



REVISED
BOARD OF REGENTS
University of Maryland, Baltimore County
University Center – The Ballroom

February 21, 2020

AGENDA FOR PUBLIC SESSION

8:30 A.M.

Call to Order Chair Gooden

Welcome from University of Maryland, Baltimore County President Hrabowski

Educational Forum: *Maryland Collaborative to Reduce College Drinking and Related Problems* Malinda Kennedy
Johns Hopkins Bloomberg School of Public Health

Chancellor's Report Chancellor Perman

I. Report of Councils

- | | |
|--|---------------|
| a. University System of Maryland Student Council | Mr. Forrest |
| b. Council of University System Faculty | Dr. Kauffman |
| c. Council of University System Staff | Dr. Shishineh |
| d. Council of University System Presidents | Dr. Breaux |

PUBLIC COMMENT

2. Consent Agenda Chair Gooden

- a. Committee of the Whole
 - i. Approval of meeting minutes from December 20, 2019 Public and Closed Sessions (action)
 - ii. Resolution on Defense Security Service (action)
- b. Committee on Audit
 - i. Approval of meeting minutes from December 18, 2019 Public and Closed Sessions (action)
- c. Committee on Governance and Compensation
 - i. Approval of meeting minutes from February 10, 2020 Public and Closed Sessions (action)
 - ii. Coppin State University Faculty Salary Equity Plan (information)

- d. Committee on Finance
 - i. Approval of meeting minutes from December 12, 2019 Public and Closed Sessions (action)
 - ii. University System of Maryland: FY 2021 Operating Budget Update (information)
 - iii. Discussion of FY 2019 USM Audited Financial Statements (information)
 - iv. The Universities at Shady Grove: 2019 Facilities Master Plan Update (action)
 - v. Towson University: Increase Authorization for Glen Towers Renovation Project (action)
 - vi. University of Maryland, College Park: Real Property Exchange Supporting City Hall Block Project (action)
 - vii. University of Maryland, College Park: Sale of Land to Core Campus Manager, LLC (action)
 - viii. University of Maryland, Baltimore: School of Nursing Student Services Renovation and Window Replacement (action)
 - ix. Proposed Amendment to University of Maryland Global Campus HR Policy VII-I.22-GC—UMGC Policy on Separation for Regular Exempt and Overseas Staff Employees (action)
 - x. University System of Maryland: Review of Capital Improvement Projects (information)
 - xi. University of Maryland, Baltimore: Amendments to the Ground Lease between UMB and UMB Health Sciences Research Park Corporation at the University of Maryland BioPark, Baltimore (action)
- e. Committee on Education Policy and Student Life
 - i. Approval of meeting minutes from January 7, 2020 Public and Closed Sessions (action)
 - ii. New Academic Program Proposal (action)
 - I. University of Maryland, College Park: Bachelor of Arts in Real Estate and the Built Environment
 - iii. Proposal of New Academic Title and Rank (action)
 - I. University of Maryland, Baltimore
 - iv. Civic Engagement and Civic Education: Update and Student Panel (information)
 - v. New Program 5-Year Enrollment Review (information)
 - vi. Results of Periodic (7-Year) Reviews of Academic Programs (information)
 - vii. Report on Extramural Funding – FY 2019 (information)
- f. Committee on Economic Development and Technology Commercialization
 - i. Approval of meeting minutes from November 19, 2019 Public Session (action)
 - ii. Approval of meeting minutes from February 10, 2020 Public Session (action)

3. Review of Items Removed from Consent Agenda

4. Committee Reports

a. Committee on Governance and Compensation

- i. [Revision to Bylaws of the Board of Regents \(action\)](#)

b. Committee of the Whole

Chair Gooden

- i. [University of Maryland, College Park President Search \(action\)](#)
- ii. [Universities at Shady Grove: Commission Report—Update on Recommendations \(information\)](#)
- iii. [University System of Maryland Coronavirus Update \(information\)](#)
- iv. [Heliocampus Update \(information\)](#)
- v. [University of Maryland, Baltimore: Lease between the University of Maryland, Baltimore and BioPark Fremont LLC \(Developer\) for approximately 34,500 rentable square feet of space in a new building to be constructed at 4 Martin Luther King Jr. Boulevard, Baltimore, Maryland \(action\)](#)
- vi. [University of Maryland, College Park: Project Authorization to Replace Videoboards and Audio System at Maryland Stadium \(action\)](#)

5. [Reconvene to Closed Session \(action\)](#)

Chair Gooden

ADDRESSING EXCESSIVE DRINKING AMONG COLLEGE STUDENTS

An Introduction to the Maryland Collaborative

University System of Maryland Board of Regents
February 21, 2020

AMELIA M. ARRIA, PH.D.

PROFESSOR, DEPARTMENT OF BEHAVIORAL AND COMMUNITY HEALTH
DIRECTOR, CENTER ON YOUNG ADULT HEALTH AND DEVELOPMENT
UNIVERSITY OF MARYLAND COLLEGE PARK SCHOOL OF PUBLIC HEALTH

aarria@umd.edu

DAVID H. JERNIGAN, PH.D.

PROFESSOR, DEPARTMENT OF HEALTH LAW, POLICY AND MANAGEMENT
BOSTON UNIVERSITY SCHOOL OF PUBLIC HEALTH

dhjern@bu.edu

MALINDA KENNEDY, SC.D.

PROJECT DIRECTOR, MARYLAND COLLABORATIVE
malinda@umd.edu



THE MARYLAND COLLABORATIVE
TO REDUCE COLLEGE DRINKING AND RELATED PROBLEMS

AGENDA

01

Challenges and Opportunities

Magnitude of the Problem

Existing Knowledge Base on Solutions

02

What the Collaborative does

Goals

Approach

Activities & Resources

Measuring Progress and Outcomes

Future Opportunities

Encouraging Leadership

Policy Refinement

Overcoming Organizational Inertia

National Leadership Role

03

04

Q&A



AGENDA

01

Challenges and Opportunities

Magnitude of the Problem

Existing Knowledge Base on Solutions

02

What the Collaborative does

Approach

Activities

Measuring Progress and Outcomes

Future Opportunities

Encouraging Leadership

Policy Refinement

Overcoming Organizational Inertia

National Leadership Role

03

Q&A

04



Excessive Drinking: A National Snapshot

Excessive Drinking

underage drinking *and* binge drinking

any drinking by people younger than age 21 is considered excessive

most common form of excessive drinking

Binge Drinking



5+ drinks
on one occasion
for males



4+ drinks
on one occasion
for females and
transgender people

38%
college students
during the past month

High Intensity Drinking

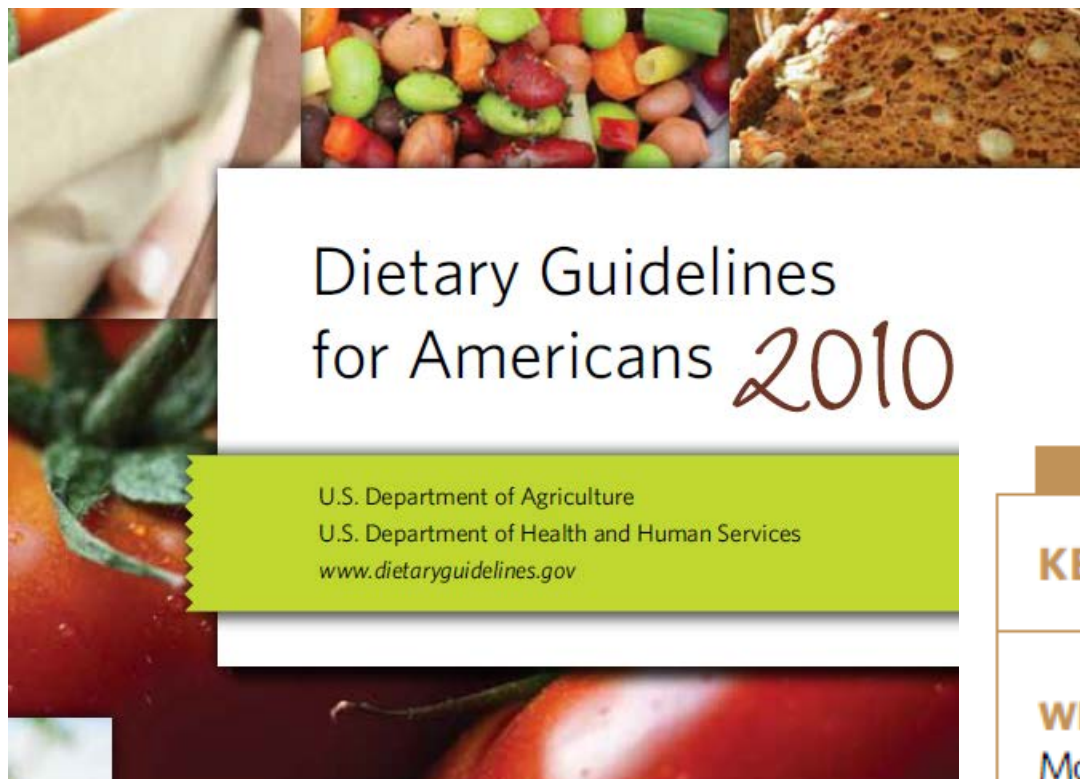


10+ drinks
on one occasion

1 in 10
college students
during the past two weeks

Schulenberg, J. E., Johnston, L. D., O'Malley, P. M., Bachman, J. G., Miech, R. A., & Patrick, M. E. (2018). *Monitoring the Future: National survey results on drug use, 1975–2017: Volume 2, college students and adults ages 19–55*. Ann Arbor, MI: Institute for Social Research, The University of Michigan.

Substance Abuse and Mental Health Services Administration. (2017). *Results from the 2016 National Survey on Drug Use and Health: Detailed tables*. Rockville, MD: US Department of Health and Human Services, Office of Applied Studies.



KEY DEFINITIONS FOR ALCOHOL

What is moderate alcohol consumption?

Moderate alcohol consumption is defined as up to 1 drink per day for women and up to 2 drinks per day for men.

What is heavy or high-risk drinking? Heavy or high-risk drinking is the consumption of more than 3 drinks on any day or more than 7 per week for women and more than 4 drinks on any day or more than 14 per week for men.

What is binge drinking? Binge drinking is the consumption within 2 hours of 4 or more drinks for women and 5 or more drinks for men.



599,000

Unintentional
injuries



1,519*

Alcohol-related
deaths



696,000

Assaults

Every year, as a result of alcohol...



150,000

Alcohol-related
health issues



97,000

Sexual assaults

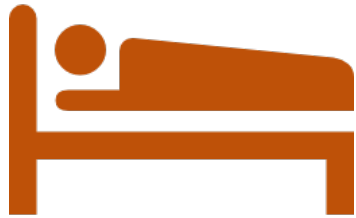


3,360,000

Students driving
under the influence

*Hingson, R., Zha, W., & Smyth, D. (2017). Magnitude and Trends in Heavy Episodic Drinking, Alcohol-Impaired Driving, and Alcohol-Related Mortality and Overdose Hospitalizations Among Emerging Adults of College Ages 18–24 in the United States, 1998–2014. *Journal of Studies on Alcohol and Drugs*, 78(4), 540–548.

Hingson, R., Heeren, T., Winter, M., & Wechsler, H. (2005). Magnitude of alcohol-related mortality and morbidity among U.S. college students ages 18-24: Changes from 1998 to 2001. *Annual Review of Public Health*, 26(1), 259-279.



Interrupted
Sleep



"Babysitting"



Cleaning Up After
Others



Unwanted Sexual
Advance



Assaulted

Harms to Others



Insulted or
Humiliated



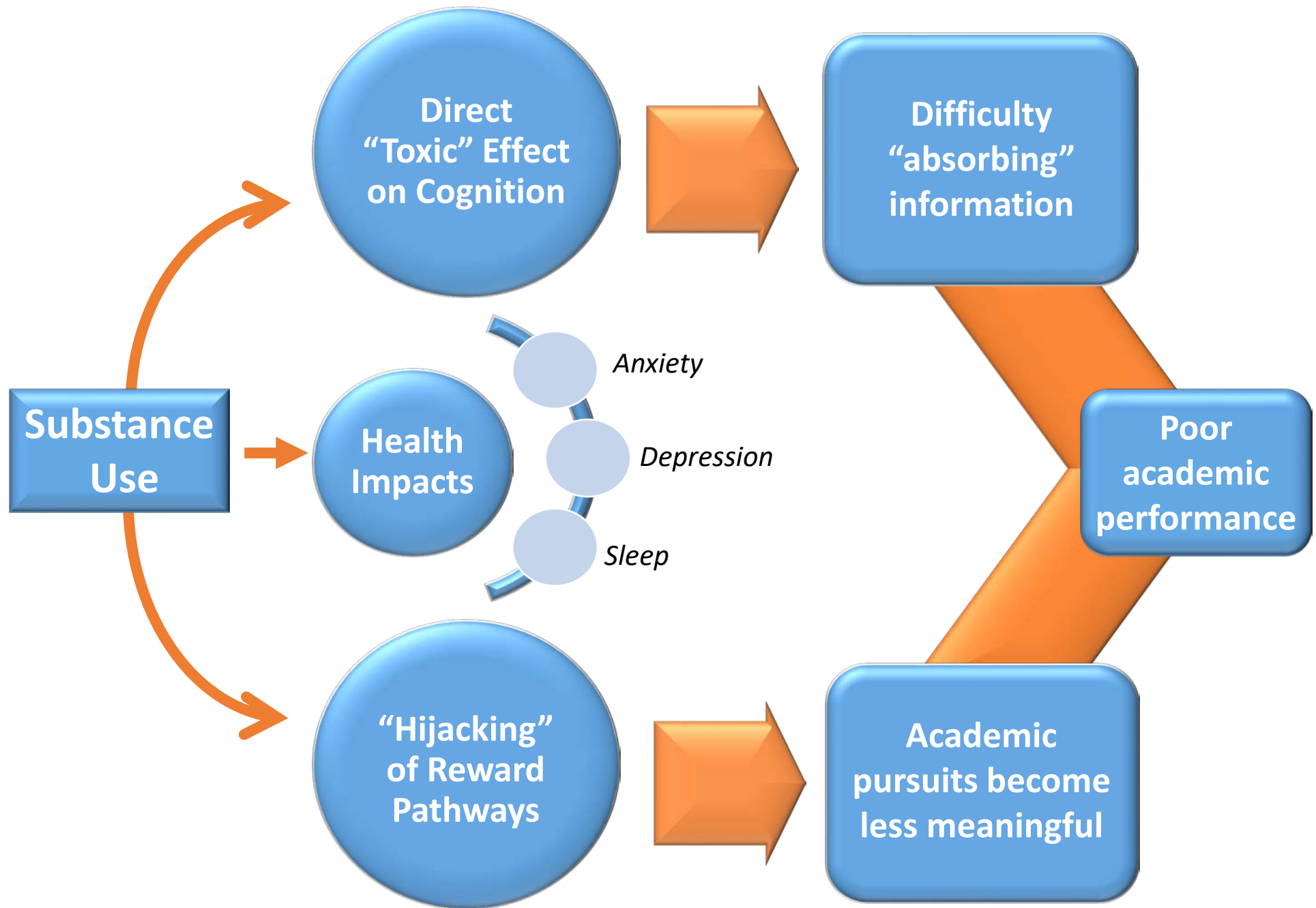
Studying
Interrupted



Property Damage



Had to Call 911



Simply telling students that excessive drinking is not a good idea **will not change their behavior.**



Despite knowing this for decades, educational approaches **are the most commonly used strategy** by colleges, but the **least effective.**

Influencing student decisions and changing behavior requires both environmental-level and individual-level actions

Environmental Strategies

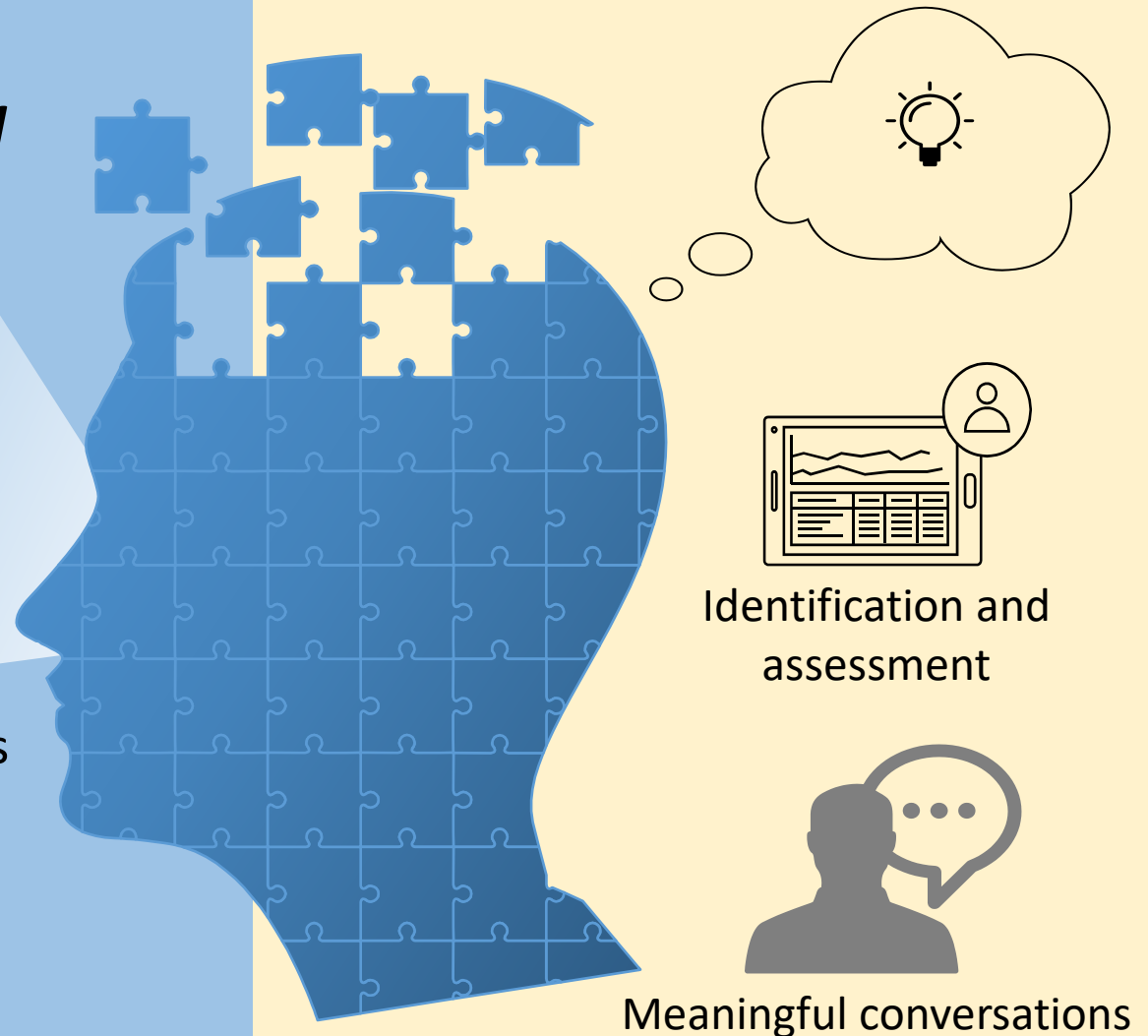
Changing what is perceived and seen

- Policies and their enforcement
- Advertising & Promotion

Changing what is available and accessible

- Campus social environments
- Community social environments
- Community retail environments

