recognition
Michelle	Prentice	UMCES	BoR Staff Awards & Recognition
Lacey	Shillingburg	Frostburg	BoR Staff Awards & Recognition
Ayamba	Ayuk-Brown	UMB	Communication & Marketing
LaVern	Chapman	Towson	Communication & Marketing
Sheila	Chase	Coppin	Communication & Marketing
Paul	Gasior	Salisbury	Communication & Marketing
Francesca	Kerby	UMGC	Communication & Marketing
April	Lewis	UMCES	Communication & Marketing (Co-Chair)
Tom	Penniston	UMBC	Communication & Marketing
Chenita	Reddick	UMES	Communication & Marketing
Rubin	Stevenson	Frostburg	Communication & Marketing
Dawn	Stoute	UMBC	Communication & Marketing (Co-Chair)
Ashley	Arnold	Towson	Legislative Affairs & Policy
Melanie	Barner	UMGC	Legislative Affairs & Policy
Vanessa	Collins	Salisbury	Legislative Affairs & Policy (Chair)
Sarah	Goff	UMCP	Legislative Affairs & Policy
Kevin	Joseph	UMBC	Legislative Affairs & Policy
Yvonne	Oliver	Coppin	Legislative Affairs & Policy
Lori	Stepp	UMCES	Legislative Affairs & Policy
Suzanne	Tabor	UB	Legislative Affairs & Policy
Jenn	Volberding	UMB	Legislative Affairs & Policy
Sara	Wilhelm	Frostburg	Legislative Affairs & Policy



USMSC Report to the Board of Regents

September 20, 2019

The University System of Maryland Student Council held its first meeting of the 2019-2020 academic year on September 8, 2019. This meeting is traditionally more introductory, however, this year the Council considered a significant amount of business at this first meeting.

The Council considered a number of issues important to both graduate and undergraduate Student Governments as well as the students at large in the System. The Council unanimously voted to suspend, in accordance with language provided by the USM and vetted by counsel, Section V.B of the USMSC Bylaws to permit an expedited and/or shifted Student Region Selection process. Following this vote, the Council also voted unanimously to officially endorse the "Drew for Two" plan to address the logistical difficulties created in the roll-out of the two year, two-member Student Regent process made law in SB719.

The Council spent thoughtful consideration of the future of the Council's Special Committees on Urban Public Safety, Student Fees, and Graduate Labor. The Council felt that the current campus climates warranted the continuation of these committees. The efforts and research of both the Committees on Student Fees and Graduate Labor will be a collaborative effort of all the institutions in a working group fashion, while the Committee on Urban Public Safety will be made up of representatives of the University of Baltimore, University of Maryland, Baltimore, Towson University, University of Maryland, Baltimore County, and University of Maryland Center for Environmental Science.

The Council was asked to consider interest for appointments to the USM Inclusion and Diversity Council, the Maryland Youth Advisory Council, and the USMSC Board of Directors.

If the Board has any input for items to be brought to the Student Council, please communicate with me so that I can ensure they are given time on our agenda and addressed in my next report to this board

Respectfully,

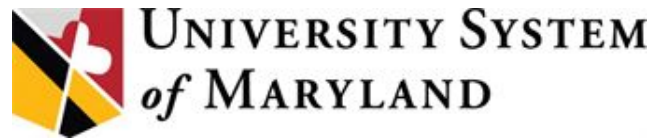
A handwritten signature in black ink, appearing to read 'Benjamin Forrest'.

Benjamin Forrest

2019-2020 USMSC President

bforrest0@frostburg.edu

240.818.5518



DRAFT

University System of Maryland Board of Regents
University of Maryland Center for Environmental Science
June 21, 2019

Minutes of the Public Session

Call to Order. Chair Linda Gooden called the meeting of the University System of Maryland Board of Regents to order at 8:30 a.m. on Friday, June 21, 2019 at the University of Maryland Center for Environmental Science. Those in attendance were: Chair Gooden; Regents Attman, Frazier (monitored by phone), Gossett, Gourdine, Holzapfel, Johnson, Leggett, Pope, Rauch, Wallace, and Wood; Presidents Dr. Rondall Allen (for Anderson), Breau, Goodwin, Hrabowski, Loh, Miyares, Nowaczyk, Perman, Schatzel, Schmoke, Thompson, and Dr. Dane Foust (for Wight); Chancellor Caret, Vice Chancellors Boughman, Herbst, Hogan, McDonough, Raley, and Sadowski; Ms. Wilkerson, and AAGs Bainbridge and Langrill.

Welcome from the University of Maryland Center for Environmental Science (UMCES). President Peter Goodwin welcomed the regents and presidents and highlighted accomplishments of UMCES. Three students presented on their research.

Educational Forum – *Greater Washington Partnership CoLAB Initiative*. Mr. Jason Miller, CEO of the Greater Washington Partnership (GWP), presented information about GWP's CoLAB Initiative, which aims to make the Capital Region a leading global hub for innovation.

Chancellor's Report. Chancellor Caret started by noting that this is his fourth annual report to the Board. He will issue a broader progress report in the fall when the data on the USM strategic goals are in. The Chancellor highlighted all of the leadership changes across the system over the year. He also provided a small sampling of institutional achievements from the past year, as well as the achievements of the USM as a whole. He closed the report by noting the deaths of Jordan McNair and Olivia Paregol. He provided information on the reforms that are being implemented systemwide to ensure that nothing like this happens again. He concluded by saying that the health and safety of our students, faculty, and staff must remain the number one priority.

I. Report of Councils

- a. Council of University System Presidents. Dr. Perman presented the report. CUSP met on May 6th and welcomed Chair Gooden to speak about the AGB report. They also discussed topics such as the operating budget, Boards of Visitors, the recent dinner regarding Amazon HQ2, sponsorships, CUSP leadership, anonymous complaints, and several policies and procedures. CUSP also met on June 4th and

discussed topics including the B-Power MOU with the National Association of Secondary Principals, regent campus liaisons, policy revisions, and the Educator Workforce Report.

- b. Council of University System Staff. Ms. Gray presented the report. CUSS met on May 14th at BSU. In addition to presentations by BSU's Vice President for Student Affairs and USM's Assistant Vice Chancellor for Government Relations, topics discussed included an ombudsman discussion, the future of merit increases, and Board of Regents Awards.
 - c. Council of University System Faculty. Dr. Evers presented the report. Topics covered in the report include academic integrity, faculty evaluations, CUSF leadership changes, the Chancellor search committee, and the 2019-2020 agenda.
 - d. University System of Maryland Student Council. Mr. Prouty presented the report. USMSC met on May 12th at UMB and elected new council leadership. They also discussed such topics as the second student regent to be added to the BOR, position documents, and the Chancellor search.
2. Consent Agenda. The Consent Agenda was presented to the regents by Chair Gooden. She asked if there were any items on the agenda that should be removed for further discussion. There were no requests to remove any items; therefore, Chair Gooden moved, and Regent Wood seconded the motion to accept the consent agenda; it was unanimously approved. The items included were:
- a. Committee of the Whole
 - i. Approval of meeting minutes from April 19, 2019 Public and Closed Sessions (action)
 - ii. Approval of meeting minutes from May 17 and 31, 2019 Special Board Meeting for Public and Closed Sessions (action)
 - iii. Approval of meeting minutes from June 11, 2019 Special Board Meeting for Public and Closed Sessions (action)
 - b. Committee on Education Policy and Student Life
 - i. Approval of meeting minutes from May 7, 2019 Public Session (action)
 - ii. New Academic Program Proposals (action)
 1. Bowie State University: Bachelor of Science in Chemistry
 2. Towson University: Master of Arts in Dance Education
 3. Towson University: Master of Music in Music Pedagogy
 4. University of Maryland, Baltimore: Master of Science in Cannabis Science and Therapeutics
 - iii. USM Policies (action)
 1. Amendments to USM Policy on Faculty Workload and Responsibilities (II-1.25)
 2. Amendments to USM Policy on the Awarding of Honorary Degrees (III-3.00)
 3. Recension of USM Policy on AIDS (VI-11.00)
 - iv. Campus Crime Report (information)
 - v. Brainstorm 2019-2020 Meeting Topics (information)

- c. Committee on Organization and Compensation
 - i. Approval of minutes from May 15, 2019 and June 12, 2019 Public and Closed Sessions (action)
 - ii. Policy Reviews (action)
 - 1. Revision to Policy on Institutional Advisory Boards (action)
 - 2. Revision to Policy on University System of Maryland Student Council (I-3.00)
 - iii. Revision to Policy on Grievances for Nonexempt and Exempt Staff Employees VII- 8.00 (action)
 - iv. BOR Policy Review Annual Report (information)
 - d. Committee on Economic Development and Technology Commercialization
 - i. Change to USM Policy IV-3.20 – Intellectual Property Based on Report in Response to Resolution to Study USM Institutional Patent Protection (action)
 - e. Committee on Finance
 - i. Biennial Nonexempt Market Salary Survey Report – Nonexempt Salary Structure Adjustment for FY 2020-2021 (action)
 - ii. Proposed Amendments to Faculty and Staff Parental Leave Policies (action)
 - iii. Proposed Amendments to Faculty and Staff Sick Leave Policies and Contingent Employees Policy, and a new Policy on Sick and Safe Leave for Contingent Category I and Certain Other Employees (action)
 - iv. University of Maryland, Baltimore: Tuition Schedule for New MS Program (action)
 - v. University of Maryland, College Park: Creation of Business Entity to Lease, Improve and Operate Existing Space to Support Biotechnology Research and Workforce Development (action)
 - vi. University of Maryland, Baltimore: Purchase of Steam Services (action)
 - vii. 2019 USM Dashboard Indicators (information)
 - viii. USM Capital Projects: Periodic Status Report (information)
 - f. Committee on Audit
 - i. Approval of meeting minutes from June 12, 2019 Public and Closed Sessions (action)
3. Review of Items Removed from Consent Agenda
4. Committee Reports
- a. Committee of the Whole
 - i. Implementation of AGB Recommendations and Legislative Actions. Chair Gooden briefed the regents on the implementation of the AGB recommendations and legislative actions included in Senate Bill 719. She noted that USM is working with campuses to prepare for live streaming, the BOR bylaws are being revised, an enterprise risk management work group

has been established, and regent liaisons have been identified for each campus.

- ii. Freedom of Speech and Expression Value Statement and Guidelines. Senior Vice Chancellor Boughman presented the statement and guidelines. (Regent Wood moved that the Board of Regents approve the Freedom of Speech and Expression Value Statement and Guidelines and Regent Rauch seconded the motion; unanimously approved.)
- iii. USM Policy on Sexual Misconduct. Senior Vice Chancellor Boughman presented amendments to VI-I.60 Policy on Sexual Misconduct, noting that amendments are needed to be in compliance with Senate Bill 607. There was some discussion among the regents. (Chair Gooden moved that the Board of Regents approve the proposed amendments to USM Policy on Sexual Misconduct (VI-I.60) and Regent Wallace seconded the motion; unanimously approved.)
- iv. Report of Nominating Committee – Election of Officers. Chair Gooden noted that Senate Bill 719 requires election of board officers in December and recommended retaining the current officers until then. (Chair Gooden moved that the board retain the current officers until new officers are elected at the December Board meeting and Regent Gossett seconded the motion; unanimously approved.)
- v. President Search Updates. Regent Attman presented an update on the president search at UMCP. He said that there is a 20-person search committee working with search firm Isaacson/Miller. The committee had their first meeting and stakeholder meetings in May and will be holding additional forums in the fall. Vice Chancellor Herbst provided an update on the president search at CSU, noting that the search committee is working with Academic Search and has also held its first meeting and campus listening sessions.
- vi. Proposed Dates for 2019-2021 Full Board Meetings. Chair Gooden presented the proposed meeting dates for the next two years, as suggested in the AGB report. (Chair Gooden moved that the BOR approve the proposed dates and Regent Pope seconded the motion; unanimously approved.)
- vii. Resolutions of Appreciation. Chair Gooden presented the resolutions for regents and a president who have retired or are retiring. (Regent Pope moved to approve the resolutions and Regent Gourdine seconded the motion; unanimously approved.)
 1. Regent James Brady
 2. Regent Langston Frazier
 3. Regent Robert Pevenstein
 4. President Maria Thompson
- viii. Scope of Investigation on the UMCP Adenovirus. Chair Gooden outlined the proposed scope of the Board's investigation into the UMCP Adenovirus. (Regent Gourdine moved that the Board approve the scope of investigation and Regent Pope seconded the motion; unanimously approved.)

- ix. UMCP Independent Monitoring Group. Chancellor Emeritus Kirwan provided an update on the implementation of the Walters Report and Football Commission recommendations. The Walters Report recommendations have been fully implemented. All but four of the Football Commission recommendations have been implemented, with the last four expected to be implemented by the end of the summer.
- b. Committee on Education Policy and Student Life
 - i. Cultural Diversity Progress Reports
 - I. Campus Reports. Vice Chancellor Boughman and Assistant Vice Chancellor Lee presented the 2019 Institutional Programs of Cultural Diversity Annual Progress Reports. The presentation generated discussion and a suggestion was made to add this topic as an educational piece in the future. (Regent Pope moved that the Board of Regents approve the 2019 Institutional Programs of Cultural Diversity Annual Progress Report for submission to the Maryland Higher Education Commission and Regent Gourdine seconded the motion; unanimously approved.)
- c. Committee on Audit
 - i. BOR Statement of Intent: Enterprise Risk Management and Crisis Management. Regent Pope provided an outline of the statement of intent for enterprise risk management and crisis management with the intent to develop a policy. (Regent Pope moved that the Board approve the Enterprise Risk Management and Crisis Management Statement of Intent and Regent Wood seconded the motion; unanimously approved.)
 - ii. Senate Bill (SB) 719 – Delegation of Responsibility to the Board of Regents Committee on Audit to Review Financial Disclosure Statements From Chancellors and University Presidents. The Audit Committee recommended that the BOR should formally delegate responsibility to ensure compliance with SB 719 to the Audit Committee and the BOR should include review of the Regents' financial disclosure statements. (Regent Gossett presented an amendment that says if annual costs are expected to exceed \$50,000, the Board needs to seek approval from the Vice Chancellor for Administration and Finance.; Regent Gossett moved, with the amendment, that the BOR approve delegation of responsibility to oversee compliance with SB 719 to the Committee on Audit and approve inclusion of annually reviewing Regents' financial disclosure statements and Regent Pope seconded the motion; unanimously approved.)
- d. Committee on Finance
 - i. FY 2020 System Funded Construction Program Request. Regent Attman presented the request. (Regent Attman moved that the BOR approve the FY 2020 System Funded Construction Program request with the conditions listed herein (and within the attached materials) and authorize the Chancellor to make appropriate changes consistent with existing Board policies and

- guidelines. Any such changes will be reported to the Committee on Finance. Chair Gooden seconded the motion; unanimously approved.)
- ii. University System of Maryland: 41st Bond Resolution—Auxiliary Facility and Tuition Revenue Bonds. Regent Attman presented the bond resolution. (Regent Attman moved that the BOR approve the Forty-First Bond Resolution and Regent Pope seconded the motion; unanimously approved.)
 - iii. University System of Maryland: FY 2020 Operating Budget. Regent Attman presented information about the USM FY 2020 operating budget. (Regent Attman moved that the BOR approve the FY 2020 operating budget as submitted, with the Chancellor authorized to make appropriate changes consistent with existing board policies and guidelines. Any such changes will be reported back to the Board. Regent Pope seconded the motion; unanimously approved.)
 - iv. Board Statement of Values and Expectations on Collaboration and Cooperative Efforts in Acquiring and Implementing New Information Technology and Upgrading Business Processes. Regent Attman presented the statement on collaboration and cooperation. (Regent Attman moved that the BOR adopt the Statement of Values and Expectations on Collaboration and Cooperative Efforts in Acquiring and Implementing new Information Technology and Upgrading Business Processes and Regent Pope seconded the motion; unanimously approved.)
 - v. Proposed FY 2020 Contract between the University of Maryland, Baltimore and the University of Maryland Medical System Corporation. Regent Attman presented the proposed contract, which the BOR and the Board of Directors of the University of Maryland Medical System Corporation are asked to approve each year. (Regent Attman moved that the BOR authorize the President of UMB to execute the Annual Contract for FY 2020 and Regent Pope seconded the motion; unanimously approved.)
 - vi. Towson University: Proposal for Undergraduate Differential Pricing. Regent Attman presented Towson University's proposal to implement differential pricing for three areas of study. (Regent Attman moved that the BOR approve for Towson University the proposed Undergraduate Differential Pricing as previously described; and, authorize an exception to the BOR Policy on Tuition-VIII 2.01 as permitted in Section II.B.I of the policy. Furthermore, the University shall provide an annual report to the Board of Regents that reflects the benefits and challenges of implementing tuition differential to the select programs. Regent Pope seconded the motion; unanimously approved.)
- e. Committee on Organization and Compensation
- i. Chancellor Search Guidelines. Regent Rauch presented Chancellor Search Guidelines, noting that they follow the President Search Guidelines. (Regent Gossett moved that the BOR approve the Chancellor Search Guidelines and Regent Gourdine seconded the motion; unanimously approved.)

5. Reconvene to Closed Session. Chair Gooden read the “convene to close” statement citing the topics for the closed session and the relevant statutory authority for closing the meeting under 3-305(b) and 3-103(a)(1)(i). (Moved by Regent Pope, seconded by Regent Gourdine; unanimously approved.)

Meeting adjourned at 11:52am.



DRAFT
USM Board of Regents

University of Maryland Center for Environmental Studies
June 21, 2019

Minutes of the Closed Session

Chair Gooden called the closed session of the Board Meeting to order at 12:05 p.m. on Friday, June 21, 2019.

Those in attendance for all or part of the meeting included: Chair Gooden; Regents Attman, Frazier, Gossett, Gourdine, Holzapfel, Johnson, Leggett, Pope, Rauch, Wallace, and Wood; Chancellor Caret; Presidents Goodwin and Thompson; AAGs Bainbridge and Langrill and Ms. Wilkerson.

1. **Meeting with the Presidents.** As part of their performance reviews, the Board met individually with University of Maryland Center for Environmental Studies President Goodwin and Coppin State University President Thompson. (§3-305(b)(1)).
2. **Consent Agenda:** The consent agenda was moved by Chair Gooden and seconded by Regent Gourdine. The Regents unanimously approved the consent agenda. The items included were:
 - a. **Committee of the Whole**
 - i. Board of Regents Staff Awards (§ 3-305(b)(1) and (2))
 - b. **Committee on Organization and Compensation**
 - i. Ratification of the University of Maryland, College Park MOU with the Fraternal Order of Police (FOP) for Sworn Police Officers (§3-305(b)(9))
 - ii. Ratification of the University of Baltimore MOU with the Fraternal Order of Police (FOP) for Sworn Police Officers (§3-305(b)(9))
 - c. **Committee on Finance**
 - i. Towson University: Purchase of Improvements at 401 Washington Avenue and Entry into 99-year Ground Lease (§3-305(b)(3))
3. **Committee on Finance.**
 - a. **Coppin State University: Food Services Contract:** Regent Attman moved the approval of the Coppin State University Food Services Contract and Chair Gooden seconded the motion. The Regents unanimously approved the contract. (§3-305(b)(14)).
 - b. **Bowie State University: Food Services Contract:** Regent Attman moved the approval of the Bowie State University Food Services Contract and Chair Gooden seconded the motion. The Regents unanimously approved the contract. (§3-305(b)(14)).
 - c. **University of Maryland, College Park acquisition of 8920 Azalea Lane, 8930 Azalea Lane and 3801 University Boulevard:** Regent Attman moved to approve the acquisition of three properties in College Park. Chair Gooden seconded the motion. The Regents unanimously approved this acquisition. (§3-305(b)(3)).
 - d. **FY 2021 Capital Budget Request; and FY 2021-2025 Five-Year Capital Improvement Program:** Regent Attman moved the approval of the Capital Budget Request and the Five-year Capital Improvement Program. The motion was seconded by Regent Gossett and approved unanimously by the Board. (§3-305(b)(13)).
4. **Committee on Organization and Compensation.**
 - a. **Annual Review of USM Presidents.** The Regents and Chancellor discussed the annual reviews of the presidents. (§3-305(b)(1)).

- b. Presidential Compensation.** The Regents voted on the compensation package adjustments for the University of Maryland University College and University of Maryland, Baltimore Presidents. (§3-305(b)(1)).
- c. Annual Review of the USM Chancellor.** As part of their annual review of the Chancellor, the Regents discussed the Chancellor's performance. (§3-305(b)(1)).
- d. Annual Review of the Chancellor's direct reports.** As part of the annual review of the Chancellor's direct reports, the Chancellor discussed with the Regents the performance of his direct reports. (§3-305(b)(1)).

Meeting adjourned at 3:32 p.m.



**UNIVERSITY SYSTEM
of MARYLAND**

DRAFT

**USM Board of Regents
USM Headquarters, Columbus Center, Baltimore
August 7, 2019**

Minutes of the Public Session

Chair Gooden called the public session of the Board Meeting to order at 10:02 a.m. on Wednesday, August 7, 2019.

Those in attendance for all or part of the meeting included: Chair Gooden; Regents Gossett, Gourdine, Holzapfel, Johnson, Leggett, Needham, Pope, Rauch, Schulz, Wallace, and Wood; Chancellor Caret; Vice Chancellors Hogan and Herbst; AAGs Bainbridge and Langrill and Ms. Wilkerson.

- 1. Update on Implementation of Legislative Actions.** Chair Gooden provided an update on the implementation of SB 719/HB 533, the Board of Regents Transparency and Oversight legislation.
- 2. Update on AGB Implementation Plan.** Ms. Wilkerson provided an update on the implementation of the Association of Governing Boards recommendations.
- 3. Update on Presidents and Chancellor Searches.** Chancellor Caret and Vice Chancellor Herbst provided updates on the Coppin State University and University of Maryland College Park Presidents searches. Chair Gooden provided an update on the Chancellor search.
- 4. Update on Shady Grove.** Chair Gooden and Chancellor Caret provided an update on the Universities at Shady Grove.
- 5. Convene to Closed Session.** Chair Gooden read the statement to convene to closed session and moved to convene to closed session. The motion was seconded by Regent Fish and the Board voted unanimously to close the meeting.

Meeting adjourned at 10:59 a.m.



**UNIVERSITY SYSTEM
of MARYLAND**

DRAFT

**USM Board of Regents
USM Headquarters, Columbus Center, Baltimore
August 7, 2019**

Minutes of the Closed Session

Chair Gooden called the closed session of the Board Meeting to order at 11:06 a.m. on Wednesday, August 7, 2019.

Those in attendance for all or part of the meeting included: Chair Gooden; Regents Gossett, Gourdine, Holzapfel, Johnson, Leggett, Needham, Pope, Rauch, Schulz, Wallace, and Wood; Chancellor Caret; Vice Chancellors Hogan and Herbst; AAGs Bainbridge and Langrill and Ms. Wilkerson.

- 1. Legal Advice from Counsel on Chancellor and President Appointments and Compensation.**
The Board sought legal advice on the process and provisions in President and Chancellor appointment letters. (§3-305(b)(7))
- 2. Legal Advice from Counsel Related to Review of UMCP Response to Adenovirus and Mold.**
The Board sought legal advice on contractual matters related to the review of the UMCP adenovirus and mold response. (§3-305(b)(7) and (8))
- 3. Coalition Case Update.** AAG Bainbridge provided an update on the Coalition Case. (§3-305(b)(7) and (8))
- 4. Plan for Legislative Visits: Assignments.** Chair Gooden discussed her plan for working with elected officials. (§3-103(a)(1)(i))
- 5. Update on the McNair Matter.** AAG Bainbridge shared an update on the Jordan McNair matter. (§3-305(b)(7) and (8))

Meeting adjourned at 1:41 p.m.



UNIVERSITY SYSTEM
of MARYLAND

BOARD OF REGENTS

SUMMARY OF ITEM FOR ACTION,
INFORMATION OR DISCUSSION

TOPIC: Board Resolution on Defense Security Service

COMMITTEE: Committee of the Whole

DATE OF COMMITTEE MEETING: September 20, 2019

SUMMARY: Institutions of the USM enter into agreements with the United States Department of Defense (DOD), which involve classified work. While the Chancellor and BOR Chair are required to meet the personnel clearance requirements, DOD regulations permit exclusions for the members of the Board of Regents. The Defense Security Service (DSS) requires the attached resolution to be approved annually to provide the exemption for BOR members from obtaining a security clearance.

ALTERNATIVES(S): The Board can decide that each board member needs to receive a security clearance, which would take approximately 6-9 months. In that case, it is recommended that this resolution be approved for the interim so that the processing of current contracts can proceed. The Board could decide not to contract with DOD for matters that could involve classified material.

FISCAL IMPACT: Negligible

CHANCELLOR'S RECOMMENDATION: The Chancellor recommends that the Board support this resolution.

COMMITTEE RECOMMENDATION:

DATE:

BOARD ACTION:

DATE: September 20, 2019

SUBMITTED BY: Denise Wilkerson, (301) 445-1906 or (410) 576-5734 or dwilkerson@usmd.edu



**RESOLUTION OF THE BOARD OF REGENTS OF
THE UNIVERSITY SYSTEM OF MARYLAND**

I, Michelle Gourdine, do hereby certify that I am the Secretary of the Board of Regents of the University System of Maryland, an instrumentality of the State of Maryland and a public corporation, and that the following is a true and correct copy of a resolution adopted by the University System of Maryland Board of Regents at a meeting held at the Coppin State University on September 20, 2019 at which time a quorum was present.

WHEREAS, the Board of Regents, a body having seventeen members, is the governing body of the University System of Maryland ("USM") and the Chancellor is the Chief Executive Officer of USM and the Chief of Staff for the Board of Regents; and

WHEREAS, institutions of the USM seek to enter into agreements with the United States Department of Defense ("DOD") which involve classified work; and

WHEREAS, current DOD Regulations require that the Chancellor and USM Facility Security Officer meet the personnel clearance requirements for the System's facility clearance; and

WHEREAS, said DOD Regulations permit the exclusions from the personnel clearance requirements of members of the Board of Regents, provided that this action is taken in accordance with law and recorded in the Board's minutes; and

WHEREAS, the Board of Regents is authorized to delegate aspects of its authority to the Chancellor,

NOW, THEREFORE BE IT RESOLVED that the Chancellor and the USM Facility Security Officer at the present time do possess, or will be processed for, the required security clearance; and

BE IT RESOLVED FURTHER that in the future, when any individual enters upon the duties of Chancellor or USM Facility Security Officer, such individual shall immediately make application for the required security clearance; and

BE IT RESOLVED FURTHER that the following members of the Board of Regents shall not require, shall not have, and can be effectively excluded from access to CLASSIFIED information in the possession of the USM.

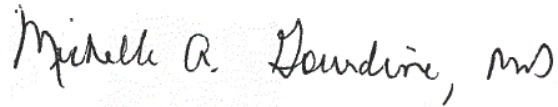
NAME

TITLE

Isiah Leggett
Drew Needham
Kelly Schulz

Regent
Student Regent
Regent

IN WITNESS WHEREOF I have hereunto set my hand and affixed the seal of the University System of Maryland this day of September 20, 2019.



Michelle Gourdine, M.D.
Secretary
Board of Regents of the
University System of Maryland



**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 6, 2019 at Towson University. The meeting was convened at 9:35 a.m. Committee members present were: Regents Gourdine (chair), Johnson, Needham, and Wood. Chancellor Caret was also present.

The following were also in attendance: Dr. Alvarez, Ms. Bainbridge, Dr. Beise, Dr. Boughman, Dr. Brunn, Dr. Coleman, Dr. Henry, Ms. Jamison, Dr. Jarrell, Dr. Lee, Dr. Lewis, Mr. Lurie, Mr. McDonough, Ms. E. Murray, Dr. R. Murray, Dr. Niemi, Dr. Olmstead, Dr. Perrault, Ms. Pomietto, Dr. Reitz, Dr. Rous, Dr. Scott, Dr. Shapiro, Dr. D. Smith, Ms. K. Smith, Dr. Throop, Ms. Wilkerson, and other guests.

Chair Gourdine welcomed all to the meeting. She shared her pleasure with being chair of the committee and introduced new regent, Drew Needham, law student at the University of Maryland, Baltimore. Regent Gourdine thanked President Kim Schatzel and her team for their hospitality. Chair Gourdine, Regent Wood, and Chancellor Caret offered condolences and warm memories of Regent Katrina Dennis, who passed away on August 31, 2019 after a courageous battle with breast cancer. All remember Regent Dennis as sharp, dedicated, focused, and inspirational in her work on the Board, with EPSL, in her profession, and in the community. Those in attendance participated in a moment of silence in honor of Regent Dennis.

Action Items

New Academic Program Proposals

Salisbury University: Bachelor of Science in Data Science

Dr. Karen Olmstead, Provost and Senior Vice President for Academic Affairs, and Dr. Mike Scott, Dean, Henson School of Science and Technology, presented the proposal for Salisbury University to offer the Bachelor of Science degree in Data Science. This program would build on existing expertise within the faculty and is a natural outgrowth of current programs. The program will provide students with the knowledge and skills necessary to compete in rapidly-expanding industries that operate in a multifaceted and ever-evolving technological environment. Graduates will have the ability to manipulate, capture, maintain, process, and communicate large data sets in a variety of sectors from healthcare to retail to manufacturing. The workforce demand for data science-related jobs is well documented, and experts predict the demand will continue growing. SU is well prepared in terms of faculty expertise and facilities to deliver this unique undergraduate program, which will launch graduates into successful careers in a wide diversity of public and private organizations. In response to questions from Regent Needham, the presenters shared that the program is designed to partner well with a variety of majors, offering students opportunities to double major. Additionally, the program will allow for relatively easy transfer into this degree from other science programs. The proposal has gone through the standard USM approval process with institutions having time to submit objections. There have been no objections, and there are no concerns about program duplication.

In response to a question from Regent Wood, Drs. Olmstead and Scott shared that the program will be included in the university's marketing efforts, specifically those as connected to enrollment management. These efforts could include features on the SU website and other digital marketing. Chancellor Caret shared the USM's leadership of or partnerships with the Business Higher Education Forum, the Greater Washington Partnership, the Maryland Center for Computing Education, and the Kirwan Center for Academic Innovation, which have all reinforced the importance of preparing students for jobs in data analytics/science, cyber, and other technical fields. Dr. Joann Boughman, Senior Vice Chancellor for Academic and Student Affairs, shared that the provosts may want to consider creating a roadmap for data analytics/science-related programs across the USM to understand how they compare and contrast as well as to describe how the USM is meeting that workforce need.

The Chancellor recommends that the Committee on Education Policy and Student Life recommend that the Board of Regents approve the proposal from Salisbury University to establish a Bachelor of Science in Data Science. The motion was moved by Regent Johnson, seconded by Regent Needham, and passed.

Vote Count: Yea: 4 Nays: 0 Abstentions: 0

Salisbury University: Bachelor of Arts in Outdoor Education Leadership

Dr. Karen Olmstead, Provost and Senior Vice President for Academic Affairs, and Dr. Laurie Henry, Dean, Seidel School of Education, presented the proposal for Salisbury University to offer the Bachelor of Arts in Outdoor Education Leadership (ODEL) to address local and regional demand for professionals trained in leadership using environmental and adventure-based programming. The program builds on an existing minor and is well suited to the extensive natural environments of the Eastern Shore region. Student interest is high, and the US and Maryland departments of labor forecast increases in positions such as recreation workers, training and development specialists, and training and development managers, which will yield a steady market for ODEL graduates. The ODEL B.A. will enable students to develop skills and competencies including, but not limited to, leadership, understanding of ethical frameworks, group facilitation, environmental stewardship, risk management, program planning, and research. The delivery of this program applies knowledge in fieldwork experiences, which will help students develop an array of critical thinking, communication, and leadership aptitudes. Thus, the program prepares students to compete for professional positions, not only in the large variety of Mid-Atlantic outdoor adventure, education, and environmental interpretation jobs, but also in fields requiring leadership development, communication, and facilitation skills. The proposed program adheres to the accreditation standards of the Association for Experiential Education, and the university will seek national accreditation.

In response to a question from Regent Wood, Drs. Olmstead and Henry shared that the program will be included in the university's marketing efforts, specifically those as connected to enrollment management. These efforts could include features on the SU website and other digital marketing. Additionally, admissions teams will be equipped to share information about the BA in ODEL as they visit high schools throughout the state and region. Dr. Olmstead noted the presence of a similar program at Frostburg State University and shared that initial conversations have begun to consider how the programs may be able to collaborate given that their focus is the same although their geographies differ greatly. Regent Needham noted that this would be an excellent opportunity for students.

The Chancellor recommends that the Committee on Education Policy and Student Life recommend that the Board of Regents approve the proposal from Salisbury University to establish a Bachelor of Arts in Outdoor Education Leadership. The motion was moved by Regent Wood, seconded by Regent Needham, and passed.

Vote Count: Yea: 4 Nays: 0 Abstentions: 0

Information Items

Discussion of Proposed Amendments to Committee Bylaws and Draft Committee Charge

Dr. Jo Boughman, Senior Vice Chancellor for Academic and Student Affairs, reminded the committee of the University System of Maryland Governance Review Final Report, developed by the Association of Governing Boards, recommended that USM Board committees bring clarity to committee work by reviewing and/or developing committee bylaws, charges, and practices to ensure expectations and structures remain consistent with current System priorities. During the summer, Chair Michelle Gourdine, Dr. Boughman, and her staff met to discuss possible amendments to EPSL's section of the USM Board of Regents Bylaws (Article IX, Section 4) and to develop a draft committee charge for the committee's consideration. Dr. Boughman noted that the proposed amendments to the Bylaws are technical in nature and have been drafted to show the action ("report", "review", or "recommend") EPSL takes on various topics and to include a few new topic areas addressed by the committee. The redlined edits of Article IX, Section 4 were included in the meeting materials. The charge was drafted based on the last several years of reports and major academic and student affairs topics that have appeared on EPSL agendas, been of interest or concern to the USM, or that System staff anticipate as forthcoming issues of import.

Regent Wood noted that, within campus safety, we should consider the System's and Board's work on crisis management. Regents agreed that the charge and amendments to the Bylaws are comprehensive and ready for review at the next level. Chair Gourdine noted that these documents can be amended in the future, but these versions will be part of the broader review of committees' charges and the BOR bylaws during the Board meeting on September 20, 2019.

Report on Academic Program Actions Delegated to the Chancellor, AY 2018-2019

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 2018 and August 2019, the Chancellor approved 17 new certificates, 5 modified certificates, 24 modified degrees, and 17 title changes. He also approved the suspension or discontinuation of 6 degrees, 4 areas of concentration within degrees, and 5 certificates. In addition, the Board of Regents approved 19 new degree programs. A chart detailing the Chancellor's actions and programs approved by the Board is attached. Dr. Coleman shared that there has been a steady increase in the number of actions approved by the chancellor and EPSL. From academic year 2015-2016 to 2018-2019, there was a 200% increase in chancellor's actions and a 111% increase in Board actions. Dr. Coleman reminded the committee that program enrollment and program review reports that come to EPSL in January are related to the current report. Chancellor Caret described the care with which he reviews program actions and that he is pleased with what appears to be good planning and thinking by the provosts and their teams. Chancellor Caret also noted that he is in favor of increasing the threshold levels at which a program is deemed not viable and is considered for discontinuation. He and Senior Vice Chancellor Boughman will continue to discuss his belief that after

years of low enrollments, a program should be put on warning. After three years on warning, if the program's enrollment has not improved, the Chancellor believes the program should be automatically discontinued (with the possibility of an appeal). Dr. Boughman shared nuances that should be considered with such a practice and noted that she and the Academic Affairs Advisory Council (USM provosts) will consider those details.

Notification of Awards: USM Regents Scholars Program, Donald Langenberg Lecture Award, Wilson H. Elkins Professorships

Dr. Antoinette Coleman shared information about the **USM Regents Scholars Program**, which was created to provide outstanding students with the financial freedom to pursue academic studies USM institutions. Substantial endowments have been established by individuals and corporations in order to cover the estimated cost of attendance for tuition and fees, living expenses and academic materials. A typical full scholarship for a first-year student or transfer student for 2019-20 would be approximately \$23,781 per year. Partial scholarships are also available. For academic year 2019-2020, 13 new and 12 continuing students were awarded a total of \$396,715.

Dr. Zakiya Lee shared information about the **Langenberg Lecture Scholarship**, which was established through a solicitation for an endowed fund in honor of former USM Chancellor Donald N. Langenberg on the occasion of his retirement in 2002. The scholarship recognizes a rising senior who shows promise and commitment to a career in education and has strong academic performance. In Spring 2019, the USM was proud to present Ms. Faith Garner of Bowie State University with a \$2,000 award in recognition of her outstanding achievements in the field of education. Ms. Garner's exemplary academic accomplishment in her program and her commitment to teaching are laudable. While maintaining academic excellence, she held leadership roles in the Bulldog Academy Leadership Institute, Bowie Sisters United, and other organizations. Additionally, Faith takes time to mentor new students.

Dr. Lee also described the **Wilson H. Elkins Professorship**, which was established to perpetuate the name and contributions of Dr. Elkins who led the University of Maryland to new levels of distinction as its president from 1954 to 1978. Special effort is made to bestow the award in those areas where the Elkins Professor will have an opportunity to make an important contribution to the teaching, research, and public service mission of their institution and the entire USM. Direct involvement with undergraduate and/or graduate students and outreach to other institutions within the System are hallmarks of the Elkins Professors. The FY 2020 Professorship winners are (1) Bowie State University's Dr. Julius Davis, (2) the University of Baltimore's Dr. Mortimer Sellers, (3) the University of Maryland Eastern Shore's Dr. Paulinus Chigbu, and (4) multiple faculty members dedicated to academic innovation efforts. All projects are described in the meeting materials.

The committee appreciated this new report and would be pleased to hear it again in the future. Additionally, the committee would be pleased to welcome an Elkins Professor to share their research and outcomes.

Tentative Annual Agenda, 2019-2020

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. Regent Wood restated his interest in learning more about the USM's crisis planning and crisis management efforts. Provost Philip

Rous (UMBC) recommended adding the diversification of faculty to the tentative agenda. Regent Gourdine invited the committee and stakeholders to share ideas for agenda topics with her, Dr. Joann Boughman, or members of her team if they should have ideas at a later date.

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 Needham, seconded by Regent Wood, and unanimously approved. Regent Gourdine adjourned the meeting at 10:49 a.m.

Respectfully,

Regent Michelle Gourdine
Chair



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

Minutes ~ Closed Session

The Committee on Education Policy and Student Life (EPSL) of the University System of Maryland (USM) Board of Regents met in closed session on Friday, September 6, 2019 at Towson University. The meeting was convened at 11:00 a.m. Committee members present were: Regents Gourdine (chair), Johnson, Needham, and Wood. Chancellor Caret was also present.

Also attending were: Ms. Bainbridge, Dr. Boughman, Dr. Lee, and Ms. Wilkerson.

Action Item

Out-of-Cycle Honorary Degree Nomination

In accordance with the Board of Regents' Policy on Awarding of Honorary Degrees (III-3.00), Bowie State University has submitted an out-of-cycle nomination for an honorary degree. After the final approval of the nomination, the president may begin to arrange for the awarding of the honorary degree. The actual degree may be conferred at any time within five years of approval, unless withdrawn by the Board of Regents for cause. The institution and USM staff vetted the nominee. There are no concerns about the current nominee. The name of the nominee and the degree being recommended, as well as the nomination letters and supporting documentation, were made available to regents prior to the meeting.

The Chancellor recommends that the Committee on Education Policy and Student Life recommend that the Board of Regents approve the Bowie State University nomination for an honorary degree submitted in August 2019, to be added to the list of individuals approved for the awarding of honorary degrees. The motion was moved by Regent Johnson, seconded by Regent Needham, and passed.

Vote Count: Yea: 4 Nays: 0 Abstentions: 0

Motion to Adjourn

Regent Gourdine called for a motion to adjourn the meeting. The motion was moved by Regent Wood and seconded by Regent Needham. Regent Gourdine adjourned the meeting at 11:05 a.m.

Respectfully,

Regent Michelle Gourdine
Chair



BOARD OF REGENTS
SUMMARY OF ITEM FOR ACTION,
INFORMATION, OR DISCUSSION

TOPIC: Salisbury University: Bachelor of Science in Data Science

COMMITTEE: Education Policy and Student Life

DATE OF COMMITTEE MEETING: Friday, September 6, 2019

SUMMARY: Salisbury University is pleased to submit a proposal for a Bachelor of Science degree in Data Science. The Data Science B.S. will provide the knowledge and skills necessary to compete in rapidly-expanding industries that operate in a multifaceted and ever-evolving technological environment. A 2017 study noted that there were over 2.35 million listings for data science and analytics jobs in the U.S. and that demand has been growing at over 10% per year. There are currently more than 1,000 data scientist jobs in Maryland listed on Glassdoor and Indeed, and 40% of the data science positions required a bachelor's degree rather than an advanced degree.

The Data Science B.S. includes a set of core courses, and students may select one of five tracks. Graduates will be able to: 1) demonstrate the knowledge and skills central to data science; 2) describe and transform information to discover relationships and insights into large and complex datasets; 3) use formal techniques and methodologies of abstraction to create models that can be automated to solve real-world problems; 4) apply their learned knowledge to cross-disciplinary problems as part of a project team; and 5) effectively and competitively pursue careers to meet the growing demand for data scientists. SU is well prepared in terms of faculty expertise and facilities to deliver this unique undergraduate program which will launch graduates into successful careers in a wide diversity of public and private organizations.

ALTERNATIVE(S): The Regents may not approve the program or may request further information.

FISCAL IMPACT: No additional funds are required. The program can be supported by the projected tuition and fees revenue.

CHANCELLOR'S RECOMMENDATION: That the Education Policy and Student Life Committee recommend that the Board of Regents approve the proposal from Salisbury University to offer the Bachelor of Science in Data Science.

COMMITTEE RECOMMENDATION: Approval

DATE: September 6, 2019

BOARD ACTION:

DATE:

SUBMITTED BY: Joann A. Boughman

301-445-1992

jboughman@usmd.edu



OFFICE OF THE PROVOST

1101 Camden Avenue
Salisbury, MD 21801-6860
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FAX 410-548-2587
www.salisbury.edu

August 1, 2019

Dr. Robert Caret, Chancellor
University System of Maryland
3300 Metzger Rd.
Adelphi, MD 20783

Dear Chancellor Caret,

On behalf of President Charles A. Wight, the faculty, and the entire Salisbury University (SU) community, I am requesting approval to add a new instructional program at SU. Our institution is seeking permission to offer a Bachelor of Science in Data Science. The complete proposal for a new instructional program is attached for your review.

If you have any questions, please contact me at 410 548-3374.

Sincerely,

Karen L. Olmstead, Ph.D.
Provost and Senior Vice President
for Academic Affairs

Enclosure

kg

cc Dr. Charles A. Wight, President, Salisbury University
Dr. Kara Owens, Associate Vice President for Planning and Assessment
Dr. Antoinette Coleman, Associate Vice Chancellor for Academic Affairs, USM

UNIVERSITY SYSTEM OF MARYLAND INSTITUTION PROPOSAL FOR

<input checked="" type="checkbox"/>	New Instructional Program
<input type="checkbox"/>	Substantial Expansion/Major Modification
<input type="checkbox"/>	Cooperative Degree Program
<input checked="" type="checkbox"/>	Within Existing Resources, or
<input type="checkbox"/>	Requiring New Resources

Salisbury University

Institution Submitting Proposal

Bachelor of Science in Data Science

Title of Proposed Program

Bachelor of Science

Award to be Offered

August 2020

Projected Implementation Date

170100

Proposed HEGIS Code

270101

Proposed CIP Code

Math and Computer Science

Department in which program will be located

Richard T. Wilkens

Contact

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Contact Phone Number

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Contact E-Mail Address



Signature of President or Designee

7/29/19

Date

Introduction

The Richard A. Henson School of Science and Technology at Salisbury University is pleased to submit a proposal for a new Bachelor of Science degree in Data Science. The B.S. in Data Science will provide students pursuing careers in a variety of fields with a course of study that balances core fundamentals with the applied practice of data science. The B.S. in Data Science will provide the knowledge and skills necessary to compete in rapidly-expanding industries that operate in a multifaceted and ever-evolving technological environment. In a study in 2017, Burning Glass Technologies, IBM, and the Business Higher Education Forum found that there were over 2.35 million listings for Data Science and Analytics jobs in the United States and that demand has been growing at over 10% per year.¹ The discipline of data science seeks to understand and leverage all five stages of the data science life cycle namely 1) capture (data acquisition or extraction); 2) maintenance (data cleansing and organizing); 3) processing (data mining and modeling); 4) analysis (quantitative and qualitative analysis); and 5) communication (reporting and visualization).² The concepts and tools of data science are being applied to nearly every corner of human endeavor including medicine, cosmology, human behavior, business efficiency, entertainment, media, and basic science. With its foundations in mathematics, statistics, and computer science, data science uses formal techniques and methodologies of abstraction to generate models that can be automated to solve real-world problems and drive decision making. This unique degree program provides the rigorous technical background and experience to rapidly accelerate a graduate into emerging roles within a wide diversity of public and private organizations. This degree program will be available to students beginning in August 2020 and most students will complete the Bachelor of Science in Data Science degree in four years.

I. Centrality to the University's Mission

The proposed Data Science BS program supports Salisbury University's mission to "empower our students with the knowledge, skills, and core values that contribute to active citizenship, gainful employment, and life-long learning in a democratic society and interdependent world" and to "actively contribute to the local Eastern Shore community and the educational, economic, cultural, and social needs of our State and nation" (SU's Mission and Values, 2019). The Data Science B.S. program provides students with a multidisciplinary background in mathematics, statistics, computer programming, and data visualization to prepare them for the demands of this field. While its administrative home will be in the Department of Mathematics and Computer Science, the program utilizes a multi-disciplinary approach with several tracks to allow students to pursue "a broad array of ideas and perspectives" as promoted in the University's mission. This approach will help students achieve excellence, envision their future as data scientists, grow intellectually, and pursue career, leadership, and graduate school opportunities.

II. Adequacy of curriculum design and delivery to related learning outcomes

A full course listing with course titles and descriptions is provided in Appendix A. These courses were chosen to match with stated industry needs: mathematics, statistics, computer programming, and data visualization skills.³ The unique design of this program applies knowledge developed from a group of fundamental courses to specific fields such as astrostatistics, bioinformatics, chemometrics, geoanalytics, and computational and mathematical data science. By learning and applying the core theories and applications to specific science disciplines, program students will better develop an array of critical thinking, communication, and leadership aptitudes, which are broadly applicable in a rapidly changing technological environment and interdependent society.

The Data Science BS program core requires 34 course credits, with additional general education courses, electives, and chosen track courses. Required courses include the following (see Appendix A for course descriptions):

Core Courses (9 Courses)

COSC 117 – Programming Fundamentals	4
COSC 120 – Computer Science I	4
DSCI 311 - Introduction to Data Science	4
MATH 201 – Calculus I	4
MATH 202 – Calculus II	4

¹ <https://www.ibm.com/downloads/cas/3RL3VXGA>, pg. 6

² <https://datascience.berkeley.edu/about/what-is-data-science/>

³ <https://www.ibm.com/downloads/cas/3RL3VXGA>, pg. 11

MATH 216 – Statistical Thinking	4
MATH 306 – Linear Algebra	4
DSCI 470 – Research Methods in Data Science	3
DSCI 490 – Capstone Project	3
Total	34 credit hours

ASTROSTATISTICS TRACK (4 courses)

PHYS 221 – Physics I	4
PHYS 223 – Physics II	4
PHYS 307 – Astronomical Surveys and Databases	3
Complete 1 course from the following:	
PHYS 108 – Introduction to Astronomy	4
PHYS 317 – Astrophysics and Stellar Astronomy	3
Total	14-15 credit hours

BIOINFORMATICS TRACK (4 courses)

BIOL 210 – Biology: Concepts and Methods	4
BIOL 302 – Bioinformatics I	4
BIOL 360 – Genetic Analysis	4
BIOL 441 – Bioinformatics II	3
Total	15 credit hours

CHEMOMETRICS TRACK (4 courses)

CHEM 121 – General Chemistry I	4
CHEM 122 – General Chemistry II	4
CHEM 321 – Analytical Chemistry	4
CHEM 333 – Instrumental Analysis	3
Total	15 credit hours

COMPUTATIONAL DATA SCIENCE TRACK (5 courses)

MATH 210 – Introduction to Discrete Mathematics	4
COSC 220 – Computer Science II	4
COSC 320 – Advanced Data Structures & Algorithm Analysis	4
COSC 420 – High-Performance Computing	4
Complete 1 course from the following:	
COSC 386 – Database Implementation	3
COSC 490 – Special Topics (Department Approved)	3
Total	19 credit hours

GEOANALYTICS TRACK (4 courses)

GEOG 204 – Statistical Problem Solving in Geography	4
GEOG 219 - Map Interpretation and Analysis	4
Complete 2 courses from the following:	
GEOG 304 – Decision Making with GIS	4
GEOG 315 – Topics in GIS Modeling	3
GEOG 317 - Atmospheric Data Analysis and Programming	3
GEOG 319 – Geographic Information Science	4
GEOG 320 – Cartographic Visualization	3
Total	14-16 credit hours

MATHEMATICAL DATA SCIENCE TRACK (5 courses)

MATH 310 – Calculus III	4
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Complete 4 courses from the following:

MATH 411 – Design and Analysis of Experiments	4
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MATH 413 – Mathematical Statistics I	4
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MATH 414 – Mathematical Statistics II	4
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MATH 471 – Numerical Methods	4
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MATH 472 – Numerical Linear Algebra	4
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MATH 490 – Special Topics (Department Approved)	4
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MATH 493 – Advanced Topics in Statistics	4
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MATH 495 – Directed Consulting (Department Approved)	4
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Total	20 credit hours
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General Education: The following courses are required to meet the general education requirements for Salisbury University. In order satisfy the general education requirements, Salisbury University students must take courses from five different groups.

General Education Requirements**Group I: English Composition and Literature (2 Courses)**

A. ENGL 103 (C or Better) or HONR 111	4
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B. Literature course (from either ENGL or MDPL Depts.)	4
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Group II: History (2 courses)

A. HIST 101, 102, or 103	4
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B. HIST 101, 102, 103 or a HIST course above 103	4
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Group III: Humanities and Social Sciences (3 courses)

A. ART, CMAT, DANC or THEA, MDPL, MUSC, PHIL, HONR 211	4
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B. ANTH, CADR, ECON or FINA, ENVR, Human GEOG, POSC, PSYC, SOCI, HONR 112	3/4
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C. Select one course from either Group IIIA or IIIB (course must be from a different area than previously selected)	3/4
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Group IV: Natural Science, Math or Computer Science (4 courses)

A. Select courses with laboratories from at least two of the following four areas: BIOL, CHEM, GEOL or Physical GEOG, PHYS	4
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B. Select one additional course (need not be a lab) from	4
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Group IVA or ENVH or ENVR or COSC or MATH or HONR 212	FULFILLED BY MAJOR
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C. Select one course from MATH	FULFILLED BY MAJOR
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Group V: Health Fitness (1 course)

FTWL 106 – Personalized Health/Fitness	3
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Total credit hours	44 - 46 credits hours
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Educational objectives and intended student learning outcomes: The Data Science B.S. program follows a student-centered learning approach that is the hallmark of Salisbury University⁴ and focuses on principles, models and techniques that effective data scientists use to perform their jobs effectively and support a broad array of applications.

Program objectives - graduates of the program will be able to do the following: 1) demonstrate the knowledge and skills central to the academic discipline of data science; 2) describe and transform information to discover relationships and insights into large and complex datasets; 3) use formal techniques and methodologies of abstraction to create models that can be automated to solve real-world problems; 4) apply their learned knowledge to cross-disciplinary problems as part of a project team; and 5) effectively and competitively pursue careers to meet the growing demand for data scientists

⁴ <https://www.salisbury.edu/discover-su/mission-values.aspx>

General education requirements: Students will be required to complete 44-46 credit hours of General Education courses.

Specialized accreditation or graduate certification requirements: N/A

Contracting with another institution or non-collegiate organization

There are no contracts with other institutions or organizations.

III. Adequacy of provisions for evaluation of program as outlined in COMAR 13B.02.03.15.

The Henson School of Science and Technology has a long tradition of assessment and accreditation. Within the Henson School's Departments of Mathematics and Computer Science, Biological Sciences, Geography and Geosciences, Chemistry, and Physics, all faculty members are evaluated every year by their department chairs and all degree programs undergo comprehensive review every seven years. With guidance from the SU's Office of University Analysis, Reporting, and Assessment, course and program-based assessments are being developed at the start. Thus, the curriculum, program faculty and other resources, and student learning outcomes will be routinely evaluated through the annual and period review assessment cycles. In addition, once the Data Science B.S. program is launched, the program and courses will be evaluated using student surveys and program committee reviews on a regular basis.

IV. Consistency with the State's minority student achievement goals as outlined in COMAR 13B.02.03.05 and in the State Plan for Postsecondary Education.

Any student meeting the SU admissions requirements can choose to pursue the B.S. in Data Science. The program will work to help all accepted students improve their workplace competitiveness and reach their professional goals; an aim consistent with the State's minority student achievement goals.

More specifically, Strategy 7 of the Maryland State Plan for Postsecondary Education (2017-2021) calls on universities to enhance career advising and planning services and integrate them explicitly into academic advising and planning.⁵ The program will reach out to undeclared undergraduate students at Salisbury University to inform them of the wide array of career opportunities available with the Data Science major. Strategy 8 of the State plan calls on universities to "develop new partnerships between colleges and businesses to support workforce development and improve workforce readiness."⁶ As the only undergraduate program of its kind in the USM, the Data Science B.S. program will result in new public-private partnerships for students in this program. The program requires that students complete a senior capstone project, and the project can be completed through collaborations with local, state, federal, and private sectors.

V. Relationship to low productivity programs identified by the Commission: The proposed program is not directly related to an identified low productivity program.

VI. Critical and compelling regional or Statewide need as identified in the State Plan: The State directs its postsecondary institutions to "respond nimbly to changes in industries, and programs must support student development in critical thinking, problem-solving, and communication skills throughout the curriculum," as indicated in Goal #5 of the Maryland State Plan for Postsecondary Education (2017-2021).⁷ The Data Science degree will advance this goal by providing a unique high-quality program that facilitates "lifelong learning, preparing students to enter the workforce and advance in their careers, fostering cultural understanding, emphasizing ethical principles and practices in personal and professional interactions, and conveying the importance of contributing to the common good as a citizen of the local, national, and global communities."⁸ The program prepares students to be effective data scientists.

VII. Quantifiable and reliable evidence and documentation of market supply and demand in the region and State: According to the job-search firm Indeed, data-science job openings are expanding faster than the number of technologists looking for them.⁹ In the Burning Glass study referenced earlier, the number of data science job listings is projected to grow by nearly 364,000 listings to approximately 2,720,000 by next year.¹⁰ As of the date of this proposal, there are

⁵ <https://bit.ly/2GgJnw8>, pg. 60

⁶ <https://bit.ly/2GgJnw8>, pg. 66

⁷ <https://bit.ly/2GgJnw8>, pg. 51

⁸ <https://bit.ly/32DzvpX>, pg. 19

⁹ <https://bit.ly/2RQJaHz>

¹⁰ <https://www.ibm.com/downloads/cas/3RL3VXGA>, pg. 11

currently 1,064 data scientist jobs in Maryland listed on Glassdoor¹¹ and 1,126 data scientist jobs in Maryland listed on Indeed.¹² Approximately 40% of the jobs listed seeking “data science” ask for a bachelor’s degree as a requirement. The remaining 60% generally require an advanced degree or “a bachelor’s degree plus equivalent work experience.”

VIII. Reasonableness of program duplication

Salisbury University is one of only two USM institutions that serve the residents of the Eastern Shore of Maryland and the other, the University of Maryland Eastern Shore, does not offer an undergraduate degree in data science. Currently, no other USM institutions offer an undergraduate degree in data science.

IX. Relevance to Historically Black Institutions (HBIs)

HBIs in Maryland do not offer an undergraduate degree in data science.

X. If proposing a distance education program, please provide evidence of the Principles of Good Practice:

No distance learning is proposed at this time.

XI. Adequacy of Faculty Resources as outlined in COMAR 13B.02.03.11.

The data science courses will be taught by SU’s faculty from the Henson School of Science and Technology. Data science core courses will be taught by faculty from the Department of Mathematics and Computer Science. Appendix B provides a list of the core faculty, including appointment type, terminal degree title and field, academic title/rank, as well as additional contributing faculty.

XII. Adequacy of Library Resources as outlined in COMAR 13B.02.03.12.

Salisbury University Libraries have existing resources to completely support the new Data Science major.

In relation to journal and newspaper articles, SU has a number of relevant titles through electronic access via our online database subscriptions, including (but not limited to): Academic Search Complete; Business Source Premier; EconLit; JSTOR; ProQuest Newspapers; Science Direct; and Web of Science. In regard to monographic titles, SU has a significant number of titles that would support this major and is frequently adding in more. SU’s ability to share resources within the USM system will also greatly support our students in the rare occasion that we might not have the exact title in-house that they would want or need, and these students would generally gain access to that title within the same week they requested it.

In sum, no new library resources are directly required to support the Data Science major. Existing resources that relate to data science will be purchased or acquired in the future as needed once the major is officially implemented. Active and ongoing communication from faculty teaching these courses regarding relevant resources is strongly recommended, with particular emphasis placed on areas of particular curricular focus along with information regarding newly released titles.

XIII. Adequacy of Physical Facilities, Infrastructure and Instructional Resources as outlined in COMAR 13B.02.03.13.

Delivery of the program will be in existing space and is not contingent on additional resources. With the recent addition of the High-Performance Computing Laboratory in Henson Hall, infrastructure is in place which will provide the necessary computational capacity for faculty and students within the program to perform high-level data manipulation and analysis. Incremental growth of the program will support equipment maintenance and updates.

XIV. Adequacy of Financial Resources as outlined in COMAR 13B.02.03.14.

Because this proposal incorporates many existing courses into the new major, no new resources are required for the new Data Science BS program. Salisbury University’s existing faculty will be largely able to offer the courses as part of their regular teaching load; therefore, it will not require any additional administrative support or increased funding. Future program growth will necessitate additional faculty.

The proposed program is expected to attract a new set of students who are interested in pursuing careers in data science. Its unique, interdisciplinary curricular nature will draw students from the region and beyond.

For detail, see the tables below.

¹¹ https://www.glassdoor.com/Job/maryland-data-scientist-jobs-SRCH_IL.0,8_IS3201_KO9,23.htm

¹² <https://www.indeed.com/q-Data-Scientist-I-Maryland-jobs.html>

TABLE 1: RESOURCES for the Data Science B.S. at Salisbury University					
Resources Categories	(Year 1 - FY21)	(Year 2 -FY22)	(Year 3 -FY23)	(Year 4 -FY24)	(Year 5 -FY25)
1.Reallocated Funds	None	None	None	None	None
2. Tuition/Fee Revenue (c+g below)	\$157,788	\$195,310	\$244,732	\$285,375	\$349,272
a. #F.T. Students	15	18	22	25	30
b. Annual Tuition/Fee Rate (FY20 Resident rate)*	\$10,044	\$10,245	\$10,450	\$10,659	\$10,872
c. Annual Full Time Revenue (a x b)	\$150,660	\$184,410	\$229,900	\$266,475	\$326,160
d. # Part Time Students	2	3	4	5	6
e. Credit Hour Rate*	\$297	\$303	\$309	\$315	\$321
f. Annual Credit Hours	12	12	12	12	12
g. Total Part Time Revenue (d x e x f)	\$7,128	\$10,908	\$14,832	\$18,900	\$23,112
3. Grants, Contracts, & Other External Sources	\$0	\$0	\$0	\$0	\$0
4. Other Sources	\$0	\$0	\$0	\$0	\$0
TOTAL (Add 1 - 4)	\$157,788	\$195,310	\$244,732	\$285,375	\$349,272

*Figured at a 2% Annual Increase

TABLE 2: EXPENDITURES – for the Data Science B.S. at Salisbury University					
Expenditure Categories	(Year 1-FY21)	(Year 2-FY22)	(Year 3-FY23)	(Year 4-FY24)	(Year 5-FY25)
1. Total Faculty Expenses (b + c below)	\$94,292	\$96,178	\$122,626	\$125,079	\$127,580
a. # FTE	1.00	1.00	1.25	1.25	1.25
b. Total Salary (plus 2% increase each year)	\$70,896	\$72,314	\$92,200	\$94,044	\$95,925
c. Total Benefits (33% of salary)	\$23,396	\$23,864	\$30,426	\$31,035	\$31,655
2. Total Administrative Staff Expenses (b + c below)	\$0	\$0	\$0	\$0	\$0
a. # FTE	0	0	0	0	0
b. Total Salary	\$0	\$0	\$0	\$0	\$0
c. Total Benefits	\$0	\$0	\$0	\$0	\$0
3. Total Support Staff Expenses (b + c below)	\$0	\$0	\$0	\$0	\$0
a. # FTE	0	0	0	0	0
b. Total Salary	\$0	\$0	\$0	\$0	\$0
c. Total Benefits	\$0	\$0	\$0	\$0	\$0
4. Equipment	\$0	\$0	\$0	\$0	\$0
5. Library	\$0	\$0	\$0	\$0	\$0
6. New or Renovated Space	\$0	\$0	\$0	\$0	\$0
7. Other Expenses	\$0	\$0	\$0	\$0	\$0
TOTAL (Add 1 - 7)	\$94,292	\$96,178	\$122,626	\$125,079	\$127,580

Appendix A
B.S. Data Science - Salisbury University
Course Descriptions

Core Courses

COSC 117: PROGRAMMING FUNDAMENTALS (4 credit hours)

Introductory course in computer programming, which involves solving problems by designing, implementing and testing algorithms. Emphasis is on problem solving through the use of algorithms and learning to develop computer programs that are reliable, well-documented, and correct. Implementation is done in object-oriented based languages concentrating on fundamental instructions and the development and implementation of events, methods, and functions. Three hours lecture, two hours lab per week.