Individual-level approaches



AGENDA

01

Challenges and Opportunities

Magnitude of the Problem

Existing Knowledge Base on Solutions

02

What the Collaborative does

Goals

Approach

Activities & Resources

Measuring Progress and Outcomes

Future Opportunities

Encouraging Leadership

Policy Refinement

Overcoming Organizational Inertia

National Leadership Role

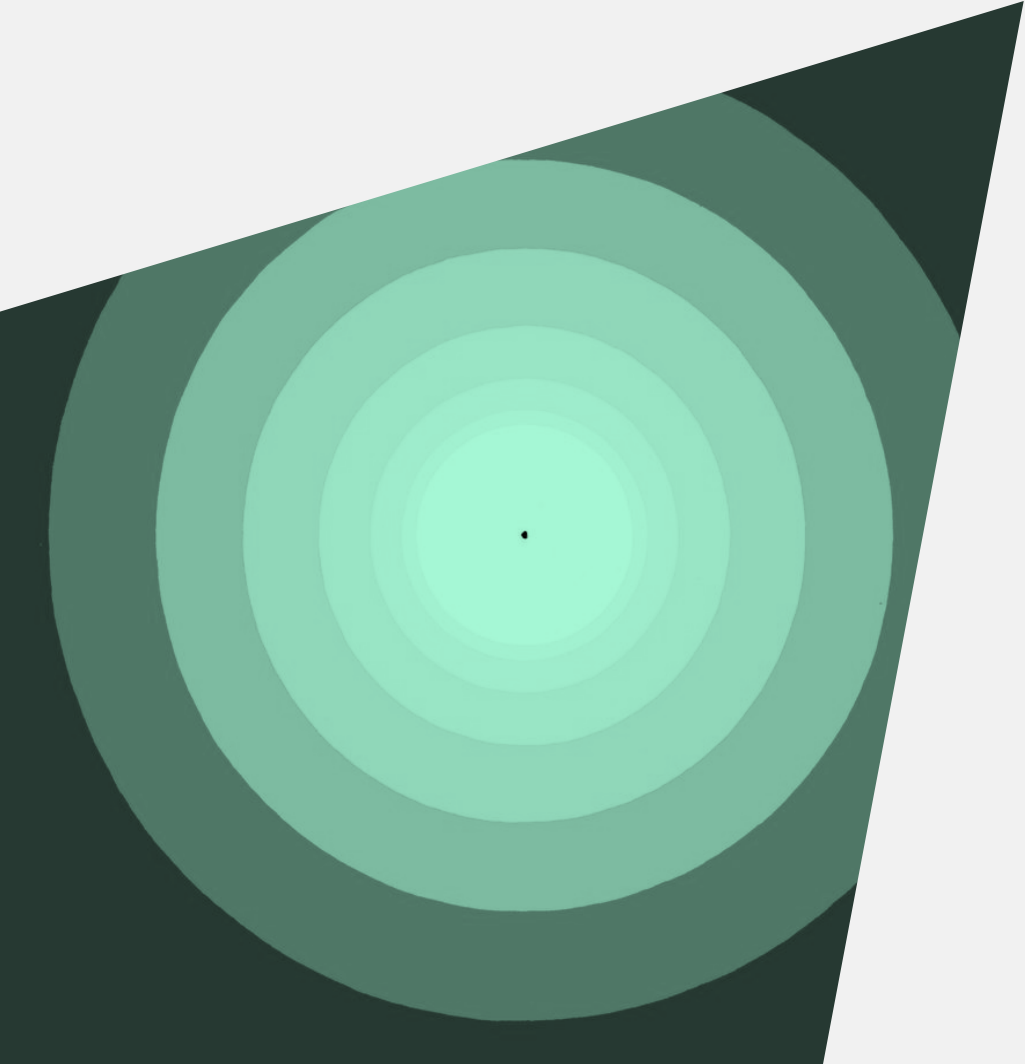
03

Q&A

04



LONG-TERM GOALS OF THE MARYLAND COLLABORATIVE

- 
- Reduce excessive alcohol use and alcohol-related harms among college students in Maryland
 - Mobilize and sustain the commitment of campus and community leaders toward this goal

Where We Began

2012 Original Maryland Collaborative

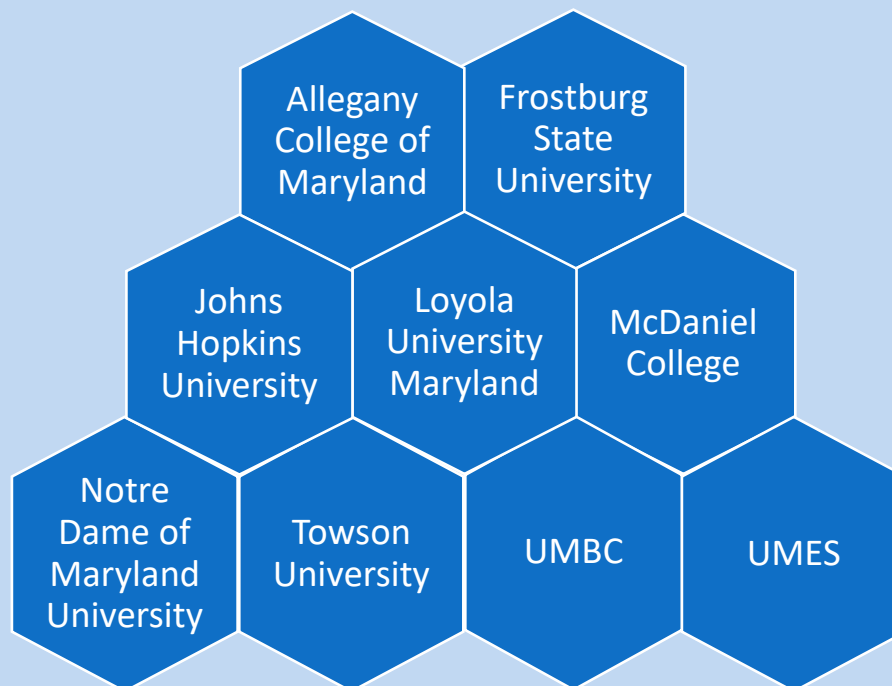


Structure

Governance Council
(College Presidents)

Advisory Board
(Campus Representatives +)

Public Health Faculty
Amelia M. Arria, Ph.D.
(UMCP)
David H. Jernigan, Ph.D.
(Johns Hopkins)



9 Participating Schools

Funding Acknowledgment:
Maryland Department of Health

Maryland Collaborative Today in 2020

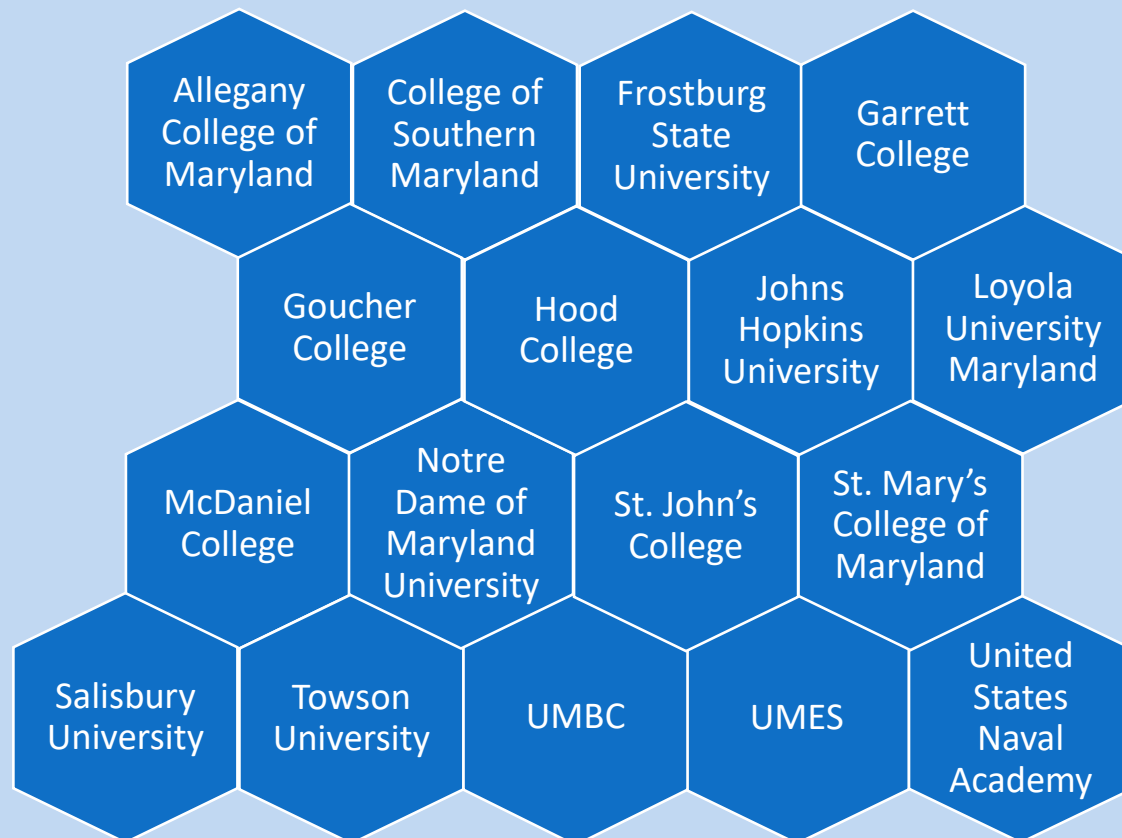


Structure

Governance Council
(College Presidents)

Advisory Board
(Campus Representatives +)

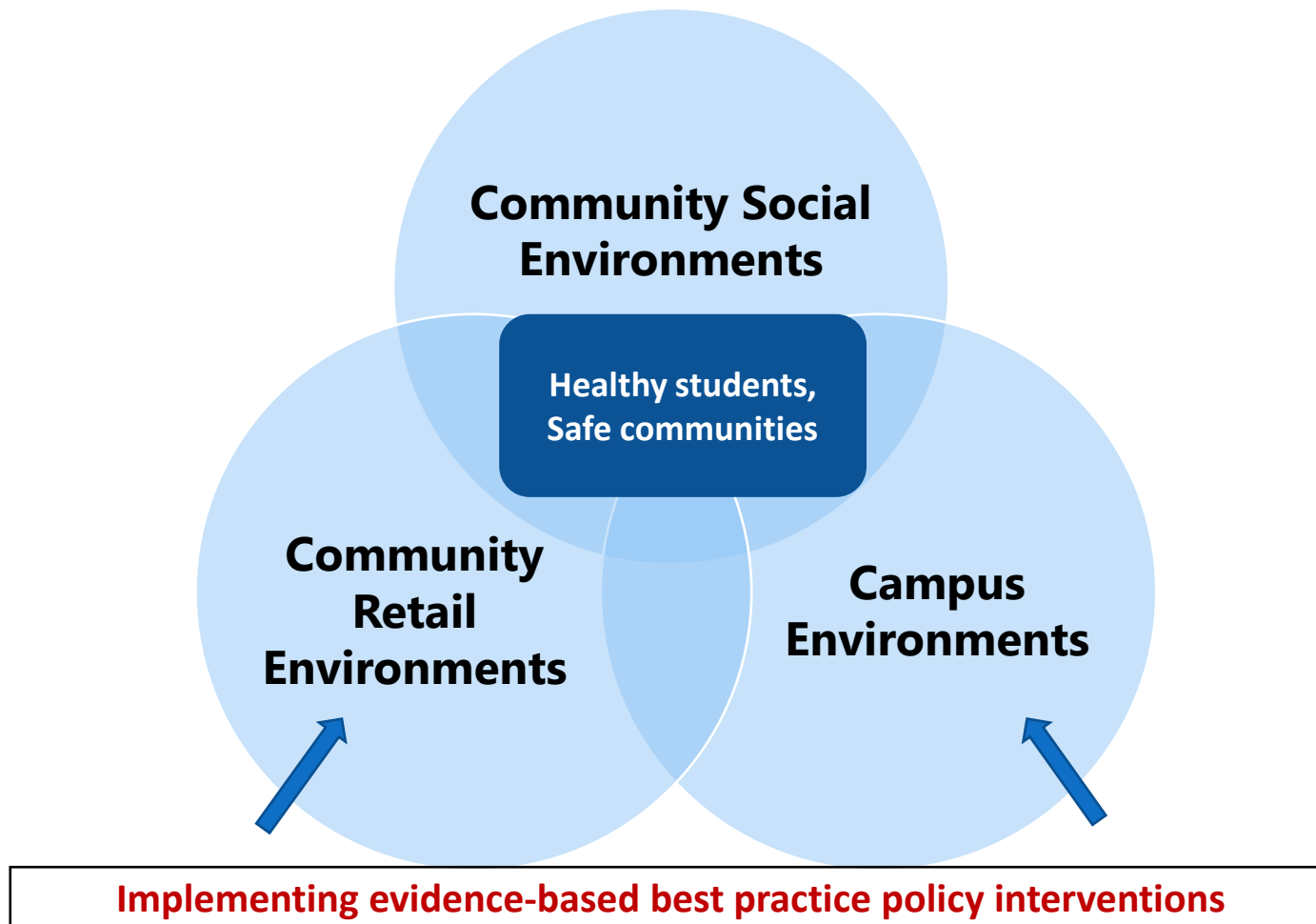
Public Health Faculty
Amelia M. Arria, Ph.D.
(UMCP)
David H. Jernigan, Ph.D.
(Boston University)



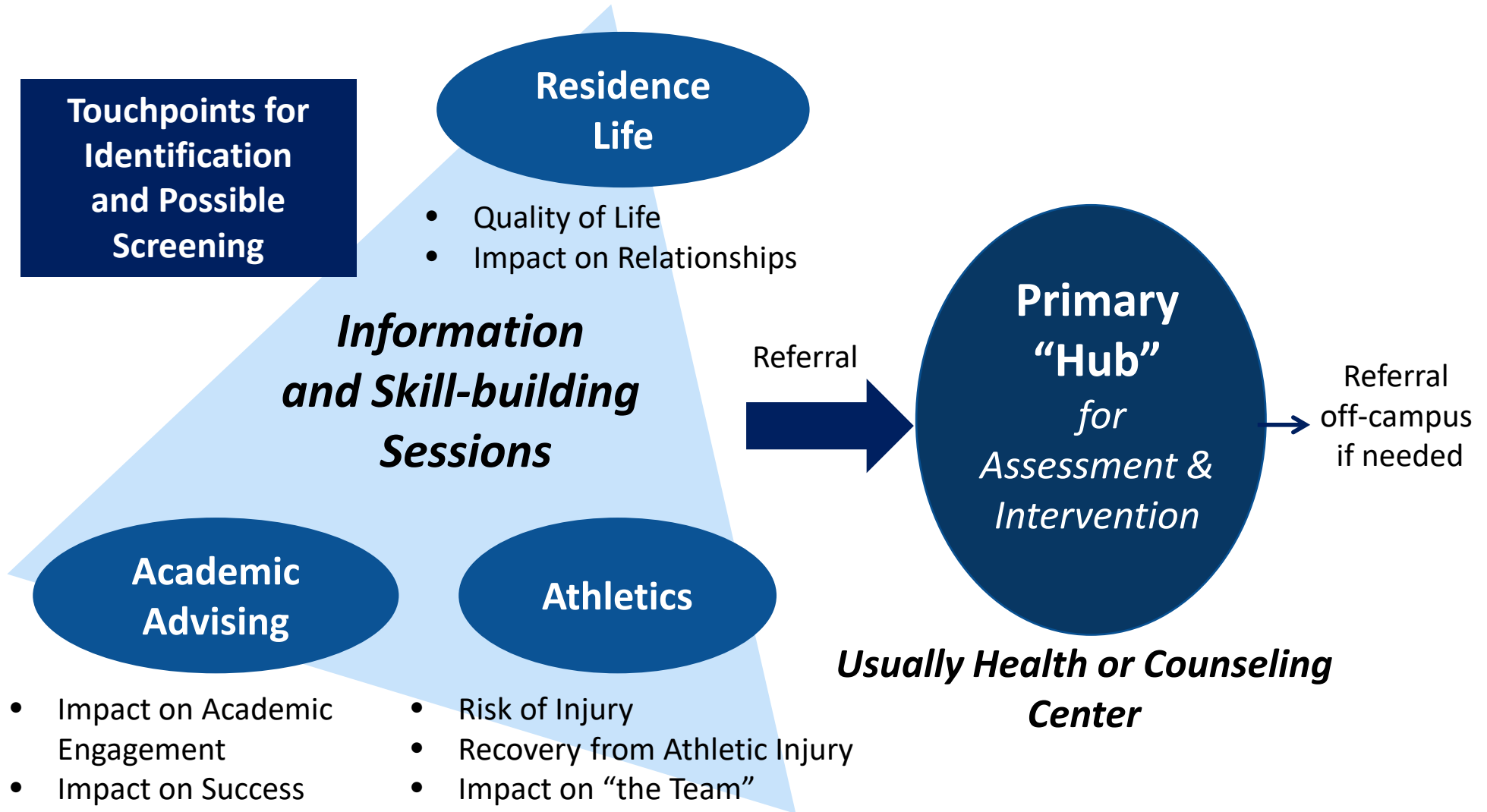
17 Participating Schools & No Funding Increase

Funding Acknowledgment:
Maryland Department of Health

Long-term Environmental Strategies: Creating Safer Alcohol Environments



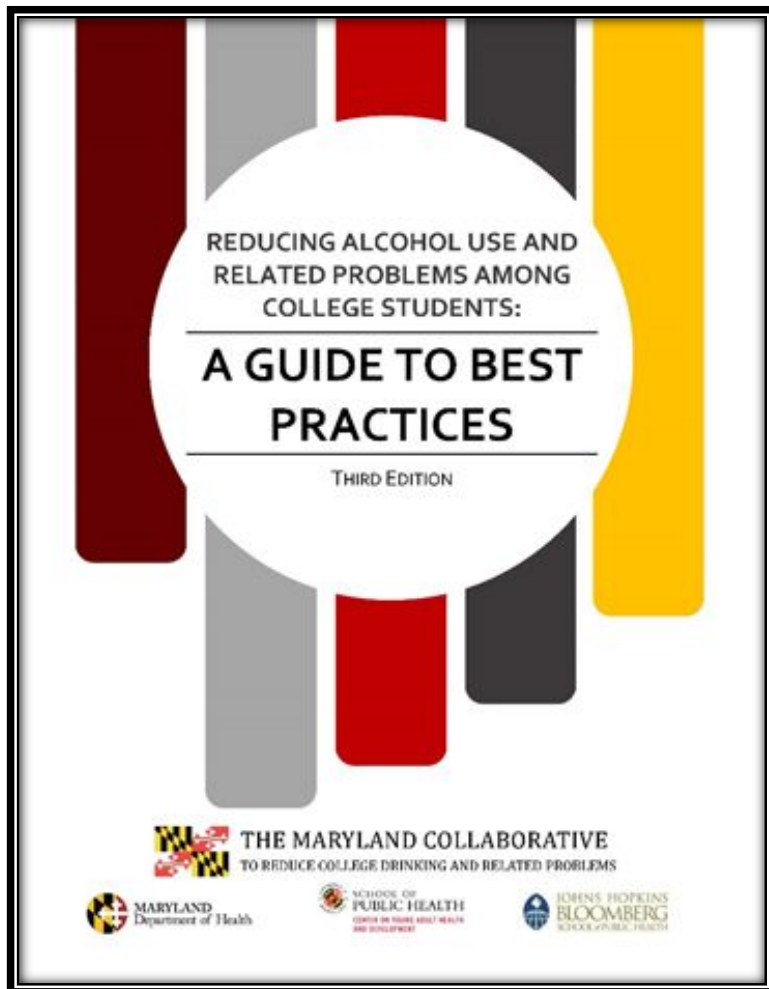
Individual-Level Interventions



Trainings and Technical Assistance

	"Getting to the Conversations that Matter" SBIRT webinar	"Mastering Conversations that Matter"	"Enforcing Campus Alcohol Policies" training (Res Life)	Res Life Pilot Program	Athletics	Sexual Assault Webinar	Cannabis Webinar	SBIRT Health Center Training	Greek Life Tech Assistance	Sexual Assault and Alcohol Training	Parent Cannabis Webinar	Environmental Scans	Motivational Interviewing
USM schools													
FSU	x	x	x	x	x	x	x			x			
Salisbury										x			
Towson	x		x			x	x			x		x	
UMBC	x	x	x	x	x	x	x	x	x	x	x	x	x
UMES	x	x	x	x		x	x						
MICUA schools													
Goucher	x	x			x	x	x			x			x
Hood	x	x	x			x	x			x			
JHU		x	x	x	x	x	x		x	x	x	x	x
Loyola	x	x	x			x	x						x
McDaniel			x	x		x	x	x	x	x		x	x
NDMU	x	x	x			x				x			
Other schools													
ACM						x	x						
CSM		x				x	x						
Garrett	x					x	x			x			
St. John's													x
SMCM	x	x	x		x	x	x				x		
USNA	x					x				x		x	

Guide to Best Practices



- Revised every three years to reflect latest scientific understanding
- Individual-level and environmental-level strategies described
- Level of evidence provided
- Tips for implementation
- Available on website
- Has become a national resource

Maryland Collaborative Website



Resources

- Fact sheets
- Evidence briefs
- Special reports on new and emerging topics
- Presentations
- Links to parent website and archived peer newsletters
- Guide to Best Practices

Features initiatives and “How to...”