COSC 120: COMPUTER SCIENCE I (4 credit hours)

Step-by-step approach to problem solving, modular structured design, and structured programming in C++. Emphasizes production of readable, well documented, efficient, tested and correct programs. Includes time intensive assignments. Prerequisite: C or better in COSC 117 or permission of department. Three hours lecture, two hours laboratory per week.

DSCI 311: INTRODUCTION TO DATA SCIENCE (4 credit hours)

This course provides a foundation in the area of data science based on data curation and statistical analysis. The primary goal of this course is to learn data analysis concepts and techniques that facilitate making decisions from a rich data set. Students will investigate data concepts, metadata creation and interpretation, machine learning, and basics of information visualization. This course introduces fundamentals about data standards and methods for organizing, curating, preserving data for reuse, drawing conclusions and making decisions from data. Students will understand how to use data analysis tools for data manipulation, analysis, and visualization. This course includes discussions on diverse issues around data including technologies, behaviors, organizations, policies, and society. Prerequisites: COSC 120, MATH 216, and MATH 306. Four hours per week.

MATH 201: CALCULUS I (4 credit hours)

Introduction to analytic geometry, limits, continuity, derivatives of elementary functions, applications of the derivatives. May not receive credit for both MATH 198 and MATH 201. Prerequisite: MATH 140 or equivalent. Four hours per week.

MATH 202: CALCULUS II (4 credit hours)

Introduction to integrals, infinite series, applications and techniques of integration. Prerequisite: C or better in MATH 198 or MATH 201 or equivalent. Four hours per week.

MATH 216: STATISTICAL THINKING (4 credit hours)

Descriptive and inferential analysis of data, emphasizing appropriate assumptions, computer use and interpretation. Parametric and non-parametric methods are compared and contrasted. Includes a weekly laboratory. Prerequisite or Corequisite: C or better or concurrent enrollment in MATH 160, 198, 201 or similar calculus experience. Four hours per week.

MATH 306: LINEAR ALGEBRA (4 credit hours)

Basic concepts of linear algebra: linear equations and matrices, vector spaces and subspaces, similar matrices, basis and dimension, linear transformations, eigenvalues, determinants, orthogonality, coordinate systems, and applications to geometry. Prerequisite: MATH 202. Four hours per week.

DSCI 470: RESEARCH METHODS IN DATA SCIENCE (3 credit hours)

Preparation for professional research and problem solving in data science and DSCI 490 projects. This course includes discussion of methodologies that can be used within data science, to ensure that the data used in problem solving is relevant and properly manipulated to support data science projects. Students will gain an understanding of the philosophy of using experimentation to gain scientific knowledge and the important components of successful experimentation and presentation. Basic information literacy techniques including; searching for primary literature and information using library reference materials and on-line databases; writing reports and research papers; analyzing and presenting graphical data; the ethical use of information; and presenting research using presentation development software will be discussed. Prerequisite: C or better in COSC 311. Three hours per week.

DSCI 490: CAPSTONE PROJECT (3 credit hours)

Capstone project in one of the areas of data science chosen, designed, and carried out by the student with the advice and approval of a faculty member. Actual work may be carried out at off-campus sites. Written report, seminar presentation are required. Pre-requisites: DSCI 470 and permission of instructor who will direct study.

Courses for the Astrostatistics Track

PHYS 108: INTRODUCTION TO ASTRONOMY (4 credit hours)

Survey of modern astronomy for non-science majors. Basic physics concepts utilized to study the night sky, light, optics and telescopes, planets, the moon and sun, stars nebulae, galaxies and the universe. Some night observations required. May not be taken for credit if student already has credit for PHYS 109. Three hours lecture, two hours laboratory per week.

PHYS 221: PHYSICS I (4 credit hours)

Introduction to calculus-based Newtonian mechanics for students majoring in physics, engineering and chemistry. Prerequisite or Corequisite: MATH 201. Six hours lecture/activity per week.

PHYS 223: PHYSICS II (4 credit hours)

Continuation of introductory physics. Topics include: electrostatics, current and resistance, DC and AC circuit analysis, magnetic fields, induction, electromagnetic waves and geometrical and wave optics. Prerequisite: PHYS 221. Prerequisite/Corequisite: MATH 202. Six hours lecture/activity per week.

PHYS 307: ASTRONOMICAL SURVEYS AND DATABASES (3 credit hours)

Introduction to astronomical data science including the application and development of sophisticated statistical methodology to large and/or complex data sets. This course covers common types of data in astronomy such as light curves, spectra, and images as well as statistical methods used for analyzing these data sets, such as functional data analysis, measurement error models, hierarchical models, survival analysis, and machine learning techniques. An emphasis will be placed on the complexity of the inference tasks faced by astronomers and the propagation of uncertainty across several levels of inference. This course includes discussions on topical issues in the analysis of astronomy data. Prerequisites: COSC 117 or 120, PHYS 108 or 109. Three hours per week.

PHYS 317: ASTROPHYSICS AND STELLAR ASTRONOMY (3 credit hours)

Physical and mathematical principles applied to the study of astronomy, binary stars, stellar structure and evolution, galactic and extragalactic astronomy, quasars and cosmology. No prior knowledge of astronomy required. Prerequisites: PHYS 223, 309. Four hours lecture/activity per week.

Courses for the Bioinformatics Track

BIOL 210: BIOLOGY: CONCEPTS AND METHODS (4 credit hours)

Introduction to the study of biology, focusing on how biologists know things and study the world of life, with emphases on cell biology, genetics, ecology and evolution. First course required for biology majors. Four hours of lecture/laboratory, two hours online per week.

BIOL 302: BIOINFORMATICS I (4 credit hours)

Computer-based course introduces biological databases. Emphasis placed on quantitative approaches to modeling and analyzing biological data. Prerequisite: BIOL 210. Prerequisite/Corequisite: MATH 198 or MATH 201. Three hours lecture, three hours laboratory per week.

BIOL 360: GENETIC ANALYSIS (4 credit hours)

Introduction to genetic analysis including Mendelian principles, population and quantitative genetics, cytogenetics and contributions to molecular biology. Satisfies Biology Department core requirements for genetics. Recommended Prerequisite: MATH 155. Prerequisites: BIOL 210. Three hours lecture, three hours laboratory per week.

BIOL 441: BIOINFORMATICS II (3 credit hours)

Exploration of viral, prokaryotic and eukaryotic genomes. Emphasis on computational techniques for assessing the genome and manipulating genomic data. Prerequisite: C or better in BIOL 302. Prerequisite/Corequisite: BIOL 306 or BIOL 370. Four hours lecture/laboratory per week.

Courses for the Chemometrics Track

CHEM 121: GENERAL CHEMISTRY I (4 credit hours)

Study of fundamental laws of chemistry and atomic structure emphasizing quantitative relationships. Prerequisite: Two years high school algebra and chemistry, or CHEM 100. Three hours lecture, one three-hour laboratory per week.

CHEM 121: GENERAL CHEMISTRY I (4 credit hours)

Study of fundamental laws of chemistry and atomic structure emphasizing quantitative relationships. Prerequisite: Two years high school algebra and chemistry, or CHEM 100. Three hours lecture, one three-hour laboratory per week.

CHEM 321: ANALYTICAL CHEMISTRY (4 credit hours)

Study of the theory and applications of classical and modern analytical techniques. Includes volumetric, potentiometric, spectrophotometric and chromatographic methods. Prerequisite: CHEM 122. Three one-hour lectures, one three-hour laboratory per week.

CHEM 333: INSTRUMENTAL ANALYSIS (3 credit hours)

Study of the theoretical and practical aspects of modern instrumental analysis. Topics include information processing, spectroscopic, chromatographic and electrochemical methods. Prerequisite: CHEM 321. Three hours lecture per week.

Courses for the Computational Data Science Track

MATH 210: INTRODUCTION TO DISCRETE MATHEMATICS (4 credit hours)

Introduction to basic techniques and modes of reasoning for discrete problem solving. Set theory, recurrence relations, counting, graphs and lattices, number theory. Prerequisites: MATH 140 or equivalent. Four hours per week.

COSC 220: COMPUTER SCIENCE II (4 credit hours)

Object-oriented approach to design and implementation of medium to large software projects. Abstract data types including lists, stack and queues. Emphasizes design trade-offs based on analysis of run time and storage requirements. Includes time-intensive assignments. Prerequisite: COSC 120. Pre or Corequisite: MATH 210. Three hours lecture, two hours lab per week.

COSC 320: ADVANCED DATA STRUCTURES AND ALGORITHM ANALYSIS (4 credit hours)

A continuation of the study of the design, implementation and testing of programs. Further study of object-oriented programming. Introduction to graphical user interfaces. Emphasis is on analysis of algorithms and abstraction. Prerequisites: COSC 220, MATH 210. Three hours lecture, two hours lab per week.

COSC 386: DATABASE DESIGN AND IMPLEMENTATION (3 credit hours)

Concentrates on the physical design and implementation of databases. Query algorithms and efficiency optimization will be explored. Students will design, implement and document large database systems. Prerequisites: COSC 220 and MATH 210. Three hours per week.

COSC 420: HIGH-PERFORMANCE COMPUTING (4 credit hours)

Principles and practice of parallel and distributed computing. Topics include modern computing architectures, concurrency principles and algorithm design, and applications and programming. Prerequisite: C or better in COSC 320. Four hours per week.

COSC 490: SPECIAL TOPICS (3 credit hours)

Seminar course with content that varies semester to semester (e.g., artificial intelligence, compiler construction or other topics suggested by faculty or students). May be taken twice under different titles recorded by the registrar. May be offered for undergraduate or graduate credit. Prerequisite: COSC 220. Three hours per week.

Courses for the Geoanalytics Track

GEOG 204: STATISTICAL PROBLEM SOLVING IN GEOGRAPHY (4 credit hours)

Introduction to the basic principles of quantitative analysis in geography. Emphasis on the geographic applications of various techniques rather than on the underlying statistical theory. Prerequisites: Completion of MATH 155 or 213. Three hours lecture plus two hours lab per week.

GEOG 219: MAP INTERPRETATION AND ANALYSIS (4 credit hours)

Introduction to mapping science principles and practice, focusing on the application of methods to produce hardcopy and digital maps. Topics include earth representation and map projections, field data collection utilizing ground survey, global positioning systems (GPS) and remote sensing, and map compilation and design within a geographic information system (GIS). Three hours lecture, two hours laboratory per week.

GEOG 304: DECISION MAKING WITH GIS (4 credit hours)

Overview of GIS technology and its use in decision making for various disciplines. The disciplines include social, health and environmental sciences, urban planning, and government operations. Includes three hours of lecture per week and a supplemental laboratory session where students perform hands-on laboratory exercises using GIS software. Prerequisite: GEOG 219. Three hours lecture, two hours laboratory per week.

GEOG 315: TOPICS IN GIS MODELING (3 credit hours)

Analysis of the interaction between humans and their environment. Specific topics may include shoreline erosion, water pollution, land-use land-cover change, biodiversity losses, tsunamis, hurricanes and sea-level rise. Learn the analytical methods necessary to obtain, process and analyze a myriad of modern data concerned with the interface between human and natural landscapes. Prerequisite: College-level statistics or GEOG 219 or permission of instructor. Three hours per week.

GEOG 317: ATMOSPHERIC DATA ANALYSIS AND PROGRAMMING (4 credit hours)

This course involves processing of large, high-dimensional atmospheric and environmental using MATLAB and NCL software and programming. Prerequisite: GEOG 201. Three hours per week.

GEOG 319: GEOGRAPHIC INFORMATION SCIENCE (4 credit hours)

Study of automated information handling using geographically referenced data to support spatial analysis. Consideration of and experience in the collection, storage and display of computer manipulated data. Includes hands-on experience with a variety of commercial software GIS packages. Prerequisite: GEOG 219. Three hours lecture, one two-hour laboratory per week.

GEOG 320: CARTOGRAPHIC VISUALIZATION (3 credit hours)

Theory and application of cartographic principles and practices to advanced cartographic design. Lectures emphasize theory and principles. Laboratory provides practical experience in designing maps. Prerequisite: GEOG 219. Two hours lecture, two hours laboratory per week.

Courses for the Mathematical Data Science Track

MATH 310: CALCULUS III (4 credit hours)

Arc length, indeterminate forms, Euclidean spaces, functions of several variables, partial differentiation, multiple integrals. Prerequisite: MATH 202. Four hours per week.

MATH 411: DESIGN AND ANALYSIS OF EXPERIMENTS (4 credit hours)

Introduction to ideas of planning and designing statistical experiments involving data collection. Study of various statistical analyses for these designs. Discussion of optimal allocation of sampling units to treatments in order to provide the highest accuracy and lowest cost. Use standard statistical software packages such as Minitab and SPSS. Prerequisite: C or better in MATH 155 or 213 or 216, or permission of department. Four hours per week.

MATH 413: MATHEMATICAL STATISTICS I (4 credit hours)

Axioms and algebra of probability, discrete and continuous random variables, multivariate distributions, limit theorems. May be offered for undergraduate or graduate credit. Prerequisites: C or better in MATH 213 or 216, and MATH 310. Four hours per week.

MATH 414: MATHEMATICAL STATISTICS II (4 credit hours)

Methods of estimating, properties of estimator, hypothesis testing, linear models, least squares, analysis of variance, enumerative data, nonparametric statistics. May be offered for undergraduate or graduate credit. Prerequisite: C or better in MATH 413. Four hours per week.

MATH 471: NUMERICAL METHODS (4 credit hours)

Interpolation, functional approximation, numerical differentiation and integration, nonlinear equations, numerical solutions of differential equations, analysis of error. Prerequisites: C or better in COSC 117 or 118 or 120 and one of the following: MATH 306 or MATH 310 or MATH/PHYS 309. Four hours per week.

MATH 472: NUMERICAL LINEAR ALGEBRA (4 credit hours)

Numerical methods and analysis applied to linear systems. Computer arithmetic and error analysis, direct methods for solving linear systems, iterative techniques in matrix algebra, approximating eigenvalues. Prerequisites: C or better in COSC 117, 118 or 120; MATH 202; MATH 306. Four hours per week.

MATH 490: SPECIAL TOPICS (4 credit hours)

Enables study in specialized areas such as complex variables, logic, non-Euclidean geometry or other topics suggested by faculty or students. May be taken twice under different title. Prerequisites: (For most topics) C or better for MATH 306, 310. Four hours per week.

MATH 493: ADVANCED TOPICS IN STATISTICS (4 credit hours)

Study in specialized areas of statistics such as time series, stochastic processes, quality control designs and analyses or other topics suggested by faculty or students. May be repeated once under different subtitles. Prerequisites: C or better in MATH 213 or 216, and permission of instructor. Four hours per week.

MATH 495: DIRECTED CONSULTING (4 credit hours)

Provides teams of 3-12 students with experience in using mathematical and computing tools to solve real-world problems posed by a client organization, such as a research institute, business or industry. Combines individual and group work and requires presentation of a written and oral report to the client organization and the department. Cross-listed with COSC 495. MATH/COSC 495 may be taken twice for a maximum of eight credit hours but used only once toward a major in mathematics or computer science. Prerequisite: Invitation by the department. Four hours per week. (P/F)

Appendix B

B.S. in Data Science - Salisbury University

Faculty Credentials

Core Faculty / Mathematical and Computational Data Science Faculty

Dr. Joseph Anderson, Assistant Professor of Computer Science, Ph.D. in Computer Science and Engineering, The Ohio State University.

Dr. Jiacheng Cai, Assistant Professor of Mathematics and Computer Science, Ph.D. in Computer Science, University of Nevada

Dr. Lori Carmack, Associate Professor of Mathematics, Ph.D. in Mathematics, University of California Santa Barbara

Dr. Randall Cone, Associate Professor of Mathematics and Computer Science, Ph.D. in Computer Science, Virginia Polytechnic Institute and State University

Dr. Donald Spickler, Professor and Chair of Mathematics and Computer Science, Ph.D. in Pure Mathematics, University of Virginia

Astrostatistics Faculty

Dr. Nicholas Troup, Assistant Professor of Physics, Ph.D. in Astronomy, University of Virginia

Bioinformatics Faculty

Dr. Philip Anderson, Associate Professor of Biological Sciences, Ph.D. in Biology, Case Western Reserve University

Chemometrics Faculty

Dr. David Keifer, Assistant Professor of Chemistry, Ph.D. in Physical and Analytical Chemistry, Indiana University Bloomington

Dr. Robert Luttrell, Associate Professor and Associate Chair of Chemistry, Ph.D. in Analytical Chemistry, University of Tennessee

Geoanalytics Faculty

Dr. Arthur Lembo, Professor of Geography and Geosciences, Ph.D. in Environmental Resource Engineering, State University of New York, College of Environmental Science and Forestry

Dr. Stuart Hamilton, Associate Professor of Geography and Geosciences, Ph.D. in Geography, University of Southern Mississippi



BOARD OF REGENTS
SUMMARY OF ITEM FOR ACTION,
INFORMATION, OR DISCUSSION

TOPIC: Salisbury University: Bachelor of Arts in Outdoor Education Leadership

COMMITTEE: Education Policy and Student Life

DATE OF COMMITTEE MEETING: Friday, September 6, 2019

SUMMARY: Salisbury University is pleased to propose a Bachelor of Arts in Outdoor Education Leadership (ODEL) to address local and regional demand for professionals trained in leadership using environmental and adventure-based programming. The program builds on an existing minor and is well suited to the extensive natural environments of the Eastern Shore, the Chesapeake watershed, and coastal Maryland. The US Department of Labor forecasts a 9% increase in positions such as recreation workers, training and development specialists, and training and development managers. In Maryland, similar job forecasts from the Department of Labor predict a steady market for ODEL graduates.

The ODEL B.A. will enable students to develop a number of important skills and competencies: leadership, understanding of ethical frameworks, group facilitation, environmental stewardship, risk management, program planning, and research. The delivery of this program applies knowledge in fieldwork experiences ranging from water-based adventure, to backcountry travel, to large-group outdoor education leadership. By applying theory through direct field experience, ODEL students will develop an array of critical thinking, communication, and leadership aptitudes, which are broadly applicable in a rapidly-changing economy and interdependent society. Thus, the program prepares students to compete for professional positions, not only in the large variety of Mid-Atlantic outdoor adventure, education, and environmental interpretation jobs, but also in fields requiring leadership development, communication, and facilitation skills. The proposed ODEL B.A. program adheres to the accreditation standards of the Association for Experiential Education.

ALTERNATIVE(S): The Regents may not approve the program or may request further information.

FISCAL IMPACT: No additional funds are required. The program can be supported by the projected tuition and fees revenue.

CHANCELLOR'S RECOMMENDATION: That the Education Policy and Student Life Committee recommend that the Board of Regents approve the proposal from Salisbury University to offer the Bachelor of Arts in Outdoor Education Leadership.

COMMITTEE RECOMMENDATION: Approval

DATE: September 6, 2019

BOARD ACTION:

DATE:

SUBMITTED BY: Joann A. Boughman

301-445-1992

jboughman@usmd.edu



OFFICE OF THE PROVOST

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Salisbury, MD 21801-6860
410-543-6020
1-888-543-0148
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FAX 410-548-2587
www.salisbury.edu

August 1, 2019

Dr. Robert Caret, Chancellor
University System of Maryland
3300 Metzerott Rd.
Adelphi, MD 20783

Dear Chancellor Caret,

On behalf of President Charles A. Wight, the faculty, and the entire Salisbury University (SU) community, I am requesting approval to add a new instructional program at SU. Our institution is seeking permission to offer a Bachelor of Arts in Outdoor Education Leadership. The complete proposal for a new instructional program is attached for your review.

If you have any questions, please contact me at 410 548-3374.

Sincerely,

Karen L. Olmstead, Ph.D.
Provost and Senior Vice President
for Academic Affairs

Enclosure

kg

cc Dr. Charles A. Wight, President, Salisbury University
Dr. Kara Owens, Associate Vice President for Planning and Assessment
Dr. Antoinette Coleman, Associate Vice Chancellor for Academic Affairs, USM

UNIVERSITY SYSTEM OF MARYLAND INSTITUTION PROPOSAL FOR

<u> </u>	X	New Instructional Program
<u> </u>		Substantial Expansion/Major Modification
<u> </u>		Cooperative Degree Program
<u> </u>	X	Within Existing Resources, or
<u> </u>		Requiring New Resources

Salisbury University

Institution Submitting Proposal

Bachelor of Arts in Outdoor Education Leadership

Title of Proposed Program

Bachelor of Arts

Award to be Offered

January 2020

Projected Implementation Date

5506

Proposed HEGIS Code

31.0601

Proposed CIP Code

Education Leadership

Department in which program will be located

Dr. Richard T. Wilkens

Contact

(410) 543 – 6022

Contact Phone Number

rtwilkens@salisbury.edu

Contact E-Mail Address



Provost and Senior VP for Academic Affairs

7/26/19

Date

I. Centrality to the University's Mission

Currently, the Department of Education Leadership at Salisbury University (SU) offers a minor in Outdoor Education Leadership. The department proposes to add a major in Outdoor Education Leadership (ODEL) to address local and regional demand for young professionals trained in leadership using environmental, adventure, and adventure-based programming. The proposed ODEL BA program is guided by the accreditation standards of the Association for Experiential Education (AEE) and supports Salisbury University's mission to "empower our students with the knowledge, skills, and core values that contribute to active citizenship, gainful employment, and life-long learning in a democratic society and interdependent world" and to "actively contribute to the local Eastern Shore community and the educational, economic, cultural, and social needs of our State and nation." The ODEL BA program provides students with the multidisciplinary background in leadership, ethics, programming, and management to prepare them to serve the public and private sectors. The multi-lensed approach of the ODEL BA program allows students to pursue "a broad array of ideas and perspectives" as promoted in the University's mission, which will help them achieve excellence, envision their future as outdoor leaders, grow intellectually, and pursue outdoor education, leadership, and graduate school opportunities.

Adequacy of curriculum design and delivery to related learning outcomes

The Outdoor Education Leadership curriculum is guided by relevant accreditation standards and industry needs. AEE standards ensure sound curriculum, appropriate risk management, and experiential education best-practices. Until the ODEL program receives AEE accreditation, it will be subject to the SU internal program review and USM-mandated academic program review, which will be reviewed and scrutinized by the USM Board of Regents. Workforce skills and competencies that the program will address are leadership, understanding of ethical frameworks, group facilitation, environmental stewardship, risk management, program planning, and research. The delivery of this program applies knowledge in fieldwork experiences ranging from water-based adventure, to backcountry travel, to large-group outdoor education leadership. By applying theory through direct field experience, ODEL students will develop an array of critical-thinking, communication, and leadership aptitudes, which are broadly applicable in a rapidly changing economy and interdependent society. Core courses and electives include industry-specific certifications allowing students to qualify for regional and national jobs. The Outdoor Education Leadership curriculum complements nearly any student minor; examples include Environmental Studies (environmental interpretation), Psychology (wilderness therapy), Business (group leadership), Communication, Biological Sciences, et al. Thus, the program prepares students to compete for professional positions, not only in the large variety of Mid-Atlantic outdoor adventure, education, and environmental interpretation jobs, but also in fields requiring leadership development, communication, and facilitation skills.

The Outdoor Education Leadership BA program core requires 43 course credits, as well as a minimum of 18 minor credits, with additional general education and elective courses. Required courses include the following (see Appendix A for course descriptions):

Core Courses (12 Courses)

SCED 101 – Learning Leadership	4 credits
ODEL 200 – Foundations of Outdoor Education Leadership	3 credits
ODEL 201 – Wilderness Emergency Care	3 credits
ODEL 255 – Ethics in Leadership	4 credits
ODEL 325 – Adventure Programming – Backcountry or	
ODEL 326 – Adventure Programming – Water based	4 credits
ODEL 345 – Environmental Education	4 credits
ODEL 370 – Camp Leadership and Management	3 credits
ODEL 371 – Outdoor Leadership Techniques	3 credits
ODEL 385 – Research in ODEL	4 credits
ODEL 455 – Risk Management and Crisis Prevention	4 credits
ODEL 480 – Seminar in ODEL	1 credit
ODEL 495 – Internship in ODEL	6 credits
Total	43 credit hours

Minor Recommendation: Students will be required to complete a minor.

General Education: The following courses are required to meet the general education requirements for Salisbury University. In order to satisfy the general education requirements, Salisbury University students currently must take courses from five different groups.

General Education Requirements

Group I: English Composition and Literature (2 Courses)

- | | |
|---------------------------------------|-----------|
| A. ENGL 103 (C or Better) or HONR 111 | 4 credits |
| B. ENGL 348 (recommended) | 4 credits |

Group II: History (2 courses)

- | | |
|------------------------------------|-----------|
| A. HIST 101, 102, or 103 | 4 credits |
| B. HIST 389 or 392 – (recommended) | 4 credits |

Group III: Humanities and Social Sciences (3 courses)

- | | |
|-----------------------------|-----------|
| A. CMAT 205 (recommended) | 4 credits |
| B. PSYC 101 – (recommended) | 3 credits |
| C. CADR 200 – (recommended) | 4 credits |

Group IV: Natural Science, Math or Computer Science (4 courses)

- | | |
|---|-------------|
| A. BIOL 205 | 4 credits |
| B. Select one additional course (need not be a lab) from
Group IVA or ENVH or ENVR or COSC or MATH or HONR 212 | 4 credits |
| C. Select one from the following areas:
BIOL, CHEM, GEOL, or Physical GEOG, PHYS, ENVH | 3/4 credits |
| D. Select one course from MATH | 3/4 credits |

Group V: Health Fitness (1 course)

FTWL 106 – Personalized Health/Fitness	3 credits
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<u>Total credit hours</u>	<u>44 - 46 credits hours</u>
----------------------------------	-------------------------------------

Educational objectives and intended student learning outcomes: The ODEL BA program seeks to “link student access to student success” as discussed in the State Plan for Postsecondary Education (2017-2021) and focuses on principles, models and techniques that effective outdoor leaders use to perform their jobs effectively and serve their communities.

ODEL BA program objectives state that graduates of the program are able to: 1) apply leadership principles in field experiences; 2) qualify for regional and national jobs in outdoor leadership and interpretation; 3) evaluate, develop, facilitate, and lead groups; 4) effectively manage risk and respond in crisis situations; and 5) articulate human relationship to and demonstrate stewardship of the environment.

General education requirements: Students will be required to complete 44-46 credit hours of General Education courses.

Specialized accreditation or graduate certification requirements

This program has been designed in alignment with the standards of the Association for Experiential Education (AEE). We will be seeking national accreditation from AEE.

Contracting with another institution or non-collegiate organization

There are no contracts with other institutions or organizations.

II. Adequacy of provisions for evaluation of program as outlined in COMAR 13B.02.03.15.

The Seidel School of Education has a long tradition of assessment and accreditation. Within the Seidel School and within the Department of Education Leadership, all faculty members are evaluated every year by the department chair and through USM requirements, each program is reviewed every seven years. This program was designed to meet Association for Experiential Education (AEE) accreditation. As such, course and program-based assessments are being developed at the start. Thus, the curriculum, program, resources (faculty and other), and student learning outcomes will be routinely evaluated through the annual assessment and continuous improvement cycle.

III. Consistency with the State's minority student achievement goals as outlined in COMAR 13B.02.03.05 and in the State Plan for Postsecondary Education.

Strategy 6 of the State Plan further calls on campuses to "improve the student experience by providing better options and services that are designed to facilitate completion of degree requirements." ODEL Program courses routinely involve off-campus engagement such as leadership projects, hands-on wilderness training, and field experiences. The delivery of outdoor education leadership takes students into the communities we serve.

Strategy 7 of the State Plan calls on universities to enhance career advising and planning services and integrate them explicitly into academic advising and planning. As a major with direct ties to local and regional outdoor, environmental, and adventure-based programs, students will have multiple opportunities to learn about professional career pathways and to interact with professionals in their fields. Additionally, the program will be reaching out to undeclared undergraduate students at Salisbury University to inform them of the wide array of career opportunities available with the Outdoor Education Leadership major.

Strategy 8 of the State Plan calls on universities to "develop new partnerships between colleges and businesses to support workforce development and improve workforce readiness." As the only program of its kind on the Eastern Shore, the Outdoor Education Leadership Program will result in new public-private partnerships for students in this program. The program requires that students complete a comprehensive internship, and partnerships are already being developed in the local, state, and private sectors.

IV. Relationship to low productivity programs identified by the Commission: The proposed program is not directly related to an identified low productivity program.

V. Critical and compelling regional or Statewide need as identified in the State Plan: The 2017-2021 State Plan notes that "Higher education in Maryland makes an essential contribution to a vibrant state economy" and that institutions should "promote and implement practices that will ensure students success" including pathways for community college students to four-year degrees, credentials, and well-integrated academic and career advising. The Outdoor Education Leadership major will advance this goal by providing a high-quality program that facilitates lifelong learning, prepares students to enter the workforce and advance in their careers, and creates effective leaders in outdoor, nature-based, and private- and public-sector environments. As a program that is unique to the Eastern Shore and utilization of coastal environments, we expect our graduates to fill needs throughout the State and especially the region. Additionally, the SU ODEL program is uniquely positioned to support the regional junior colleges: Chesapeake College in Wye Mills and Wor-Wic College in Salisbury.

VI. Quantifiable and reliable evidence and documentation of market supply and demand in the region and State:

In 2016, Maryland Secretary of Commerce Mike Gill reported that “Tourism continues to be a powerful economic engine for Maryland. More than 140,000 Marylanders were directly employed in the tourism industry in 2014, making it the 10th largest private sector employer in the state. These jobs supported a payroll of \$5.4 billion, which saw a 6 percent increase from the year before.”¹

The market demand for people trained in outdoor recreation and related fields is forecast to be robust between now and 2026. The US Department of Labor (Bureau of Labor Statistics) forecasts a 9% increase in positions, with a net increase of 34,000 positions nationwide for recreation workers, 32,500 positions for Training and Development Specialists, and 3,600 positions for Training and Development Managers.² In Maryland, similar job forecasts from the Department of Labor³ predict a steady market that will be eager for outdoor education leadership graduates. Because the degree is not career-specific, we can expect graduates who remain in Maryland to enter the work force in fields as varied as Education (+4.6%), Training & Development (+8%), Adult Education (+7.4%), and Recreation (+7%).

VII. Reasonableness of program duplication

Salisbury University is one of only two USM institutions on the Eastern Shore of Maryland and the other, the University of Maryland Eastern Shore, does not offer an undergraduate degree in outdoor recreation or education. Frostburg State University offers BA and BS degrees in Adventure Sports Management. Given the distance between SU and Frostburg and relationships of both campuses to their regional community colleges in these types of programs, there is limited practical overlap in SU and FSU’s programs. Also, given the nature of our environmental settings (mountain region vs. coastal plains), the focus, activities, and philosophies of the programs also differ (e.g. SU’s ODEL program focuses on leadership pedagogy). Both programs offer excellent opportunities for underserved student groups, and we believe the addition of SU’s program will strengthen Maryland’s place in the outdoor and recreational education markets.

VIII. Relevance to Historically Black Institutions (HBIs)

HBIs in Maryland do not offer an undergraduate degree in outdoor or adventure-based education or leadership.

IX. If proposing a distance education program, please provide evidence of the Principles of Good Practice:

No distance learning is proposed at this time.