- Enact social host ordinances
- Engage academic assistance
- Get high-risk students help

www.CollegeParentsMatter.org

- Focus on parent-child communication
- Tips, tools, and scripts
- Alcohol-related topics

Topics Include:

- Spring break
- Holidays
- 21st birthday
- Housing and roommates
- Off-campus parties
- Impaired driving
- Sexual Assault



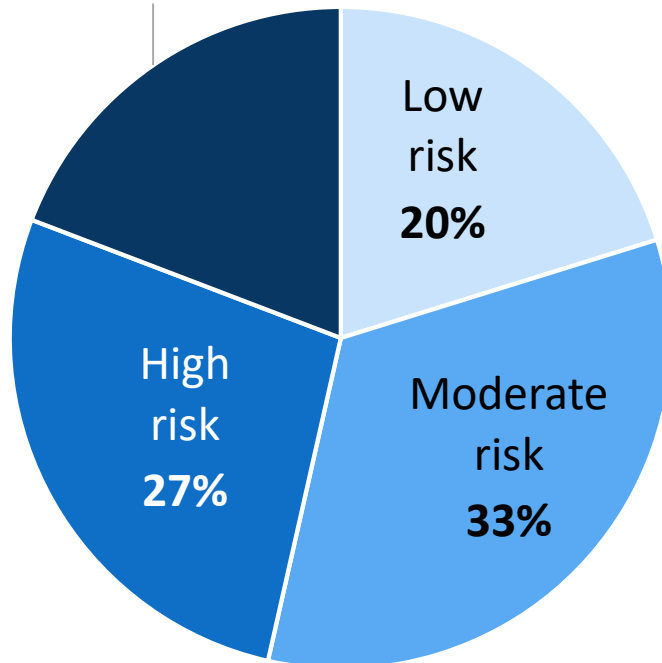
Upcoming:

- Marijuana

Tracking our outcomes

2014

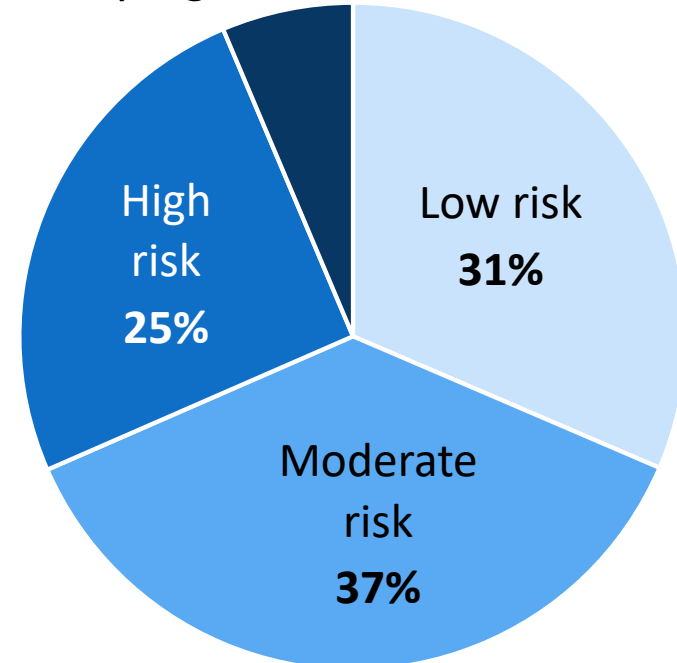
Very high risk **19%**



Binge drinking during the past month:
27+19 = 46%

2019

Very high risk **6%**



Binge drinking during the past month:
25+6 = 31%

LOW RISK

Students who ***did not drink*** during the past year (including lifetime abstainers)

MODERATE RISK

Drank during the past year, but ***did not binge drink**** during the past month

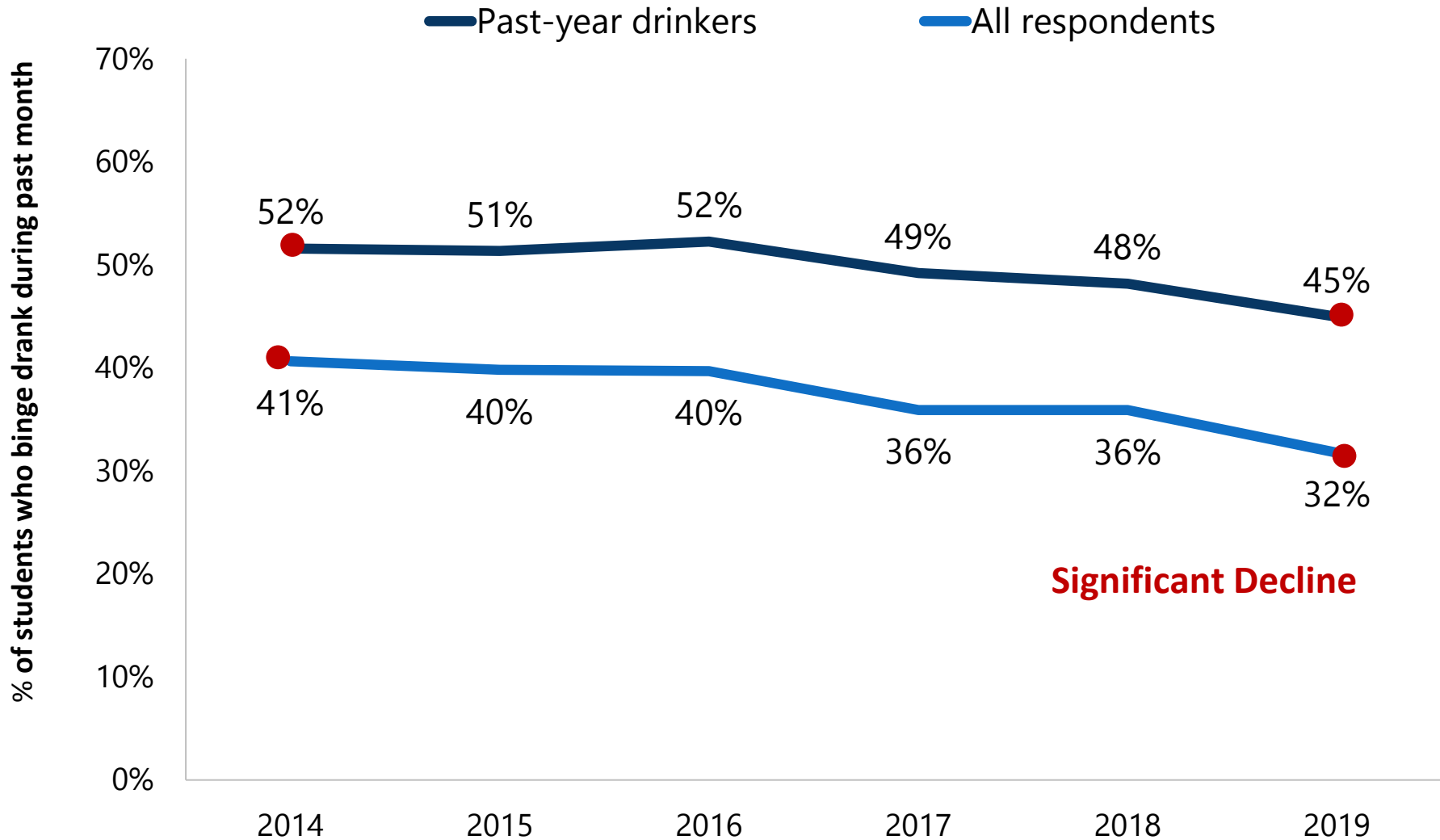
HIGH RISK

Binge drinking one to four times during the past month

VERY HIGH RISK

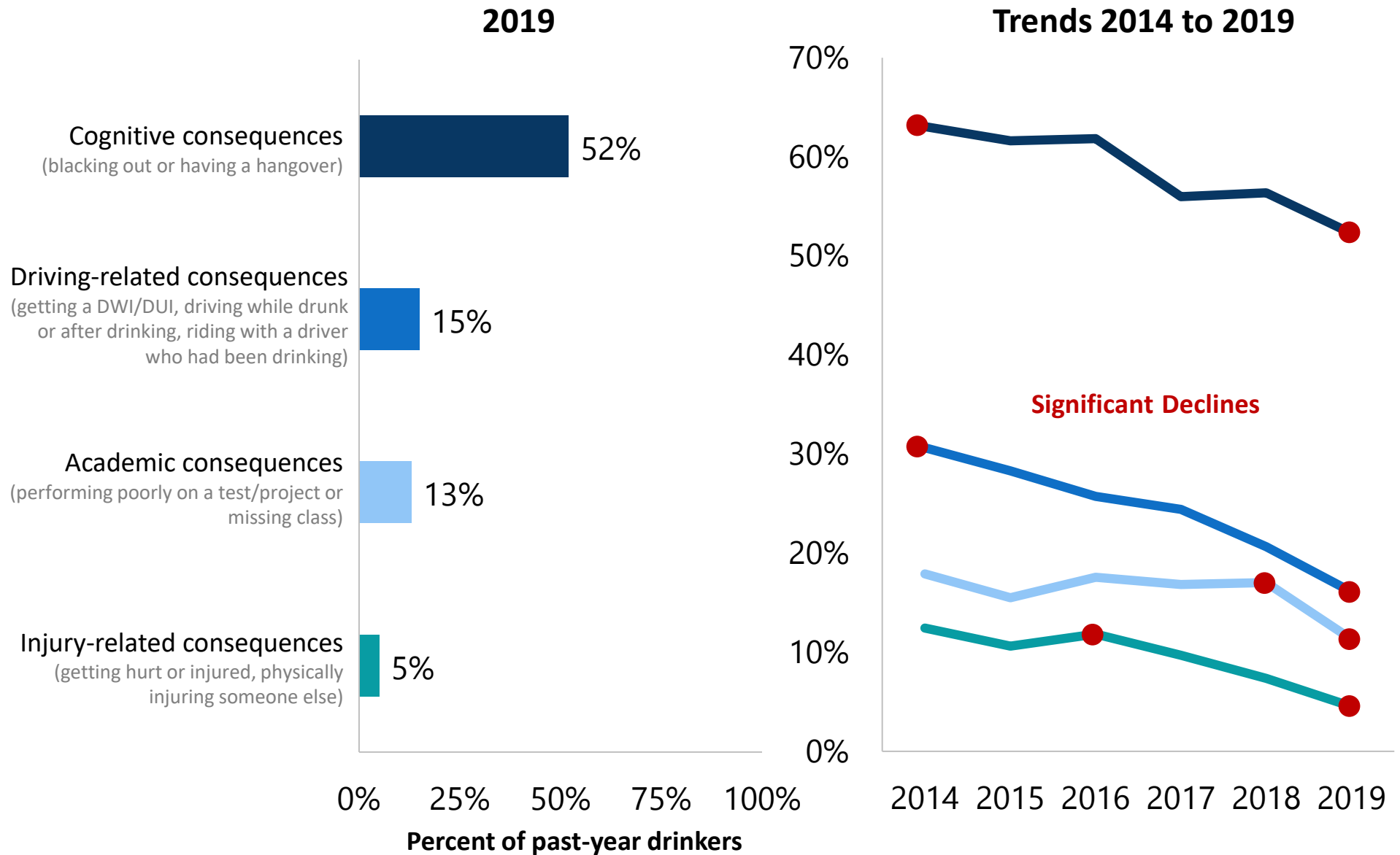
Binge drinking five or more times during the past month

Decreased Binge Drinking during Past Month 2014 to 2019



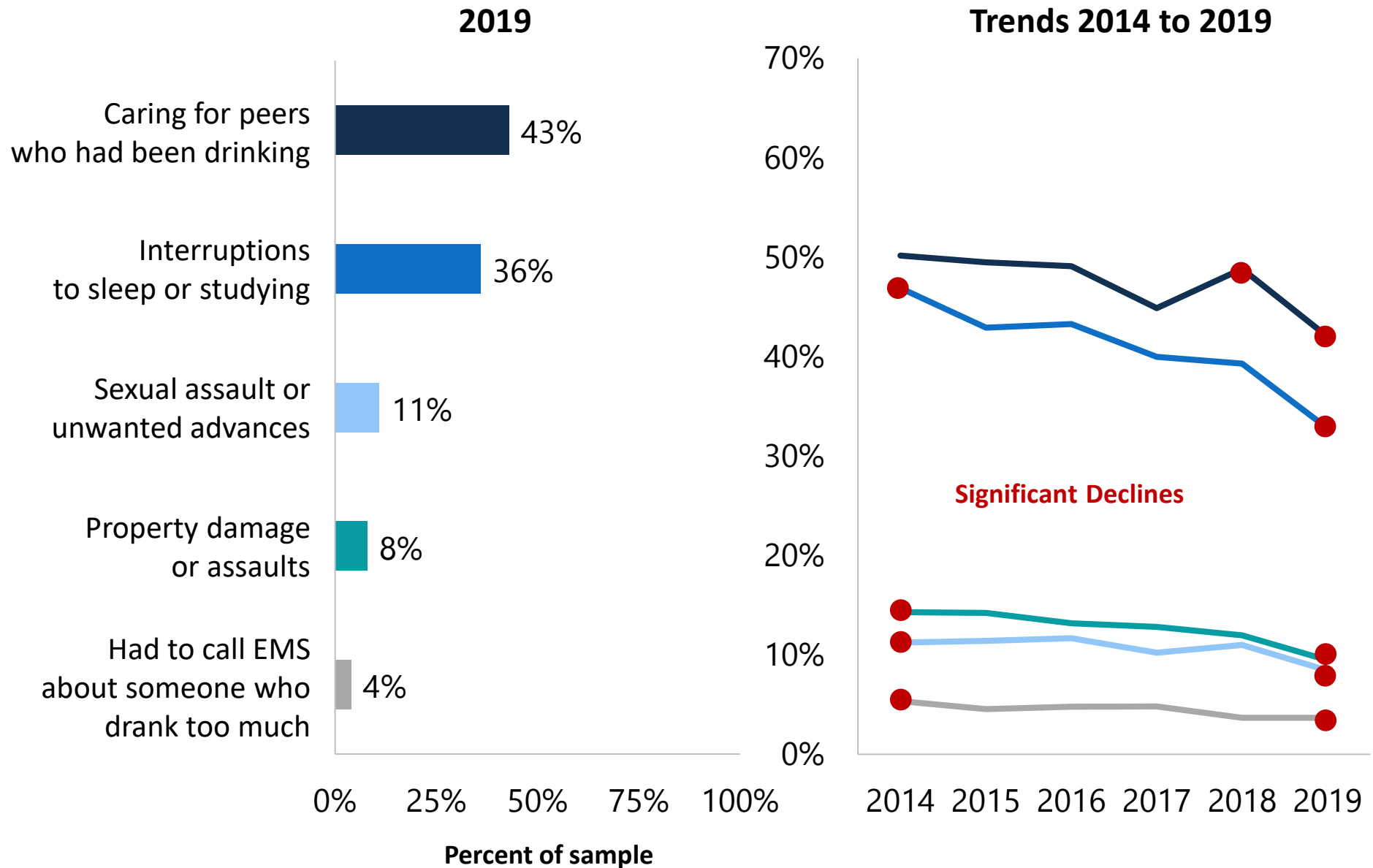
● Statistically significant change between the years indicated by the red dots.

Decreases in Direct Consequences of Alcohol Use



● Statistically significant change between the years indicated by the red dots.

Decreases in Harms Experienced from Others' Drinking



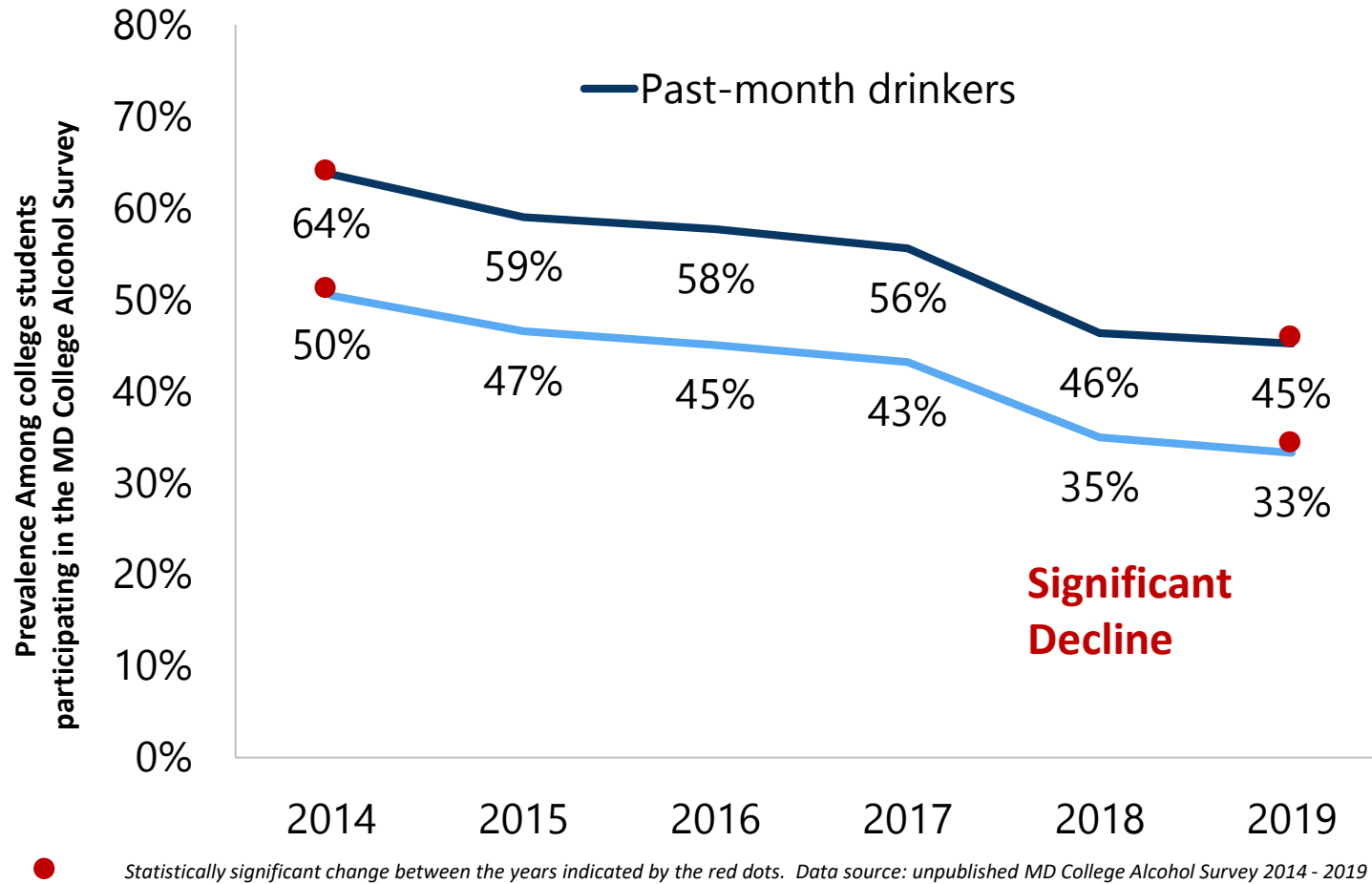
Among all participants, regardless of their level of alcohol use.

● Statistically significant change between the years indicated by the red dots.