X. Adequacy of Faculty Resources as outlined in COMAR 13B.02.03.11.

The ODEL courses will be taught by SU’s faculty from two departments. ODEL core courses will be taught by four faculty (three are tenured). Appendix B provides a list of the core faculty, including appointment type, terminal degree title and field, academic title/rank, status (full-time, part-time, adjunct) and the course(s) each faculty member will teach as well as additional contributing faculty.

XI. Adequacy of Library Resources as outlined in COMAR 13B.02.03.12.

Salisbury University Libraries have existing resources to completely support the new Outdoor Education Leadership major. In relation to journal and news articles, SU has a number of relevant titles through electronic access via our online database subscriptions, including (but not limited to): Academic Search Complete; Business Source Premier; EconLit; JSTOR; ProQuest Newspapers; Science Direct; and Web of Science. In regard to monographic titles, SU has a significant number of titles that would support this major and is frequently adding more. SU’s ability to share resources within the USM system will also greatly support our students in the rare occasion that we might not have the exact title in-house that they would want or need, and these students would generally gain access to that title within the same week they request it.

¹ <https://www.visitmaryland.org/press/tourism-major-driver-maryland%E2%80%99s-economy>

² <https://data.bls.gov/projections/occupationProj>

³ <https://www.dllr.state.md.us/lmi/iandoproj/>

In sum, no new library resources are directly required to support the ODEL Major. Existing resources that relate to Outdoor Education Leadership will be purchased or acquired in the future as needed once the major is officially implemented. Active and ongoing communication from faculty teaching these courses regarding relevant resources is strongly recommended, with particular emphasis placed on areas of particular curricular focus along with information regarding newly released titles.

XII. Adequacy of Physical Facilities, Infrastructure and Instructional Resources as outlined in COMAR 13B.02.03.13.

Delivery of the program will be in existing space and is not contingent on additional resources. Coursework requires appropriate equipment and the Outdoor Education Leadership minor has been acquiring necessary equipment since 2011. Incremental growth will support equipment maintenance and updates.

XIII. Adequacy of Financial Resources as outlined in COMAR 13B.02.03.14.

The proposed program is expected to attract a new set of students who are interested in pursuing careers in Outdoor Education and Leadership. Its unique curricular nature will draw students from the region and beyond. Because this proposal involves moving an existing minor into a major, no new resources are required for the new program. Salisbury University's existing faculty will be able to offer the courses as part of their regular teaching load; therefore, it will not require any additional administrative support or increased funding at this time. Future program growth will necessitate additional faculty and administrative support that will be covered by revenue generated from the program. For detail, see tables below.

TABLE 1: RESOURCES expected to be generated by the ODEL major.					
Resources Categories	(Year 1-FY21) [†]	(Year 2-FY22)	(Year 3-FY23)	(Year 4-FY24)	(Year 5-FY25)
1. Reallocated Funds	None	None	None	None	None
2. Tuition/Fee Revenue (c+g below)	\$157,788	\$164,583	\$223,832	\$232,080	\$291,060
a. #F.T. Students	15	15	20	20	25
b. Annual Tuition/Fee Rate (FY20 Resident rate) *	\$10,044	\$10,245	\$10,450	\$10,659	\$10,872
c. Annual Full Time Revenue (a x b)	\$150,660	\$153,675	\$209,000	\$213,180	\$271,800
d. # Part Time Students	2	3	4	5	5
e. Credit Hour Rate*	\$297	\$303	\$309	\$315	\$321
f. Annual Credit Hours	12	12	12	12	12
g. Total Part Time Revenue (d x e x f)	\$7,128	\$10,908	\$14,832	\$18,900	\$19,260
3. Grants, Contracts, & Other External Sources	\$0	\$0	\$0	\$0	\$0
4. Other Sources	\$0	\$0	\$0	\$0	\$0
TOTAL (Add 1 - 4)	\$157,788	\$164,583	\$223,832	\$232,080	\$291,060

[†] Program to launch in January, 2020, but first full budget year will be FY21.

*Figured at a 2% Annual Increase

TABLE 2: EXPENDITURES expected to be incurred by the ODEL major.					
Expenditure Categories	(Year 1-FY21)	(Year 2-FY22)	(Year 3-FY23)	(Year 4-FY24)	(Year 5-FY25)
1. Total Faculty Expenses (b + c below)	\$23,632	\$24,104	\$49,173	\$50,156	\$51,159
a. # FTE	0.25	0.25	0.50	0.50	0.50
b. Total Salary (plus 2% increase each year)	\$17,724	\$18,078	\$36,880	\$37,617	\$38,370
c. Total Benefits (33% of salary)	\$5,908	\$6,026	\$12,293	\$12,539	\$12,790
2. Total Administrative Staff Expenses (b + c below)	\$0	\$0	\$12,446	\$25,390	\$25,896
a. # FTE	0	0	0.25	0.50	0.50
b. Total Salary (plus 2% increase each year)	\$0	\$0	\$9,358	\$19,090	\$19,471
c. Total Benefits (33% of salary)	\$0	\$0	\$3,088	\$6,300	\$6,425
3. Total Support Staff Expenses (b + c below)	\$0	\$0	\$0	\$0	\$0
a. # FTE	0	0	0	0	0
b. Total Salary	\$0	\$0	\$0	\$0	\$0
c. Total Benefits	\$0	\$0	\$0	\$0	\$0
4. Equipment	\$0	\$0	\$0	\$0	\$0
5. Library	\$0	\$0	\$0	\$0	\$0
6. New or Renovated Space	\$0	\$0	\$0	\$0	\$0
7. Other Expenses	\$0	\$0	\$0	\$0	\$0
TOTAL (Add 1 - 7)	\$23,632	\$24,104	\$61,619	\$75,546	\$77,055

Appendix A B.A. Outdoor Education Leadership - Salisbury University
Course Descriptions

200. Foundations of Outdoor Education Leadership (3 credit hours)

Introduces history and theory of experiential and outdoor education, including a survey of relevant literature and best practices. Includes leadership techniques, the role of risk, humankind's relationship with nature and ethics. Develop a personal philosophy of outdoor education. Required to participate in an off-campus field experience. Course fee applies. Three hours per week with enhancement.

201. Wilderness Emergency Care (3 credit hours)

Introduction to the principles of first aid in wilderness settings, including patient or sub-assessment and care for open wounds, infection, fractures, dislocations and other life-threatening conditions. Study of strategies for providing care in inclement weather and with alternative standard equipment. Special focus is placed upon evacuation techniques as well as best practices for monitoring and documenting patient status. Certification available. Weekend off-campus field experience required. Course fees apply; contact minor coordinator. Three hours per week.

203. Lifeguard Training (1 credit hour)

Study and application of the most current aquatic standards and techniques with emphasis on professionalism, prevention, surveillance, victim recognition, equipment-based rescues, CPR and aquatic-specific first aid training. American Red Cross certification awarded to those who meet requirements. Prerequisite: ODEL 170 or permission of instructor. Two and one-half hours per week.

205. Water Safety Instructor (2 credit hours)

Preparation for teaching aquatic skills. Emphasis on skill development, learning theories, teaching methods and aquatic safety. Prerequisite: ODEL 170 or permission of instructor. Two and one-half hours per week.

209. Camping and Backpacking (3 credit hours)

Instruction, preparation and participation in camping and backpacking activities. Emphasizes knowledge, skills and attitudes for outdoor pursuits, and encourages awareness and respect for the natural environment. Weekend off-campus field experience required. Course fees apply; contact minor coordinator. Prerequisite: ODEL 201. Three hours per week.

210. Scuba Diving (3 credit hours)

Fundamental skills, techniques, knowledge and laws of scuba diving. Emphasis on safety and recreational diving. An introduction to use of mask, fins, snorkel and scuba equipment. Emphasis on personal safety and knowledge of underwater life. Must be able to: swim 200 yards, tread water for 10 minutes or consent of instructor. Swim test is given on the first day of class. Course fee applies. Three hours per week.

212. Advanced Scuba (1 credit hour)

The PADI Advanced Diving Program consists of five Adventure Dives. These include Peak Performance Buoyancy, Underwater Navigation, Night Diving, Deep Diving, and Search and Recovery Diving. These areas are covered, and skill competencies developed in order to obtain advanced open water certification. Explain and demonstrate knowledge of the fundamentals involved in these topics. Course fee applies. Prerequisite: ODEL 210.

214. Kayaking (2 credit hours)

Experiential education course introducing basic skills of flat-water kayaking. Instruction covers paddling skills, equipment and selection, trip planning, safety practices, portaging, rescue techniques, reading and responding to environmental factors. Prerequisite ODEL 201. American Canoe Association Certification available. Course fees apply. Two hours per week.

216. Canoeing (2 credit hours)

Experiential education course introducing basic skills of flat-water canoeing. Instruction covers paddling skills, equipment and selection, trip planning, safety practices, portaging, rescue techniques, reading and responding to environmental factors. Prerequisite ODEL 201. American Canoe Association Certification available. Course fees apply. Two hours per week.

218. Biking (2 credit hours)

Experiential education course introducing the sport of biking. Instruction covers proper fit of helmets and bikes, gear selection, RPM and frame configuration, single-track techniques of climbing and downhill riding, environmental concerns, and an appreciation of the human relationship to the environment. Course fees apply. Two hours per week.

221. Wilderness Navigation (3 credit hours)

Study of techniques for navigating in wilderness settings, including topographical map reading, orienteering and the use of global positioning systems. Study of alternative methods of navigation, and testing and application of skills in classroom and outdoor settings. Weekend off-campus field experience required. Course fees apply. May not receive credit for both PHEC 221 and ODEL 221. Prerequisite: PHEC 201 or ODEL 201.

255. Ethics in Leadership (4 credit hours)

An introduction to ethical considerations for leaders, including responsible planning, decision-making, and group management in organizations. Students are introduced to ethical leadership theories and the application of theory to practice. Case studies and assignments consider policies, legal implications, resource use, and organizational performance outcomes. Prerequisite: SCED 100 or permission of ODEL Coordinator

325. Adventure Programming – Backcountry (4 credit hours)

Introduces advanced backpacking and camping skills. Students develop their understanding of equipment, trip planning and organization, navigation, risk management, and group leadership on backcountry trips. Explores human relationship to the environment. Leave-No-Trace Certification offered. Special fee. Lab. Prerequisite: ODEL 209

326. Adventure Programming - Water (4 credit hours)

Introduces the leadership of water-based expeditions. Students learn equipment and techniques, trip planning and organization, navigation, risk management, and group leadership on water-based trips. Explores human relationship to the environment. Leave-No-Trace Certification offered. Special fee. Lab. Prerequisite: ODEL 214 or 216

345. Environmental Education (4 credit hours)

Provides an introduction to the field of environmental education, including curriculum development, teaching methods, principles of environmental literacy, and history of the discipline.

370. Camp Leadership and Management (3 credit hours)

Study of the history, objectives and trends of organized camping, including organization of day, residential and high adventure camps. Learn administrative best practices for staff hiring and training, techniques of camp counseling, program planning and an introduction to camp craft skills. Course fees apply; contact minor coordinator. Prerequisite: ODEL 201. Three hours per week. (Spring semester only)

371. Outdoor Leadership Techniques (3 credit hours)

Study of techniques for planning, promoting and leading outdoor adventure activities with special emphasis on understanding leadership theory, minimizing risk and liability, and promoting sustainable practices. Weekend off-campus field experience required. Course fees apply; contact minor coordinator. Prerequisite: ODEL 201. Three hours per week.

385 - Research in ODEL (4 credit hours)

Introduction to quantitative and qualitative methods of scientific inquiry. Gain experience in the use, interpretation, and application of research to solve organizational, instructional, and leadership problems in the field of outdoor education leadership. Prerequisite: Senior status. Three hours per week.

455. Risk Management and Crisis Prevention (4 credit hours)

Explores methodologies for preventing and responding to risks associated with adventure programming. Students learn proactive approaches to avoiding human, equipment, and environmental hazards. Students develop risk assessment, planning and prevention, and crisis response skills. A goal of the course is to establish safety as foundational for quality programming.

472. High and Low Ropes Course Facilitation (3 credit hours)

Introduces students to experiential, adventure-based education. Study and practice principles and theories of leadership education within a cooperative learning approach. May not receive credit for both PHEC 372 and PHEC 472. Course fees apply. Three hours per week.

480 – Seminar in ODEL (1 credit hour)

Encourages the synthesis of theory and practice through specific assignments and exercises chosen by the instructor. Prerequisites: Senior status, completion of core requirements.

495 – Internship in ODEL (6 credit hours)

Provides opportunities to apply theory, principles, and knowledge within a practical experience in a local, state, federal, or private organization. Major paper and journal required. Prerequisite: Written permission of ODEL advisor.

572. Adventure-Based Education (3 credit hours)

Introduces students to experiential, adventure-based education. Students study and practice principles and theories of leadership education within a cooperative learning approach. Three hours per week.

Appendix B

B.A. in Outdoor Education Leadership - Salisbury University

Faculty Credential

Core Faculty

Douglas DeWitt, Ph.D. in Educational Leadership from the Claremont Graduate University. ODEL 200, 255, and 385

Christina Harper (Program Coordinator), M.A.T. from Salisbury University (Ph.D. in Leadership in progress [ABD] from Lancaster Bible College). ODEL 200, 201, 209, 218, 325, 326, 345, 370, 371, 455, and 480

Ron Siers, Ph.D. in Organizational Leadership from the University of Maryland Eastern Shore. SCED 101; ODEL 200 and 255

Diana Wagner, Ed.D. Education from the University of Delaware. ODEL 201, 214, 216, 345, and 385

Contributing Faculty

Christina Vickers, Adjunct Faculty, M.Ed. from Salisbury University; EMT Instructor Trainer, Paramedic. ODEL 201 and 255

John Kiser, Adjunct Faculty, PADI II Instructor Certified; Extensive experience with diving instruction including teaching diving at the US Naval Academy. ODEL 210 and 212

Guy Elzey, Adjunct Faculty, M.Ed. from Salisbury University; Certified High-Low Ropes course instructor. ODEL 472



BOARD OF REGENTS
SUMMARY OF ITEM FOR ACTION,
INFORMATION, OR DISCUSSION

TOPIC: Discussion of Proposed Amendments to Committee Bylaws and Draft Committee Charge

COMMITTEE: Education Policy and Student Life

DATE OF COMMITTEE MEETING: Friday, September 6, 2019

SUMMARY: As recommended in the University System of Maryland Governance Review Final Report developed by the Association of Governing Boards, USM Board committees should bring clarity to committee work by reviewing and/or developing committee bylaws, charges, and practices to ensure expectations and structures remain consistent with current System priorities. Today, the Committee on Education Policy and Student Life will review and make recommendations regarding the (1) proposed amendments to its description within Article IX, Section 4 of the Bylaws of the Board of Regents of the University System of Maryland and (2) a draft committee charge.

ALTERNATIVE(S): This is an information item.

FISCAL IMPACT: This is an information item.

CHANCELLOR'S RECOMMENDATION: This is an information item.

COMMITTEE RECOMMENDATION: Information Only		DATE: September 6, 2019
BOARD ACTION:		DATE:
SUBMITTED BY: Joann A. Boughman	301-445-1992	jboughman@usmd.edu



BYLAWS OF THE BOARD OF REGENTS
OF THE UNIVERSITY SYSTEM OF MARYLAND

(Adopted by the Board of Regents, April 5, 1989; Amended, September 27, 1990; Amended February 27, 1991; Amended June 9, 1995; Amended August 25, 1995; Amended December 1, 1995; Amended April 12, 1996; Amended April 4, 1997; Amended December 8, 2000; Amended August 23, 2002; Amended September 12, 2003; Amended December 12, 2003; Amended October 21, 2005; Amended September, 2008; Amended April 15, 2011; Amended December 7, 2012; Amended April 11, 2014; Amended June 10, 2016; Amended December 9, 2016; Amended February 22, 2019)

Pages 9 and 10

Section 4. Committee on Education Policy and Student Life.

A. The Committee on Education Policy and Student Life shall consider ~~and report or recommend to the Board on~~ all matters relating to ~~institutional mission statements and~~ education policies and programs for all institutions and major units, and all issues relating to academic programs such as curriculum development, adequacy of instructional facilities ~~and specialized centers and institutes,~~ ~~and~~ institutional support for student academic services.

a. This Committee shall consider ~~and report or recommend to the Board~~ proposals for new ~~academic~~ programs ~~and review and report to the board on the review of existing academic programs~~ that align with the institution's mission, strategic plan, and priorities.

b. This Committee shall also consider ~~and report or recommend to the Board on~~ matters ~~and~~ policies relating to faculty, including but not limited to conditions affecting recruitment, ~~appointment, rank, tenure,~~ and retention, and issues brought to the Advisory Councils ~~and~~ USM Office of Academic and Student Affairs.

B. This Committee shall also consider ~~and report or recommend to the Board~~ matters and policies related to students ~~and student support services including, but not limited to,~~ student ~~enrollment,~~ recruitment, ~~retention, transfer, and articulation;~~ financial aid; campus safety and security; ~~athletics;~~ ~~student health and wellness;~~ ~~student government;~~ and ~~student organizations.~~

C. This Committee shall also consider ~~and report or recommend~~ matters and policies on inter-institutional cooperation, System-wide activities ~~to include, but not limited to,~~ ~~research, training and public service,~~ collaboration with affiliated organizations, and alumni engagement.

~~D. On all matters provided for in paragraphs A, C, D and E, this Committee shall report to the Board and make recommendations as appropriate.~~

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| ~~E.~~ This Committee shall also consider ~~and report or recommend to the Board~~ related matters brought to it by the Chancellor or the Board.

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UNIVERSITY SYSTEM
of MARYLAND

Board of Regents
Committee on Education Policy and Student Life

Charge:

The Committee on Education Policy and Student Life shall perform all necessary business and provide guidance to the Board of Regents on issues that pertain to academic affairs and student affairs functions at the institutions within the University System of Maryland.

Role and Responsibilities:

The Committee on Education Policy and Student Life shall consider and report or recommend to the Board of Regents on matters concerning academic and student affairs-related policies and programs for all institutions and major units including, but not limited to, all issues relating to academic programs such as curriculum development, adequacy of instructional facilities and specialized centers and institutes, and institutional support for student academic services; matters and policies relating to faculty; student enrollment, recruitment, retention, transfer, and articulation; financial aid; campus safety and security; athletics; student health and wellness; student government; and student organizations; and the overall intellectual, social, and emotional climate of the university.

Members of the Committee on Education Policy and Student Life are appointed annually by the Chairperson of the Board. The Committee holds at least five regularly-scheduled meetings during the fiscal year. The members of the Committee may expect to receive information for review in order to consider and report or recommend to the Board of Regents on any of the following matters:

- A. Institutional mission statements and goals
- B. Establishment and disestablishment of schools and colleges
- C. Proposals for new academic programs
- D. Review of existing academic programs and enrollments within those programs
- E. P-20 partnerships and initiatives
- F. Academic transformation and innovation
- G. Academic integrity
- H. Civic education and civic engagement
- I. Student life and student services
- J. Inclusion and diversity
- K. Student enrollment, recruitment, and retention
- L. Transfer and articulation
- M. Access and affordability
- N. Student health and wellness
- O. Academic issues related to intercollegiate athletics
- P. Campus safety and security
- Q. Title IX and sexual misconduct
- R. Faculty life and faculty conduct

- S. Faculty policies and procedures including, but not limited to, appointments in rank and promotion to tenure
- T. Faculty workload
- U. Faculty awards nominations
- V. Honorary degree nominations
- W. Extramural funding
- X. Relevant issues, reports, or requests as brought to the USM by the Maryland Higher Education Commission and other state agencies
- Y. Additional pertinent issues as raised by the student, staff, and faculty advisory councils; university administrators; USM officials; and regents

DRAFT



UNIVERSITY SYSTEM
of MARYLAND

BOARD OF REGENTS
SUMMARY OF ITEM FOR ACTION,
INFORMATION, OR DISCUSSION

TOPIC: Report on Academic Program Actions Delegated to the Chancellor, AY 2018 - 2019

COMMITTEE: Education Policy and Student Life

DATE OF COMMITTEE MEETING: Friday, September 6, 2019

SUMMARY: In accordance with Board Resolution III-7.03, a report is submitted annually to the Board of Regents of program actions delegated to the Chancellor. Between September 2018 and August 2019, the Chancellor approved 17 new certificates, 5 modified certificates, 24 modified degrees, and 17 title changes. He also approved the suspension or discontinuation of 6 degrees, 4 areas of concentration within degrees, and 5 certificates.

In addition, the Board of Regents approved 19 new degree programs.

A chart detailing the Chancellor's actions and programs approved by the Board is attached.

ALTERNATIVE(S): This is an information item.

FISCAL IMPACT: This is an information item.

CHANCELLOR'S RECOMMENDATION: This is an information item.

COMMITTEE RECOMMENDATION: Information Only	DATE: September 6, 2019
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BOARD ACTION:	DATE:
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SUBMITTED BY: Joann A. Boughman	301-445-1992	jboughman@usmd.edu
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**Academic Program Actions
AY 2018 - 2019**

Institution	Chancellor's Actions			Board Actions
	Discontinued or Suspended Concentrations and Programs	New Certificates, Concentrations/Modified Programs and Degree Changes	Title Changes	
Bowie State University		BS in Business Administration offered at Laurel College Center (8-16-19)		BS in Chemistry (6-21-19)
Frostburg State University	Suspend AOC in Therapeutic Recreation in BA/BS in Recreation and Parks Management (4-10-19) Suspend AOC in Climate Science in BS in Geography (5-22-19) Suspend BS in Athletic Training (4-10-2019)	BS in Recreation and Parks Management AOC: 1. Sports Promotion and Communication (10-16-18) MS in Recreation and Parks Management (Online) AOCs: 1. Recreation and Parks Management; and 2. Sports Management. (10-29-18) MSN in Nursing AOCs: 1. Nursing Education; and 2. Nursing Leadership and Management (12-10-18)	MS in Recreation and Parks Management to "Recreation, Parks and Sports Management" (10-29-2019)	Combined BS in Exercise and Sports Science / MS in Athletic Training (2-22-19) MS in Athletic Training (2-22-19)

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UDC: Upper-Division Certificate

Institution	Chancellor's Actions			Board Actions
	Discontinued or Suspended Concentrations and Programs	New Certificates, Concentrations/Modified Programs and Degree Changes	Title Changes	
Salisbury University	Suspend AOC in Computer Science in BS in Mathematics (10-2-2018)	BS in Community Health offered @USMH (10-15-18) MS in Applied Health Physiology offered @USG (10-15-18) BS Degree in Nursing to "BSN Degree in Nursing" (11-27-18) MS Degree in Nursing to "BSN Degree in Nursing" (11-27-18)	BA in Communication Arts to "Communication" (6-6-2019)	
Towson University	Discontinue MS in Applied Gerontology (3-4-2019) Discontinue MS in Kinesiology (3-14-2019) Discontinue PBC in Applied Gerontology (3-4-2019) Discontinue PBC in Application of Dalcroze, Orff, and Kodaly (7-1-2019)	Ed.D. in Instructional Technology – Online (11-27-2018) MS in Instructional Technology – Online (11-27-2018) MS in Transformational Education Leadership – Online (2-22-2019) PBC in Professional Spanish – (5-22-2019)	BS in Biology AOC in Ecology, Evolution Organismal Biology and Conservation in to "AOC in Ecology, Evolution and Conservation" (7-1-2019) BS in Integrated Elementary -Special Education to "BS in Elementary Education /Special Education" (4-10-2019)	MA in Dance Education (6-21-19) MM in Music Pedagogy (6-21-19) MEd in Gifted and Creative Education (2-22-19)
Towson University (continued)				

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Institution	Chancellor's Actions			Board Actions
	Discontinued or Suspended Concentrations and Programs	New Certificates, Concentrations/Modified Programs and Degree Changes	Title Changes	
	Suspend CAS in Reading Education (10-2-2018) Suspend PBC in Integrated STEM Instructional Leadership (11-27-2018)			
University of Baltimore	Discontinue PBC in Strategic Management and Public Accountability (10-15-19) Suspend BA in International Studies (10-2-2018) Suspend BA in Jurisprudence (4-10-2019) Suspend MPS in Justice Leadership and	LLM and Master of Science in Taxation – Online (2-13-2019) LLM and Master of Science in Taxation – Rescind Online Delivery (5-22-2019) MPS in Justice Leadership and Management – Online (12-10-2018) PBC in Public Safety Leadership – Online (7-1-2019) PBC in Family Law – Online (5-22-2019)	BA in Environment Sustainability and Human Ecology to “ <i>Environment Sustainability</i> ” (10-1-2018) BA in Philosophy, Society and Applied, Ethics to “ <i>Philosophy, Law and Ethics</i> ” (10-2-2018) BA in Government and Public Policy to “ <i>Policy, Politics and International Affairs</i> ” (2-22-2019)	MS in Cybersecurity Management (12-14-2018)

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	Discontinued or Suspended Concentrations and Programs	New Certificates, Concentrations/Modified Programs and Degree Changes	Title Changes	
	Management-Face-to-Face Program (5-22-2019)	PBC in Global Industrial-Organizational Psychology (7-1-2019)	MA in Legal and Ethics to "Legal Studies" (2-7-29) MS in Forensic Science-High Tech Crime to "Forensic Science-Cyber Investigations (2-7-19)	

Institution	Chancellor's Actions			Board Actions
	Discontinued or Suspended Concentrations and Programs	New Certificates and Concentrations/Modified Programs and Degree Changes	Title Changes	
University of Maryland, Baltimore		MS in Health and Social new AOC in Global Health Innovation (1-7-2019) Degree Change MS in Nursing to "MSN in Nursing" (10-2-2018) PBC in Oral Health Sciences (4-10-2019) PMC in Cybersecurity Law (10-15-2018)		Accelerated BS in Health Science / MS Health Science with AOC in Physician Assistant (12-14-2018) BS / MS om Clinical Dental Hygiene Leader (12-14-2018)

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Institution	Chancellor's Actions			Board Actions
	Discontinued or Suspended Concentrations and Programs	New Certificates and Concentrations/Modified Programs and Degree Changes	Title Changes	
		PMC in Homeland Security and Crisis Management Law (10-15-2018)		MS in Medical Cannabis Science and Therapeutics (6-21-2019) PhD in Health Professions Education (2-22-2019)
University of Maryland, Baltimore County		BS in Computer Science offered @ USG (8-6-2019) LDC in Allied Health Preparatory Studies (4-10-2019 Approved), (8-14-2019 Withdrawn) PMC in College Teaching and Learning (8-6-2019) UDC in History of Philosophy (10-16-2018) UDC in Philosophy of Mind and Psychology (10-16-2018) UDC in Philosophy, Ethics, and Values (10-16-2018)		BS in Middle Grades STEM Education (2-22-2019)

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	Discontinued or Suspended Concentrations and Programs	New Certificates and Concentrations/Modified Programs and Degree Changes	Title Changes	
		UDC in Philosophy, Law, and Politics (10-16-2018) UDC in Philosophy, Logic, and Science (10-16-2018) UDC in Social Dimension of Health (5-23-2019)		

Institution	Chancellor's Actions			Board Actions
	Discontinued or Suspended Concentrations and Programs	New Certificates and Concentrations/Modified Programs and Degree Changes	Title Changes	
University of Maryland, College Park		Master of Health Administration – Online (4-10-2019) MS in Supply Chain Management - Online (2-7-2019)	PBC in Intermediate Survey Methods to “ <i>Fundamentals of Survey Methods</i> ” (7-1-2019) PBC in MSDE Administrator I to	BA in Philosophy, Politics, and Economics (2-22-2019) BS in Embedded Systems and Internet of Things (2-22-2019) BS in Human Development (2-22-2019)

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Institution	Chancellor's Actions			Board Actions
	Discontinued or Suspended Concentrations and Programs	New Certificates and Concentrations/Modified Programs and Degree Changes	Title Changes	
		MPS New Iteration in Data Science and Analytics (7-1-2019) MPS New Iteration in Machine Learning (7-1-2019) PBC in Computational and Mathematics for Biology (COMBINE) (5-30-2019) PBC in Innovation and Entrepreneurship (4-10-2019) PBC of Professional Studies Program New Iteration in Fundamentals of Survey and Data Science (5-30-19) PBC of Professional Studies Program New Iteration in Criminal Justice Administration (7-1-2019) PBC of Professional Studies Program New Iteration in Leadership in Diverse Organizations (7-1-2019)	<i>"School Improvement Leadership"</i> (1-25-2019) Ph.D. in Health Science to <i>"Health Services Research"</i> (4-10-2019)	BS in Neuroscience (2-22-2019) MS in Applied Economics (4-19-2019) MS in Geospatial Information Sciences (4-19-2019) MS in Geospatial Intelligence (4-19-2019)

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Institution	Chancellor's Actions			Board Actions
	Discontinued or Suspended Concentrations and Programs	New Certificates and Concentrations/Modified Programs and Degree Changes	Title Changes	
University of Maryland, Eastern Shore	Suspend AOC in Software Engineering in the BS in Aviation Science (7-1-2019)	Specialization in Community Counseling in MEd in Counselor Education (5-30-2019) Specialization in School Counseling in MEd in Counselor Education (5-30-19)	BS in Agribusiness to "Agribusiness Management" (4-10-2019) AOC in Community Counseling to "Clinical Mental Health Counseling" in MEd in Counselor Education (7-23-2019) Specialization in Community Counseling to "Clinical Mental Health Counseling" in MEd in Counselor Education (5-30-2019)	

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Institution	Chancellor's Actions			Board Actions
	Discontinued or Suspended Concentrations and Programs	New Certificates and Concentrations/Modified Programs and Degree Changes	Title Changes	
University of Maryland, Eastern Shore (continued)		MS in Rehabilitation Counseling, curriculum modification (8-20-2019) MS in Rehabilitation Counseling – Online (8-20-2019) PBC in Rural Health Disparities and Social Inequities (5-23-2019)	MS in Rehabilitation Counseling to <i>Clinical Rehabilitation Counseling</i> (8-20-2019) PhD in Food Science and Technology to “Food and Agricultural Sciences (4-10-2019)	

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BOARD OF REGENTS
SUMMARY OF ITEM FOR ACTION,
INFORMATION, OR DISCUSSION

TOPIC: Notification of Awards: USM Regents Scholars Program, Donald Langenberg Lecture Award, Wilson H. Elkins Professorships

COMMITTEE: Education Policy and Student Life

DATE OF COMMITTEE MEETING: Friday, September 6, 2019

SUMMARY: Annually, the USM Office of Academic and Student Affairs facilitates the distribution of scholarships to students and research funds in support of its faculty. These resources are supported by endowed funds, which are managed by USM officials. Following is information about the USM Regents Scholars Program, the Donald Langenberg Lecture Award, and the Wilson H. Elkins Professorship and how these funds are used to recruit students, award student achievement and involvement, and support important faculty research proposals.

ALTERNATIVE(S): This is an information item.

FISCAL IMPACT: This is an information item.

CHANCELLOR'S RECOMMENDATION: This is an information item.

COMMITTEE RECOMMENDATION: Information Only	DATE: September 6, 2019
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BOARD ACTION:	DATE:
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SUBMITTED BY: Joann A. Boughman	301-445-1992	jboughman@usmd.edu
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University System of Maryland Regents Scholars Program

The prestigious Regents Scholars Program has been created to provide outstanding students with the financial freedom to pursue academic studies at one of the nation's finest university systems. Consideration is given to exceptional students, both first-year and transfer students, applying for admission to full-time undergraduate programs at one or more of the University System of Maryland institutions. Substantial endowments have been established by individuals and corporations in order to cover the estimated cost of attendance for tuition and fees, living expenses and academic materials.

Two types of scholarships are available:

- full scholarships - cover the entire estimated costs of in-state tuition, fees, room, board, books and academic materials
- partial scholarships - range from \$3,000-5,000 per year for educational expenses, such as tuition, books, room & board

A typical full scholarship for a first-year student or transfer student for 2019-20 would be approximately \$23,781 per year.

Some Regents Scholarships have additional criteria relating to particular disciplines or to students' demonstration of financial need. Some scholarships have no qualifying factor other than merit. The awards are funded in part by endowments established by University System of Maryland benefactors committed to academic excellence.

Quotes from some of the faculty letters of recommendation may provide emphasis for the importance of these scholarships in recognizing truly talented students:

- *"I first met Student A in 2018 when she took Principles I and Principles II – concurrently, in the same semester. As a professor, there are some students you meet in your career that have the 'it' factor. [Student A] is one of these students – she has the 'it' factor. She has drive, integrity, grit and intelligence coupled with an engaging personality and enthusiasm. Her body of work at [college] is compelling evidence for her determination and persistence."*
- *"Student B was a student in my class this Spring. I was truly impressed during the entire semester by his intellect, character, and humility. He was a recognized leader in the class. It was a leadership that was best illustrated by the respect of his peers. His respect for the opinions of others, and an uncanny ability to alter the opinions of his classmates was very impressive. To be able to do this not by force of will, but by calm, insightful, discussion demonstrated a powerful intellect fed by tremendous intellectual curiosity."*

PROJECTED SPENDING FOR USM REGENTS SCHOLARSHIPS**AY 2019-2020**

Type of Scholarship	New Awards	Continuing Awards	Typical Award Amount	Aggregate Amount	Note
Regents – full	3 first-year students	6 students originally awarded as first-year students	\$23,781	\$214, 029	The Typical Award and Aggregate Amounts for Full Regents Scholarships include the value of the Remission of Tuition provided by the USM Institutions.
	3 transfer students	3 students originally awarded as transfer students	\$23,781	\$142,686	The Typical Award and Aggregate Amounts for Full Regents Scholarships include the value of the Remission of Tuition provided by the USM Institutions.
Regents – partial	3 first-year students	2 students originally awarded as first-year students	\$4,000	\$20,000	
	4 transfer students	1 student originally awarded as transfer student	\$4,000	\$20,000	
Total	13 new students	12 continuing students	Either \$4,000 or \$23,781	Approximately \$396,715	



Langenberg Lecture and Award

The Langenberg Lecture and Award was established through a solicitation for an endowed fund in honor of former University System of Maryland (USM) Chancellor Donald N. Langenberg on the occasion of his retirement in 2002. The Lecture, now in its fifteenth year, honors Dr. Donald Langenberg, who served as Chancellor from 1990 to 2002. The lecture, which rotates among the USM's 12 campuses, recognizes Don's service and his vision for inspiring change in education, from kindergarten through college. The Lecture brings nationally-recognized leaders to USM to speak on a broad range of issues within the field of education. Scholars from many fields should be considered for the Lecture, from neuroscientists studying brain development, to social workers studying the impact of family on learning, to public policy experts or legal advocates. These lectures have become an annual forum for addressing critical issues in education. Previous speakers include Nobel Prize laureate physicist Leon Lederman; former Lockheed Martin CEO Norman Augustine; US Secretary of Education Arne Duncan; Director John P. Holdren, Senior Advisor to President Obama on Science and Technology; Senator Barbara A. Mikulski; and, most recently, former Northrop Grumman CEO, Wes Bush.

The Award recognizes a rising senior who shows promise and commitment to a career in education. Selection criteria for the award must include evidence of a strong commitment to a career in education and strong academic performance. Preference is given to rising seniors, since the award should be considered a crowning achievement of their academic careers.

2019 Langenberg Award Recipient

Ms. Faith Garner, Bowie State University

The USM was proud to present Ms. Faith Garner with a \$2,000 award in recognition of her outstanding achievements in the field of education. Ms. Garner's exemplary academic accomplishment in her program and her commitment to teaching are laudable. While maintaining academic excellence, she held leadership roles in the Bulldog Academy Leadership Institute, Bowie Sisters United, and other organizations. Additionally, Faith takes time to mentor new students. The USM celebrates Faith Garner's work in helping the USM achieve its goals of preparing the next generation of highly-qualified teachers and professionals in education.



Wilson H. Elkins Professorship

The Elkins Professorship, which began in 1978 at the University of Maryland, College Park, was established to perpetuate the name and contributions of Wilson H. Elkins, a former Rhodes Scholar who led the University of Maryland to new levels of distinction as its president from 1954 to 1978. When the new University System of Maryland began in 1988, Dr. Elkins agreed that the professorship bearing his name should extend to the entire USM family. The Professorship may be used to recruit an outstanding individual to an institution to fill a vacancy or to provide special recognition and support to retain a current outstanding member of the faculty. An internal USM committee evaluates nominations and makes special effort to bestow the award in those areas where the Elkins Professor will have an opportunity to make an important contribution to the teaching, research, and public service mission of their institution and the entire University System of Maryland. Direct involvement with undergraduate and/or graduate students and outreach to other institutions within the System are hallmarks of the Elkins Professors. The Professorship is an opportunity for institutions to build on their strengths and to be of greater service to their students and to society.

2019-2020 Elkins Professorship Awardees

Elkins Traditional Professorships

Award to Bowie State University to support the work of Dr. Julius Davis, Associate Professor of Mathematics Education in the Department of Teaching, Learning and Professional Development, who will establish a center that will focus on recruiting Black males into teacher education programs and the profession, addressing college access concerns for that group, as well as conducting associated research. (\$44,000)

Award to the University of Baltimore to support the work of Dr. Mortimer Sellers, Director of UB's Center for International and Comparative Law, as he develops a Law and Justice Program that will, among other initiatives, offer classes in law and justice, send UB students into partner NGOs to work on law and justice projects, and pursue research in law and justice. (\$35,000 for each of two years)

Award to the University of Maryland Eastern Shore to support the work of Dr. Paulinus Chigbu, Professor in the Department of Natural Sciences, who will expand research focusing on the influence of environmental factors on fish recruitment and trophic dynamics in the Maryland Coastal lagoons and coastal ocean and expand the scope of the Summer Geoscience Bridge Program for rising freshmen. (\$70,000)

Elkins Academic Transformation Professorships

Multiple awards to faculty across institutions to support their efforts to adopt, adapt, create, and scale the use of fully accessible, freely-available educational resources as part of the Maryland Open Source Textbook initiative (part of the Maryland General Assembly's 2017 Textbook Costs Savings Act). Projects aim specifically at increasing access, affordability, as well as student achievement through course redesign. (\$40,000)



BOARD OF REGENTS
SUMMARY OF ITEM FOR ACTION,
INFORMATION, OR DISCUSSION

TOPIC: Tentative Annual Agenda, 2019-2020

COMMITTEE: Education Policy and Student Life

DATE OF COMMITTEE MEETING: Friday, September 6, 2019

SUMMARY: The Tentative Agenda for 2019-2020 comprises anticipated action items, including new academic program proposals and new Board of Regents policies, as well as information and discussion items. Some of the information 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 previously noted by the regents.

Today, the Committee has an opportunity to review the proposed annual agenda and suggest modifications, including the addition of items that Committee members believe warrant particular attention by the Board.

ALTERNATIVE(S): This is an information item.

FISCAL IMPACT: This is an information item.

CHANCELLOR'S RECOMMENDATION: This is an information item.

COMMITTEE RECOMMENDATION: Information Only

DATE: September 6, 2019

BOARD ACTION:

DATE:

SUBMITTED BY: Joann A. Boughman

301-445-1992

jboughman@usmd.edu

Draft – September 6, 2019

**USM BOARD OF REGENTS
COMMITTEE ON EDUCATION POLICY AND STUDENT LIFE
TENTATIVE AGENDA 2019-2020**

Friday, September 6, 2019 – Towson University

1. New Academic Program Proposals (Action)
2. EPSL Bylaws and Charge (Information)
3. Report on Academic Program Actions Delegated to the Chancellor, 2018-2019 (Information)
4. Notification of Awards: Regents Scholarships and Elkins Professorships (Information)
5. Tentative Annual Agenda, 2019-2020 (Information)

~~~~~Closed Session~~~~~

6. Out-of-Cycle Honorary Degree Nomination (Action)

**Tuesday, November 5, 2019 – University of Baltimore**

1. New Academic Program Proposals (Action)
2. Update: Academic Innovation and Transformation (Information)
3. Report on Intercollegiate Athletics (Information)
4. Report on Opening Fall 2019 Enrollments and FY 2020 Estimated FTE Report (Information)
5. Report on the Instructional Workload of the USM Faculty, 2018-2019 (Information)
6. Mental Health and Wellness (Information)

**Tuesday, January 7, 2020 – Towson University**

1. New Academic Program Proposals (Action)
2. Results New Program 5-Year Enrollment Review (Information)
3. Results of Periodic (7-Year) Reviews of Academic Programs (Information)
4. External Funding Report (Information)
5. Inclusion and Diversity: Campus Climate (Information)
6. Civic Engagement and Civic Education: Census 2020 (Information)

~~~~~Closed Session~~~~~

7. Regents' Faculty Awards Recommendations (Action)
8. Honorary Degree Nominations (Action)

Friday, March 6, 2020 – University of Maryland Global Campus

1. New Academic Program Proposals (Action)
2. Comprehensive Pipeline Review (Information)
 - Report on USM Institutional SAT Profile
 - Report on Retention and Graduation Rates
 - Report on Transfer Students
3. Articulation Across the USM (Information)
4. Campus Crime Reports (Information)
5. Update: P-20 (Information)

Tuesday, May 5, 2020 – University of Maryland, Baltimore

1. New Academic Program Proposals (Action)
2. Inclusion and Diversity: Cultural Diversity Progress Reports (Action)
3. Policy Amendments (Action)
4. Diversification of the Faculty (Information)
5. Update on USM Efforts on Crisis Management and Planning (Information)
6. Brainstorm 2020-2021 Meeting Topics (Information)



BOARD OF REGENTS

SUMMARY OF ITEM FOR ACTION, INFORMATION OR DISCUSSION

TOPIC: Board Agenda Guidelines: Consideration of Matters as Individual Items

COMMITTEE: Organization and Compensation

DATE OF MEETING: September 12, 2019

SUMMARY: The Association of Governing Board (AGB) review of the University System of Maryland Board of Regents produced several recommendations to strengthen the board's governance. Among them was a recommendation to "engage in more robust and strategic conversations in open sessions." To implement this recommendation, a set of guidelines have been developed outlining criteria for items that should be handled as individual business matters in lieu of inclusion on the consent agenda.

ALTERNATIVE(S): The Committee could choose not to discuss the topic.

FISCAL IMPACT: Fiscal impact is minimal.

CHANCELLOR'S RECOMMENDATION: The Chancellor recommends that the Regents review and discuss these guidelines.

COMMITTEE ACTION: Information item

DATE: September 12, 2019

BOARD ACTION:

DATE:

SUBMITTED BY: Denise Wilkerson, dwilkerson@usmd.edu, 410-576-5734 or 301-445-1906

Board Agenda Guidelines: Consideration of Matters as Individual Items

The consent agenda is a board meeting practice that groups multiple business items for approval in one motion in lieu of filing separate motions for each item.

During Board of Regents meetings, the consent agenda is used to facilitate efficiency and increased productivity. Only items that have been formally discussed or moved in committee may be placed on the consent agenda. Following committee consideration, a committee chair or the board chair decides whether to place an item on the consent agenda or to have the full board discuss or approve the item in a board committee report. The latter provides the public with the opportunity to hear the board's deliberation on the business matter.

To provide greater transparency, the board is being more intentional about removing items from the consent agenda. While any Regent may request to remove an item from the consent agenda, current practice does not include standards for business items that should be considered individually and generally not be approved as part of the consent agenda.

A review of best practices indicates that consent agenda items should contain non-controversial, routine matters such as, but not limited to, meeting minutes, approval or distribution of routine reports, policy revisions that have been fully discussed and vetted in committee, standard contracts or agreements under a certain dollar amount, and final approval of items that have been fully discussed at past meetings.

Inversely, a standard for items that should be handled as individual motions might include the following:

- **Any procurement contract-related issues above \$5M** (current board policy requires that any procurement contract above \$5M requires board approval)
- **Approval of capital and operating budgets**
- **New Policies** (with the understanding that there may be instances in which substantial changes to an existing policy might warrant removal from the consent agenda)
- **Changes to the Bylaws**
- **Changes that affect the whole system** (i.e. system-wide tuition and/or fee changes)
- **Reports to educate and update the Board on items of import high on the USM or higher education agenda**

As always, Regents retain the ability to request that items be removed from the consent agenda.



BOARD OF REGENTS

SUMMARY OF ITEM FOR ACTION, INFORMATION OR DISCUSSION

TOPIC: Guidelines for Public Comment During Board Meetings

COMMITTEE: Organization and Compensation

DATE OF MEETING: September 12, 2019

SUMMARY: During the 2019 legislative session, the General Assembly passed legislation (Senate Bill 719/House Bill 533) to address Board of Regents' transparency and oversight matters. This legislative action, along with recommendations from the Association of Governing Boards' governance review, called for allowing time for public comment during board meetings.

The attached guidelines outline the implementation plan for public comment at board meetings.

ALTERNATIVE(S): The Committee could choose not to discuss the topic.

FISCAL IMPACT: Fiscal impact is minimal.

CHANCELLOR'S RECOMMENDATION: The Chancellor recommends that the Regents review and discuss the guidelines.

COMMITTEE ACTION: Information item

DATE: September 12, 2019

BOARD ACTION:

DATE:

SUBMITTED BY: Denise Wilkerson, dwilkerson@usmd.edu, 410-576-5734 or 301-445-1906

Proposed Recommendation for Guidelines on Public Comment at Board Meetings

The 2019 University System of Maryland Board of Regents Transparency and Oversight Bill requires that the board “shall allow time at each open meeting for public comment.”

The Board Bylaws currently allow for public comment and require submission of requests to the Chancellor at least 48 hours prior to a board meeting. USM employee requests are considered by the Chancellor; requests by non-USM employees are submitted to the Chancellor and acted upon by the Board Chair (the Chair may deny, refer to committee, or recognize the request). The current Bylaws do not provide for time during Board meetings for public comment.

The following procedures are recommended to facilitate an orderly and efficient public comment period during open meetings of the Board of Regents:

1. At each meeting of the Board, the agenda will provide 15 minutes for public comment on topics included in the current meeting agenda. The period for public comment will precede the consent agenda and committee reports in order to afford the speaker(s) the opportunity to be heard prior to Board action or discussion on an agenda item. This portion of the agenda is designated for comments from the public and, as such, the Board will listen but not engage in debate.
2. A speakers' sign-up list will be available 15 minutes prior to the start of each Board meeting and will close once the meeting begins. Individuals who wish to make public comments must sign the speakers' sign-up list and include their name, email address, and the subject matter that will be addressed. Ordinarily, speakers will be allowed to speak in the order in which they sign-up, but the Board Chair may elect to group speakers by subject matter.
3. Each speaker will have three minutes to address the Board.
4. . Public comments should not address personnel matters or complaints about individuals. The Board Chair has the discretion to interrupt a speaker in the event the individual's remarks are disruptive or lack public decorum. The Board Chair also may refer topics to the Chancellor for investigation and follow-up.
5. Public comments should address only topics on the current agenda. To address the Board on a topic that is not on the current agenda, please send an email to Regents@usmd.edu.
6. The Board Chair may waive or modify any of the Guidelines on Public Comment during Board Meetings, balancing the efficient operations of the Board and the Board's desire to provide an opportunity for meaningful public input into matters under consideration by the Board.



**UNIVERSITY SYSTEM
of MARYLAND**

**BOARD OF REGENTS
COMMITTEE ON FINANCE**

June 12, 2019
Universities of Shady Grove

DRAFT

Minutes of the Public Session

Regent Attman called the meeting of the Finance Committee of the University System of Maryland Board of Regents to order in public session at 10:45 a.m. Regent Attman read the *Convening in Closed Session statement* citing State Government Article Section 3-305 of the Open Meetings Act to discuss issues specifically exempted in the Act from the requirement for public consideration. Regent Attman moved and Regent Gossett seconded to convene in closed session. In response to the motion, the Committee members voted unanimously to convene in closed session at 10:45 a.m. for the reasons stated on the *Convening in Closed Session statement*. The session adjourned at 11:06 a.m.

The Committee reconvened in public session at 11:10 a.m. Regents participating in the session included: Mr. Attman, Ms. Gooden, Ms. Fish, Mr. Gossett, Mr. Holzapfel (via phone), Mr. Neall, Mr. Pope, and Mr. Rauch. Also present were: Chancellor Caret, Ms. Herbst, Ms. Wilkerson, Dr. Boughman, Assistant Attorneys General Bainbridge and Langrill, Mr. Hogan, Mr. McDonough, Mr. Colella, Ms. Aughenbaugh, Mr. Danik, Ms. Kemp, Ms. Rhodes, Ms. Gillette, Mr. Principe, Ms. Skinner, Mr. Pasquariello, Mr. Beck, Mr. Hickey, Mr. Page, Ms. Denson, Ms. West, Mr. Muntz, Dr. Spicer, Mr. Eismeier, Ms. Norris, Mr. Lurie, Ms. McMann, and other members of the USM community and the public.

2. FY 2020 System Funded Construction Program Request

Regent Attman summarized the item. He reminded everyone of the instructive Capital Workshop that was held with the members of the Board on May 21st. At the Workshop the Regents heard from Vice Chancellor Herbst and her staff, and then from many of the presidents. The recommendation for the FY 2020 System-Funded Construction Program includes funding from USM Auxiliary Bonds and cash appropriations by institutions as outlined in the attachments to the item. Regent Attman pointed out that the proposed SFCP reflects a change emanating from the Workshop discussion. The amount of \$4 million in institutional funds was added to an auxiliary bond project to renovate Towson's Student Union Building. He also noted that where there are opportunities for public-private partnerships to complete other projects, Ellen and her group would bring those to the Finance Committee as they come along during the year.

Regent Attman also took an opportunity to explain that a key component of the System-Funded Construction Program involves student housing; and the primary objective of the Board continues to be supporting health and safety improvements for students living on campus. He described that College Park and Frostburg are in the midst of multi-year plans to renovate and upgrade their residence halls. In looking at the work proposed in the current plan, there are a number of renovation projects in residence halls currently in use at four different campuses: Frostburg, Towson, UMBC, and College Park. These projects, with funding that has been previously approved and new funds contained in the proposed budget, will invest \$255 million in improving the components to enhance the health and safety students living on campus—including major improvements to heating, ventilation and air conditioning systems, preventing exterior water infiltration, replacing plumbing and electrical systems, and adding security and alarm systems.

The Finance Committee recommended that the Board of Regents approve the FY 2020 System Funded Construction Program request with the conditions listed (and within the attached materials) and authorize the Chancellor to make appropriate changes consistent with existing Board policies and guidelines. Any such changes will be reported to the Committee on Finance.

(Regent Attman moved recommendation, seconded by Regent Gossett; unanimously approved)

3. University System of Maryland: 41st Bond Resolution—Auxiliary Facility and Tuition Revenue Bonds

Regent Attman stated that the System has entered into an Indenture of Trust with a Trustee that provides protections and rights to purchasers of USM revenue bonds. The Indenture requires that the Board adopt a resolution to authorize the issuance of any series of Bonds to be used for project costs. The resolution authorizes the issuance of Revenue Bonds to finance \$122 million of academic and auxiliary facilities projects. Included in this resolution are six academic project authorizations approved by the legislature and signed into law by the Governor last month, including facilities renewal, totaling \$34 million, and eight auxiliary project authorizations totaling \$88 million that the committee had just recommended as a part of the System-funded Construction Program. Regent Attman added that the USM has a fantastic credit rating.

The Finance Committee recommended that the Board of Regents approve the 41st Bond Resolution.

(Regent Attman moved recommendation, seconded by Regent Gossett; unanimously approved)

4. University System of Maryland: FY 2020 Operating Budget

Regent Attman stated that this item represents the operating budget as approved by the Legislature during the Session. The final budget is required to be approved by the Board prior to July 1. He said that the FY 2020 operating budget reflects generous support from the Governor and General Assembly for the University System. Throughout the past year, vice chancellors Herbst and Hogan, together with

the Chancellor have done a great job of keeping the Board informed on the strategic direction and progress of the budget. He drew the regents' attention to the state funding increase of \$107 million, a 7.7% increase over the FY 2019 level. This increase includes a cost of living adjustment for faculty and staff; \$20 million for the second year of the USM's Workforce Development Initiative; \$60 million of funding for the implementation of the strategic partnership under Senate Bill 1052; and funding for new facilities opening at College Park, Towson, UMBC, and at the Universities at Shady Grove. Regent Attman reminded everyone that the Workforce Development funding provided \$2 million for academic programs to be located in the new Biological Science Engineering facility under construction at Shady Grove. Regent Attman also offered that the amount of state support provided to the University System institutions made it possible to limit increases of resident undergraduate tuition to 2% for the upcoming year.

The Finance Committee recommended that the Board of Regents approve the FY 2020 operating budget as submitted, with the Chancellor authorized to make appropriate changes consistent with existing board policies and guidelines. Any such changes will be reported back to the Board.

(Regent Attman moved recommendation, seconded by Regent Gooden; unanimously approved)

5. Biennial Nonexempt Market Salary Survey Report - Nonexempt Salary Structure Adjustment for FY 2020-2021

Regent Attman summarized the item. The System's Classification and Compensation Committee, comprised of compensation staff at each of the 12 USM institutions, conducted their biennial review of the nonexempt salary market. Their review determined that the overall market increased nearly 2% in 2018 and will likely increase again by 2% in 2019. Following the USM's "lead-meet-lag" compensation philosophy, the group recommended that the nonexempt salary structure be adjusted by 4.0%. As a result, those personnel who fall below the new minimum salaries for each range would have their salaries increased to the new limit. An estimated 1,100 nonexempt staff will receive pay raises of up to about 1% on the first day of the first pay period in FY 2020. The overall cost to implement the new pay structure is approximately \$214,000, excluding benefits.

The Finance Committee recommended that the Board of Regents approve the proposed Nonexempt Salary Structure Adjustment, effective for FY 2020 and FY 2021.

(Regent Attman moved recommendation, seconded by Regent Gooden; unanimously approved)

6. Proposed Amendments to Faculty and Staff Parental Leave Policies

Regent Attman stated that since 2012, the USM has offered guaranteed paid parental leave to faculty and staff under these two policies and that guaranteed paid parental leave is integral to the USM's initiative supporting "family friendly" leave policies. He explained that this item contains a proposal to expand the guaranteed paid parental leave benefit from 8 to 12 weeks. This expanded benefit will be in

keeping with the benefit provided to employees in the State Personnel Management System under the state Parental Leave law passed last year by the General Assembly. In addition to expanding the current benefit by four weeks, the proposed amendments to the parental leave policies reduce the employment period required to qualify for the benefit from twelve months to six months. As noted in the item, it is expected that the proposed amendments could result in very modest increases in leave usage, which could indirectly result in minimal cost increases.

The Finance Committee recommended that the Board of Regents approve the proposed amendments to the policies.

(Regent Attman moved recommendation, seconded by Regent Gossett; unanimously approved)

7. Proposed Amendments to Faculty and Staff Sick Leave Policies and Contingent Employees Policy, and a new Policy on Sick and Safe Leave for Contingent Category I and Certain Other Employees

Regent Attman reviewed the package of four related sick leave policies affecting faculty, staff, contingent employees and student employees. Under the Healthy Working Families Act, most Maryland employers are required to provide employees with a certain amount of “sick and safe” leave under specified circumstances. While the USM has long provided generous sick leave benefits to faculty and staff, this package of policies expands the sick leave benefit to include the concept of “safe leave.” Regent Attman explained that safe leave allows employees to be absent, with pay, when necessary to attend to issues related to sexual assault, domestic violence or stalking of the employee or family member. For example, if an employee needs to temporarily move to another residence or obtain a protective order as a result of domestic violence, these policies allow the employee to be absent with pay to take care of those matters. Further, these policies also expand the definition of “family member” for whom an employee may use leave when needed to care for the family member. He also noted that under these policies, Contingent I staff and certain student and other hourly or part-time employees will now be guaranteed a minimum amount of sick and safe leave annually. As with the previous set of policy amendments, it is expected that the proposed amendments could result in very modest increases in leave usage, which could indirectly result in minimal cost increases.

The Finance Committee recommended that the Board of Regents approve the proposed amendments to the policies.

(Regent Attman moved recommendation, seconded by Regent Gooden; unanimously approved)

8. Board Statement of Values and Expectations on Collaboration and Cooperative Efforts in Acquiring and Implementing New Information Technology and Upgrading Business Processes

Regent Attman reminded everyone that the item was an outgrowth of discussion from the E&E Workgroup. The purpose of the Board Statement is to encourage institutions to work together. With the anticipated major investment in information systems on the horizon, Regent Attman identified that

it was a huge opportunity for institutions to take advantage of “systemness.” The Board statement includes guidance for institutions to further define the regents’ expectations, a governance structure overseen by USM, and it sets a May 2020 deadline for institutions to develop plans for modernization and upgrading of business processes. There will be required periodic reporting by the System Office on institutional plans and actions undertaken toward collaborative transformation.

The Finance Committee recommended that the Board of Regents adopt the Statement of Values and Expectations on Collaboration and Cooperative Efforts in Acquiring and Implementing new Information Technology and Upgrading Business Processes.

(Regent Attman moved recommendation, seconded by Regent Gooden; unanimously approved)

9. Proposed FY 2020 Contract between the University of Maryland, Baltimore and the University of Maryland Medical System Corporation

Regent Attman explained that Section 13-306 of the Education Article of the State of Maryland requires that the annual contract be submitted to the Board of Regents, upon recommendation of the UMB president, for consideration, any modification, and approval. This is a direct arrangement. The contract text has been reviewed and approved by the Office of the Attorney General for form and legal sufficiency. Regent Attman then invited to Ms. Rhodes, vice president and chief business officer at UMB to address the committee. Ms. Rhodes stated that agreement results in a net transfer of \$144 million to the University. The differential of \$5.5 million is related to the cost of the COLA. While much of the contract pertains to the School of Medicine, there are also smaller transfer figures for the schools of Dentistry and Pharmacy. She added that the agreement is reached through a very collaborative process. Regent Gooden noted this seemed very consistent with the law. Regent Gossett added that a brief overview in the future might be useful. Ms. Rhodes responded that she would be happy to provide a high level summary as requested, as well as a little more detail for the upcoming Board meeting.

The Finance Committee recommended that the Board of Regents authorize the President of UMB to execute the Annual Contract for FY 2020.

(Regent Attman moved recommendation, seconded by Regent Pope; unanimously approved)

10. University of Maryland, Baltimore: Tuition Schedule for New MS Program

The program, a Masters in Medical Cannabis Science and Therapeutics within the School of Pharmacy, will be offered beginning in the fall of 2019, at the Universities at Shady Grove. It is a 30-credit graduate program that will include both face-to-face and online instruction. The program is awaiting final approval from MHEC. In response to a question regarding possible federal funding-legal issues, Dr. Jarrell, executive vice president, provost, and dean of the Graduate School, stated that this is purely an educational program. He explained that the Office of the Attorney General has clearly delineated what can and cannot be taught. This program was created in response to a large demand for a very specific

need. Ms. Rhodes added that the Dean of the Pharmacy School has done extensive research regarding the workforce development needs. The UMB representatives were asked if they could provide more information to the committee members.

The Finance Committee recommended that the Board of Regents approve the tuition and fees rates for new the MS in Medical Cannabis Science and Therapeutics program as submitted.

(Regent Attman moved recommendation, seconded by Regent Gooden; unanimously approved)

11. Towson University: Proposal for Undergraduate Differential Pricing

Regent Attman stated that Towson University is seeking approval for a market-based, differential pricing limited to three areas of study: College of Business and Economics, Department of Nursing, and the Department of Information and Computer Science. The new pricing model would impact junior and senior level students, who would pay the annual standard tuition and mandatory fees *plus* the differential pricing. Regent Attman noted that according to the proposal, all current students would be “grandfathered” and therefore will not be subject to the differential pricing. A phase-in period over 3 years would allow there to be advanced communications with staff, students and parents. The first students under the new pricing plan would be transfer students starting in January of 2020. The full phase-in is set to begin in 2021. The differential charge will be capped at a maximum of \$3,000 per student, and will be course-based versus major-based. The new revenue from the differential rate will generate between \$4.2M and \$5.0M annually once fully implemented. The revenue will be invested in financial aid as well as to enhance educational quality and national competitiveness. Towson anticipates an increase in its nursing program production as they are not currently able to meet the demand with the limited nursing faculty. The increase in revenue will allow the University to recruit and retain additional nursing faculty. Regent Attman asked Mr. Lowenthal, vice president and CFO, to address the financial aid component of the proposal. Mr. Lowenthal offered that 18% of the new revenue will be dedicated to financial aid. He explained that they will carefully track these classes and will work closely with the financial aid office—providing more resources if needed.

The Finance Committee recommended that the Board of Regents approve for Towson University the proposed Undergraduate Differential Pricing as described in the item; and, authorize an exception to the Board of Regents Policy on Tuition-VIII 2.01 as permitted in Section II.B.1 of the policy. Furthermore, the University shall provide an annual report to the Board of Regents that reflects the benefits and challenges of implementing tuition differential to the select programs.

(Regent Attman moved recommendation, seconded by Regent Gooden; unanimously approved)

12. Salisbury University: Bridge Loan to Ward Foundation

Regent Attman summarized the request. The item is the result of a finding in the work of the legislative auditor at Salisbury University relating to monies extended to the Ward Museum that did not meet the

requirements of the Board policy on Affiliated Foundations. By way of background, Regent Attman shared that the Ward Museum was reorganized in 2000, under an agreement where the building and collection were transferred to Salisbury University, and the University agreed to provide some amount of annual operating support to the Museum. The Ward Museum was recognized as an affiliated foundation that year. The Board of Regents policy on Affiliated Foundations requires Board approval for transfers of cash to an affiliated foundation. The legislative auditors have recommended that Salisbury University seek retroactive approval for the arrangement, and Salisbury would like approval to forgive nearly \$380,000 of the borrowed amount as well. Regent Attman stated the Regents take these findings seriously and would have preferred a full repayment. He pointed out that it was a clear violation of Board policy to provide this bridge loan. That said, due to collectability issues, he understood the need to seek authorization for Salisbury to proceed with forgiveness of the loan balance. He then asked Mr. Pasquariello, associate VP of administration and finance, to address the committee. Mr. Pasquariello indicated that he was unsure how the University missed the requirement of seeking the Board's approval for the loan. He said that the SU Foundation usually fundraised \$150,000 annually; however, they ran into fundraising issues and at this point it was unlikely that they would be able to raise enough to repay the amount owed. Following a discussion that included the possibility of extending the loan terms/period of collection, the Museum's ability to raise the needed funds as well as remain a viable entity, the committee determined that more University staff work was necessary and that the matter would be tabled.