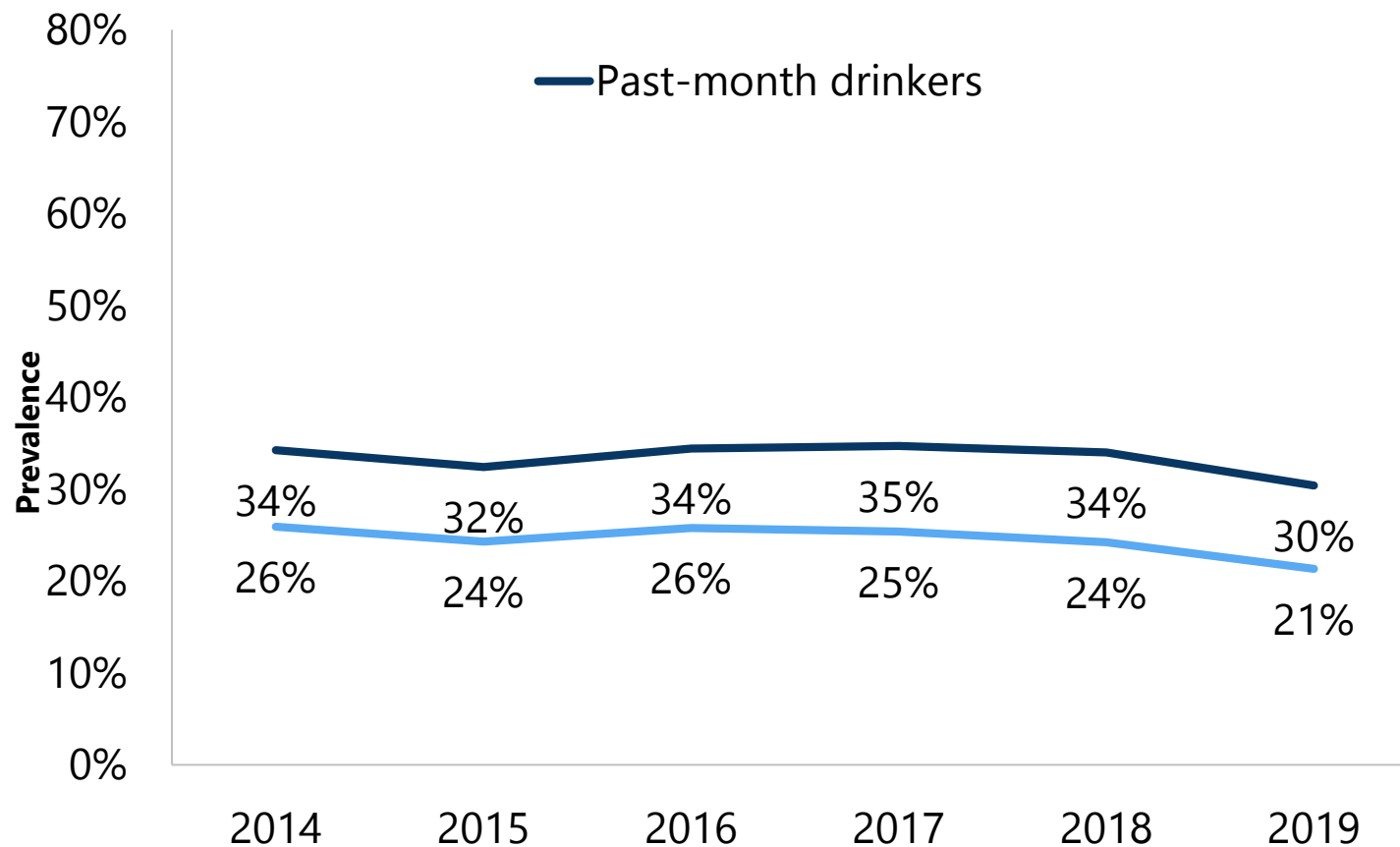
Social Host Ordinances

- **Baltimore City**
 - **68% reduction** in substantiated calls for service to one university 2014 - 2019
- **Baltimore County**
 - **73% reduction** in complaints received to one university 2015 - 2018
 - Significant **(16%) decrease** in drinking at off-campus parties by past-year drinkers at same university
- **Princess Anne**
 - **64% decrease** in arrests 2015 - 2018

Drinking at Off-campus Parties



Drinking in Residence Halls



Note: Stable 2014 to 2019; no significant changes.

AGENDA

01

Challenges and Opportunities

Magnitude of the Problem

Existing Knowledge Base on Solutions

02

What the Collaborative does

Approach

Activities

Measuring Progress and Outcomes

Future Opportunities

Encouraging Leadership

Policy Refinement

Overcoming Organizational Inertia

National Leadership Role

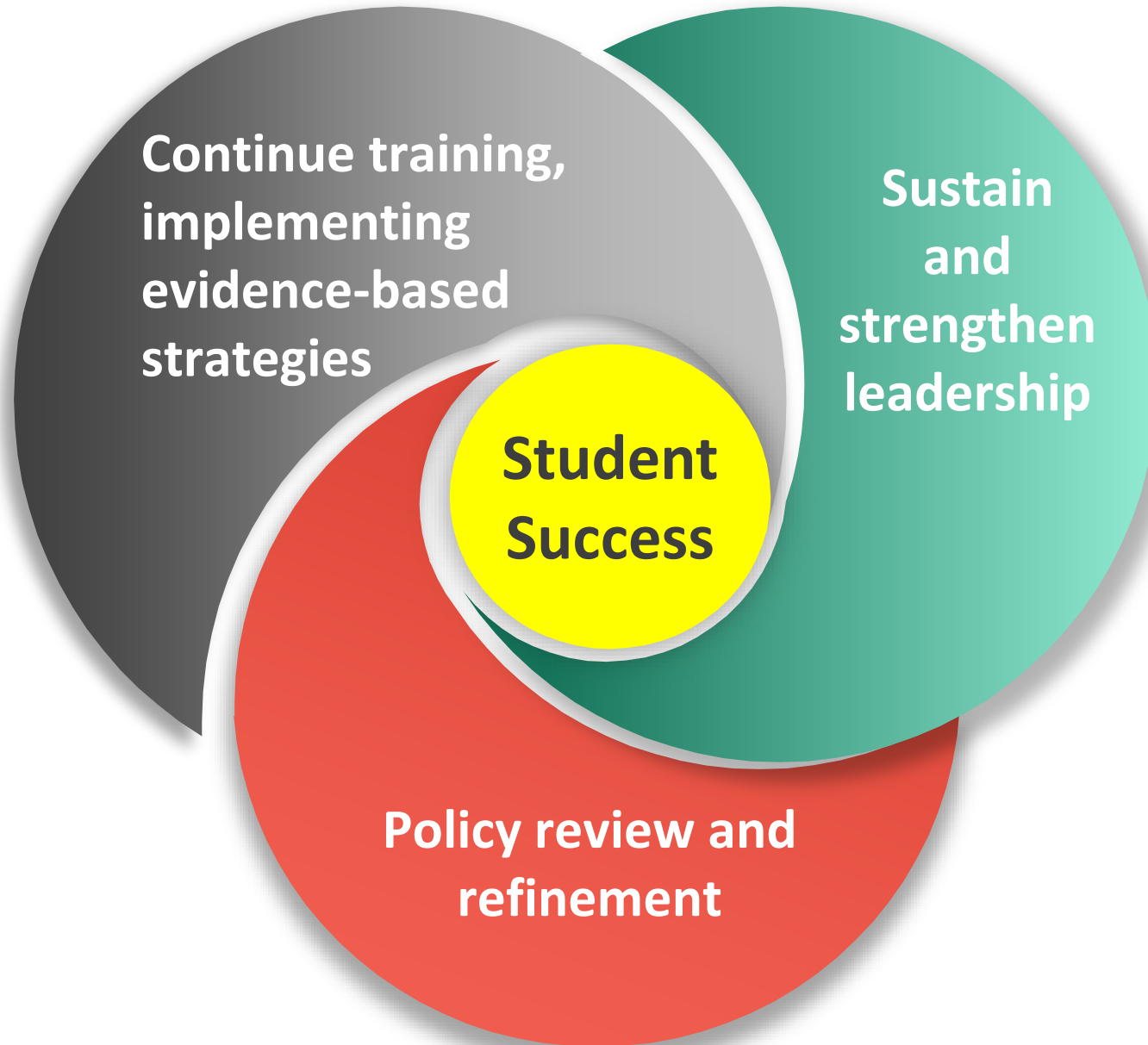
03

Q&A

04



Moving Forward



GREAT
~~Good~~ things
come to those
who [^]wait.
DON'T

AGENDA

01

Challenges and Opportunities

Magnitude of the Problem

Existing Knowledge Base on Solutions

02

What the Collaborative does

Approach

Activities

Measuring Progress and Outcomes

Future Opportunities

Encouraging Leadership

Policy Refinement

Overcoming Organizational Inertia

National Leadership Role

03

04

Q&A





Friday, February 21, 2020
Report to the USM Board of Regents
Chancellor Jay Perman
AS DRAFTED

Thank you, Chair Gooden. Today is a day of many firsts: Our first board meeting of the new year, my first board meeting as chancellor, and our first board meeting since Darryll Pines was named the next president of the **University of Maryland, College Park** (UMCP), effective July 1. Dr. Pines—dean of the A. James Clark School of Engineering—has been a member of the College Park family for 25 years. He arrived in 1995 as an assistant professor, later became chair of the Department of Aerospace Engineering, and then was named dean and the Nariman Farvardin Professor of Aerospace Engineering at the Clark School. In every key metric—retention, graduation rate, student success, faculty achievement, fundraising, and more—Darryll Pines has shown unparalleled leadership.

Let me also acknowledge College Park President Wallace Loh. While we will certainly have several chances to honor him in the weeks and months to come, I want to commend him on his decade of tremendous, transformative leadership. UMCP has grown physically, programmatically, and reputationally over the last 10 years. Dr. Loh's vision and leadership have been at the heart of that progress.

It is also the first official board meeting for Regent Meredith Mears. Regent Mears is a graduate of Salisbury University and lives in Salisbury, where she is the chief development officer of Gillis Gilkerson Construction and Development Company. I'm pleased to note that she will be a member of the Committee on Economic Development & Technology Commercialization. Regent Mears, welcome and thank you for your willingness to serve.

Let me also thank our host this morning, the **University of Maryland, Baltimore County** (UMBC) and President Freeman Hrabowski. As Freeman outlined in his presentation, these are exciting times for UMBC:

- UMBC Training Centers have been selected by the U.S. Army to develop a novel cybersecurity curriculum to train soldiers for a new, cyber-based military role.
- The university has won a major grant from the National Institutes of Health to empower breast cancer survivors to better manage complex medication schedules.
- A new partnership with the **University of Maryland, Baltimore** (UMB) establishes the two institutions as Maryland's first "age-friendly" universities.
- UMBC was recognized as a Fulbright Top Producing Institution and was honored by the Carnegie Foundation as a leading community-engaged university.
- And Freeman, himself, was just honored with the World Trade Center Institute's 2020 Governor's Award, given to a Marylander who exemplifies what this state has to offer the world.

Freeman, congratulations to you and the entire UMBC family on these tremendous accomplishments.

While it has only been two months since the board's last meeting, I have to say it has been a remarkably packed two months—and not just for me. There has been impressive news from across the system.

Salisbury University (SU) joins UMBC in being awarded the Carnegie Foundation's Community Engagement Classification, recognizing the campus-wide commitment to engaging with and impacting the greater community. In addition, SU also joins UMBC among the nation's top producers of Fulbright Students. Finally, SU's Richard A. Henson School of Science and Technology is adding a new data science major, incorporating both the practical use of data science methods as well as the theoretical underpinnings of the methods and algorithms.

The **University of Maryland, College Park** was also honored as one of the nation's top producers of Fulbright Students. Additionally, at UMCP, the Maryland Quantum Alliance just launched—with College Park and UMBC joining a regional consortium of quantum scientists and engineers from across academia, government, and industry to drive quantum science discovery and innovation, while developing the quantum workforce of tomorrow. Lastly, I am proud to report that UMCP has been named a Top 100 Minority Degree Producer by *Diverse: Issues in Higher Education* for 2019. In the only national reporting of its kind, UMCP is listed as the top institution in the state for conferring doctoral and master's degrees to minority students in addition to landing in the top 25 for bachelor's degrees nationally.

Bowie State University (BSU) has launched a degree program targeting an in-demand area: The new Bachelor of Science in Chemistry will prepare students for advanced degrees and careers in chemistry-related fields in the medical and technology industries. In addition, the Center for Student Success—an American Association of State Colleges and Universities pilot program that includes BSU—has received a two-year, \$2.5 million grant from the Gates Foundation. The grant will boost efforts to assist low-income students, students of color, and first-generation college students and Bowie and other institutions.

The **University of Maryland Center for Environmental Science** (UMCES) has also received a significant grant. The National Science Foundation has provided \$500,000 for UMCES to lead a coalition of scientists from around the country to study the impact of storms, sea-level rise, and climate change on estuaries and bays. Partner institutions include UC Berkeley, Woods Hole Oceanographic Institution, and the University of Massachusetts.

Frostburg State University's (FSU) online Master of Business Administration, Business Analytics concentration, has been ranked 10th on GetEducated.com's newest "Best Buy" list. This national affordability ranking is the result of a comprehensive, data-driven review of close to 100 online MBA business analytics programs. Also, at Frostburg, the Commission on Collegiate Nursing Education has accredited all four of FSU's Master of Science in Nursing concentrations: family nurse practitioner; psychiatric and mental health nurse practitioner; leadership and management; and education.

The **University of Baltimore** (UB) is welcoming the Baltimore City Police Education and Training Center. As part of its commitment to the City of Baltimore, UB will support the Baltimore Police Department as it emphasizes education, professionalism, and public service. Over the spring 2020 semester, the central recruitment and training center will move into dedicated facilities on the UB campus. Also, at UB, the Winter 2020 issue of *preLaw* magazine ranks the UB School of Law as among the “Best Schools for African Americans” and among the “Best Schools for Public Service.”

Phi Kappa Phi—one of the nation’s leading academic honor societies—has recognized the **University of Maryland Global Campus** (UMGC) as a “Circle of Excellence Silver Chapter” for its community service work. In addition, the American Council on Education has named UMGC President Javier Miyares to a national task force focused on improving transfer and award-of-credit practices to spur student success and reduce the time it takes to graduate.

At **Coppin State University** (CSU), the Parlett L. Moore Library has received a Library Census Equity Fund grant from the American Library Association to bolster library services to hard-to-count communities and help achieve a complete count in the 2020 Census. Also, at Coppin, with 2020 marking the 150th anniversary of the Fifteenth Amendment and the right of black men to the vote, Black Suffrage has been given significant emphasis throughout Black History Month events on campus and in the community.

Towson University (TU) is the new home to the ATHENAPowerLink program in Baltimore. Established in 1999, ATHENAPowerLink is a national mentoring program that connects selected women business owners with a skilled advisory panel. PNC Bank, ATHENA, and Towson University will partner to host a women’s entrepreneurial mentorship program. In addition, the U.S. Department of Education has awarded TU \$200,000 for immersion programs to host U.S. educators on curriculum-development trips to Peru and China.

The University of Maryland School of Medicine at **UMB** has been recognized by *WIRED* magazine for groundbreaking biomedical research that is “making the world a better place.” The publication featured the innovative work of the School of Medicine’s Samuel Tisherman and the University of Maryland R Adams Cowley Shock Trauma Center on a list of 19 items or advances recognized in 2019. And—believe it or not—*MPowering the State*, the alliance of UMB and College Park, is now in its eighth year. I had the pleasure of joining the two universities at the annual *MPowering the State* Advocacy Day, which showcases the partnership’s influence in growing the state’s economy, advancing research, and serving Maryland’s citizens.

The **University of Maryland Eastern Shore** (UMES) is launching a new health care certificate program. This online, post-baccalaureate certificate is for professionals who develop, implement, or evaluate services that address rural health disparities and social inequities. Applications for admission are being accepted for fall 2020, when classes will begin.

In news from our Regional Higher Education Centers:

- The **Universities at Shady Grove** just held an International Night last night celebrating the diversity on campus, and next month is holding an Undergraduate Expo.
- The **University System of Maryland at Hagerstown** (USMH) is on track for downtown campus expansion. In addition—right across from the USMH main building—a bank building has been renovated into a hospitality center to house the newly-added Hospitality and Tourism Management program offered through UMES.
- And on Friday, April 17, I will be joining Governor Hogan, President Loh, Dean Pines, and others at the **University System of Maryland at Southern Maryland** to celebrate construction progress for the academic and innovation facility.

There are also a few USM Office items I would briefly like to highlight:

- ARMR Systems, a medical technology engineering company, became the Maryland Momentum Fund's 11th investment in a USM-related venture.
- The Maryland Open Source Textbook initiative (M.O.S.T.)—a priority project for the USM's Kirwan Center for Academic Innovation—has launched M.O.S.T. Commons, a collaborative, online space designed to support use of open educational resources.
- *Black Engineer* recently ran an extensive profile of Linda Gooden in which she reflected on the legacy of the Black Engineer of the Year Award—an award she received in 2006—on the occasion of its 20th anniversary.
- I have had the honor of being named one of the *Baltimore Business Journal's* Power 10 CEOs and one of *The Daily Record's* 2020 Influential Marylanders.
 - Also represented in *The Daily Record* 2020 Influential Marylander awards:
 - Lucy Dalglish, dean of the UMCP Philip Merrill College of Journalism
 - Dr. Heidi Anderson, UMES president
 - And Jane Murphy, director of UB's Juvenile Justice Project
- And we recently updated our USM Points of Excellence brochure as a companion piece to the Annual Report. I have copies here with me.

Two issues I want to quickly update you on . . .

Coronavirus

The outbreak of a new strain of coronavirus continues to be a significant challenge. The Institute of Human Virology at UMB, working through the Global Virus Network headquartered in Baltimore, is working strategically to monitor and combat the virus. I thank them for their leadership on this.

In addition, yesterday a team from UMB and the medical system briefed university presidents and campus leaders on the short and long-term public health implications of this virus. Based on current information, the immediate health risk to USM institutions is considered low at this time. Nevertheless, all USM institutions are working diligently to both better understand the biological, health, and epidemiologic implications of viral outbreaks, and ensure the health and safety of our students, faculty, and staff.

The USM Office of Academic and Student Affairs is in contact with provosts across the system. The USM Office of Communications and Marketing has also been sharing information regarding coronavirus with campus communications teams. In addition, we have developed a USM webpage containing information resources. I continue to be impressed by the great work being done by the men and women of the USM.

Budget / Legislative Session

Lastly, let me provide a brief update on our progress in Annapolis. As I noted in my testimony in both the House and the Senate, the USM is strongly in support of the Governor's budget. As drafted, the budget will allow us—once again—to limit our tuition increase to just 2 percent for in-state, undergraduate students. In addition, it provides funding in support of the Workforce Development Initiative, USM's 3-year, \$32 million partnership with the state to produce more than 3,000 additional USM graduates every year ready to meet Maryland's critical workforce needs. It also provides funding to cover operating expenses for new USM facilities, many targeting the STEM disciplines and the health science sectors. There is also funding for specific academic and community engagement programs at UMBC, UMES, UB, and SU. We are tracking several pieces of legislation that could impact the USM, and I will keep you posted on these.

And while it might be too early to *thank* them, it is certainly not too early to acknowledge the important work that Vice Chancellor for Government Relations Patrick Hogan and the state relations office in Annapolis are doing. Together we will be working to generate support for this budget. I ask all of you to voice your support as well, and to encourage your colleagues and associates to do the same.

As you know, I have spent a great deal of my first several weeks as chancellor in Annapolis. In addition to meeting with lawmakers and leaders, I have been at the table for a number of hearings. This includes the Higher Education overview, the USM overview, and the USM Office budget. I also attended USM Advocacy Day earlier this week, and I thank the Joint Councils (Faculty, Staff, and Student) for their great work.

It has been gratifying to see how strong—and bipartisan—the support of higher education and the USM is, especially in terms of the critical issues of access, affordability, and retention. In so many ways, we are a genuine funding priority, which speaks well to the leadership of this board, our campus presidents, and the entire USM family.