(Regent Gossett moved recommendation, seconded by Regent Pope)

There was no action taken on this item.

13. University of Maryland, College Park: Creation of Business Entity to Lease, Improve and Operate Existing Space to Support Biotechnology Research and Workforce Development

Regent Attman stated that the University is seeking to establish a not-for-profit corporation to support sponsored program work with funding that cannot be granted to a governmental entity, such as USM institutions. The grant funding in question is associated with the University's role in a public-private partnership funded by NIST through the University of Delaware in collaboration with the state of Maryland's Department of Commerce, Montgomery County, and the State's Maryland Economic Development Authority Fund, or MEDAF. He elaborated that MEDAF funds cannot be granted to the University. The new affiliated corporation, named B-TERP, is expected to receive as much as \$2.2M to upgrade an existing mock Good Manufacturing Practice facility. The University has agreed to restrict the grant activities of B-TERP to accepting grants for the facility that the University cannot. Because university staff and researchers will be involved in the management and operation of B-TERP, the University will seek some level of review by the State Ethics Commission of the arrangements and controls put in place to mitigate and manage potential conflicts of interest.

The Finance Committee recommended that the Board of Regents approve the creation of B-TERP conditioned upon (i) review of the Maryland State Ethics Commission, and (ii) B-TERP will not seek grants that could be awarded directly to the University, with the exception of leveraging NIIMBL matching funds for the New mGMP Facility.

(Regent Attman moved recommendation, seconded by Regent Gossett; unanimously approved)

14. University of Maryland, Baltimore: Purchase of Steam Services

Regent Attman provided a summary of the request. The University is seeking approval to enter into a sole-source, twenty-year contract with Veolia Energy Baltimore Heating, LLP for the provision of steam services to the campus at an estimated cost of \$118 million. The University also reserves the exclusive right to exercise two five-year renewal options. The University requires steam as source of heating and for its process loads, and has relied on steam services for the past seventy years. In response to a request from Regent Fish, Ms. Rhodes indicated that she would check to see if any leadership at Veolia were major donors to the University, or involved in its boards or foundations.

The Finance Committee recommended that the Board of Regents approve for the University of Maryland, Baltimore the award of the steam contract consistent with the University System of Maryland Procurement Policies and Procedures.

(Regent Attman moved recommendation, Regent Pope seconded, unanimously approved)

15. 2019 USM Dashboard Indicators

The report was accepted for information purposes.

16. USM Capital Projects: Periodic Status Report

The report was accepted for information purposes.

The meeting was adjourned at 12:11 p.m.

Respectfully submitted,

Gary L. Attman
Chair, Committee on Finance



**UNIVERSITY SYSTEM
of MARYLAND**

**BOARD OF REGENTS
COMMITTEE ON FINANCE**

June 12, 2019
Universities of Shady Grove

DRAFT

Minutes of the Closed Session

Regent Attman called the meeting of the Finance Committee of the University System of Maryland Board of Regents to order in closed session at 10:45 a.m. in the Multipurpose Room of Building II.

Regents participating in the session included: Mr. Attman, Ms. Gooden, Ms. Fish, Mr. Gossett, Mr. Holzapfel (via phone), Mr. Neall, Mr. Pope, and Mr. Rauch. Also taking part in the meeting were the following: Chancellor Caret, Ms. Herbst, Mr. McDonough, Assistant Attorneys General Bainbridge and Langrill, Ms. Wilkerson, Mr. Beck, Mr. Hickey, Ms. Skolnik, and Ms. McMann. Dr. Schatzel, Mr. Lowenthal, Mr. Danik, Mr. Henley, Mr. Jost, and Mr. Colella were present for a portion of the session.

1. The committee considered and unanimously recommended the acquisition of real property in Towson (§3-305(b)(3)). (moved by Regent Neall; seconded by Regent Gooden)
2. The committee considered and unanimously recommended the awarding of a food services contract for Coppin State University (§3-305(b)(14)). (moved by Regent Attman; seconded by Regent Gossett)
3. The committee considered and unanimously recommended the awarding of a food services contract for Bowie State University (§3-305(b)(14)). (moved by Regent Attman; seconded by Regent Neall)
4. The committee considered and unanimously recommended the acquisition of properties in College Park (§3-305(b)(3)). (moved by Regent Attman; seconded by Regent Neall)
5. The committee considered and unanimously recommended the proposed FY 2021 Capital Budget submission (§3-305(b)(13)). (moved by Regent Attman; seconded by Regent Pope)

The session was adjourned at 11:06 a.m.

Respectfully submitted,

Gary L. Attman
Chair, Committee on Finance



BOARD OF REGENTS

SUMMARY OF ITEM FOR ACTION,
INFORMATION OR DISCUSSION

TOPIC: Committee Charge

COMMITTEE: Finance

DATE OF COMMITTEE MEETING: September 12, 2019

SUMMARY: The members of the Finance Committee will review and discuss the proposed updates to the Committee's charge (see attachment, pages 1-2).

ALTERNATIVE(S): Language could be amended based on the discussion.

FISCAL IMPACT: There is no anticipated fiscal impact.

CHANCELLOR'S RECOMMENDATION: That the Finance Committee recommend that the Board of Regents approve the amended charge as presented.

COMMITTEE RECOMMENDATION: RECOMMEND APPROVAL WITH AMENDED LANGUAGE, AS NOTED IN THE DOCUMENT.

DATE: 9/12/19

BOARD ACTION:

DATE:

SUBMITTED BY: Ellen Herbst (301) 445-1923



UNIVERSITY SYSTEM
of MARYLAND

Board of Regents
Committee on Finance

AMENDED 9/12/19

BYLAWS Article IX. Section 5.

Charge:

The Committee on Finance shall perform all necessary business and provide guidance to the Board to help ensure the long-term financial health and development of the University System, informed by strong fiscal and administrative policies.

Role and Responsibilities:

The Committee on Finance shall consider and report or recommend to the Board of Regents on matters concerning financial affairs; capital and operating budgets; facilities, student enrollment; investments; real property transactions; business entities; procurement contracts; human resources; tuition, fees, room and board charges; and the overall long-range financial planning for the University System.

Members of the Committee on Finance are appointed annually by the Chairperson of the Board. There shall be at least one member with financial expertise and experience. The Committee shall meet as needed, but no fewer than four times ~~holds six regularly scheduled meetings~~ during the fiscal year. The members of the Committee may expect to receive information for review in order to consider, and/or act on any of the following matters:

- A. Establishment of the University System's five-year Capital Improvement Program (CIP) request prior to its submission to the Governor. The CIP is comprised of a prioritized list of academic projects (e.g., instruction, research), for which State bond or cash funding is requested.
- B. Establishment of the University System's five-year System Funded Construction Program (SFCP) prior to its implementation. The SFCP incorporates prioritized requests from institutions for auxiliary and self-support projects (e.g., residence halls, parking facilities).
- C. Authorization to issue debt to fund the capital program through the use of academic and auxiliary revenue bonds.
- D. Off-cycle construction or renovation projects that exceed expenditure thresholds established in Board policy and procedures.
- E. Facilities Master Plans are high level, strategic land-use and physical development plans, which help direct campus construction and improvements 10-20 years into the future. They also guide campus priorities for the annual capital budget request. Typically, a campus president will give a presentation where they describe the institution's goals on a wide range of topics related to physical renewal and expansion, including: building location decisions, renovation and replacement options, utility expansion, real property acquisition, environmental concerns, and campus and community interaction.

- F. Capital projects status report which outlines the progress of all major design and construction projects underway System-wide. Data fields include overall cost, schedule, funding sources and prior approvals, as well as the name of the project architect and primary contractor.
- G. Aggregated energy and power purchase agreements; periodic reviews of progress by the System and individual institutions toward State sustainability goals pertaining to reduction of energy and greenhouse gas emissions.
- H. Acquisition and disposition of real property.
- I. Establishment of annual operating budget including state appropriation request to the Governor.
- J. Establishment of, or changes to tuition, mandatory student fees, and residential room and board rates.
- K. Student enrollment 10-year projection prior to its submission to the Maryland Higher Education Commission.
- L. Fall student enrollment attainment for each institution.
- M. Annual reports of the finances of intercollegiate athletics for those institutions with Division I programs.
- N. Review on a regular basis certain of the University's material financial matters, including the annual audited financial statements, balance sheet management and debt strategy, review and endorsement of endowment spending rule.
- O. Reports and recommendations from the investment advisor(s) and investment manager(s) regarding the investment of the Common Trust Fund and asset performance.
- P. Establishment of business entities, public/private partnerships, and the initiatives covered under the Board's HIEDA policy.
- Q. Review dashboard metrics and monitor outcomes for organizational improvement and excellence.
- R. Establishment of, or changes to existing fiscal and administrative policies.
- S. Human resources policies for all staff employees including but not limited to recruitment, retention, administration of benefits and leave, compensation and classification, layoff, separation, and grievances. This Committee shall also consider and recommend any changes to the exempt and nonexempt staff salary structures.
- T. Awarding of contracts and entering into cooperative agreements as specified in VIII-3.0 USM Procurement Policies and Procedures. This Committee shall approve all contracts that exceed \$5 million except contracts for capital projects, sponsored research, and real property.
- U. Pursuant to Section 13-306 of the Education Article, the annual contract, and any amendments thereto, between University of Maryland, Baltimore (UMB) and University of Maryland Medical System Corporation which states all financial obligations, exchanges of services, and any other agreed relationships between them for the ensuing fiscal year concerning the University of Maryland Medical Center. Section 13-306 requires that the annual contract be submitted to the Board of Regents, upon recommendation of the UMB president, for consideration, any modification, and approval.



Committee on Finance Charge

(post-11/17/2016 language)

BYLAWS OF THE BOARD OF REGENTS

Article IX. Section 5. Committee on Finance.

- A. The Committee on Finance shall consider and report or recommend to the Board on all matters related to financial affairs including the issuance of debt, annual audited financial statements, establishment of business entities, public/private partnerships, and the initiatives covered under the Board's HIEDA policy.
- B. The Committee on Finance shall consider and recommend the annual operating budget and amendments thereto. The Committee shall also consider and recommend tuition, mandatory fees, and residential room and board rates.
- C. The Committee on Finance shall consider and recommend the annual capital budget and amendments thereto. This Committee shall consider and report or recommend to the Board on matters pertaining but not limited to the acquisition and disposition of real property, the need for capital improvements, facilities renewal, and site planning, and new construction. The Committee shall receive and recommend institutional facilities master plans. The Committee approves aggregated energy and power purchase agreements, and periodically reviews progress by the System and individual institutions toward State sustainability goals pertaining to reduction of energy and greenhouse gas emissions.
- D. The Committee on Finance shall consider and recommend human resources policies for all staff employees including but not limited to recruitment, retention, administration of benefits and leave, compensation and classification, layoff, separation, and grievances. This Committee shall consider and recommend any changes to the exempt and nonexempt staff salary structures.

- E. This Committee shall receive reports and recommendations from the University System of Maryland investment advisor(s) and investment manager(s) and provide recommendations to the Board regarding the endowment investment and spending rule policies of the University System of Maryland.
- F. The Committee on Finance shall consider and recommend the annual student enrollment projection for a 10-year period. The Committee shall have responsibility for reviewing the “fall freeze” enrollment data as provided by each institution.
- G. The Committee on Finance shall consider and recommend entering into cooperative agreements and the awarding of contracts as specified in VIII-3.0 USM Procurement Policies and Procedures. The Committee shall approve all contracts that exceed \$5 million except contracts for capital projects, sponsored research and real property.
- H. The Finance Committee shall receive annual reports of the finances of intercollegiate athletics for those institutions with Division I programs.
- I. This Committee shall have responsibility for reviewing the annual contract, and any amendments thereto, between the University System and the University of Maryland Medical System Corporation, as developed by the President of the University of Maryland, Baltimore, the Dean of the School of Medicine, the Chancellor of the University System of Maryland, and the President of UMMS and shall recommend appropriate action to the Board of Regents, which may include procedures for annual review and adoption of the contract.



**Committee on Finance
Charge**

(pre-11/17/2016 language)

BYLAWS OF THE BOARD OF REGENTS

Article IX. Section 5. Committee on Finance.

- A. The Committee on Finance shall consider and report or recommend to the Board on all matters related to financial affairs (including affiliated foundations and alumni associations). The Committee shall consider and recommend the annual operating and capital budgets and amendments thereto. The Committee shall also consider and recommend compensation policies for all staff.
- B. This Committee shall consider and report or recommend to the Board on matters pertaining but not limited to purchase and sale of real estate, the need for capital improvements, site planning and landscaping, construction, operation and maintenance of the physical plant, the care and presentation of all furnishings, equipment and other such matters relating to buildings and grounds of the University System as may come before it.
- C. This Committee shall have responsibility for reviewing the annual contract, and any amendments thereto, between the University System and the University of Maryland Medical System Corporation, as developed by the President of the University of Maryland, Baltimore and the Chancellor of the University System of Maryland, and shall recommend appropriate action to the Board of Regents, which may include procedures for annual review and adoption of the contract.
- D. This Committee shall have the responsibility for reviewing and recommending to the Board of Regents appropriate action with respect to requests by the UMMS Corporation for grants from the State.
- E. This Committee shall receive reports and recommendations from the University System of Maryland investment Advisor and investment manager and provide recommendations to the Board regarding the endowment policies of the University System of Maryland.



BOARD OF REGENTS

**SUMMARY OF ITEM FOR ACTION,
INFORMATION OR DISCUSSION**

TOPIC: Board of Regents Statement of Values and Expectations—Update on 2019 End of Year Report on Planning Activities

COMMITTEE: Finance

DATE OF COMMITTEE MEETING: September 12, 2019

SUMMARY: At its June meeting, the Board of Regents approved a “Statement of Values and Expectations on Collaboration and Cooperative Efforts.” The Statement can be viewed online at <https://www.usmd.edu/usm/adminfinance/>.

Included in the Statement is a requirement for each institution to prepare and submit a status report of institutional efforts to develop long-term plans in terms of these initiatives and efforts. The institutional reports are expected to contain (i) a high level description of the most critical priorities or initiatives currently underway; (ii) current plans for accomplishing those initiatives including a roadmap to achieve those critical priorities; and (iii) each institution’s status on collaboration planning. This last part would cover any and all activities that an institution is engaged in toward achieving the Board’s goal of enhanced collaboration across the System.

To facilitate this reporting, the USM Office created and vetted a template for the End of Year Report on Planning Activities, to be completed by each USM institution. A copy of the template is provided as an attachment, together with a timeline of critical dates related to the completion and review of the individual reports as well as a consolidated overview. The final report will be presented to the Board at its December 20th meeting.

ALTERNATIVE(S): This item is presented for information purposes

FISCAL IMPACT: This item is presented for information purposes

CHANCELLOR’S RECOMMENDATION: This item is presented for information purposes.

COMMITTEE RECOMMENDATION: ACCEPTED FOR INFORMATION

DATE: 9/12/19

BOARD ACTION:

DATE:

SUBMITTED BY: Ellen Herbst (301) 445-1923

Report Template:

University System of Maryland
December, 2019
Report on Planning Efforts Relative to
Board of Regents Statement of Values and Expectations
On Collaboration and Cooperative Efforts

Draft Template

Top Priorities and Initiatives at Your Institution:

- *List all the most critical institutional initiatives, goals/objectives and/or existing risks that impact moving forward with the collaboration efforts called for by the BOR and what the impact is (e.g., timing, budgetary, staff resources)*
- 1. Example: Increase enrollment 2% yearly for next 5 years
- 2. Example: Implementation of strategic sourcing discipline
- 3. _____
- 4. _____
- 5. _____
- 6. _____
- 7. _____

Current Plans for Institutional Priorities and Initiatives:

- *Describe your current institutional plan or roadmap for addressing the priorities and initiatives listed above.*

Collaboration Planning Status

- *In the appropriate numbered category below, discuss planning activities to date, efforts in progress, or recently completed initiatives, relative to your institution's collaboration with other USM institutions.*
- *For each area below and each initiative yet to be completed, list:*
 - Status of Collaboration Planning Efforts
 - Discussions on Potential Institutional Collaborations
 - Extent of Partnerships to Date
 - Blockers to Finalizing Partnerships
 - Other Planned Areas of Exploration of Collaboration
- 1. Common Technology Implementation and Change Management
- 2. Common Technology Contracting/Negotiation Strategy
- 3. Business Process Improvement
- 4. Data Strategy

Critical dates:

2019

- November 1 – Institutional update reports due to USM Office
- November 18 – Institutional reports and consolidated BOR report returned to all Presidents, VPs and CIOs for review.
- November 21 – Feedback on consolidated report due to USM Office
- November 22 – Final draft report sent to Chancellor for review
- November 26 – Draft report sent to BOR Finance Committee chair for review
- December 2 – Discuss report with Council of University System Presidents
- December 3 – E&E 2.0 Workgroup members discuss report
- December 5 – Report sent to Finance Committee for review
- December 12 – Finance Committee discusses report
- December 13 – Send report to full Board for review
- December 20 – Full Board discussion and approval of report

2020

- February 1 – Long-Term Plan Template and Schedule provided to Institutions by USM
- February-April – USM supports institutional needs in report creation
- May 1 – University Presidents Submit Long-Term Plan For Business Process Improvement to USM Vice Chancellor for Administration and Finance
- May 20 – E&E 2.0 Workgroup Meeting
 - Summary Overview of Long-Term Plans presented by USM Office staff
 - Institutional personnel give brief presentations of campus Long-Term Plans (tentative)
- June 4 – Finance Committee: Information item regarding Long-Term Plans
- June 19 – Board of Regents Meeting: Information item regarding Long-Term Plans

Ongoing – Each June, USM will coordinate annual updates against Institutional Plans to present to the BOR



BOARD OF REGENTS

SUMMARY OF ITEM FOR ACTION, INFORMATION OR DISCUSSION

TOPIC: Year-to-date Fundraising Report

COMMITTEE: Committee of the Whole

DATE OF MEETING: September 20, 2019

SUMMARY: The attached table shows fundraising progress (as compared to FY18 and against the FY19 goal) for June 2019.

ALTERNATIVE(S): This is an information item.

FISCAL IMPACT: This is an information item.

CHANCELLOR'S RECOMMENDATION: This is an information item.

| | | |
|-------------------|------------------|---------------|
| COMMITTEE ACTION: | Information item | DATE: 9.20.19 |
|-------------------|------------------|---------------|

| | |
|---------------|-------|
| BOARD ACTION: | DATE: |
|---------------|-------|

SUBMITTED BY: Leonard Raley, Vice Chancellor for Advancement, raleys@usmd.edu
301-445-1941



FY19 FUNDRAISING

FINAL RESULTS

| Institution | FY2018
Results
30-Jun | FY2019
Results
30-Jun | FY2019
Goal | Percentage
to Goal
FY19 | FY2020
Goal |
|--|-----------------------------|-----------------------------|----------------------|-------------------------------|----------------------|
| Bowie State University | \$1,356,489 | \$2,015,772 | \$2,000,000 | 100.79% | \$2,000,000 |
| Coppin State University | \$1,776,926 | \$1,510,633 | \$1,900,000 | 79.51% | \$1,300,000 |
| Frostburg State University | \$3,192,984 | \$3,587,045 | \$3,200,000 | 112.10% | \$3,400,000 |
| Salisbury University | \$6,040,928 | \$6,060,347 | \$6,000,000 | 101.01% | \$10,000,000 |
| Towson University | \$10,417,170 | \$14,206,144 | \$10,500,000 | 135.30% | \$12,000,000 |
| University of Baltimore | \$6,192,896 | \$2,358,198 | \$5,500,000 | 42.88% | \$4,000,000 |
| University of Maryland, Baltimore | \$103,738,435 | \$76,782,581 | \$95,000,000 | 80.82% | \$104,000,000 |
| University of Maryland Baltimore County | \$13,999,779 | \$14,965,351 | \$12,500,000 | 119.72% | \$12,500,000 |
| University of Maryland Center for Environmental Sciences | \$1,087,404 | \$1,107,736 | \$2,400,000 | 46.16% | |
| University of Maryland College Park | \$256,109,069 | \$203,022,326 | \$200,000,000 | 101.51% | \$200,000,000 |
| University of Maryland Eastern Shore | \$1,689,875 | \$1,373,659 | \$2,000,000 | 68.68% | \$2,500,000 |
| University of Maryland Global Campus | \$2,440,863 | \$2,727,440 | \$2,500,000 | 109.10% | \$2,500,000 |
| University System of Maryland | \$1,310,346 | \$2,441,123 | | | |
| TOTAL | \$409,353,164 | \$332,158,355 | \$343,500,000 | 96.70% | \$354,200,000 |

9/6/2019

**BOARD OF REGENTS**SUMMARY OF ITEM FOR ACTION,
INFORMATION OR DISCUSSION

TOPIC: Amendment to Fiscal Year 2020 Schedule of Tuition and Mandatory Fees to recognize Towson University Undergraduate Differential Pricing Tuition Rates

COMMITTEE: Finance Committee

DATE OF COMMITTEE MEETING: September 12, 2019

SUMMARY: On June 21, 2019, the Board of Regents approved Towson University's proposal to charge market-based, differential pricing in three areas of study—the College of Business and Economics, the Department of Nursing, and the Department of Information and Computer Science (see Attachment 2). The purpose of this item is to incorporate those rates into the previously approved USM Schedule of Tuition and Mandatory Fees. The FY 2020 schedule was initially approved by the Board when it met on April 19, 2019.

As you may recall, the Board approved the University's request to charge junior and senior level business, nursing and computer science undergraduate students an additional \$1,500/year in addition to the annual standard tuition and mandatory fees. It was noted that resident and nonresident students would be charged the same differential pricing, and importantly, all current students would be "grandfathered" and thus not subject to the differential pricing.

The differential pricing will be phased-in over three years. In FY 2020, the differential pricing will be \$500/year, beginning in the spring semester. By FY 2022, the full differential will be in effect at \$1,500/year. Student charges for differential pricing will be capped at a maximum of \$3,000 per student.

ALTERNATIVE(S): The Board may elect to adjust the recommended tuition schedule; however, it would then not be in line with the rates as approved for Towson University in June.

FISCAL IMPACT: The FY 2020 projected gross revenue from the differential pricing is expected to be minimal due to the "grandfathering" of current students. Only transfer students will be subject to the new rate in FY 2020.

CHANCELLOR'S RECOMMENDATION: That the Finance Committee recommend that the Board of Regents approve the amended tuition and mandatory fees schedule as presented.

COMMITTEE RECOMMENDATION: RECOMMEND APPROVAL

DATE: 9/12/19

BOARD ACTION:

DATE:

SUBMITTED BY: Ellen Herbst (301) 445-1923

SCHEDULE OF TUITION AND MANDATORY FEES
Fiscal 2020

| | <u>FY 2019</u> | <u>FY 2020</u> | <u>Recommended Change
Amount</u> | <u>%</u> |
|--|----------------|----------------|--------------------------------------|-------------|
| TOWSON UNIVERSITY | | | | |
| FULL-TIME UNDERGRADUATE STUDENT | | | | |
| In-State Tuition | 6,826 | 6,962 | 136 | 2.0% |
| Out-of-State Tuition | 20,094 | 21,098 | 1,004 | 5.0% |
| Out-of-State Regional Tuition On-Site Hagerstown | 10,240 | 10,444 | 204 | 2.0% |
| Technology Fee - flat rate | 206 | 212 | 6 | 2.9% |
| Auxiliary Fees - flat rate* (unless noted): | | | | |
| Athletics | 956 | 998 | 42 | 4.4% |
| Auxiliary Services | 648 | 648 | 0 | 0.0% |
| Auxiliary Services - Construction | 1,214 | 1,280 | 66 | 5.4% |
| Student Services - SGA | 90 | 98 | 8 | 8.9% |
| Total Fees | 3,114 | 3,236 | 122 | 3.9% |
| Total In-State Cost | 9,940 | 10,198 | 258 | 2.6% |
| Total Out-of-State Cost | 23,208 | 24,334 | 1,126 | 4.9% |
| Total Out-of-State Regional Cost On-Site Hagerstown | 11,660 | 11,936 | 276 | 2.4% |
| PART-TIME UNDERGRADUATE PER CREDIT HOUR | | | | |
| In-State Tuition | 293 | 299 | 6 | 2.0% |
| Out-of-State Tuition | 846 | 888 | 42 | 5.0% |
| Out-of-State Regional Tuition On-Site Hagerstown | 443 | 452 | 9 | 2.0% |
| Technology Fee - per credit hour | 9 | 9 | 0 | 0.0% |
| Auxiliary Fees - per credit hour* (unless noted): | | | | |
| Athletics | 43 | 45 | 2 | 4.7% |
| Auxiliary Services | 30 | 30 | 0 | 0.0% |
| Auxiliary Services - Construction | 55 | 58 | 3 | 5.5% |
| Student Services - SGA | 4 | 5 | 1 | 25.0% |
| Total Fees: | 141 | 147 | 6 | 4.3% |

NEW: SPECIAL TUITION RATES FOR UNDERGRADUATES (effective spring semester 2020)
JUNIORS & SENIORS MAJORING IN BUSINESS, NURSING, & COMPUTER SCIENCE

Students enrolled in these programs will be charged the annual standard tuition & mandatory fees above, PLUS the annual differential pricing rate.

In-State and Out-of-State undergraduate students will be charged the same differential pricing rate.

Full-time Undergraduate Jr./Sr. rate: **500**

Part-time Undergraduate Jr./Sr. rate (per credit hour): **21**

| | | | | |
|---|---------------|---------------|--------------|-------------|
| FULL-TIME UNDERGRADUATE STUDENT - JUNIORS & SENIORS MAJORING IN BUSINESS, NURSING & COMPUTER SCIENCE | | | | |
| In-State Tuition | 6,826 | 6,962 | 136 | 2.0% |
| Out-of-State Tuition | 20,094 | 21,098 | 1,004 | 5.0% |
| Out-of-State Regional Tuition On-Site Hagerstown | 10,240 | 10,444 | 204 | 2.0% |
| Differential Pricing Rate Jr./Sr. (effective spring semester 2020) | | 500 | 500 | N/A |
| Fees (Per Student) | 3,114 | 3,236 | 122 | 3.9% |
| Total In-State Full-time | 9,940 | 10,698 | 758 | 7.6% |
| Total Out-of-State Full-time | 23,208 | 24,834 | 1,626 | 7.0% |
| Total Out-of-State Regional Tuition On-Site Hagerstown | 13,354 | 14,180 | 1,084 | 6.2% |

SCHEDULE OF TUITION AND MANDATORY FEES
Fiscal 2020

| | <u>FY 2019</u> | <u>FY 2020</u> | <u>Recommended Change
Amount</u> | <u>%</u> |
|---|----------------|----------------|--------------------------------------|-------------|
| PART-TIME UNDERGRADUATE - JUNIORS & SENIORS MAJORING IN BUSINESS, NURSING & COMPUTER SCIENCE | | | | |
| In-State Tuition (Per Credit Hour) | 293 | 299 | 6 | 2.0% |
| Out-of-State Tuition (Per Credit Hour) | 846 | 888 | 42 | 5.0% |
| Out-of-State Regional Tuition On-Site Hagerstown | 443 | 452 | 9 | 2.0% |
| Differential Pricing Rate Jr./Sr. (Per Credit Hour; effective spring semester 2020) | | 21 | 21 | N/A |
| Total In-State Part-time | 293 | 320 | 27 | 9.2% |
| Total Out-of-State Part-time | 846 | 909 | 63 | 7.4% |
| Total Out-of-State Regional Tuition On-Site Hagerstown | 443 | 473 | 30 | 6.8% |
| Part-time mandatory fee (per credit hour) | 141 | 147 | 6 | 4.3% |
| PART-TIME GRADUATE PER CREDIT HOUR | | | | |
| In-State Tuition | 418 | 439 | 21 | 5.0% |
| Out-of-State Tuition | 865 | 908 | 43 | 5.0% |
| Out-of-State Regional Tuition On-Site Hagerstown | 627 | 658 | 31 | 4.9% |
| Technology Fee - per credit hour | 9 | 9 | 0 | 0.0% |
| Auxiliary Fees - per credit hour* (unless noted): | | | | |
| Athletics | 43 | 45 | 2 | 4.7% |
| Auxiliary Services | 30 | 30 | 0 | 0.0% |
| Auxiliary Services - Construction | 55 | 58 | 3 | 5.5% |
| Graduate SGA | 4 | 4 | 0 | 0.0% |
| Total Fees: | 141 | 146 | 5 | 3.5% |
| *Auxiliary fees for students attending Towson University North East or TUNE are one-half the main campus rate. Students taking classes at Hagerstown and other locations, (with the exception of TUNE) with a greater than 25 mile radius from the main campus pay only the technology fee and the auxiliary services construction fee. | | | | |
| PART-TIME GRADUATE PER COURSE - AIT PROGRAM | | | | |
| Tuition AIT program (except AIT 500 & 501) - per course | 1,575 | 1,653 | 78 | 5.0% |
| Tuition - AIT 500 - per course | 1,969 | 2,067 | 98 | 5.0% |
| Tuition - AIT 501 - per course | 1,706 | 1,792 | 86 | 5.0% |
| Tuition - AIT 885 - per course | 525 | 551 | 26 | 5.0% |
| PART-TIME DOCTORATE PER UNIT - CAIT PROGRAM | 653 | 685 | 32 | 4.9% |
| JOINT DEGREE WITH UNIVERSITY OF BALTIMORE FOR M.S. ACCOUNTING & BUSINESS ADVISORY SERVICE** | | | | |
| PART-TIME GRADUATE PER CREDIT HOUR | | | | |
| In-State Tuition (in person and Web instruction) | 801 | 809 | 8 | 1.0% |
| Regional Tuition (in person and Web instruction)# | 801 | 809 | 8 | 1.0% |
| Out-of-State Tuition (in person and Web instruction) | 1,106 | 1,117 | 11 | 1.0% |
| Technology Fee - per credit hour | 9 | 9 | 0 | 0.0% |
| Auxiliary Fees - per credit hour (unless noted): | | | | |
| Auxiliary Construction | 3 | 3 | 0 | 0.0% |
| Auxiliary Operation | 23 | 23 | 0 | 0.0% |
| Student Center Fee | 34 | 34 | 0 | 0.0% |
| Student Services Fee | 16 | 16 | 0 | 0.0% |
| Student Government Association - flat rate | 50 | 50 | 0 | 0.0% |

**Joint degree with University of Baltimore (UB) for the MBA is charged and billed through UB

#Regional: VA - Arlington, Fairfax, Prince William counties, PA - Adam, York, Lancaster counties, DE - all counties, DC

Notwithstanding any other provision of this or any other USM publication, the USM reserves the right to make changes in tuition, fees, and other charges at any time such changes are deemed necessary by USM institutions and the USM Board of Regents.

ATTACHMENT 2



BOARD OF REGENTS

SUMMARY OF ITEM FOR ACTION,
INFORMATION OR DISCUSSION

TOPIC: Towson University: Proposal for Undergraduate Differential Pricing

COMMITTEE: Finance Committee

DATE OF COMMITTEE MEETING: June 12, 2019

SUMMARY: Towson University (TU) is proposing market-based, differential pricing limited to three areas of study—the College of Business and Economics, the Department of Nursing, and the Department of Information and Computer Science. These areas of study meet five restrictive criteria: (1) high cost of instruction; (2) high demand by students; (3) high national standing; (4) high placement rate and salary upon graduation; and (5) high economic impact on the State. The detailed proposal with financial justifications, enrollment data and proposed rate structure is attached.

In the current rate structure of a “one-tuition-fits-all” approach, the higher cost to educate students in some majors is spread among all students. As such, the University has reallocated funds from lower cost to higher cost programs. This partial cross-subsidization is constrained by the need to preserve academic quality in lower cost programs.

When comparing Towson University to a combined set of our Carnegie Classification peers, four-year local institutions and our primary competitors, the University found the median differential tuition for these majors to be \$1,788 per year for two years, a total of \$3,577. TU’s proposal is to conservatively charge \$1,500 annually to juniors and seniors in these majors. **All current students will be “grandfathered” and thus not subject to the differential pricing.** In addition, the pricing will be phased-in over a period of three years. These steps allow time for appropriate communications in advance to staff, students, and parents.

TU proposes that junior and senior level business, nursing and computer science students will pay the annual standard tuition and mandatory fees *plus* the differential pricing. Resident and nonresident students will pay the same differential pricing. In FY 2020, the differential pricing will be \$500/year. Starting in FY 2022, the full differential will be in effect at \$1,500/year. Differential tuition will be capped at a maximum of \$3,000 per student. Enrollment in the three programs as of fall 2018 is (in full-time equivalent units) 1,600 in the College of Business and Economics, 432 in the Department of Nursing, and 437 in the Department of Information and Computer Science.

The new revenue from the differential rate, between \$4.2 million and \$5.0 million annually once fully implemented, will serve to enrich the education, attract more top in-state students, spur innovation and economic growth in Maryland, and strengthen the excellence and national standing of Towson University.

This gross revenue will be invested as follows:

- **Financial aid:** A minimum of 18%, to match our current budgetary financial aid allocation, will be reserved for grants for all very-low and low-income students as well as full scholarship students, thereby exempting them from the differential. Towson is prepared to increase the percentage to hold any impacted student groups harmless.

- Academic excellence: Up to 82% will go to enhance educational quality and national competitiveness (e.g., smaller classes; competitive faculty salaries, more faculty, advisers, career services, and internships; upgraded learning technology and lab instrumentation).

The University is also seeking an exception to Board of Regents Policy on Tuition-VIII 2.01. According to Section II.B of the policy,

“Tuition for each category of student at an institution will be established either as an annual cost or specified as a cost per credit hour. The tuition levels should be established in accordance with the following principles:

1. *Generally, undergraduate tuition within an institution should not vary by discipline or cohort, except for the professional schools at the University of Maryland, Baltimore. However, institutions may seek an exception to this policy.”*

ALTERNATIVE(S): The Board may elect to adjust the recommended tuition schedule.

FISCAL IMPACT: The projected gross revenue from the proposed differential pricing during the phase-in years is anticipated as follows: FY 2020 is expected to be minimal due to the “grandfathering,” FY 2021 is estimated to be approximately \$1.3 million/year and FY 2022 is \$2.8 million. By FY 2023, after full implementation, the increase in gross revenue is estimated to be between \$4.2 million and \$5.0 million/year.

CHANCELLOR’S RECOMMENDATION: That the Finance Committee recommend that the Board of Regents approve for Towson University the proposed Undergraduate Differential Pricing as described above; and, authorize an exception to the Board of Regents Policy on Tuition-VIII 2.01 as permitted in Section II.B.1 of the policy.

Furthermore, the University shall provide an annual report to the Board of Regents that reflects the benefits and challenges of implementing tuition differential to the select programs.

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| COMMITTEE RECOMMENDATION: RECOMMEND APPROVAL | DATE: 6/12/19 |
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| BOARD ACTION: APPROVED | DATE: 6/21/19 |
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| SUBMITTED BY: Ellen Herbst (301) 445-1923 |
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BOARD OF REGENTS

**SUMMARY OF ITEM FOR ACTION,
INFORMATION OR DISCUSSION**

TOPIC: University of Maryland Baltimore County: New Health Services and Counseling Building

COMMITTEE: Finance

DATE OF COMMITTEE MEETING: September 12, 2019

SUMMARY: The University of Maryland Baltimore County (UMBC) requests Board of Regents approval to build a new 24,000 GSF building to house University Health Services and the Counseling Center. The project was included in the Five-Year System-Funded Construction Program considered by the Board in June, but with the initial funding in year four (FY 2023). The critical nature of the project has prompted the advancement of funding to FY 2020 as described below.

University Health Services is located in the basement of one of UMBC's residential buildings. Over the last ten years, services promoting health and wellness have expanded in response to student needs, without corresponding increases in space. Detailed programming has identified the need for nearly 40 percent more space to adequately support current and future enrollment.

The Counseling Center shares four interconnected trailers with the Office of Student Conduct and Community Standards and the Interfaith Center. The trailers have reached the end of their 30-year average lifespan and have become increasingly difficult to maintain. Although considerable time and money is spent maintaining the trailers, occupants and visitors complain of poor conditions. As the mental health needs of our students continue to grow, there is no available space within the trailers to accommodate additional Counseling Center staff.

UMBC has followed national best practice and placed University Health Services and the Counseling Center under the leadership of a Director of Health and Counseling. Co-locating and integrating counseling and health services in a single facility to provide holistic care, emphasize well-being, and streamline resources is also part of national trends and best practices. Studies show that students prefer integrated centers and are more likely to use mental health services due to a reduction of stigma. Emphasis on physical, behavioral, and emotional wellbeing has been linked to academic success, retention, and matriculation.

The Health Services and Counseling Building will provide an appropriately sized and outfitted building in a central campus location to streamline and enhance services supporting the physical, behavioral, and emotional well-being of our community, especially our students. The University proposes using the design-build project delivery method to complete a modest, modern facility by fall 2021.

ALTERNATIVE(S): UMBC could continue to house University Health Services in insufficient space and the Counseling Center in space that fails to meet the campus's basic needs.

FISCAL IMPACT: The total estimated cost is \$17,000,000 (Planning, Construction, and Equipment). The source of FY 2020 funding includes:

- \$5,000,000 from institutional funds
- \$12,000,000 from auxiliary revenue bonds

CHANCELLOR'S RECOMMENDATION: That the Finance Committee recommend that the Board of Regents approve the funding of a new Health Services and Counseling Building through the use of up to \$12,000,000 of University System of Maryland revenue bonds, and \$5,000,000 of UMBC institutional funds as described above.

COMMITTEE RECOMMENDATION: RECOMMEND APPROVAL

DATE: 9/12/19

BOARD ACTION:

DATE:

SUBMITTED BY: Ellen Herbst (301) 445-1923



BOARD OF REGENTS

SUMMARY OF ITEM FOR ACTION,
INFORMATION OR DISCUSSION

TOPIC: University System of Maryland: Amendment to the Forty-First Bond Resolution—Auxiliary Facility and Tuition Revenue Bonds

COMMITTEE: Finance

DATE OF COMMITTEE MEETING: September 12, 2019

SUMMARY: The Board of Regents has previously adopted forty-one bond resolutions, with amendments, authorizing the issuance of University System of Maryland Auxiliary Facility and Tuition Revenue Bonds. The proposed amendment to the Forty-First Resolution authorizes the issuance of Revenue Bonds to finance an additional \$12 million, bringing the total Resolution to \$134,131,000 of academic and auxiliary facilities projects.

The purpose of this amendment is to add the New Health Services and Counseling Building on the UMBC campus to the Auxiliary Facilities Project list originally submitted in the Forty-First Bond Resolution.

BOND COUNSEL: Miles & Stockbridge P.C.

ALTERNATIVE(S): The project may be delayed without this authorization.

FISCAL IMPACT: Issuance of an additional \$12,000,000 of bonds would result in debt service of approximately \$956,000 per year for 20 years at 5.0%.

CHANCELLOR'S RECOMMENDATION: That the Finance Committee recommend that the Board of Regents approve the Amendment to the Forty-First Bond Resolution.

COMMITTEE RECOMMENDATION: RECOMMEND APPROVAL

DATE: 9/12/19

BOARD ACTION:

DATE:

SUBMITTED BY: Ellen Herbst (301) 445-1923

AMENDMENT TO

FORTY-FIRST BOND RESOLUTION

OF THE BOARD OF REGENTS OF THE

UNIVERSITY SYSTEM OF MARYLAND

**AMENDMENT TO
FORTY-FIRST BOND RESOLUTION
OF THE BOARD OF REGENTS OF THE
UNIVERSITY SYSTEM OF MARYLAND**

RECITALS

WHEREAS, pursuant to Title 19 of the Education Article of the Annotated Code of Maryland (2018 Replacement Volume and 2018 Supplement) ("Title 19"), the University of Maryland System (the "System") is authorized to issue bonds for the purpose of financing or refinancing all or any part of the costs of the acquisition, construction, reconstruction, equipment, maintenance, repair, renovation and operation of one or more "projects", as such term is defined in Title 19, of the System;

WHEREAS, pursuant to the authority provided in Title 19, and pursuant to a Resolution of the System adopted on May 3, 1989, the System approved the Indenture (as hereinafter defined) providing for the issuance of one or more series of bonds from time to time for the purposes described in Title 19;

WHEREAS, pursuant to the authority provided in Title 19, and pursuant to a Resolution of the System adopted June 14, 1995, the System approved the Supplemental Indenture (as hereinafter defined) supplementing and amending the Original Indenture in furtherance of the purposes described in Title 19;

WHEREAS, pursuant to the authority provided in Title 19, the Indenture and the Forty-First Bond Resolution of the Board of Regents of the University System of Maryland adopted on June 21, 2019 (the "Forty-First Bond Resolution"), the System authorized the issuance and sale of up to \$122,131,000 aggregate principal amount of its University System of Maryland Auxiliary Facility and Tuition Revenue Bonds on one or more Issuance Dates (as defined in the Forty-First Bond Resolution) in one or more series from time to time, subject to the terms and conditions of the Forty-First Bond Resolution and the Indenture and secured by and payable from the Trust Estate pledged under the Indenture;

WHEREAS, as permitted by Section 5.04 of the Forty-First Bond Resolution, the System has determined to amend the Forty-First Bond Resolution to add an additional Auxiliary Facility Project as a Project for which the Forty-First Bond Resolutions Bonds may be used and to increase the principal amount of Forty-First Resolution Bonds authorized thereby;

WHEREAS, the System desires that this Forty-First Bond Resolution serve and constitute as a declaration of official intent within the meaning of, and for the purposes set forth in Section 1.150-2 of the Income Tax Regulations prescribed by the U.S. Treasury Department.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF REGENTS OF THE UNIVERSITY OF MARYLAND SYSTEM THAT:

ARTICLE I

DEFINITIONS

Except as otherwise provided herein, all capitalized terms contained in the Indenture and the Forty-First Bond Resolution when used in this Amendment shall have the same meaning herein as set forth in the Indenture and the Forty-First Bond Resolution.

ARTICLE II

AMENDMENTS TO FORTY-FIRST BOND RESOLUTION

Section 2.01. Increase in Principal Amount of Forty-First Resolution Bonds Authorized. The Forty-First Bond Resolution is hereby amended by deleting the number "\$122,131,000" and inserting in lieu thereof "\$134,131,000" in each place in which such numbers and words appear.

Section 2.02. Additional Auxiliary Facilities Project Authorized. The following "auxiliary facility" project is hereby added as a "project" authorized by Section 2.04 of the Forty-First Bond Resolution and the proceeds from the issuance and sale of the Forty-First Resolution Bonds shall be used for the purposes of financing or refinancing the cost of any one or more of the following projects::

University of Maryland, Baltimore County

University Health Services Facility

Section 2.03. Declaration of Official Intent.

The System reasonably expects to pay costs permitted by this amendment to the Forty-First Bond Resolution with respect to the Projects described in Section 2.04 prior to the issuance of the Forty-First Resolution Bonds and reasonably expects that certain proceeds of the Forty-First Resolution Bonds will be used to reimburse the System all or a portion of such prior expenditures paid by the System. Because the System intends that the interest on the Forty-First Resolution Bonds will be excludable from the gross income of the holder for purposes of federal income taxation, the System intends that this Amendment to Forty-First Bond Resolution shall be and constitute a declaration of official intent within the meaning of Section 1.150-2 of the Income Tax Regulations prescribed by the U.S. Treasury Department.

ARTICLE III

EFFECTIVE DATE

Section 3.01. Effective Date. This Amendment shall be effective on the date of its adoption by the Board of Regents

ADOPTED, this ____ day of _____, 2019.



BOARD OF REGENTS

**SUMMARY OF ITEM FOR ACTION,
INFORMATION OR DISCUSSION**

TOPIC: University of Maryland, College Park: New Cole Field House

COMMITTEE: Finance

DATE OF COMMITTEE MEETING: September 12, 2019

SUMMARY: The University of Maryland, College Park (UMD) requests approval to increase the funding authorization for New Cole Field House by \$14,300,000, from \$195,700,000 to \$210,000,000.

The Board of Regents originally authorized this academic/research, clinical and athletic project in December 2014 in the amount of \$155,000,000. In June 2017, the Board approved an increase in the expansion of academic, research, and athletic functions resulting in the current \$195,700,000 authorization.

The Indoor Practice Facility portion of the athletic spaces was completed in summer 2017 at a total cost of \$43,600,000 (\$39,400,000 direct and \$4,200,000 in relocation costs apportioned to athletics). All design and construction of the infrastructure and “core and shell” for the balance of the building and site is currently under contract in the amount of \$141,700,000 (\$60,700,000 allocated to academic/research/clinical uses and \$81,000,000 allocated to athletic uses).

During design, UMD made some programmatic changes to the academic/research and clinical portion of the project, including creating some additional “shell space” to support future research space needs. This impacted the schedule and cost. Construction of the athletic portion of the project encountered several delays and latent conditions, which also impacted schedule and cost. In addition, the current regional construction market is heated with high costs, which has impacted several projects at UMD and across the entire USM capital projects portfolio.

Due to these impacts, the project “fit-out” cannot be completed within the current authorization of \$195,700,000. UMD has recently competitively bid all athletic fit-out work in the amount of \$24,700,000 and recommends completing the remaining athletic spaces to bring to conclusion the athletic portion of the New Cole Field House project. This would require a \$14,300,000 increase to the current \$195,700,000 authorization for a total authorization of \$210,000,000 (\$43,600,000 for the Indoor Practice Facility, \$105,700,000 for other athletic spaces, and \$60,700,000 for academic/research and clinical spaces).

UMD is developing plans to fund and implement “fit-out” of the academic/research and clinic portion, and will seek authorization of these plans in the future. UMD is planning to establish a Brain and Behavior Research Institute in New Cole Field House, and the future plans will incorporate that program. Further design of the academic/research and clinic spaces is awaiting selection of the incoming Brain and Behavior Institute leader, whose research focus areas will drive specific fit-out needs, and conclusion of orthopedic clinic negotiations.

ALTERNATIVE(S): UMD could elect to defer fit-out of the athletic spaces, but this would defer enhancing the ability of the football program to be competitive, and would result in even higher costs due to cost escalation.

FISCAL IMPACT: UMD will fund the \$14,300,000 from institutional cash, to be repaid from Department of Intercollegiate Athletics revenues.

CHANCELLOR'S RECOMMENDATION: That the Finance Committee recommend that the Board of Regents approve this request for the University of Maryland, College Park to increase the funding authorization for New Cole Field House by \$14,300,000, from \$195,700,000 to \$210,000,000.

COMMITTEE RECOMMENDATION: RECOMMEND APPROVAL

DATE: 9/12/19

BOARD ACTION:

DATE:

SUBMITTED BY: Ellen Herbst (301) 445-1923



BOARD OF REGENTS

SUMMARY OF ITEM FOR ACTION, INFORMATION OR DISCUSSION

TOPIC: Governance and Compensation Workplan

COMMITTEE: Organization and Compensation

DATE OF MEETING: September 12, 2019

SUMMARY: The attached spreadsheet provides a report of the work plan for the Committee. The committee will discuss outstanding items and reprioritize the remaining actions, if needed.

ALTERNATIVE(S): The Committee could choose not to discuss the topic.

FISCAL IMPACT: Components of the work plan may require external expertise; however, it is anticipated that the fiscal impact will be minimal.

CHANCELLOR'S RECOMMENDATION: The Chancellor recommends that the Committee discuss the work plan and suggest any necessary edits.

COMMITTEE ACTION: DATE: September 12, 2019

BOARD ACTION: DATE:

SUBMITTED BY: Denise Wilkerson, dwilkerson@usmd.edu, 301-445-1906 or 410-576-5734

| Compensation and Governance Work Plan | | | | |
|---|-------------|--|---------------------|----------|
| Objectives | Status | Target Completion Date | Responsible Staff | Comments |
| Develop a compensation philosophy | | | | |
| Outline the goals and desired objectives of the executive compensation program, compensation elements, peer group, desired pay positioning, etc. | Completed | Completed 9.15.17 | Chancellor's Office | |
| Enhance governance tools and processes | | | | |
| Expand and formalize the charter for the Organization and Compensation Committee | Completed | Completed 12.15.17 | Chancellor's Office | |
| Create tally sheets for the Chancellor and presidents to provide year-over-year detailed compensation to regents in a consistent format | Completed | Complete | Chancellor's Office | |
| Develop an annual calendar of key actions required in performance assessment and compensation administration | Completed | Completed 12.15.17 | Chancellor's Office | |
| Conduct education sessions for the Organization and Compensation Committee and/or the BOR on current topics in executive compensation and governance | Completed | Sibson presented sessions at September 11, 2018 meeting | Outside Assistance | |
| Develop and implement a new BOR orientation and development program | Ongoing | New BOR orientation scheduled for September 16, 2019. Development topics being developed | Chancellor's Office | |
| Committee on Governance and Compensation will now be responsible for reviewing all BOR committee charters | In progress | First annual review to be completed at September 20, 2019 meeting | Chancellor's Office | |
| Implement BOR self-assessment to learn more about how BOR and staff are functioning | In progress | First self-assessment to be completed and presented at BOR Retreat on October 17, 2019 | Chancellor's Office | |
| Streamline goal setting and evaluation approach | | | | |
| Develop a standard template and process for annual goal development and performance evaluation to allow for a simpler, quicker assessment that also balances the Chancellor and presidents' needs for personalization with System's need for greater consistency. The template should be automated, if practicable, and may incorporate scorecard/longitudinal metrics currently used at the System and longer-term strategic planning measurement. | Completed | Completed first full cycle of using new goal setting and performance evaluation system | Chancellor's Office | |

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| Review the current guidelines for five-year presidential reviews and recent five-year review reports and determine needed improvements in the process, if any. The guidelines should be updated to reflect agreed upon changes. | In progress - agreed to change to three-year review instead of five | FY 20 | Chancellor's Office | Planning a beta test with recently appointed president; Will develop policies and the test before voting on proposed changes

Working with Sibson to develop benchmarks for other presidential assessment processes at other systems |
| Conduct periodic total remuneration reviews | | | | |
| Supplement annual base salary reviews of recently developed peer groups with total remuneration assessments every 3 to 5 years to ensure continued market competitiveness of the full compensation package. Components include the aging of data, update of data from peers and reassessment of peers. | Ongoing | Ongoing | Chancellor's Office | Sibson aging data |
| Explore the use of incentives and/or deferred compensation vehicles | | | | |
| The use of incentive pay has been increasing across higher education and is expected to continue. Sibson Consulting estimates that currently about 20-30% of institutions provide incentives to executives, however, they are more prevalent in private institutions than public institutions. | On hold | Sibson provided session on incentive pay at September 11, 2018 meeting | Outside Assistance | Will continue to monitor trends |
| Review process and guidelines for chancellor and presidential searches and create a succession planning process across the system | | | | |
| Review current process, outcomes and guidelines for chancellor and presidential searches and determine needed improvements in the process, if any. The guidelines should be updated to reflect agreed upon changes. | Completed | Presidential search guidelines approved in February 2019; Chancellor search guidelines approved in June 2019 | Chancellor's Office | |
| Develop a succession planning process to help retain high performing incumbents who demonstrate top executive potential and help alleviate the future expected competition over scarce resources. | In progress | Sibson provided session on succession planning at September 11, 2018 meeting | Outside Assistance | |
| Review and implement processes to ensure sound board governance | | | | |
| Implement recommendations provided in the Association of Governing Boards (AGB) report | Ongoing | Ongoing | Chancellor's Office | Implementation is currently underway for all recommendations. Some are further along and will be voted on at the September BOR meeting. |

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| Implement provisions from SB 719/HB 533 | Ongoing | Ongoing | Chancellor's Office | Some provisions have already been implemented but are underway. The BOR Bylaws will be voted on at the September BOR meeting, which will address several of the changes. |
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BOARD OF REGENTS

SUMMARY OF ITEM FOR ACTION, INFORMATION OR DISCUSSION

TOPIC: Revisions to Board of Regents Bylaws

COMMITTEE: Organization and Compensation

DATE OF MEETING: September 12, 2019

SUMMARY: During the 2019 legislative session, the General Assembly passed legislation (Senate Bill 719/House Bill 533) to address Board of Regents' transparency and oversight matters. This legislative action, along with implementation of recommendations from the Association of Governing Boards' governance review, warranted revision to the Board of Regents Bylaws. The attached document redlines these revisions along with minor technical edits.

ALTERNATIVE(S): The Committee could choose not to discuss the topic.

FISCAL IMPACT: Fiscal impact includes costs associated with additional Regents on the board and the cost to institutions to live stream board meetings.

CHANCELLOR'S RECOMMENDATION: The Chancellor recommends that the Regents review and discuss the revisions to the Board of Regents Bylaws.

COMMITTEE ACTION: DATE: September 12, 2019

BOARD ACTION: DATE:

SUBMITTED BY: Denise Wilkerson, dwilkerson@usmd.edu, 410-576-5734 or 301-445-1906



BYLAWS OF THE BOARD OF REGENTS
OF THE UNIVERSITY SYSTEM OF MARYLAND

(Adopted by the Board of Regents, April 5, 1989; Amended, September 27, 1990; Amended February 27, 1991; Amended June 9, 1995; Amended August 25, 1995; Amended December 1, 1995; Amended April 12, 1996; Amended April 4, 1997, Amended December 8, 2000, Amended August 23, 2002; Amended September 12, 2003; Amended December 12, 2003, Amended October 21, 2005, Amended September, 2008, Amended April 15, 2011, Amended December 7, 2012, Amended April 11, 2014, Amended June 10, 2016, Amended December 9, 2016, Amended February 22, 2019, Amended _____, 2019 to be effective July 1, 2019)

PREAMBLE

Pursuant to the powers vested in the Board of Regents of the University System of Maryland, as provided by law, the following is hereby adopted and declared as the bylaws of the Board of Regents of the University System of Maryland.

ARTICLE I
CORPORATE NAME, PURPOSE, AND POWERS

Section 1. The Board of Regents (hereafter "the Board") is the body established by statute and charged with responsibility for the governance and management of the University System of Maryland (hereafter "the University System") and all constituent institutions, centers, and institutes thereof.

Section 2. The University System of Maryland is a body corporate and politic, an instrumentality of the State, a public corporation, and an independent unit of State government.

Section 3. In addition to any other powers granted and duties imposed by Title 12 of the Education Article, Maryland Annotated Code, and subject to the provisions of Title 11 of that Article pertaining to the Maryland Higher Education Commission, and subject to any other restriction expressly imposed by law or by any trust agreement involving a pledge of property or money, the Board is responsible for the management of the University System and has all the powers, rights, and privileges that go with that responsibility, including the power to conduct or maintain any institutions, centers, schools, or departments in the University System at the locations the Board determines. As provided by statute, the Board may not be superseded in its authority by any other State agency or office in managing the affairs of the University System or of any constituent institutions and centers under the Board's jurisdiction. In addition, the Board has all the powers of

granted a Maryland corporation which are not expressly limited by law, as well as all powers conferred on it by the Act of Incorporation of the Maryland College of Agriculture, the Charter of the University of Maryland and the charter of any constituent institution.

Section 4. Subject to Article ~~VIII~~, Section 8 of these bylaws, the Board may make rules and regulations, and prescribe policies and procedures, for the management, maintenance, operation, and control of the University System.

Section 5. Except with respect to changing the name of any institution, establishing any new institution or branch or center or institute, merging, consolidating or closing any institution or center or institute, and selling or exchanging real property, the Board may delegate any part of its authority over the affairs of the constituent institutions and centers to the Chancellor or the Presidents, or to any advisory bodies the Board establishes pursuant to ~~statute~~Section 12-201 of the Education Article, Maryland Annotated Code. The Board may modify or rescind any such delegation of authority at any time in whole or in part.

ARTICLE II OFFICERS OF THE BOARD

Section 1. The officers of the Board shall be a Chairperson, a Vice Chairperson, a Secretary, an Assistant Secretary, a Treasurer, and an Assistant Treasurer. Additional officers deemed necessary or essential to the operation of the University System may be established by the Board ~~of Regents~~ at any time.

Section 2. ~~Commencing in 2019, The~~ The officers of the Board shall be elected at the ~~annual election~~ meeting of the Board by the majority vote of the members of the Board participating in and eligible to vote at such election ~~the meeting~~. They shall hold offices ~~from the time of their election commencing January 1, -and continuing~~ until their successors are elected at the ~~next annual next annual election~~ meeting and take office on the January 1 following such election. ~~The person elected as Chairperson of the Board shall serve in that position subject to the advice and consent of the Senate; a Chairperson who has been confirmed by the Senate is not subject again to the advice and consent of the Senate during the period of continuous service as Chairperson.~~

Section 3. Vacancies in any office shall be filled by the Board by the majority vote of the ~~voting~~ members of the Board participating in and eligible to vote at the meeting at which such vote is held, and eligible to vote at such meeting. Officers elected to fill vacancies shall serve until their successors are elected at ~~the next annual the next election~~ meeting and take office on January 1 following such election.

ARTICLE III DUTIES OF OFFICERS

Section 1. Chairperson. The Chairperson is authorized to represent the Board before all public bodies, to preside at the meetings of the Board, to sign on behalf of the Board papers authorized by the Board or as required by law, and to perform such other duties as the Board may from time to time assign.

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Section 2. Vice Chairperson. At the request of or in the absence or disability of the Chairperson, the Vice Chairperson shall perform all of the duties of the Chairperson except as otherwise provided in Section 3 of this Article and, while so acting, shall have all of the powers and authority of the Chairperson. In addition, the Vice Chairperson shall perform such other duties as from time to time may be assigned by the Board.

Section 3. Secretary. The Secretary shall approve a record of the proceedings of all meetings of the Board and its committees. The official records of the Board shall be maintained in the Chancellor's Office, or at such other designation location as the Board may from time to time determine. At the request of or in the absence or disability of the Chairperson, The the Secretary is authorized to sign on behalf of the Board papers authorized by the Board or required by law. The Secretary shall perform such other duties as from time to time may be assigned by the Board or by the Board Chairperson.

Section 4. Assistant Secretary. The Assistant Secretary shall, in the absence of the Secretary, perform the duties of the Secretary, and such other duties as may be authorized assigned by the Board.

Section 5. Treasurer. The duties of the Treasurer shall be such as may be designated assigned by the Board.

Section 6. Assistant Treasurer. The Assistant Treasurer shall, in the absence of the Treasurer, perform the duties of the Treasurer, and such other duties as may be authorized assigned by the Board.

ARTICLE IV

THE CHIEF EXECUTIVE OFFICER OF THE UNIVERSITY SYSTEM OF MARYLAND AND CHIEF OF STAFF TO THE BOARD OF REGENTS

Section 1. After a thorough search, the Board of Regents shall appoint a qualified person as Chancellor of the University System of Maryland.

Section 2. The Chancellor is the Chief Executive Officer of the University System of Maryland and the Chief of Staff for the Board.

Section 3. The Chancellor serves at the pleasure of the Board and is entitled to the compensation established by the Board, subject to Section 7 below.

Section 4. The Chancellor shall advise the Board of Regents on System-wide policy; conduct System-wide planning; coordinate and arbitrate among the institutions and centers of the University System; assist the institutions in achieving performance goals in accordance with their adopted performance accountability plans; provide technical assistance to institutions and centers such as legal and financial services; perform the duties the Board of Regents assigns and that are required by Title 12 of the Education Article, Maryland Annotated Code; and see that the policies of the Board of Regents are carried out.

Section 5. The Chancellor, in carrying out the duties assigned, shall be the Chief Executive Officer of the System Office. Subject to the authority and applicable regulations and policies of the Board, the Chancellor shall appoint, promote, fix salaries, grant tenure, assign duties and terminate personnel in the System Office and other components not included in constituent institutions.

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Section 6. Upon written confirmation by a constituent institution that the president has been reviewed and is recommended for tenure as a member of the faculty in accordance with the institution's tenure review policies and procedures, the Chancellor may grant final tenure approval.

Section 7. Through June 30, 2021, the Board of Regents shall notify the Governor, the President of the Senate, and the Speaker of the House at least 30 days before the effective date of any contractual salary increase, negotiated severance, or any other financial bonus for the Chancellor.

ARTICLE V CHIEF EXECUTIVE OFFICERS OF INSTITUTIONS

Section 1. In consultation with the Chancellor and after a thorough search, the Board of Regents shall appoint a qualified person as President of each constituent institution. Through June 30, 2021, the Board of Regents shall approve the membership of any search committee convened to recommend to the Board a qualified person as President of a constituent institution.

Section 2. The President of each constituent institution serves at the pleasure of the Board of Regents and is entitled to the compensation established by the Board.

Section 3. The President of each constituent institution shall serve as the Chief Executive Officer of the institution; is responsible and accountable to the Board of Regents for the discipline and successful conduct of the institution and supervision of each of its departments; and shall take every initiative in:

- A. Implementing policies of the Board and the constituent institutions, and
- B. Promoting the institution's development and efficiency.

Section 4. Subject to the authority and applicable regulations and policies of the Board, the President of each constituent institution shall:

- A. Develop a plan of institutional mission, goals, priorities, and a set of peer institutions in accordance with Subtitle 3 of Title 11 of the Education Article, Maryland Annotated Code;
- B. Have the authority to develop new academic programs and curtail or eliminate existing programs;
- C. Formulate operating and capital budget requests;
- D. Appoint, promote, fix salaries, grant tenure, assign duties, and terminate personnel;
- E. Have the authority to create any position within existing funds available to the University, to the extent the cost of the position, including the cost of any fringe benefits, is funded from existing funds;
- F. Establish admission standards;
- G. Set tuition and fees;
- H. Administer financial aid;
- I. Enter into contracts and cooperative agreements;

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J. Have the authority to accept gifts and grants and maintain and manage endowment income;

K. Have the authority to recommend change in the name or status of the institution;

L. Regulate and administer athletic and student activities;

M. In compliance with State, federal, and Board mandates and policies, oversee affirmative action and equal employment opportunities;

N. Establish organizations for the administration of campus alumni affairs;

O. Be responsible for all academic matters;

P. Have the authority to establish and appoint an institutional ~~Board board~~ to:

1. Provide advice to the President;
2. Assist in community relations;
3. Assist in institutional development; or
4. Provide any other assistance requested by the President;

Q. Establish traffic regulations for the campus;

R. Designate one or more representatives to participate as a party in collective bargaining on behalf of the institution in accordance with Title 3 of the State Personnel and Pensions Article, Maryland Annotated Code; and

S. Perform any other duties assigned by the Board.

ARTICLE VI COUNCILS

Section 1. The Board shall establish a Council of University System Presidents, a Council of University System Faculty, a Council of University System Staff, and a University System of Maryland Student Council.