I will conclude my report by noting once again what an honor it is to serve as USM chancellor. I thank you for affording me this opportunity to work for the students and citizens of Maryland.

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

###



USMSC Report to the Board of Regents

February 21, 2020

The USMSC met for its first meeting of the new year on February 9, 2020, at Bowie State University. This meeting included a session with Dr. MJ Bishop on the Maryland Open Source Textbook (M.O.S.T.) initiative. The Council had a discussion around different best practices around student voter registration and participation across the campuses. The Council also began the process of the creation and distribution of the State of Shared Governance Surveys for the State of Shared Governance Report.

The Council is once again in the process of filling its Executive Board. Unfortunately, our Vice President of Undergraduate Affairs, Ben Baitman, was unable to complete his term as Vice President. Therefore, the Council is in the process of filling that position for the remainder of the term.

The USMSC is also continuing to work on our advocacy efforts. These include participation in our Joint Advocacy Day on February 19 as well as the Council's participation in a meeting with Governor Hogan's Chief of Staff, Matt Clark, on February 28. We also continue to actively monitor legislation filed in both the House and Senate for bills that may be of interest or concern to students in the USM.

Respectfully,

A handwritten signature in cursive script, appearing to read 'Benjamin Forrest'.

Benjamin Forrest

2019-2020 USMSC President



COUNCIL of UNIVERSITY
SYSTEM FACULTY

**Report by the
Council of University System Faculty (CUSF)
to the USM BOR Meeting
at the University of Maryland Baltimore County (UMBC)**

Friday February 21, 2020

This report reports the activities of CUSF since the submission of the December report. One Council meeting occurred Since December. The next Council meeting is scheduled for February 18th at Coppin.

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

- **Council Meeting at USM:** The Council had its January 14th meeting at USM in Adelphi. Topics discussed include a review of the BOR policy on academic integrity, an update on the “civility” issue, and a discussion with the new Chancellor, Chancellor Perman.
- **Academic Integrity Initiative:** The Educational Policy Committee of CUSF has been working on making recommendations to the BOR regarding BOR Policy III-1.00 and 1.02. At the next meeting at Coppin, the EdPolicy members of CUSF have invited key members of the administration (e.g. associate provost, Student Council Chair, Student Services) to discuss what steps are being taken and what additional steps CUSF can take to assist the implementation of academic integrity on their campus. The two-way dialogue is most informative for all parties. Policy recommendations will be discussed again at the February meeting.
- **Civility Issue:** There was continued discussion on and interest in the issue of civility where there is an alliance between Student Affairs and students which enables students to take aggressive behavior and aggression toward faculty. The group took a step back from developing a Code of Civility at this time.
- **Emeritus Faculty BOR Member Resolution:** No new action was taken on this initiative.
- **Advocacy Day:** Advocacy Day is scheduled for Wednesday February 18th. At this time final preparations are being made. Currently, we have roughly ten CUSF faculty members participating in Advocacy Day.
- **State of Share Governance Report:** The State of Shared Governance Survey has been distributed to the Senate Chairs or their equivalent. The completed surveys are to be returned by March 10th.

COMMENTARIES: There are no commentaries or attachments attached to this report.

Respectfully Submitted: February 12, 2020
Robert B. Kauffman, Ph.D.
Chair, Council of University System Faculty

COUNCIL OF UNIVERSITY SYSTEM STAFF



Bowie State University
14000 Jericho Park Rd
Bowie, MD 20715

Coppin State University
2500 W. North Ave
Baltimore, MD 21216

Frostburg State University
101 Braddock Rd
Frostburg, MD 21532

Salisbury University
1101 Camden Ave
Salisbury, MD 21801

Towson University
8000 York Rd
Towson, MD 21204

University of Baltimore
1420 North Charles St
Baltimore, MD 21201

**University of Maryland,
Baltimore**
520 West Lombard St
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**
7950 Baltimore Ave
College Park, MD 20742

**University of Maryland
Eastern Shore**
11868 College Backbone Rd
Princess Anne, MD 21853

**University of Maryland
Global Campus**
1616 McCormick Drive
Largo, MD 20774

**University System of
Maryland Office**
3300 Metzger Rd
Adelphi, MD 20783

Council of University System Staff (CUSS) Report

Board of Regents Meeting
February 21, 2020

This report serves as an update on the activities of the Council of University System Staff (CUSS) since the last report submitted in December 2019. CUSS has hosted one meeting since the last report and updates can be found below.

CUSS met most recently at UMB on Tuesday, January 21, 2020. The Council was welcomed by Jennifer Litchman, Senior VP for External Relations and Special Assistant to the President, as well as Kristy Novak, President of the Staff Senate. Ms. Novak shared an extensive history behind the Staff Senate as well as several initiatives the group is working on this year. Several important updates from the standing committees of the Council include:

Board of Regents Staff Awards: Nominations were due on Friday, February 7, 2020 and 28 nominations were received. The committee asked for volunteers from within the Council to review the nominations and volunteers will be trained on how to use the scoring rubric and evaluate nominations equitably.

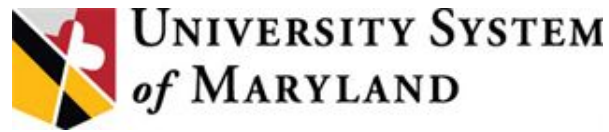
Legislative Affairs & Policy: Final preparations are underway for Advocacy Day, which will take place on Wednesday, February 19, 2020 in Annapolis. Over 50 representatives have RSVPed across the three Councils (CUSS, CUSF, & USMSC). The Councils are excited that Chancellor Perman will be joining for Advocacy Day as the groups advocate on behalf of the USM. At the time of submission of this report, Advocacy Day had not yet taken place, but the next report will include highlights from the event.

Shared Governance Survey: The Vice-Chair of CUSS recently sent out the annual "Shared Governance Survey" to staff senate chairs/presidents at each of the USM institutions. The survey responses are due by the end of the month and reports will be distributed by late March/early April to the Chancellor and Presidents.

The Council's next meeting will take place on Tuesday, March 24, 2020 at Coppin State University.

Respectfully submitted,

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



COUNCIL OF UNIVERSITY SYSTEM PRESIDENTS

January 6, 2020

Meeting Notes

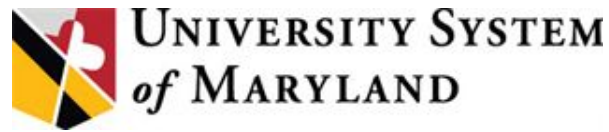
The Council of University System Presidents met on January 6th with Chancellor Perman and USM senior staff.

Chancellor Perman opened the meeting with welcome remarks on his first day as Chancellor. He said that he plans to visit each campus and get to know the presidents better in his new role.

Vice Chancellor Herbst shared Delegate Moon's inquiry about how institutions handle the personal data of members of the public. The Chancellor announced the development of a new Board of Regents workgroup on enrollment and noted that the workgroup will focus on enrollment at the USM overall. Vice Chancellor Herbst shared that the workgroup will likely be formatted similar to the Intercollegiate Athletics (ICA) workgroup and shared information about the workgroup's purpose.

Chancellor Perman discussed the CUSP annual retreat and the plan to focus on strategic planning at the retreat. AAG Bainbridge discussed the potential for lawsuits related to implementation of DOE Title IX regulations.

President Breaux and Chancellor Perman discussed potential changes to CUSP meetings moving forward. Vice Chancellor Hogan provided information about the upcoming legislative session including committee changes, likely bills, and the budget.



COUNCIL OF UNIVERSITY SYSTEM PRESIDENTS

February 3, 2020

Meeting Notes

The Council of University System Presidents met on February 3rd with Chancellor Perman and USM senior staff.

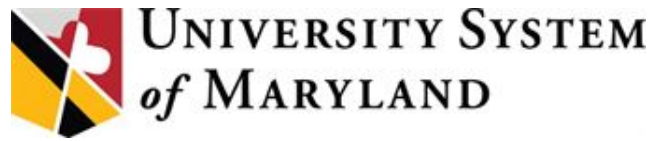
President Breaux shared the results of the CUSP survey, noting that the Council will continue to meet monthly and will look into using technology for some meetings.

Senior Vice Chancellor Boughman discussed telephonic mental health services on the campuses and noted that this is an area where the USM may be able to approach this service from a system perspective. She also gave an update on potential legislation regarding financial aid verification.

Chancellor Perman and Senior Vice Chancellor Boughman updated the presidents on the coronavirus and introduced the page on the USM website with information and resources. Chancellor Perman shared recommendations from the mold and adenovirus report and asked the presidents to take the recommendations back to their campuses and evaluate how they can be applied.

Associate Vice Chancellor Bishop provided information about the Greater Washington Partnership CoLAB and how USM institutions can get more involved.

Vice Chancellor Hogan provided an update on the legislative session, including which bills are likely to affect the USM.



DRAFT

University System of Maryland Board of Regents
University of Maryland, College Park
December 20, 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 8:31 a.m. on Friday, December 20, 2019 at the University of Maryland, College Park. Those in attendance were: Chair Gooden; Regents Attman, Fish, Gonella, Gossett, Gourdine, Johnson, Leggett, Malhotra, Neall, Needham, Pope, Rauch, Schulz, and Wood; Presidents Anderson, Breaux, Burnim (Interim), Goodwin, Hrabowski, Jarrell (for Perman), Loh, Miyares, Nowaczyk, Schatzel, Schmoke, and Wight; Chancellor Caret, Vice Chancellors Boughman, Herbst, Hogan, McDonough, and Raley; Ms. Wilkerson, and AAG Bainbridge.

Welcome from the University of Maryland, College Park (UMCP). President Loh welcomed the regents and presidents and highlighted accomplishments of UMCP, along with a presentation from Ken Ullman on development in College Park.

Educational Forum – *Maryland’s Open Meetings Act: Updates and Some Common Pitfalls*. AAG Ann MacNeille from the Attorney General’s Office presented an update on the Open Meetings Act

Regent Barry Gossett read a Resolution for Chancellor Robert Caret.

Chancellor’s Report. Chancellor Caret presented the report and thanked the University of Maryland, College Park and Dr. Loh for hosting the meeting. He then shared information about accomplishments at all of the institutions. He made mention of the fact that Dr. Jay Perman would be the next Chancellor and that Dr. Bruce Jarrell would be the interim president at the University of Maryland, Baltimore. Dr. Caret let everyone know that the USM 2019 Annual Report was available stating that it was the full Annual Report, outlining systemwide successes (e.g., our commitment to access and affordability, as well as quality and completion). The report also showcases USM’s impact on workforce development, company creation, and economic investment. It also outlines efforts to create a culture of philanthropy, promote sustainability, practice good financial stewardship, and embrace and foster diversity, inclusion, and civic engagement. Lastly, he shared a few thoughts about his time as USM Chancellor.

I. Report of Councils

- a. Council of University System Presidents (CUSP). Dr. Breaux presented the report, sharing information about Next Generation 911 Commission and how 911

emergency calls are handled on the various campuses. There was an update on the Healthcare Workforce Report, along with sharing next steps. Additionally, information was provided concerning the USM's new online-tuition remission system; as well as a discussion concerning changes to Policy VII-1.22 – Employee Separation and amendments to the USM Supplemental 403(b) and 457(b) retirement plans. Lastly, there was a discussion on the implementation of the new Enterprise Risk Management and Crisis Risk Policy Management policies.

- b. Council of University System Faculty (CUSF). Dr. Kauffman presented the report, stating that they held a joint meeting at the University of Maryland, College Park in November; and, the December meeting was held at University of Baltimore, where a resolution was passed that authorized the Chair to write a letter of appreciation to the Chancellor for his service and support. Information was provided to the group on incorporating OERs, credentialing, and badging throughout the System. CUSF also agreed to pursue the emeritus faculty BOR member to circulate a draft. A discussion was also had concerning the academic integrity initiative, as well as a discussion on the code of civility.
 - c. Council of University System Staff (CUSS). Dr. Shishineh presented the report, which included the joint councils meeting in November. There was a Board of Regents panel where the regents shared information about themselves; a legislative session update was provided, along with a “State of the Councils” report with the CUSF vice-chair, CUSS chair, and USMSC president. During the December meeting, budget updates were provided. Additionally, the council met with the vice chancellor for Communications and Marketing. A discussion was held concerning Advocacy Day 2020 with Communications and Government Relations.
 - d. University System of Maryland Student Council (USMSC). Mr. Forrest presented the report, indicating that there was a lighter agenda due to finals. They did discuss preparations for the 2020 Maryland legislative session; the role of the USMSC and their executive team as a resource for student government; the recent changes through the USM and the role of institutional student governments in the selection, transition, and onboarding processes on campuses. They also discussed the Emeritus Faculty Regent resolution.
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. Regent Needham requested that the item on University of Maryland, College Park: NextGen Energy Systems Program be removed. Chair Gooden moved, and Regent Gourdine seconded the motion to accept the consent agenda; it was unanimously approved. The items included were:

I. Consent Agenda

- a. Committee of the Whole
 - i. Approval of meeting minutes from November 20, 2019 Special Board of Regents Meeting for the Public and Closed Sessions (action)
 - ii. Approval of meeting minutes from November 22, 2019 Public and Closed Sessions (action)

- iii. Proposed Revisions to 2020 Board of Regents Meeting Schedule (action)
 - iv. BOR Nominating Committee (action)
 - b. Committee on Governance and Compensation
 - i. Approval of meeting minutes from November 19, 2019 Public and Closed Sessions (action)
 - c. Committee on Finance
 - i. Approval of meeting minutes from November 19, 2019 Public and Closed Sessions (action)
 - ii. The Universities at Shady Grove: 2019 Facilities Master Plan Update (information)
 - iii. University of Maryland Center for Environmental Science 2018 Facilities Master Plan (action)
 - iv. University of Maryland, Baltimore: Bressler Research Building Exterior Upgrades (action)
 - v. University of Maryland, College Park: Development Agreement and Approval of Condominium Ownership and MEDCO Financing for College Park City Hall Block Redevelopment Project (action)
 - vi. University of Maryland, College Park: Release of 1913 Deed Setback Requirement (action)
 - vii. USM Supplemental 403(b) Plan Amended and Restated Effective January 1, 2020 and USM Supplemental 457(b) Plan Amended and Restated Effective January 1, 2020 (action)
 - viii. Collaborative Planning Activities – End of Year Status Report (information)
 - ix. University System of Maryland: Report on FY 2019 Procurement Contracts (information)
 - x. University of Maryland, Baltimore: School of Nursing Undergraduate Tuition Proposal (action)
 - xi. Proposed Amendment to USM Policy VII – I.22 – Policy on Separation of Regular Exempt Staff Employees (action)
 - xii. University of Baltimore: Proposed Voluntary Separation Program (action)
 - d. Committee on Advancement
 - i. Approval of meeting minutes from December 4, 2019 Special Committee Meeting for Public and Closed Sessions (action)
 - ii. Quasi-Endowment Recommendations FY20 (action)
- 2. Review of Items Removed from Consent Agenda -- University of Maryland, College Park: NextGen Energy Systems Program (action). Regent Attman moved that the Board designate the NextGen Program as being suitable for procurement as a public-private

partnership for reasons previously discussed in the Pre-Solicitation Report. Regent Pope seconded the motion; Chair Gooden recused herself from the vote and the motion passed.

3. Committee Reports

a. Committee on Audit

- i. Update from the Committee on Audit. Regent Fish mentioned that USM's independent auditor presented the results of their audit of USM's FY2018 and 2019 financial statements. They also presented the results of their agreed upon procedures which tested enrollment data submitted to MHEC. USM's comptroller presented FYE June 30, 2019 financial statements which reflected the USM's overall healthy financial position; and, discussed warning signs that come with decreasing enrollment trends. The FY2019 financial dashboard indicators were also presented, which provided insight into each of USM institutions' various financial strength and performance indicators. Additionally, the committee discussed the recently issued Office of Legislative Audit report of UMGC. And, there was an update on the ongoing process to assess and propose revisions to the Board's policy on Affiliated Foundations.

b. Committee on Finance

- i. Bowie State University: Public-Private Partnership Student Housing. Regent Attman moved that the Board approve for Bowie State University, working closely with the Office of the Attorney General and the USM Office and subject to the approval of the Chancellor, to enter into the Ground Lease with MEDCO as Lessee for a term not to extend beyond March 1, 2065 and the issuance of no more than \$50,670,682 of recorded debt (par value adjusted for issuance premium or discount) to construct and operate an approximately 550-bed student housing project. Further, the recommended approval would also allow Bowie State University to contribute up to \$6,000,000 of non-state-supported university funds for the construction of ground level retail and an Entrepreneurial Center as part of the project. Regent Needham seconded the motion; unanimously approved.

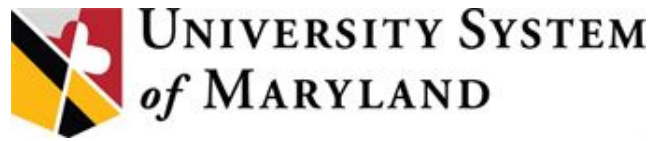
4. Reconvene to Closed Session. Chair Gooden read the "convene to close" statement citing the topics for the closed session and the relevant statutory authority for closing the meeting under 3-305(b) and 3-103(a)(1)(i). (Moved by Regent Pope, seconded by Regent Fish; unanimously approved.) Regent Wood was asked if he had a point of order to make. He responded no.

Meeting adjourned at 10:14 a.m.

Reconvened in Open Session

During the closed session of the meeting, the Board reconvened in open session to discuss the following matters:

1. **Vote on Board Officers for 2020**
The Board reconvened in open session at 10:34 a.m. to vote on the slate of officers in the nomination committee report, including Regent Wood as Assistant Treasurer.
(Moved by Regent Neall; Seconded by Regent Gossett; unanimously approved)
2. **Discuss Partnerships with Community Colleges and Credentialing Board Requirements**
The Board reconvened in open session at 11:19 a.m. to discuss the need for USM institutions to partner more with community colleges. Regent Neall noted that we need to work aggressively to fill the PA program. He also noted that the professional boards are looking to see if curricula are addressing the requirements of credentialing boards. He noted that this is topic that the Education Policy and Student Life committee should examine.
3. **University of Baltimore**
The Board reconvened in open session at 11:41 a.m. to discuss University of Baltimore. The Regents discussed strategies to address enrollment challenges at UB, including developing Synergies around BPower, focus on working professionals, and focusing more on veterans.
4. **Reconvene to Closed Session.** After reconvening in open session to discuss the above items, the Board voted unanimously to reconvene in closed session to discuss the items remaining on the closed session agenda.



DRAFT

University System of Maryland Board of Regents
University of Maryland, College Park
December 20, 2019

Minutes of the Closed Session

Chair Gooden called the closed session of the Board meeting to order at 10:31 a.m. on Friday, December 20, 2019.

Those in attendance for all or part of the meeting included: Chair Gooden; Regents Attman, Fish, Gonella, Gossett, Gourdine, Johnson, Leggett, Malhotra, Neall, Needham, Pope, Rauch, Schulz, and Wood; Chancellor Caret; Presidents Schmoke and Anderson; Vice Chancellors Boughman, Herbst, Hogan, McDonough; Ms. Wilkerson, and AAGs Bainbridge and Langrill.

1. Meeting with the Presidents

As part of their performance reviews, the Board met individually with University of Baltimore President Schmoke and University of the Eastern Shore President Heidi Anderson. (§3-305(b)(1))

2. Consent Agenda

Chair Gooden asked if there were items the Regents wished to remove from the consent agenda. Seeing none, the Regents voted to approve the consent agenda (moved by Regent Gossett; seconded by Regent Pope; unanimously approved), which included the following items:

- i. Salisbury University: Mid-Negotiation Briefing re: MOU with the Maryland Classified Employees Association (MCEA) for Nonexempt Employees (information) (§3-305(b)(9))
- ii. University of Maryland, Baltimore: Mid-Negotiation Briefing re: MOU with the Fraternal Order of Police (FOP) for Sworn Police Officers (information) (§3-305(b)(9))
- iii. Collective Bargaining Update (information) (§3-305(b)(9))
- iv. University of Baltimore: FY 2021 Budget Information (information) (§3-305(b)(13))
- v. Naming request from Salisbury University (action) (§3-305(b)(1) and (2))
- vi. Honorary naming request from Towson University (action) (§3-305(b)(1) and (2))

3. Finalizing Payment for Expert Services Contract

The Board discussed payment for an expert services contract and voted to authorize payment (moved by Regent Gossett; seconded by Regent Pope; unanimously approved). (§3-103(a)(1)(i))

4. Review of Appointment Letter for Coppin State University President

The Board reviewed the appointment letter for Coppin State University President Anthony Jenkins. (§3-305(b)(1))

5. Review of Appointment Letter for Interim President of University of Maryland, Baltimore

The Board reviewed the appointment letter for University of Maryland, Baltimore Interim President Bruce Jarrell. (§3-305(b)(1))

6. Review of Appointment Letter for University System of Maryland Chancellor

The Board reviewed the appointment letter for University System of Maryland Chancellor Jay Perman. (§3-305(b)(1))

7. Review a Transition Letter for University System of Maryland Chancellor

The Board reviewed a transition letter for University System of Maryland Chancellor Robert Caret. (§3-305(b)(1))

Reconvene in Open Session

During the closed session of the meeting, the Board reconvened in open session to conduct the following business:

1. Vote on the slate of Board officers (the Board reconvened in open session at 10:34 a.m.)
2. Discuss Partnerships with Community Colleges and Credentialing Board Requirements (the Board reconvened in open session at 11:19 a.m.)
3. Discuss enrollment at University of Baltimore (the Board reconvened in open session at 11:41 a.m.)



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: February 21, 2020

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: February 21, 2020

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 University of Maryland, Baltimore County on February 21, 2020 at which time a quorum was present.

WHEREAS, the Board of Regents, a body having twenty-one 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.

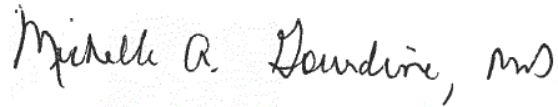
NAME

TITLE

Geoff Gonella
Sam Malhotra
Meredith Mears

Regent
Regent
Regent

IN WITNESS WHEREOF I have hereunto set my hand and affixed the seal of the University System of Maryland this day of February 21, 2020.



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



**BOARD OF REGENTS
COMMITTEE ON AUDIT**
DRAFT - Minutes from Open Session
December 18, 2019

Ms. Fish called the meeting of the Committee on Audit of the University System of Maryland Board of Regents to order at approximately 10:00 a.m. at the University System of Maryland Office.

Regents in attendance included: Ms. Fish (Chair), Ms. Gooden, Mr. Gossett, Mr. Needham, Mr. Pope, and Mr. Wood. Also present were: USM Staff -- Mr. Banner, Mr. Brown, Ms. Clark, Ms. Denson, Mr. Eismeier, Ms. Gable, Ms. Herbst, Ms. Higgins, Mr. Hill, Mr. McDonough, Ms. Miller, Mr. Mosca, Ms. O'Hara, Mr. Page, Mr. Raley, Mr. Rizvi, Ms. Vaz, Ms. White, and Ms. Wilkerson; Office of the Attorney General -- Ms. Langrill; S.B. & Co., LLC (USM's Independent Auditor) – Mr. Alkunta and Ms. Booker.

The following agenda items were discussed:

1. Information and Discussion – USM Internal Audit's Financial and Operational Auditors

USM's Director of Internal Audit introduced Internal Audit's Financial and Operational auditors to the Audit Committee.

2. Information and Discussion - FY 2019 Independent Audit of USM's Financial Statements, Independent Auditor's Recommendations to Management, and Enrollment Reports

USM's independent auditor presented FY 2019 financial statements, which included an unmodified (unqualified) opinion. The independent auditor noted that;

- No material weaknesses in internal controls were discovered;
- No instances of fraud were discovered as a result of their audit procedures;
- The auditor received full cooperation from management.

The independent auditor presented various recommendations and provided an update on the implementation status of prior year recommendations.

The independent auditor also conveyed the results of their agreed upon procedures which tested enrollment information provided to the Maryland Higher Education Commission (MHEC) to source documentation. These procedures provided a statistically reliable conclusion [90% confidence interval] that the enrollment information reported to MHEC was accurate.

3. Information & Discussion – Financial Dashboard Indicators

USM's Comptroller presented FY 2019 financial dashboard indicators, which provided insights into each USM institution's financial strength. The dashboard also provided a comparison of each institution's performance to the prior year's results.

4. Information – Completed Office of Legislative Audit Activity:

Since the October 30, 2019 audit committee meeting, the Office of Legislative Audit issued its audit report on University of Maryland Global Campus.

5. Information & Discussion - Follow up of Action Items from Prior Meetings

USM's Director of Internal Audit provided a status update of action items from prior meetings.

6. Reconvene to Closed Session

Ms. Fish read aloud and referenced the Open Meetings Act Subtitle 5, §3-305(b) which permits public bodies to close their meetings to the public in special circumstances.

[Moved by Mr. Needham, seconded by Ms. Gooden; unanimously approved.]

The closed session commenced at approximately 11:15 a.m.



**BOARD OF REGENTS
COMMITTEE ON AUDIT**

DRAFT - Minutes from Closed Session
December 18, 2018

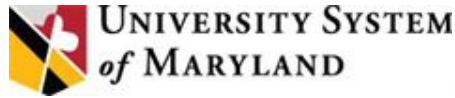
Ms. Fish read aloud and referenced the Open Meetings Act Subtitle 5, §3-305(b) which permits public bodies to close their meetings to the public in special circumstances. [Moved by Mr. Needham, seconded by Ms. Gooden; unanimously approved.] The closed session commenced at approximately 11:15 a.m.

Regents in attendance included: Ms. Fish (Chair), Ms. Gooden, Mr. Gossett, Mr. Needham, Mr. Pope, and Mr. Wood. Also present were: USM Staff -- Mr. Brown, Ms. Denson, Ms. Herbst, Mr. McDonough, Mr. Mosca, Mr. Page, Mr. Raley, Ms. White, and Ms. Wilkerson; University of Maryland, College Park – Mr. Poterala; Office of the Attorney General -- Ms. Langrill; S.B. & Co., LLC (USM's Independent Auditor) – Mr. Alkunta and Ms. Booker.

The following agenda items were discussed:

1. USM's Director of Internal Audit provided a status update of reported criminal allegations received by Internal Audit. (3-305(b)(12).
2. USM's Director of Internal Audit presented the proposed Internal Audit Plan of Activity for Calendar Year 2020. (3-103(a)(1)(i).
3. USM's Director of Internal Audit provided an update of engagement additions, cancellations and completions to Internal Audit's Audit Plan of Activity for Calendar Year 2019. (3-103(a)(1)(i).
4. USM's Director of Internal Audit provided an update on Office of Legislative Audit activity currently in process. (3-305(b)(13).
5. The Committee members met separately with the Independent Auditors and the Director of Internal Audit. (3-103(a)(1)(i).

Closed session adjourned at 12:35 p.m.



USM Board of Regents
Committee on Governance and Compensation
Minutes from Public Session
February 10, 2020
University of Maryland, Baltimore

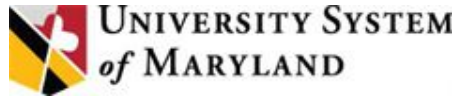
Minutes of the Public Session

Regent Rauch called the meeting of the Governance and Compensation Committee of the University System of Maryland Board of Regents to order in public session at 8:31 a.m. on Monday February 10, 2020 in the Board Room in the Saratoga Building at the University of Maryland, Baltimore.

Those in attendance included Regents Rauch, Attman, Gooden, Gossett, Gourdine, Johnson, Neall, and Wood; Chancellor Perman; Vice Chancellors Herbst and McDonough; AAGs Bainbridge and Langrill; Assistance Vice Chancellor Skolnik, and Ms. Wilkerson.

1. **UB President Schmoke Multi-Year Review.** Ms. Wilkerson provided an update on the multi-year review of UB President Schmoke including the schedule of the review. She noted that review will inform a revision to Board of Regents Policy VII-5.01.
2. **Revision to Bylaws of the Board of Regents.** The Committee reviewed revisions to the BOR Bylaws. The revisions reflect the Board's recognition of the presidents' statutory authority to manage their institutions and the Board's commitment to delegate to each president such authority as is necessary to enable them to manage their institution efficiently and effectively. The Regents voted unanimously to accept the revisions (moved by Regent Gooden; seconded by Regent Gourdine).
3. **Coppin State University Faculty Salary Equity Plan.** Vice Chancellor Herbst briefed the Committee on CSU's faculty salary equity plan.
4. **Convene to Closed Session.** Regent Rauch read the closing statement on matters exempted from the Open Meetings Act, under the General Provisions Article, §3-305(b). (Moved by Regent Attman; seconded by Regent Gourdine). The motion was unanimously approved.

The public session meeting adjourned at 9:02 a.m.



USM Board of Regents
Committee on Governance and Compensation
Minutes from Closed Session
February 10, 2020
University of Maryland, Baltimore

Minutes of the Closed Session

Regent Rauch called the meeting of the Governance and Compensation Committee of the University System of Maryland Board of Regents to order in closed session at 9:03 a.m. on Monday February 10, 2020 in the Board Room in the Saratoga Building at the University of Maryland, Baltimore.

Those in attendance included Regents Rauch, Attman, Gooden, Gossett, Gourdine, Johnson, Neall, and Wood; Chancellor Perman; Vice Chancellor Herbst; AAGs Bainbridge and Langrill; Assistance Vice Chancellor Skolnik, and Ms. Wilkerson.

- 1. Coppin State University Mid-Negotiation Briefing re Police MOU with the Fraternal Order of Police.** Ms. Skolnik provided an update about negotiations between CSU and the Fraternal Order of Police. (§3-305(b)(9)); (§3-305(b)(1)).
- 2. Collective Bargaining Update.** The Regents were provided with the status of collective bargaining negotiations at each USM institution. (§3-305(b)(9)); (§3-305(b)(1)).
- 3. Review of Certain Contracts and Employment Agreements.** The Board reviewed five personnel contracts from UMCP and UMES subject to review under Policy VII-10.0. (§3-305(b)(1)).
- 4. Recognition of an Employee's Service to the USM.** The Committee discussed recognition of an employee's service to the USM. (§3-103(a)(1)(i), §3-305(b)(1) and (2)).

The closed session meeting adjourned at 10:27 a.m.



BOARD OF REGENTS

SUMMARY OF ITEM FOR ACTION,
INFORMATION OR DISCUSSION

TOPIC: Coppin State University Faculty Salary Equity Plan

COMMITTEE: Committee on Governance and Compensation

DATE OF MEETING: February 10, 2020

SUMMARY: The attached Coppin State University Faculty Salary Equity Plan is being presented to the Committee as an information item.

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

FISCAL IMPACT: Fiscal impact to CSU is outlined in the plan.

CHANCELLOR'S RECOMMENDATION: The Chancellor recommends that the Committee discuss the CSU Faculty Salary Equity Plan.

COMMITTEE ACTION:	Information item	DATE:	February 10, 2020
-------------------	------------------	-------	-------------------

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

SUBMITTED BY: Denise Wilkerson, dwilkerson@usmd.edu, 410-576-5734



COPPIN
STATE UNIVERSITY
EST. 1900

Office of the President
2500 West North Ave., Baltimore, MD 21216
Phone (410) 951-3838 | Fax (410) 333-5369

January 28, 2020

Dr. Jay Perman, Chancellor
University System of Maryland
701 E. Pratt Street
Baltimore, MD 21202

RE: Faculty Salary Equity

Dear Chancellor Perman:

Shortly after I began my tenure as Interim President at Coppin State University, we identified institutional priorities that would guide our decision making and activities during the six months that I expected to serve. One of those priorities was labeled “Faculty Support” and it included development and implementation of (a) faculty salary equity plan, (b) review and revision of the faculty evaluation procedures, (c) revision of the Faculty Appointments, Reappointments, and Tenure Document, and (d) full implementation of the Regents’ Post-Tenure Review Policy. Our intent was to use this priority to begin to address a critical issue for the faculty—faculty salary inequity—and, simultaneously, to make needed improvements in the university’s foundation for making sound faculty personnel decisions.

The attached plan is what has emerged out of the process of pursuing the faculty salary equity item of the “Faculty Support” priority. It was developed by a faculty committee that President Maria Thompson had established two years or so ago and it has been overwhelmingly endorsed by vote of the faculty. The plan is merit-based and Provost Leontye Lewis and I also endorse it.

I am forwarding the plan and implementation timetable to you as information and forwarding to the appropriate committee(s) of the Board of Regents. Please let me know if there are any questions or concerns. Thank you.

Sincerely,

Mickey L. Burnim, Ph.D.
Interim President

cc: Dr. Leontye L. Lewis, Provost and Vice President of Academic Affairs, CSU
Dr. Joanne Boughman, Senior Vice Chancellor for Academic and Student Affairs, USM
Ms. Ellen Herbst, Vice Chancellor for Administration and Finance, USM

attachments



Timeline for Finalizing and Awarding Salary Equity Increases


January 21, 2020	Proposed Faculty Salary Equity (FSE) Plan is presented to Faculty for Feedback
January 24, 2020	Faculty Salary Equity Workgroup will finalize FSE Plan Guidelines and submit to the Provost
Jan/Feb, 2020	Submission of the FSE Plan to USM by President Mickey Burnim
February 3, 2020	Qualified faculty will be notified by letter via postal service and email of the opportunity to submit documents in accordance with the FSE Plan requesting a salary equity adjustment. Qualified faculty are faculty members whose base salary fall below the 50 th Percentile (April 12, 2019 Salary Report from Sibson Consulting).
February 10, 2020	Secure two nominees from each College and Faculty Senate to serve on the Faculty Salary Equity Review Committee Secure two nominees from each College and Faculty Senate to serve on the Appeals Committee The Provost will confirm membership on both committees based on the nominees' rank and equitable representation from each college and Faculty Senate.
March 23, 2020	Qualified faculty must submit their Faculty Salary Equity Packets to the Provost's Office by 5:00 pm
April 8, 2020	Faculty Salary Equity Review Committee completes review of the packets and submits recommendations to Provost
April 10, 2020	Provost communicates the results of the FSERC review with the President
April 13, 2020	Faculty are notified of their salary equity adjustment by letter via postal service and email. Faculty will have 10 working days to appeal decision.
April 27, 2020	The Chair of the Appeals Committee must receive faculty appeal of salary equity adjustment decisions in writing via email and inter-office mail by 5:00 pm
May 8, 2020	Appeals Committee complete reviews of faculty appeals and make recommendations to Provost
May 12, 2020	Provost reviews recommendations of Appeals Committee and make recommendations to President
May 15, 2020	President makes final decision on appeal and communicates with faculty President submits final spreadsheet reflecting faculty salary increases to the Office of Human Resource
July 1, 2020	Adjusted salary equity increases are reflected in faculty base salary



COPPIN
STATE UNIVERSITY
EST. 1900

MEMORANDUM

To: Dr. Leontye Lewis
Provost and VPAA, Coppin State University

From: Dr. Claudia D. Nelson 
Chair, Faculty Salary Equity Workgroup

Date: December 2, 2019

Re: Faculty Salary Equity Workgroup Recommendations for Coppin State University
Faculty Salary Equity Adjustment Plan

Background

Board of Regents (BOR) Policy II-1.21 states that the University System of Maryland (USM) “shall seek increases in funding to attain and maintain a faculty salary structure for each of its constituent institutions which is merit-based and in which the average faculty salary is at or above the 85th percentile of that institution’s classification group.” Currently, Coppin State University (CSU) weighted percentile for all faculty rank is at the 52nd percentile, which is woefully below the System’s target (see chart below). When the weighted percentile data is disaggregate, 36 tenured and tenure-track faculty salaries (representing approximately one-third of the full-time faculty) are below the Market 50th percentile (Sibson Consulting Study).

Comparison Group	Campus	Faculty Rank	FY14 %ile	FY15 %ile	FY16 %ile	FY17 %ile	FY18 %ile	all ranks FY18	USM Overall (including CSU)	2.5% & \$500	Weighted %ile
									CSU's Peers	Master's 3.58%	all ranks FY19 scenario 1
Master's	CSU	Prof.	61	56	47	46	32				
	CSU	Assoc.	54	53	49	50	39	52			
	CSU	Asst.	76	78	77	75	70				

Over the past decade, CSU full-time faculty salaries have lagged behind those of peers. In the most recent USM system analysis, CSU salaries lagged behind all other master's USM institutions ranking except for FY19 average salaries for Assistant Professors which also fall below the 85th percentile:

				Estimated Average Salary				Assoc.	Asst.	
University	ST	UNITID	2015CC	FY19 Sal Prof	FY19 Sal Assoc	FY19 Sal Asst	FY19 Sal 3 Major Ranks	Prof.	Prof.	Prof.
Baltimore, U. of (data from USM HBR revised using T	MD	161873	MA/L	\$115,226	\$92,906	\$81,107	\$95,681	79%	77%	81%
Bowie State University	MD	162007	MA/L	\$101,013	\$96,228	\$74,661	\$87,463	53%	85%	67%
Coppin State University	MD	162283	MA/S	\$90,944	\$75,582	\$76,237	\$79,035	32%	38%	69%
Frostburg State University	MD	162584	MA/L	\$94,384	\$76,061	\$70,460	\$80,483	41%	40%	53%
Salisbury University	MD	163851	MA/L	\$100,469	\$81,579	\$74,994	\$84,879	51%	53%	67%
Towson University	MD	164076	MA/L	\$99,235	\$84,907	\$72,684	\$85,194	48%	61%	60%
Maryland, U. of, University College (data from USM	MD	163204	MA/L	\$119,572	\$101,737	\$83,249	\$114,035	86%	91%	84%

In 2011, Sibson Consulting did a comprehensive salary study at Coppin State University entitled, *The Distribution of Competitiveness to Market Median by School*. The study provided a salary comparison across the various schools/departments at Coppin. In 2019, the study was repeated as a result of the University System of Maryland (USM) recognizing that faculty in the system were not earning competitive market rates. The scope of the Sibson Study included analysis of 118 tenured/tenure track and non-tenure track faculty members. As part of the study, Sibson assessed external market competitiveness of CSU faculty based on rank, discipline, contract terms, and tenure status relative to two comparison markets.

Sibson used the Maryland Higher Education Commission's (MHEC) defined group of ten (10) Performance Peer institutions for CSU against which CSU is assessed for a variety of metrics, including average faculty salary levels, and data on Performance Peers from the IPEDS database, which reports average faculty salaries by rank for each peer institution to determine competitive benchmarking in the market assessment. Using a detailed census file provided by the University, faculty positions were mapped to discipline-specific CIP codes. Sibson then determined market price for faculty pay based on discipline and rank using CUPA-HR's data on demand. Sibson conducted a market variance analysis to determine market competitiveness of individual salaries to market percentiles by position, department, rank, etc. and provided the University a written summary of the variance analysis also including a cost model. One of the goals of MHEC and USM's Strategic Plan is to target salary levels to the 85th percentile of CSU's Performance Peers by 2020.

DETERMINATION OF ELIGIBILITY FOR FACULTY SALARY EQUITY ADJUSTMENT

This one-time eligibility consideration for meritorious salary equity increases is based on rank, years in rank and weight for each of the three major categories under review (Teaching/Instructional Activities, Research/Scholarship/Professional Growth, and Service to the University, Profession and Community). Faculty will use the *Merit-Based Salary Equity Adjustment Eligibility Checklist* which was created by merging meritorious faculty work/achievements as itemized in both the *2000 Merit Pay Document* and the *2010 Appointment, Rank and Tenure Policy* to identify and provide evidence of items they present as meritorious. The checklists are specific to each rank, time in rank, the three weighted categories, and whether or not a faculty member earned tenure or promotion effective 2014 through 2019.

The process begins with Academic Affairs notifying each faculty in writing who falls below the 50th percentile of the gap in their salary (as determined by the Sibson Study) and the potential of their eligibility to receive a merit-based salary equity adjustment to their base salary. Faculty will be provided with the *Merit-Based Salary Equity Adjustment Eligibility Checklist* document associated with their rank, along with instructions.