Section 2. These Councils shall serve in an advisory capacity to the Chancellor and may, from time to time, make reports and recommendations to the Board.

Section 3. The Board may appoint advisory committees to advise it in exercising its authority. The Board may, by resolution approved by majority vote of the members of the Board who are participating and eligible to vote at any regular meeting, appoint advisory committees to advise it in exercising its authority, provided, however, that for each such committee the enabling resolution shall describe the committee's responsibility and shall specify a life for the committee. The life of the advisory committee shall not exceed one year, unless renewed for a specific period by subsequent resolution of the Board.

Section 4. The Council of University System Faculty (CUSF) shall designate a Faculty Advisor to the Board of Regents. The Faculty Advisor will serve a one-year term beginning with the annual meeting

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of the Board. The Faculty Advisor may attend and participate in ~~public-open~~ meetings of the Board and its committees and ~~Executive-Closed sessions~~ of the Board and its committees which are open to all the System Presidents, provided that the Regents may vote to exclude the Faculty Advisor from any ~~Executive-closed Session~~~~session~~. At such meetings as the Faculty Advisor attends, the Faculty Advisor will be afforded the same opportunity to participate in any discussion as is afforded Presidents. The Faculty Advisor may not attend those ~~Executive-Closed sessions~~ of the Board which are not open to all the System Presidents. The Faculty Advisor may not vote on any matter voted upon by the Regents.

Section 5. The Council of University System Staff (CUSS) shall designate a Staff Advisor to the Board of Regents. The Staff Advisor will serve a one-year term beginning with the annual meeting of the Board. The Staff Advisor may attend and participate in ~~public-open~~ meetings of the Board and its committees and ~~Executive-Closed sessions~~ of the Board and its committees which are open to all the System Presidents, provided that the Regents may vote to exclude the Staff Advisor from any ~~Executive-closed Session~~~~session~~. At such meetings as the Staff Advisor attends, the Staff Advisor will be afforded the same opportunity to participate in any discussion as is afforded Presidents. The Staff Advisor may not attend those ~~Executive-closed Sessions~~~~sessions~~ of the Board which are not open to all the System Presidents. The Staff Advisor may not vote on any matter voted upon by the Regents.

ARTICLE VII DUTIES AND RESPONSIBILITIES OF THE BOARD OF REGENTS

Section 1. The Board ~~of Regents of the University System of Maryland~~ shall approve and adopt a System-wide plan of higher education which shall provide through its various campuses and programs a continuum of educational services including undergraduate education, graduate education, professional programs, and research to achieve and sustain national eminence, with each component fulfilling a distinct and complementary mission, as provided by Titles 10 and 12 of the Education Article, Maryland Annotated Code.

Section 2. The Board shall review, approve and adopt individually, and on a System-wide basis, mission statements of each constituent institution to assure that:

- A. They are consistent with the Maryland Charter for Higher Education and the System-wide plan;
- B. They will promote the effective and efficient ~~and effective~~ use of each institution's and the System's resources; and the Board shall consolidate the statements into an adopted System-wide statement to be presented to the Maryland Higher Education Commission for approval.

Section 3. The Board shall review, approve, and adopt a performance accountability plan for each constituent institution in accordance with the provisions of Title 12 of the Education Article, Maryland Annotated Code; shall annually receive and review from the President of each constituent institution a written report on the attainment by the institution of the objectives in the performance accountability plan of the institution; shall submit the report to the Maryland Higher Education

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Commission; and shall hold each President accountable for meeting the objectives of the performance accountability plan.

Section 4. In consultation with the institutions and the Chancellor, the Board shall establish standards for funding based on differences in the size and mission of the constituent institutions; review, modify as necessary, and approve consolidated budget requests for appropriations for the University System of Maryland with respect to:

- A. The operating budget, and
- B. The capital budget; ~~and~~

~~and~~ submit these requests for appropriations organized by constituent institutions to the Commission, Governor, and General Assembly.

Section 5. ~~The Board of Regents shall review the annual financial disclosure statements filed in accordance with Section 5-607 of the General Provisions Article, Maryland Annotated Code, by the Chancellor and the Presidents.~~

Section 6. ~~The Board of Regents shall provide each member appointed to the Board, at the time of appointment and at reasonable intervals, with education and training on the Board's governance policies, fiduciary responsibilities, legal obligations, oversight of personnel policies, oversight of constituent institutions, and other responsibilities.~~

Section 7. ~~The Board of Regents shall approve the membership of any search committee convened to recommend to the Board a qualified person as president of a constituent institution to the Board of Regents.~~

Section 8. The Board shall perform and carry out as required all of the mandates and provisions as contained in ~~the Titles of~~ the Education Article, Maryland Annotated Code.

ARTICLE VIII STUDENT REGENTS

Section 1. There shall be two Student Regents who shall be students in good academic standing at an institution under the jurisdiction of the Board. Except for a student who is enrolled at the University of Maryland Global Campus, a Student Regent must be a full-time student.

Section 2. A new Student Regent shall be appointed July 1 of each year, and shall serve for a term of two years from such appointment. A student regent may be reappointed if the individual remains a student at any campus of the University System. Student Regents shall be appointed by the Governor, with the advice and consent of the Senate during the legislative session following appointment.

Section 3. Only one of the two Student Regents shall have the authority to vote. A Student Regent shall be a voting member of the Board for only one year of a two-year term. Generally, the first year of a Student Regent's two-year term shall be in a non-voting capacity, and the second year of the term shall be in a voting capacity. The Board, however, may deviate from this practice by vote of a majority of the members of the Board who are participating and eligible to vote at the meeting at

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which such vote is taken, provided that such action does not strip a qualified, voting Student Regent of the authority to vote.

Section 4. A Student Regent's appointment shall automatically terminate if the individual no longer meets the requirements of Section 1 of the Article VIII.

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ARTICLE ~~VIII~~X

BOARD MEETINGS

Section 1. Regular Meetings. The Board shall hold at least six regular meetings during each fiscal year ending June 30, at such time and place as the Board may determine. One of the regular meetings shall be held during the month of June ~~and shall be designated as the annual meeting, and shall be designated as the annual meeting,~~ at which time ~~officers of the Board shall be elected,~~ the Chancellor shall make an annual report, and the Chairperson shall present a schedule of the time and place of regular meetings for the ensuing year for approval by the ~~majority~~ vote of a majority of the members of the Board of Regents who are participating in the annual meeting and eligible to vote at such meeting. ~~One of the regular meetings shall be held during the month of December and shall be designated as the election meeting, at which time officers of the Board shall be elected by vote of a majority of the members of the Board who are participating in the meeting and who are eligible to vote at such meeting.~~ Except in an emergency, as determined by the Chairperson, the date of the annual meeting, the election meeting and other regular meetings may be changed only by majority vote of ~~all the~~ members of the Board who are participating in the meeting and who are eligible to vote at such meeting. In the event of an emergency, as determined by the Chairperson, the Chairperson shall designate a new date for the annual meeting, the election meeting, and other regular meetings.

Section 2. Location of Meetings. The Board shall hold its regular meetings at the constituent institutions within the System to the extent feasible and appropriate. The Chairperson, in consultation with the Chancellor, shall designate the location of each meeting of the Board for the coming fiscal year.

Section 3. Meeting Agenda. An agenda for the Annual Meeting and for regular meetings of the Board shall be prepared by the Chancellor in accordance with directions of the Board Chairperson and shall be sent by the Chancellor to each member of the Board at least seven days in advance of each meeting. Discussions and actions by the Board shall not, however, be limited to the items included on the agenda but may include any business not inconsistent with applicable law and the bylaws and within the duties and powers of the Board.

Section 4. Special Meetings. The Board shall hold special meetings upon the call of the Chairperson. The Chairperson may call a special meeting at his/her initiative or in response to the written request of ~~five-six voting~~ members of the Board at any time. Five days' notice of any special meeting shall be given to all Board members, except when the Chairperson determines that special circumstances warrant a shorter notice. At special meetings, only matters covered in the notice to members may be transacted.

Special meetings may be conducted by telephone or video conferencing, provided that all participating Regents deliberate collectively, each in the hearing of every other Regent and others in attendance at the meeting, provided that and all legal requirements for such meeting are met, including those set forth in Sections 9 and 10 of this Article. Individual Regents may participate in a Board meeting through such means, and such participating Regents as are eligible to vote shall be

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counted for quorum purposes and their votes shall be counted when determining the actions of the Board.

Section 5. Quorum. A quorum for any meeting of the Board ~~of Regents~~ shall consist of a majority of voting members of the Board. No formal action may be taken by the Board without the approval of a majority of the ~~voting~~ members of the Board who are participating in the meeting and who are eligible to vote at such meeting. Regents may monitor Board meetings by telephone but may not be counted for quorum purposes and they shall not vote on actions of the Board except as otherwise provided in Section 4 of this Article.

Section 6. Addressing the Board. ~~Employees of the System (other than Presidents, major unit heads, councils established by the Board, and General Counsel) legal counsel to the Board) wishing to address the Board should submit a written request through appropriate channels to the Chancellor at least forty-eight hours in advance of the meeting of the Board. Each open meeting of the Board shall allow reasonable time for public comment. The Board will establish a protocol for advance sign up by persons who wish to comment at an open meeting of the Board, limits on time for an individual's comments, and overall limit on the time for all public comments; any aspect of the protocol may be waived by the Board provided that such waiver shall still permit the efficient conduct of the Board meeting. Persons not employed in the System wishing to address the Board should submit a written request directly to the Chancellor at least forty-eight hours in advance of the meeting of the Board. The Chancellor shall present such requests to the Chairperson, who may deny the request, refer the matter to an appropriate Committee of the Board for consideration, or recognize the non-members to address the Board at a meeting, provided they adhere to the subject deemed appropriate by the Chairperson and limit their presentation as requested by the Chairperson. The Council of University System~~

~~Presidents, the Council of University System Faculty, the Council of University System Staff and the University System of Maryland Student Council may, from time to time, make reports and recommendations to the Board.~~

Section 7. Notice of Meetings. Notice of regular meetings of the Board ~~of Regents~~ shall be given to State officials as required by Section 12-103 of the Education Article, Maryland Annotated Code, and to other appropriate State officials, shall be published in the Maryland Register and to the public as permitted by Section 3-302 of the General Provisions Article, Maryland Annotated Code and shall be available, on request, in the Office of the Chancellor. As officers of the University System, the Chancellor and each President and major unit heads shall be invited to be present at all ~~public open~~ meetings of the Board and its Committees. The Chancellor shall give notice to such other persons as the Chancellor may deem appropriate.

Section 8. Open Meetings. All Board meetings shall be conducted in accordance with Title 3 of the General Provisions Article, Maryland Annotated Code.

Section 9. Live Streaming. All open meetings of the Board ~~of Regents~~ shall be made available to the public by live and archived video streaming.

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Section 10. Motions and Vote Tallies. The Board of Regents shall include all motions and vote tallies from open and closed sessions in Board minutes that are made publicly available in accordance with Title 3 of the General Provisions Article, Maryland Annotated Code.

ARTICLE ~~IX~~
BOARD COMMITTEES

Section 1. Standing Committees of the Board of Regents. The Standing Committees of the Board are the Committee on Audit, the Committee on Education Policy and Student Life, the Committee on Finance, the Committee of the Whole, the Committee on ~~Organization Governance~~ and Compensation, the Committee on Advancement, and the Committee on Economic Development and Technology Commercialization.

Section 2. Appointment of Standing Committee Members, Chairpersons, and Vice Chairpersons. Subject to the provisions of Section 6 of this Article, the Chairperson of the Board, at the ~~annual election~~ meeting of the Board or as soon thereafter as practicable, shall, after consulting with the members of the Board, appoint members to each of the Standing Committees for the coming year. In addition, the Chairperson of the Board shall designate the Chairperson and the Vice Chairperson of each Standing Committee. In making such appointments, the Chairperson shall determine the number of members on each Standing Committee. In case of a vacancy on a Committee, the Chairperson of the Board ~~shall may~~ appoint a new member for the unexpired term. Each Committee member shall serve at the pleasure of the Board Chairperson. The Chairperson of the Board shall be an ex officio ~~voting~~ member of all Standing Committees.

Section 3. Committee on Audit.

A. The Committee on Audit shall render advice and assistance to the Board of Regents in fulfilling its fiduciary responsibilities for overseeing adequacy of and compliance with the internal controls of the University System of Maryland and the sufficiency and appropriateness of its financial reporting.

B. This Committee shall review independent audit proposals including the scope of examination, services to be provided, reports to be rendered and fees to be charged, recommend to the Board the selection and scope of work of the independent external auditor of the University System of Maryland, review findings received there from and provide the Board with appropriate reports.

C. This Committee shall review legislative audits of the institutions of the University System and institutional responses thereto, and provide the Board with appropriate reports.

D. This Committee shall review and recommend to the Board the scope of the internal audit function. The Committee shall review the Charter of the Office of Internal Audit, its annual plan of work, its reports and administrative actions taken regarding its recommendations, and its annual report of significant audit items, and shall provide the Board with appropriate reports on the activities of that office.

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E. In fulfillment of these responsibilities this Committee shall foster direct communications with the external auditors on an annual basis or as otherwise deemed appropriate, and shall assure direct access from the Office of the Internal Auditor, including meeting privately, at least on an annual basis, with the Director of Internal Audit.

F. This Committee shall monitor the Board's observance of the Maryland Public Ethics Law as it pertains to possible conflict of interest with matters of the [University System of Maryland](#) ~~USM~~ [University System](#).

Section 4. Committee on Education Policy and Student Life.

A. The Committee on Education Policy and Student Life shall consider all matters relating to education policies and programs for all institutions and major units, and all issues relating to academic programs such as curriculum development, adequacy of instructional facilities and institutional support for student academic services.

B. This Committee shall consider proposals for new programs and then refer to the Board.

C. This Committee shall also consider matters relating to faculty, including but not limited to conditions affecting recruitment and retention, and issues brought to the Advisory Councils.

D. This Committee shall also consider matters and policies related to students such as student recruitment, student support services, financial aid, campus safety and security, transfer and articulation, and extracurricular activities including athletics.

E. This Committee shall also consider matters and policies on inter-institutional cooperation, System-wide activities, collaboration with affiliated organizations, and alumni engagement.

F. On all matters provided for in paragraphs A, C, D and E, this Committee shall report to the Board and make recommendations as appropriate.

G. This Committee shall also consider related matters brought to it by the Chancellor or the Board.

Section 5. Committee on Finance.

A. The Committee on Finance shall consider and report or recommend to the Board on all matters related to financial affairs (including affiliated foundations and alumni associations). The Committee shall consider and recommend the annual operating and capital budgets and amendments thereto. The Committee shall also consider and recommend compensation policies for all staff.

B. This Committee shall consider and report or recommend to the Board on matters pertaining but not limited to purchase and sale of real estate, the need for capital improvements, site planning and landscaping, construction, operation and maintenance of the physical plant, the care and presentation of all furnishings, equipment and other such matters relating to buildings and grounds of the University System as may come before it.

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C. This Committee shall have responsibility for reviewing the annual contract, and any amendments thereto, between the University System and the University of Maryland Medical System Corporation, as developed by the President of the University of Maryland, Baltimore and the Chancellor of the University System of Maryland, and shall recommend appropriate action to the Board of Regents, which may include procedures for annual review and adoption of the contract.

D. This Committee shall have the responsibility for reviewing and recommending to the Board of Regents appropriate action with respect to requests by the University of Maryland Medical System Corporation for grants from the State.

E. This Committee shall receive reports and recommendations from the University System of Maryland investment Advisor and investment manager and provide recommendations to the Board regarding the endowment policies of the University System of Maryland.

Section 6. Committee of the Whole.

~~A~~The Committee of the Whole shall consist of all members of the Board. The Chairperson shall preside at meetings of the Committee of the Whole. The purpose of such meetings is to provide an informal forum for members of the Board to engage in dialogue, as well as to provide an opportunity for open discussion and recommendations on major questions and issues. Agenda items from members of the Board may be submitted to the Chairperson in advance or may be introduced by members of the Board at meetings of the Committee. The prepared agenda shall be limited to matters of major significance and those not appropriate for other Standing Committees. When the Board meets as the Committee of the Whole, the requirements of Article IX, Sections 6 through 10 must be met.

Section 7. Committee on ~~Organization-Governance~~ and Compensation.

A. The Committee shall consider and recommend to the Board on all matters pertaining to the performance and compensation of the Chancellor and System Presidents. The Committee considers and reports to the Board on matters requiring the attention of the Board concerning the governance, organization and structure of the University System of Maryland, its constituent institutions and centers, and the System Office.

B. The Committee shall have the responsibility regarding matters that arise pertaining to strategic reassessments of the governance, organizational structure and leadership structure of the University System and its institutions and centers, reporting on these to the Board, and forwarding recommendations for changes as needed or desired. The Committee shall also consider any recommendations for major changes in governance, organizational or leadership structure changes which are forwarded by the Chancellor for the Board's consideration.

C. The Committee shall have responsibility for overseeing the annual performance evaluation of the Chancellor, for discussing this evaluation with the Chancellor and for reporting the evaluation to the Board. The Committee shall also have the responsibility for recommending annually to the Board the compensation package of the Chancellor.

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~~C. The Committee shall have responsibility for overseeing the annual performance evaluation of the Chancellor, for discussing this evaluation with the Chancellor and for reporting the evaluation to the Board. The Committee shall also have the responsibility for recommending annually to the Board the compensation package of the Chancellor.~~

~~D. The Committee shall discuss with the Chancellor her/his performance evaluation of each institutional president, and each Vice Chancellor, and her/his consequent recommendations for compensation actions. Based on this discussion, the Committee shall consider and recommend to the Board annual compensation packages for each of these individuals.~~

~~E. In the event that a vacancy occurs in a presidential position, on the recommendation of the Chancellor, the Committee shall recommend to the Board the appointment of an individual to serve in an acting or interim capacity until such time as the Board makes a permanent appointment. The Committee shall recommend all compensation actions for the acting or interim appointment to the full Board. The Committee shall also recommend to the Board any and all severance packages for the Chancellor, the System Presidents, and Vice Chancellors as appropriate.~~

~~F. In the event that the Chancellor's position becomes vacant, the Committee shall recommend to the Board the appointment of and an appropriate compensation package for an Acting or Interim Chancellor.~~

~~G. The Committee shall review, monitor, and implement processes and procedures for the Board's optimal performance. The Committee is also responsible for development and implementing assessment of the Board's activities.~~

Section 8. Committee on Advancement.

A. The Committee on Advancement shall consider and report to the Board on all matters relating to ~~private fundraising efforts by the University System of Maryland and System institutions-private fundraising efforts~~, including policies, strategies, best practices and national standards affecting capital campaigns and ongoing fundraising programs.

B. This Committee shall review institutional and System-wide efforts and make recommendations to the Board regarding the enhancement of System interests through entrepreneurial and private fundraising activities, including gifts, donations, bequests, endowment, grants, venture, cooperative agreements, and other public-private opportunities.

C. This Committee shall consider and report to the Board on all matters relating to System-affiliated foundations, alumni associations and certain other 501(c)(3) organizations affiliated with the USM.

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Section 9. Committee on Economic Development and Technology Commercialization.

A. The Committee on Economic Development and Technology Commercialization shall consider and report to the Board how the University System ~~of Maryland~~ can best utilize its resources to promote the economic development of the State.

B. This Committee shall develop strategies and recommend policies to the Board to strengthen links between the University System and its constituent institutions and business, government, and local communities ~~between System institutions~~ to encourage economic development across Maryland.

C. In carrying out its charge, this Committee shall consider issues, resources, and policies related to economic development, including, but not limited to: research, technology transfer, workforce development, and accountability.

D. This Committee shall also consider other related matters that may be brought to its attention by the Chancellor or Vice Chancellor or referred to it by the Board.

E. Notwithstanding Article IX, Section 10.-A. of these bylaws, this Committee shall meet as necessary to accomplish its business.

Section 10. Meetings of Standing Committees.

A. Standing Committee Chairpersons (except Chairperson of the Committee of the Whole) should schedule regular meetings in advance of each regular meeting of the Board. Such regular Standing Committee meetings shall be called by the Chancellor at the request of the Committee Chairperson. A majority of the voting members of a Standing Committee may request the Chairperson of the committee to call a special meeting of the Committee. The Chairperson, upon receipt of such a request, or at his own initiative, shall have the Chancellor call a special meeting.

B. Calls for meetings of Standing Committees shall be in writing and, along with an agenda and such other materials as may be appropriate which the Chancellor shall prepare in consultation with the Committee Chairperson, shall be ~~mailed-sent~~ to each member of the Committee at least five days before the scheduled date of the meeting.

C. Emergency meetings of any Standing Committee may be called at any time by the Chairperson of the Board or by the Chancellor, who shall designate the time and place for such meetings. The call notice required in paragraphs A and B above shall not be applicable to the call for emergency meetings.

D. All meetings of the Standing Committees created by these bylaws shall be conducted in accordance with Title 3 of the General Provisions Article, Maryland Annotated Code, the State Open Meetings Act, State Government Article, sections 10-501, et seq.

E. Regents who are members of a Standing Committee may participate in meetings of such Committee ~~meetings~~ by telephone or video conferencing, provided that all participating

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Regents deliberate collectively, each in the hearing of every other Regent and others in attendance at the meeting. ~~If such Regents are voting members. Such Regents, they~~ shall be counted for quorum purposes and their votes shall be counted when determining the actions of the Committee. ~~;~~

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Section 11. Authority of Committees. Unless otherwise specifically delegated by appropriate resolution or policy of the Board, authority to act on all matters is reserved to the Board, and the duty of each Standing or Special Committee shall be only to consider and to report or recommend to the Board on appropriate matters. In cases where specific power or authority to act is granted, a report of final action by any Committee shall be made at the next regular meeting of the Board and, if confirmation is required, shall be confirmed and approved by the Board at that time. Any grant to a Committee of authority or power to commit the Board shall be reviewed by the Board at the annual meeting each year, at which time it may be modified or rescinded by a majority vote of the members of the Board who are participating and who are eligible to vote at such meeting.

ARTICLE XI TASK FORCES AND WORKGROUPS

~~Section 1. Task Forces and Workgroups.~~ Members and Chairpersons of such task forces and workgroups as may be authorized from time to time by ~~the Board or~~ the Chairperson of the Board to work on specified matters shall be appointed by the Chairperson of the Board. Such appointments shall not exceed one year but may be renewed by the Chairperson of the Board for additional periods not to exceed one year. Meetings of ~~such each task force or workgroups~~ shall be called by the group's Chairpersons, and conduct meetings as determined by such Chairperson. ~~Regents may participate in such meetings by telephone or video conferencing, provided that all participating Regents deliberate collectively, each in the hearing of every other Regent and others in attendance at the meeting. Such Regents shall be counted for quorum purposes and their votes shall be counted when determining the actions for the task force or workgroup.~~

ARTICLE XII AMENDMENTS TO THE BYLAWS

Section 1. These bylaws may be amended by majority vote of the members of the Board who are participating at any regular meeting and who are eligible to vote at such meeting, provided the proposed amendment or amendments have been sent to each member at least seven days before the meeting.

ARTICLE XIII ROBERT'S RULES OF ORDER NEWLY REVISED

Section 1. The rules contained in Robert's Rules of Order Newly Revised shall govern this Board where not inconsistent with the bylaws of the Board.

ARTICLE ~~XIV~~ XIV REPEAL OF INCONSISTENT PROVISIONS

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Section 1. These bylaws shall be effective as of July 1, 2019 and shall supersede and replace any bylaws adopted prior to July 1, ~~1988-1988~~ by the former Board of Regents of the University of Maryland and the former Board of Trustees of the State Universities and Colleges, and any related regulations or policies of such former Boards to the extent inconsistent herewith.

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**RESOLUTION OF THE BOARD OF REGENTS OF
THE UNIVERSITY SYSTEM OF MARYLAND
EXPRESSING CONDOLENCES ON THE DEATH OF**

Katrina J. Dennis

WHEREAS, the passing of Katrina J. Dennis—a skilled and respected attorney, a true public servant and community leader, and a committed mentor, colleague, and friend—marks a great loss felt throughout the State of Maryland; and

WHEREAS, Katrina Dennis’s life was defined both by professional success as a tireless advocate for her clients, and public service on the Judicial Nominating Commission, the Greater Baltimore Committee Leadership Program, and the board of governors of the Baltimore City Head Start Program, among others; and

WHEREAS, as a member of the University System of Maryland (USM) Board of Regents, she served with passion and dedication as a member of the Organization and Compensation Committee, the Economic Development and Technology Commercialization Committee, and the Education Policy and Student Life Committee, and had been leading the Coppin State University Presidential Search; and

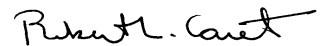
WHEREAS, despite her struggle, Katrina remained active and involved, working tirelessly and experiencing all that life offered through work, travel, and service; and

WHEREAS, in the words of Governor Larry Hogan, Jr. ““Katrina was a top lawyer, a respected leader in the Baltimore region, and someone who lived each day committed to giving back to her community,”

NOW, THEREFORE, BE IT RESOLVED THAT, the Board of Regents of the University System of Maryland expresses its deepest and most heartfelt sympathy to the family, friends, and colleagues of Katrina J. Dennis.



Linda R. Gooden
Chair, Board of Regents



Robert L. Caret
Chancellor, University System
of Maryland

September 20, 2019



BOARD OF REGENTS

SUMMARY OF ITEM FOR ACTION,
INFORMATION OR DISCUSSION

TOPIC: Convening Closed Session

COMMITTEE: Committee of the Whole

DATE OF MEETING: September 20, 2019

SUMMARY: The Open Meetings Act permits public bodies to close their meetings to the public in special circumstances outlined in §3-305 of the Act and to carry out administrative functions exempted by §3-103 of the Act. The Board of Regents will now vote to reconvene in closed session. As required by law, the vote on the closing of the session will be recorded. A written statement of the reason(s) for closing the meeting, including a citation of the authority under §3-305 and a listing of the topics to be discussed, is available for public review.

It is possible that an issue could arise during a closed session that the Board determines should be discussed in open session or added to the closed session agenda for discussion. In that event, the Board would reconvene in open session to discuss the open session topic or to vote to reconvene in closed session to discuss the additional closed session topic.

ALTERNATIVE(S): No alternative is suggested.

FISCAL IMPACT: There is no fiscal impact

CHANCELLOR'S RECOMMENDATION: The Chancellor recommends that the BOR vote to reconvene in closed session.

COMMITTEE ACTION:

DATE:

BOARD ACTION:

DATE:

SUBMITTED BY: Denise Wilkerson, dwilkerson@usmd.edu, 301-445-1906



STATEMENT REGARDING CLOSING A MEETING
OF THE USM BOARD OF REGENTS

Date: September 20, 2019
Time: Approximately 11:00 a.m.
Location: Physical Education Complex – Room 102
Coppin State University

STATUTORY AUTHORITY TO CLOSE A SESSION

Md. Code, General Provisions Article §3-305(b):

- (1) To discuss:
 - [X] (i) The appointment, employment, assignment, promotion, discipline, demotion, compensation, removal, resignation, or performance evaluation of appointees, employees, or officials over whom it has jurisdiction; or
 - [X] (ii) Any other personnel matter that affects one or more specific individuals.
- (2) [X] To protect the privacy or reputation of individuals with respect to a matter that is not related to public business.
- (3) [] To consider the acquisition of real property for a public purpose and matters directly related thereto.
- (4) [] To consider a preliminary matter that concerns the proposal for a business or industrial organization to locate, expand, or remain in the State.
- (5) [X] To consider the investment of public funds.
- (6) [] To consider the marketing of public securities.
- (7) [X] To consult with counsel to obtain legal advice on a legal matter.
- (8) [X] To consult with staff, consultants, or other individuals about pending or potential litigation.
- (9) [X] To conduct collective bargaining negotiations or consider matters that relate to the negotiations.

FORM OF STATEMENT FOR CLOSING A MEETING

PAGE TWO

- (10) [] To discuss public security, if the public body determines that public discussions would constitute a risk to the public or public security, including:
 - (i) the deployment of fire and police services and staff; and
 - (ii) the development and implementation of emergency plans.
- (11) [] To prepare, administer or grade a scholastic, licensing, or qualifying examination.
- (12) [] To conduct or discuss an investigative proceeding on actual or possible criminal conduct.
- (13) [X] To comply with a specific constitutional, statutory, or judicially imposed requirement that prevents public disclosures about a particular proceeding or matter.
- (14) [] Before a contract is awarded or bids are opened, to discuss a matter directly related to a negotiation strategy or the contents of a bid or proposal, if public discussion or disclosure would adversely impact the ability of the public body to participate in the competitive bidding or proposal process.
- (15) [] To discuss cybersecurity, if the public body determines that public discussion would constitute a risk to:
 - (i) security assessments or deployments relating to information resources technology;
 - (ii) network security information, including information that is:
 - 1. related to passwords, personal identification numbers, access codes, encryption, or other components of the security system of a governmental entity;
 - 2. collected, assembled, or maintained by or for a governmental entity to prevent, detect, or investigate criminal activity; or
 - 3. related to an assessment, made by or for a governmental entity or maintained by a governmental entity, of the vulnerability of a network to criminal activity; or
 - (iii) deployments or implementation of security personnel, critical infrastructure, or security devices.

Md. Code, General Provisions Article §3-103(a)(1)(i):

- [] Administrative Matters

TOPICS TO BE DISCUSSED:

1. Meetings with President Burnim as part of his performance review;
2. Ratification of collective bargaining MOU at TU;
3. Consideration of the investment of the USM Common Trust Fund;
4. Discussion of recommendations for an out-of-cycle nomination for an honorary degree;
5. Presidential and chancellor compensation discussion – aged data;
6. The proposed FY 2021 Operating Budget submission and potential adjustments to the submission; and
7. The proposed FY 2021 Capital Budget submission and potential adjustments to the submission.
8. Update regarding status of investigations in connection with legal claims against an institution and discussion with counsel regarding associated liability issues.

REASON FOR CLOSING:

1. To maintain confidentiality of discussions regarding a specific employee's performance evaluations (§3-305(b)(1));
2. To maintain confidentiality regarding collective bargaining negotiations (§3-305(b)(9));
3. To maintain confidentiality of discussions of the investment of public funds (§3-305(b)(5));
4. To maintain confidentiality of personnel-related and personal information of a candidate for an honorary degree. (§3-305(b)(1) and (2));
5. To maintain confidentiality of discussions regarding specific employees' compensation (§3-305(b)(1));
6. To maintain the confidentiality (pursuant to executive privilege) of proposed operating and capital budgets prior to the Governor's submission to legislature (§3-305(b)(13)); and
7. To maintain attorney-client privilege with regard to discussions with counsel regarding legal claims and liability issues and to maintain confidentiality of discussions of pending and potential legal claims. (§3-305(b)(7) and (8)).