The timeline for submission of packets should be no less than 45 days from notification of eligibility. Only faculty who have demonstrated meritorious achievement will be eligible for this one-time equity adjustment.

When the eligible faculty member submits his/her packet for review it will be assessed by the Faculty Salary Equity Review Committee (FSERC), comprised of two representatives from each college and the Faculty Senate. The FSERC will be a ten-member committee composed of four (4) tenured full professors, four (4) tenured associated professors and two (2) tenured assistant professors. The provost will confirm membership on the committee based on the nominees' rank and equitable representation from each college and Faculty Senate. The FSERC will review all applications and allocate points based on documents included in the packets. The Merit-Based Salary Equity Adjustment Calculation Worksheet will be used to determine the percentage amount of the meritorious salary adjustment a faculty member will receive.

Only faculty who have demonstrated meritorious achievement will be eligible for this one-time equity adjustment. This will be a permanent adjustment made to the base salaries of eligible faculty.

APPEALS PROCESS

Where there are discrepancies in the calculation/assessment, the Appeals Committee (AC) will re-evaluate all documents and make a recommendation to the provost who in turn will review all documents and make a recommendation to the president on the salary equity adjustment. The AC will be comprised of one representative from each college and the Faculty Senate. The AC will be a five-member committee composed of two (2) tenured full professors, two (2) tenured associated professors and one (1) tenured assistant professor. The provost will confirm membership on the committee based on the nominees' rank and equitable representation from each college and Faculty Senate. The members of the AC will be different from the FSERC. Members of the AC cannot be members of the FSERC. If needed, one or more alternate members may be nominated to ensure that there is no conflict of interest. The AC operates only if and when a faculty member files a written appeal of a merit-based increase decision with the Chair of the Appeals Committee within ten (10) business days of receipt of decision letter.

After its review, the Appeals Committee will make a recommendation to the provost who in turn will review all documents and make a recommendation to the president. The President's decision is final.

FSEW PROPOSAL FOR SALARY EQUITY ADJUSTMENT INCREASES PEGGED TO CURRENT BASE SALARIES (1-17-2020)

FACULTY MEMBER By Department and Rank Faculty with effective 2014-2019 dates indicate they earned promotion during this five-year period and will receive a Promotion Bonus.	CURRENT BASE SALARY	50-69.999 Points Earned 3 PERCENT INCREASE	70-79.999 Points Earned 6 PERCENT INCREASE	80 or More Points Earned 10 PERCENT INCREASE	PROMOTION BONUS	MAXIMUM Amount of Increase to Close Gap to Market 50th (Sibson)	SAVINGS Difference between the 10% Increase and the Maximum Amount to Close Gap to Mkt 50th
Ten. Assoc. Accounting & Mgmt Info Systems	\$67,189	\$2,016 \$69,205	\$4,031 \$71,220	\$6,719 \$73,908		\$27,133	
Ten. Assoc. (effective 2014-2019) Accounting & Mgmt Info Systems	\$73,307	\$2,199 \$75,506	\$4,398 \$77,705	\$7,331 \$80,638	\$2,000	\$19,149	
Ten. Asst. Accounting & Mgmt Info Systems	\$80,397	\$2,412 \$82,809	\$4,824 \$85,221	\$8,040 \$88,437		\$8,351	
Ten. Assoc. Accounting & Mgmt Info Systems	\$89,760	\$2,693 \$92,453	\$5,386 \$95,146	\$8,976 \$98,736		\$4,562	\$4,414
Ten. Assoc. (effective 2014-2019) Accounting & Mgmt Info Systems	\$90,598	\$2,718 \$93,316	\$5,436 \$96,034	\$9,060 \$99,658	\$2,000	\$16,471	
Ten. Asst. Bachelor of Science in Nursing	\$69,805	\$2,094 \$71,899	\$4,188 \$73,993	\$6,981 \$76,786		\$2,118	\$4,863
Ten. Assoc. (effective 2014-2019) Bachelor of Science in Nursing	\$70,908	\$2,127 \$73,035	\$4,254 \$75,162	\$7,091 \$77,998	\$2,000	\$15,001	
Ten. Assoc. (effective 2014-2019) Crim Justice & App Soc/Pol Sci	\$58,156	\$1,745 \$59,901	\$3,489 \$61,645	\$5,816 \$63,972	\$2,000	\$12,728	
Ten. Assoc. (effective 2014-2019) Crim Justice & App Soc/Pol Sci	\$62,843	\$1,885 \$64,728	\$3,771 \$66,614	\$6,284 \$69,127	\$2,000	\$5,591	\$693

FSEW PROPOSAL FOR SALARY EQUITY ADJUSTMENT INCREASES PEGGED TO CURRENT BASE SALARIES (1-17-2020)

FACULTY MEMBER By Department and Rank Faculty with effective 2014-2019 dates indicate they earned promotion during this five-year period and will receive a Promotion Bonus.	CURRENT BASE SALARY	50-69.999 Points Earned 3 PERCENT INCREASE	70-79.999 Points Earned 6 PERCENT INCREASE	80 or More Points Earned 10 PERCENT INCREASE	PROMOTION BONUS	MAXIMUM Amount of Increase to Close Gap to Market 50th (Sibson)	SAVINGS Difference between the 10% Increase and the Maximum Amount to Close Gap to Mkt 50th
Ten. Assoc. (effective 2014-2019) Doctor of Nursing Practice	\$79,012	\$2,370 \$81,382	\$4,741 \$83,753	\$7,901 \$86,913	\$2,000	\$2,880	\$5,021
Non-Ten. Assoc. Humanities	\$56,371	\$1,691 \$58,062	\$3,382 \$59,753	\$5,637 \$62,008		\$11,713	
Ten. Prof. (effective 2014-2019) Humanities	\$56,960	\$1,709 \$58,669	\$3,418 \$60,378	\$5,696 \$62,656	\$3,000	\$24,321	
Ten. Asst. Humanities	\$57,419	\$1,723 \$59,142	\$3,445 \$60,864	\$5,742 \$63,161		\$1,912	\$3,830
Ten. Prof. (effective 2014-2019) Humanities	\$58,106	\$1,743 \$59,849	\$3,486 \$61,592	\$5,811 \$63,917	\$3,000	\$23,175	
Ten. Assoc. Humanities	\$58,201	\$1,746 \$59,947	\$3,492 \$61,693	\$5,820 \$64,021		\$26,390	
Ten. Assoc. Humanities	\$60,031	\$1,801 \$61,832	\$3,602 \$63,633	\$6,003 \$66,034		\$2,896	\$3,107
Ten. Assoc. Humanities	\$64,230	\$1,927 \$66,157	\$3,854 \$68,084	\$6,423 \$70,653		\$4,581	\$1,842
Ten. Prof. Humanities	\$71,803	\$2,154 \$73,957	\$4,308 \$76,111	\$7,180 \$78,983		\$16,304	

FSEW PROPOSAL FOR SALARY EQUITY ADJUSTMENT INCREASES PEGGED TO CURRENT BASE SALARIES (1-17-2020)

FACULTY MEMBER By Department and Rank Faculty with effective 2014-2019 dates indicate they earned promotion during this five-year period and will receive a Promotion Bonus.	CURRENT BASE SALARY	50-69.999 Points Earned 3 PERCENT INCREASE	70-79.999 Points Earned 6 PERCENT INCREASE	80 or More Points Earned 10 PERCENT INCREASE	PROMOTION BONUS	MAXIMUM Amount of Increase to Close Gap to Market 50th (Sibson)	SAVINGS Difference between the 10% Increase and the Maximum Amount to Close Gap to Mkt 50th
Ten. Prof. (effective 2014-2019) Humanities	\$74,379	\$76,610	\$78,842	\$81,817	\$3,000	\$6,902	\$536
Ten.Prof. Humanities	\$80,134	\$82,538	\$84,942	\$88,147		\$3,587	\$4,426
Ten. Asst. Management & Marketing	\$82,380	\$84,851	\$87,323	\$90,618		\$6,368	\$1,870
Non-Ten. Asst. Management & Marketing	\$85,731	\$88,303	\$90,875	\$94,304		\$1,905	\$6,668
Ten. Prof. Management & Marketing	\$99,262	\$102,240	\$105,218	\$109,188		\$14,733	
Ten. Assoc. (effective 2014-2019) Natural Sciences	\$64,629	\$66,568	\$68,507	\$71,092	\$2,000	\$13,591	
Ten. Assoc. (effective 2014-2019) Natural Sciences	\$65,852	\$67,828	\$69,803	\$72,437	\$2,000	\$4,369	\$2,216
Ten. Assoc. Natural Sciences	\$67,747	\$69,779	\$71,812	\$74,522		\$10,473	
Ten. Prof. Natural Sciences	\$68,526	\$70,582	\$72,638	\$75,379		\$19,404	

FSEW PROPOSAL FOR SALARY EQUITY ADJUSTMENT INCREASES PEGGED TO CURRENT BASE SALARIES (1-17-2020)

FACULTY MEMBER By Department and Rank Faculty with effective 2014-2019 dates indicate they earned promotion during this five-year period and will receive a Promotion Bonus.	CURRENT BASE SALARY	50-69.999 Points Earned 3 PERCENT INCREASE	70-79.999 Points Earned 6 PERCENT INCREASE	80 or More Points Earned 10 PERCENT INCREASE	PROMOTION BONUS	MAXIMUM Amount of Increase to Close Gap to Market 50th (Sibson)	SAVINGS Difference between the 10% Increase and the Maximum Amount to Close Gap to Mkt 50th
Ten. Prof. (effective 2014-2019) Natural Sciences	\$69,338	\$2,080 \$71,418	\$4,160 \$73,498	\$6,934 \$76,272	\$3,000	\$8,882	
Non-Ten. Assoc. Natural Sciences	\$70,572	\$2,117 \$72,689	\$4,234 \$74,806	\$7,057 \$77,629		\$7,648	
Ten. Asst. Psych, Counsel & Behav Health	\$63,240	\$1,897 \$65,137	\$3,794 \$67,034	\$6,324 \$69,564		\$7,463	
Ten. Prof. (effective 2014-2019) Psych, Counsel & Behav Health	\$67,349	\$2,020 \$69,369	\$4,041 \$71,390	\$6,735 \$74,084	\$3,000	\$26,812	
Ten. Assoc. (effective 2014-2019) Psych, Counsel & Behav Health	\$69,338	\$2,080 \$71,418	\$4,160 \$73,498	\$6,934 \$76,272	\$2,000	\$5,921	\$1,013
Ten. Assoc. (effective 2014-2019) Psych, Counsel & Behav Health	\$71,646	\$2,149 \$73,795	\$4,299 \$75,945	\$7,165 \$78,811	\$2,000	\$3,613	\$3,552
Ten. Prof. Psych, Counsel & Behav Health	\$83,011	\$2,490 \$85,501	\$4,981 \$87,992	\$8,301 \$91,312		\$11,150	
Ten. Prof. (effective 2014-2019) Social Work	\$76,199	\$2,286 \$78,485	\$4,572 \$80,771	\$7,620 \$83,819	\$3,000	\$9,861	
Non-Ten. Asst. Sport & Entertainment Mgmt	\$71,400	\$2,142 \$73,542	\$4,284 \$75,684	\$7,140 \$78,540		\$16,236	

FSEW PROPOSAL FOR SALARY EQUITY ADJUSTMENT INCREASES PEGGED TO CURRENT BASE SALARIES (1-17-2020)

FACULTY MEMBER By Department and Rank Faculty with effective 2014-2019 dates indicate they earned promotion during this five-year period and will receive a Promotion Bonus.	CURRENT BASE SALARY	50-69.999 Points Earned 3 PERCENT INCREASE	70-79.999 Points Earned 6 PERCENT INCREASE	80 or More Points Earned 10 PERCENT INCREASE	PROMOTION BONUS	MAXIMUM Amount of Increase to Close Gap to Market 50th (Sibson)	SAVINGS Difference between the 10% Increase and the Maximum Amount to Close Gap to Mkt 50th
TOTALS	\$2,555,829	\$76,675	\$153,350	\$255,583	\$38,000	\$404,194	\$44,051

MAXIMUM MERIT DOLLARS	N/A	\$76,675	\$153,350	\$255,583 MAXIMUM MERIT DOLLARS
Less Diff. Btw %Max and 50thGap	N/A	\$643	\$12,139	\$44,051 Less Diff. Btw %Max and 50thGap
TOTAL MERIT AWARDED	N/A	\$76,032	\$141,211	\$211,532 TOTAL MERIT AWARDED
TOTAL BONUS	N/A	\$38,000	\$38,000	\$38,000 TOTAL BONUS
TOTAL MERIT plus BONUS	N/A	\$114,032	\$179,211	\$249,532 TOTAL MERIT plus BONUS
ADMINISTRATIVE EQUITY ADJUSTMENTS				\$50,468 ADMINISTRATIVE EQUITY ADJUSTMENTS
TOTAL ALLOCATIONS FOR SALARY ADJUSTMENTS (Merit+Bonus+ Admin. Equity Adj.)				\$300,000 TOTAL ALLOCATIONS FOR SALARY ADJUSTMENTS (Merit+Bonus+ Admin. Equity Adj.)
TOTAL FACULTY SALARIES	\$2,555,829	\$2,631,860	\$2,697,039	\$2,767,360 TOTAL FACULTY SALARIES



**UNIVERSITY SYSTEM
of MARYLAND**

**BOARD OF REGENTS
COMMITTEE ON FINANCE**

December 12, 2019
University of Maryland, Baltimore

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 10:34 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 Pope seconded to convene in closed session. In response to the motion, the Committee members voted unanimously (yea=9; nay=0; abstaining=0) to convene in closed session at 10:34 a.m. for the reasons stated on the *Convening in Closed Session statement*. The session adjourned at 11:11 a.m.

The Committee reconvened in public session at 11:12 a.m. Regents participating in the session included: Mr. Attman, Ms. Gooden, Ms. Fish, Mr. Gossett, Mr. Gonella, Mr. Holzapfel (via phone), Mr. Neall, Mr. Pope, Mr. Rauch, and Ms. Johnson. Also present were: Chancellor Caret, Ms. Herbst, Ms. Wilkerson, Dr. Boughman, Mr. McDonough, Assistant Attorneys General Bainbridge and Langrill, President Schmoke, Ms. Amyot, Mr. Colella, Ms. Kemp, Mr. Lowenthal, Ms. Rehn, Ms. Rhodes, Mr. Savia, Ms. Schaefer, Dr. Edelstein, Ms. Washington, Ms. Reed, Ms. Harewood, Ms. Aughenbaugh, Mr. Maginnis, Mr. Beck, Mr. Hickey, Mr. Page, Ms. Denson, Mr. Muntz, Dr. Spicer, Mr. Eismeier, Ms. McMann, and other members of the USM community and the public.

Regent Attman welcomed all to the meeting and stated that he would reorder the agenda, just slightly, to begin with item #12, a proposal from the University of Baltimore.

12. University of Baltimore: Proposed Voluntary Separation Program

Regent Attman briefly summarized the request. The University of Baltimore is seeking approval to implement an incentivized Voluntary Separation Program for its faculty and staff employees. The Program will offer a financial incentive for eligible employees to separate from employment with UB. Participation in the Program is voluntary—employees must elect to participate during a defined period of approximately 45 days and will separate from employment with UB by June 30, 2020. The Program will be available to tenured/tenure-track/non-tenure track instructional faculty, librarians, and regular exempt and non-exempt staff who have a minimum of twenty years of service at UB as of January 1, 2020. Regent Attman then turned to President Schmoke. He introduced several members of his team, including Provost Smith, Vice President Amyot, and Chief HR Officer Reed. Ms. Reed indicated that while they are targeting more so on the faculty side, they felt it was important to make this program available to staff employees as well. The institution will cover the costs of the payouts of those who

elect to participate in the voluntary separation program. In response to a question, UB indicated that it could say “no,” for instance, if every faculty member of single department desired to participate in the program.

The Finance Committee recommended that the Board of Regents approve the proposed University of Baltimore Voluntary Separation Program as presented.

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

Vote Count = YEAs: 9 NAYs: 0 Abstentions: 0

2. The Universities at Shady Grove: 2019 Facilities Master Plan Update

Regent Attman welcomed Dr. Edelstein, along Ms. Washington from the Universities at Shady Grove. He proceeded to remind the members of the Committee of the Board’s two-part approval process for master plans. Part one involves the institution’s presentation for information purposes, and then the master plan item will be placed on the agenda of the subsequent meeting for recommendation to the full Board for approval. Regent Attman also pointed out that approval of the Plan does not imply approval of capital projects or funding, but rather these items will be reviewed through the normal procedures of the capital and operating budget processes.

Ms. Washington then gave her presentation. The campus is comprised of four major academic buildings and is served by two large parking garages at each end. USG is the largest Higher Education Center in the State, with more than 3,200 students enrolled in 80 degree programs from nine different partnering USM universities. Campus highlights included the new campus entrance, a pedestrian boardwalk, and the opening of the Biomedical Sciences and Engineering Facility. Among the many sustainability achievements earned by the campus are the recent Parksmart Bronze Certification awarded to Parking Garage #2 and the LEED Platinum Certification awarded to the BSE facility. Continuing on sustainability, PV solar panels have been installed on Parking Garage #1. Ms. Washington pointed to UMB’s Nursing and UMES’ Construction Management as program expansion opportunities. On the challenges front, she listed facilities renewal totaling over \$10 million for buildings I-III, parking garage debt of \$10 million, and \$1.5 million for the curtain wall for Building I. The USG presentation is available to view online at <https://www.usmd.edu/regents/agendas/20191212-FC-PRESENTATION.pdf>

Regent Attman thanked Ms. Washington and Dr. Edelstein for the thoughtful and informative update. He also took the opportunity to commend the staff on developing the plan in-house, noting that there is an effort with the institutions to try and complete the regular plan updates as effectively and efficiently—and with as little consulting costs as possible. He added that this topic would also be discussed in the E&E Workgroup.

The Finance Committee accepted the master plan for information purposes, to be considered at its subsequent meeting.

3. University of Maryland Center for Environmental Science 2018 Facilities Master Plan

Regent Attman reminded everyone of Dr. Goodwin’s presentation from the previous meeting. He noted that in response to some questions raised regarding the achievements of UMCES, the Center had prepared an informative handout that highlights many of the UMCES achievements.

The Finance Committee recommended that the Board of Regents approve the UMCES 2018 Facilities Master Plan and materials as presented at the Committee's November meeting, in accordance with the Board's two-step approval process. Approval of the Plan does not imply approval of capital projects or funding. These items will be reviewed through the normal procedures of the capital and operating budget processes.

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

Vote Count = YEAs: 7 NAYs: 0 Abstentions: 0

4. Bowie State University: Public-Private Partnership Student Housing

Regent Attman summarized the item. The University has been working with Margrave Strategies, MEDCO, the Office of the Attorney General, and the System Office to arrive at a deal that will provide much-needed new student housing for Fall of 2021. This housing is necessary to accommodate the enrollment growth over the previous several years. He pointed out that the project is unique, in that it will provide a new gateway to the campus right on Maryland Route 197, it will include some much-needed ground-level retail, and also contain several thousand feet for campus entrepreneurial activities. Regent Attman stated that the Board is asked to approve a ground lease to MEDCO, who will contract with a developer and construction firm, and an operator; issue debt to fund the project; pay the contractors; and once completed, act as "owner" for the duration of the ground lease. Regent Attman then recognized and welcomed Vice President Savia. In response to a question about "back-stopping" debt, Mr. Savia responded that the campus would not be back-stopping any of the debt. He added that the University currently buses 108 students from the Enclave and that those students desire to live on campus. Regent Fish remarked about the high cost per bed, and Regent Attman indicated that cost per bed was a matter that was going to be reviewed systemwide.

The Finance Committee recommended that the Board of Regents approve for Bowie State University, working closely with the Office of the Attorney General and the USM Office and subject to the approval of the Chancellor, to enter into the Ground Lease with MEDCO as Lessee for a term not to extend beyond March 1, 2065 and the issuance of no more than \$50,670,682 of recorded debt (par value adjusted for issuance premium or discount) to construct and operate an approximately 550-bed student housing project. Further, the recommended approval would also allow Bowie State University to contribute up to \$6,000,000 of non-state-supported university funds for the construction of ground level retail and an Entrepreneurial Center as part of the project.

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

Vote Count = YEAs: 7 NAYs: 0 Abstentions: 0

5. University of Maryland, Baltimore: School of Nursing Undergraduate Tuition Proposal

Regent Attman indicated that UMB is seeking to augment its nursing revenue through a series of phased-in tuition increments. The "program cost catch up" increases are needed to offset the high cost of instruction to deliver an upper-division traditional nursing program. The University faces many challenges by having only an upper-division nursing school. That is to say, it doesn't have the benefit of the first two years of undergraduate tuition to help offset the higher cost junior and senior years. The proposal included in the Board item reflects a comprehensive picture of these high cost items and along with others facing the School. Regent Attman stated that UMB is requesting a Fall 2020 implementation date, with the additional tuition increment amounts being phased-in over a three-year period. Similar

to Towson's recent proposal, all current students would be "grandfathered" and thus not subjected to the "program cost catch up." He indicated that he had spoken with Vice President Rhodes about making sure that this action would not deter applications from lower income students, particularly those on financial aid. Ms. Rhodes responded that at least 18% of the increase in revenue would be used to cover the most needy students, those on full Pell Grants. Regent Attman explained his desire to hold Pell recipients harmless in alignment with their Pell award. Ms. Rhodes committed to UMB implementing the program in compliance with this goal. She noted that either a greater share of the new revenue would be allocated to scholarships or another source of funds would be identified by the School of Nursing.

The Finance Committee recommended that the Board of Regents approve the tuition proposal for the University of Maryland, Baltimore UMSON as described. Following full implementation, the University shall provide a report to the Board of Regents that reflects the benefits and challenges of implementing the UMSON proposal.

(Regent Attman moved recommendation, seconded by Regent Pope; unanimously approved)
Vote Count = YEAs: 7 NAYs: 0 Abstentions: 0

6. University of Maryland, Baltimore: Bressler Research Building Exterior Upgrades

Regent Attman summarized the request. The University is seeking approval to proceed on a critical exterior maintenance project for a highly visible building on campus, the Bressler Research Building. They are requesting approval for a project totaling \$6.5 million, to repair window seals and masonry outside the 17-story building in downtown Baltimore. He referred to the project cost breakout spreadsheet, including contingencies, located in the packet. Regent Attman indicated that in accordance with Board policy, the Regents must approve any construction project over \$5 million.

The Finance Committee recommended that the Board of Regents approve for the University of Maryland, Baltimore, the Bressler Research Building Exterior Upgrades as described in the agenda item.

(Regent Attman moved recommendation, seconded by Regent Gooden; unanimously approved)
Vote Count = YEAs: 6 NAYs: 0 Abstentions: 0

7. University of Maryland, College Park: NextGen Energy Systems Program

Regent Attman introduced the item. The University is seeking approval to move forward with the next step on the next generation of energy system improvements and operations for the upcoming 30 years. The University has updated the Finance Committee twice before, most recently at its meeting last December. The law requires a "pre-solicitation report" as a first formal step. Approval of the pre-solicitation report by the Board of Regents allows the University to then seek the BPW and General Assembly's authorization to release a solicitation for the services. Regent Attman then recognized Vice President Colella, who introduced members of his team—AVP Reuning, Mr. Morris of KPMG, and Mr. Betts, of Betts & Holt LLP. As in his previous updates, Mr. Colella reminded all that the energy systems on campus are approaching the end of their useful lives. This action is the next step in a very long journey. He explained that the Board needs to provide its approval to move the pre-solicitation document to Annapolis for review, then on to the BPW. Mr. Colella indicated that he would be returning to the Board on two more occasions as the project moves along. Regent Gooden stated for

the record that she had to abstain. Regent Gossett inquired if any additional power would be available. Mr. Colella responded that the campus does not generate enough power to provide to others. It was also noted that there could be a legal issue with encroaching into others' territories.

The Finance Committee recommended that the Board of Regents approve the designation of the NextGen Program as being suitable for procurement as a public-private partnership for the reasons set forth in the Pre-Solicitation Report.

(Regent Attman moved recommendation, seconded by Regent Pope; approved with one abstention)
Vote Count = YEAs: 5 NAYs: 0 Abstentions: 1 (Regent Gooden)

8. University of Maryland, College Park: Development Agreement and Approval of Condominium Ownership and MEDCO Financing for College Park City Hall Block Redevelopment Project

Regent Attman explained that the item involves the re-development of an entire city block in downtown College Park and represents a major component to making College Park a great college town. He described the project, a collaboration between the University and the City, which will involve the demolition of the block that the current City Hall building occupies. The site includes the storefronts that currently border Route 1—like the Smoothie King and Hair Cuttery—plus the former Little Tavern location that is now a parking lot. In its place there will be a 95,000 square foot mixed-use development that will create a new City Hall, provide office space for the University, and also street level retail. There will also be a public plaza as part of the project. Regent Attman reviewed the multiple components of the project. First, the University is seeking approval of a Development Agreement between the University and the City of College Park which includes an equitable adjustment related to the use of the City property for the project with a payment of \$2.38 million and also a cost-share arrangement with the City for the construction of the building. Second, the University is seeking approval of the financing of the project through the Maryland Economic Development Corporation. The City's share will be financed through General Obligation Bonds. And lastly, the University is seeking approval for the described acquisition and ownership of the office and retail condominium units. Regent Attman noted that the University would also be returning to the Board in the near future to seek approval to acquire properties in the development block that are currently owned by the Terrapin Development Company, likely in the form of a real property exchange. Regent Attman closed by sharing his enthusiasm for this development project and its contribution to the downtown area.

The Finance Committee recommended that the Board of Regents approve for University of Maryland, College Park a Development Agreement between the University and the City that provides for the construction (and cost allocations) described in the agenda item and the acquisition and ownership of the described office and retail condominium units and the financing by MEDCO as described in the agenda item. The approval will authorize the Chancellor to execute, after appropriate due diligence and legal review, all documentation required for creation of the condominium, the real property adjustment with the City, project construction and the MEDCO borrowing (all consistent with the University System of Maryland Procedures for the Acquisition and Disposition of Real Property).

(Regent Attman moved recommendation, seconded by Regent Pope; unanimously approved)
Vote Count = YEAs: 6 NAYs: 0 Abstentions: 0

9. University of Maryland, College Park: Release of 1913 Deed Setback Requirement

Continuing the thread of collaboration with redevelopment of downtown College Park, Regent Attman stated that the University is seeking approval for a release of an old deed provision associated with a piece of land adjacent to campus along Knox Road in College Park. As the item spells out, TDC is developing the property as privately owned and financed student housing with no formal connection or support from the campus.

The Finance Committee recommended that the Board of Regents approve that University of Maryland, College Park enter into a Mutual Release Agreement between the University and the TDC affiliates that releases the Twenty Foot Setback. The approval will authorize the Chancellor to execute, after appropriate due diligence and legal review, all documentation required for release of the Twenty Foot Setback.

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

Vote Count = YEAs: 6 NAYs: 0 Abstentions: 0

10. Proposed Amendment to USM Policy VII – 1.22 – Policy on Separation of Regular Exempt Staff Employees

Regent Attman introduced the item. Recent legislation changed the status of the USM's exempt employees who are covered by a collective bargaining unit from "at will" to permanent employment who may only be terminated for cause. He then turned to Ms. Skolnik, of USM HR. She indicated that to address this and other issues, amendments are being proposed to USM policy governing separation of exempt employees. Amendments include clarification of an institution president's discretion to permit any exempt staff employee, including upper-level administrators not covered by the "notice" section, to resign in lieu of involuntary separation, and also determine an appropriate period of notice to be provided to the employee. All amendments are noted in redline in the package documents.

The Finance Committee recommended that the Board of Regents approve the proposed policy amendment as presented.

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

Vote Count = YEAs: 6 NAYs: 0 Abstentions: 0

11. USM Supplemental 403(b) Plan Amended and Restated Effective January 1, 2020 and USM Supplemental 457(b) Plan Amended and Restated Effective January 1, 2020

Regent Attman provided a brief summary of the item. The USM offers its employees a choice of two supplemental retirement plans, a 403(b) plan and a 457(b) plan. An employee is permitted to contribute to both plans. The retirement committees for each plan reviewed the current plans and recommended amending the plans. A summary of the changes is included in the packet. The most significant changes are the addition of a "Roth" investment option for participants in each plan, which will allow employees to make salary reduction contributions on an after-tax basis, while the earnings will not be taxed if certain requirements are met. Certain other changes are being made as required by law.

The Finance Committee recommended that the Board of Regents approve USM Supplemental 403(b) Plan Amended and Restated Effective January 1, 2020 and the USM Supplemental 457(b) Plan Amended and Restated Effective January 1, 2020.

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

Vote Count = YEAs: 6 NAYs: 0 Abstentions: 0

13. Collaborative Planning Activities – End of Year Status Report

Regent Attman stated that this initiative had previously been presented to the Board and the E&E Workgroup. Vice Chancellor Herbst briefly reviewed the work to date, reminding all that the Board had directed the System Office and the institutions to find more ways to collaborate, prepare a report in the spring on those collaborative efforts, and provide an interim status update. In meeting with the institutions, Ms. Herbst stated it was clear that enrollment/enrollment management was a common major initiative and presented an opportunity for collaboration. Regent Attman thanked Ellen for the update and complimented the progress to date.

The Finance Committee received the item for information purposes.

14. University System of Maryland: Report on FY 2019 Procurement Contracts

Regent Attman reported that this information item is required annually by the Policy on the Approval of Procurement Contracts. The report lists all contracts that are within a \$1 million to \$5 million value that were awarded during Fiscal Year 2019. In response to questions, Mr. Hickey indicated that there is separate reporting to the Governor's office on all contracts to certified MBEs, while this report is just a list of non-construction contracts that fall into the specified dollar range. In response to a second question, Mr. Hickey stated that there are clear, strict rules governing sole source procurements and approvals.

The Finance Committee received the item for information purposes.

The meeting was adjourned at 12:21 p.m.

Respectfully submitted,

Gary L. Attman
Chair, Committee on Finance



UNIVERSITY SYSTEM
of MARYLAND

**BOARD OF REGENTS
COMMITTEE ON FINANCE**

December 12, 2019
University of Maryland, Baltimore

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 10:34 a.m. in the Board Room at the Saratoga Building.

Regents participating in the session included: Mr. Attman, Ms. Gooden, Ms. Fish, Mr. Gossett, Mr. Gonella, Mr. Holzapfel (via phone), Mr. Neall, Mr. Pope, Mr. Rauch, and Ms. Johnson. Also taking part in the meeting were the following: Chancellor Caret, Ms. Herbst, Dr. Boughman, Mr. McDonough, Assistant Attorneys General Bainbridge and Langrill, Ms. Wilkerson, Ms. West, Ms. Skolnik, Mr. Muntz, and Ms. McMann. President Schmoke, Dr. Smith, Ms. Amyot, Ms. Reed, Ms. Harewood, and Ms. Aughenbaugh were also present.

1. The committee discussed a university's proposed FY 2021 operating budget (§3-305(b)(13)). This item was presented for information purposes; there were no votes on this item.

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

Respectfully submitted,

Gary L. Attman
Chair, Committee on Finance

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

TOPIC: University System of Maryland: FY 2021 Operating Budget Update

COMMITTEE: Finance Committee

DATE OF COMMITTEE MEETING: February 10, 2020

SUMMARY: A brief update will be provided on the current status of the USM operating budget as presented in the FY 2021 Governor's Allowance.

The USM budget includes revenues from state appropriations, tuition and fees, auxiliary services, federal and other contract and grants, and other revenues for a total budget of \$6 billion.

- Governor's Proposal:
 - \$1.5 billion—combination of the General Fund and Higher Education Investment Fund
 - Represents an increase of \$55 million or 3.7 percent over the FY 2020 appropriation
 - An additional \$38 million for Cost of Living salary Adjustments (COLA) is included in the DBM Personnel Budget (until such time the state budget is finalized and approved by the Legislature)
- Projected Tuition Increase:
 - Tuition capped at 2 percent for in-state, undergraduate students
 - State funded tuition buy-down of \$12.5 million
- Highlights of USM's Budget Increase:
 - \$19.3 million related to fringe benefit increases
 - \$10 million to support year three of the USM's Workforce Development Initiative
 - 3-year plan to generate over 3,000 degrees/certificates per year
 - Targeting Maryland's key workforce needs (Cyber, Healthcare, etc.)
 - \$5.5 million to fund operating expenses for new USM facilities
 - \$4 million to support UMBC Funding Guideline as stipulated in SB 1052
 - \$2.4 million to honor commitment to SB 897 for MPower Joint Steering Council
 - \$2.4 million to fund priority educational programs and community engagement at UB
 - \$500,000 for Physician Assistant Program accreditation at UMES
 - \$175,000 in support of an Entrepreneurial Center at SU
 - \$1.7 million reduction (which is the net of adjustments for one-time items and other increases)

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: 2/10/20

BOARD ACTION: DATE:

SUBMITTED BY: Ellen Herbst (301) 445-1923



The Governor has proposed state support for the USM totaling \$1.5 billion, coming from the General Fund and the Higher Education Investment Fund. This represents an increase of \$55 million—or 3.7%—over the FY 2020 appropriation.

Included in the DBM Personnel Budget are statewide Cost of Living salary adjustments for all state employees of which USM is estimated to receive an additional \$38 million (if approved by the General Assembly).

State funded **tuition buy-down of \$12.5 million** will again permit the USM to limit its tuition increase to 2% for in-state, undergraduate students. Non-resident undergraduates and graduate professional tuition rates are anticipated to increase no more than 5%.

- **\$19.3 million in funding for fringe benefit increases**
 - Increases for health, retirement and other state related increases
- **\$10 million in funding to support the third and final year of the USM's Workforce Development Initiative**
 - 3,000 additional graduates per year
 - Almost \$17 million to generate more STEM and Cybersecurity graduates
 - Over \$11 million targeting the states healthcare needs and opioid crisis
 - Almost \$4 million of other workforce and economic development initiatives
- **\$6 million to fund operating expenses for new USM facilities**
 - \$3.5 million to support Towson University's new science facility
 - \$1.3 million for the Innovate, Design & Engineer for America (IDEA) Factory at UMCP
 - \$740,000 to equip UMES Pharmacy & Health Professions building & USMSM regional higher education center
- **\$4.4 million to support faculty enhancements and student success at the University of Maryland, Baltimore County (UMBC) through SB 1052 (\$4.0M) and SB 897 (\$0.4M) legislated increases:**
 - This support funds initiatives to recruit and retain the best and most diverse faculty, increase financial aid, provide centralized tutoring and academic support services to undergraduate students, better support transfer students, and add additional instructional capacity in high-demand programs.
 - Over the past five years;
 - 18 percent increase in undergraduate degrees awarded, for an additional 408 degrees
 - 50 percent increase in degrees awarded from the College of Engineering and Information Technology—329 degrees

- **\$2 million to support the MPower Joint Steering Council (SB 897)**
 - To create registered apprenticeship programs in nursing and other fields.
 - Oversees and promotes efficiencies in the 25-different shared or common university platforms. These include cross institution research centers and institutes, multi-year research programs, educational collaborations including new degree programs, joint commercialization and technology transfer, and cross-institution service programs.
- **\$2.4 million to support priority educational programs and engagement activities at the University of Baltimore:**
 - Strengthen UB partnerships and initiatives that support high impact community programs that solve local problems, support city residents, including drug policy and enforcement, public safety enhancements, veterans' education, business development and access to the law.
- **\$500,000 funding for UMES** in the reaccreditation process for the Physician Assistant program.
- **\$175,000 funding for Salisbury's** Center for Entrepreneurship.
- **\$700,000 for the System Office** for restoration of FY 2020 legislative reduction and support for increased costs related to the addition of members to the Board of Regents and meeting technology streaming costs.
- **A \$2.5 million reduction to the UMB budget** related to FY 2020 one-time funding of University of Maryland, Baltimore's Immunotherapy Research grant.

During the course of the legislative session, adjustments are recommended to the Governor's budget in order to fund other/additional legislative priorities. The USM community works together to minimize any recommended reductions or reallocations of the proposed USM budget in the Governor's Allowance.

Following the legislative session, the final USM operating budget and recommended tuition action items will be submitted to the Board for its consideration in April/May.

University System of Maryland													
FY 2021 State Appropriations included in Governor's Allowance													
									DBM				
	FY 2020						UMB		Adjusted	UB			
	Legislative	2%	New	Year 3	SB 1052	MPower	HB1804	BOR &	Across the	Baltimore	UMES	SU	FY 2021
	Appropriation	Tuition	Facilities	Workforce	Funding	Steering Council	Immunotherapy	System	Board & Fringe	Education &	Phys Asst	Entrepren	Governors
	State Funding	Buy-Down	Operating	Development	Guideline	SB 897	Research	Office*	Benefits	Community	Accrd Suppt	Center	Allowance
UMB	\$252,312,068	\$135,850		\$309,498		\$1,000,000	(\$2,500,000)		\$1,919,842				\$253,177,258
UMCP	567,662,254	4,179,467	1,293,677	3,125,000		1,000,000			9,927,838				587,188,236
BSU	48,077,890	498,565							487,292				49,063,747
TU	131,859,194	2,209,931	3,490,221	878,605					2,958,895				141,396,846
UMES	45,885,966	219,085	160,000	980,542					(519,394)		500,000		47,226,199
FSU	44,610,144	458,780		569,069					142,690				45,780,683
CSU	48,812,311	161,212							(122,288)				48,851,235
UB	40,742,183	338,237		585,000					436,617	2,400,000			44,502,037
SU	58,280,356	946,628		655,176					1,653,437			175,000	61,710,597
UMGC	44,322,848	1,652,048							(183,304)				45,791,592
UMBC	146,608,173	1,692,478		1,057,110	4,000,000	400,000			2,224,589				155,982,350
UMCES	23,615,565								114,241				23,729,806
USMO	40,882,926		580,000	1,840,000				707,600	277,789				44,288,315
USM total	\$1,493,671,878	\$12,492,281	\$5,523,898	\$10,000,000	\$4,000,000	\$2,400,000	(\$2,500,000)	\$707,600	\$19,318,244	\$2,400,000	\$500,000	\$175,000	\$1,548,688,901

*USMO legislative cut restoration (\$642,600) and funding for BOR Governance Review Recommendations (\$65,000).



BOARD OF REGENTS

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

TOPIC: Discussion of FY 2019 USM Audited Financial Statements

COMMITTEE: Finance

DATE OF COMMITTEE MEETING: February 10, 2020

SUMMARY: This item covers a brief review of the audited University System of Maryland basic financial statements for the year ended June 30, 2019, for which SB & Company—the USM’s independent accountants—provided an unqualified opinion.

A set of key points to be taken from the System’s financial statements appears on page one of the attached materials. The balance sheet, along with the statement of revenues, expenses, and changes in net position follows on pages two and three.

The fourth page titled “Financial Snapshot” summarizes the System’s key financial health ratio used by rating agencies, available resources to debt outstanding, using the figures reflected in the financial statements, to provide a comparison between June 30, 2018 and 2019. The bottom part of the Financial Snapshot displays adjustments to the publicly reported balances for Board-approved claims and authorizations not yet expended or reflected in the financial statements to arrive at a “true” financial health ratio for internal management and decision-making purposes.

A slide presentation and discussion on unrestricted fund balances—a key component of the System’s financial health—will be used to complement the review of the audited financial statements.

Please note: The University System of Maryland Financial Statements and Supplemental Schedules for FY 2019 can be viewed online at <http://www.usmd.edu/usm/adminfinance/finafair/fsssch.html>

ALTERNATIVE(S): This item is presented for information and discussion.

FISCAL IMPACT: This item is presented for information and discussion.

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

COMMITTEE RECOMMENDATION: REPORT ACCEPTED FOR INFORMATION DATE: 2/10/20

BOARD ACTION:

DATE:

SUBMITTED BY: Ellen Herbst (301) 445-1923



**Financial Statements
Years ended June 30, 2019 and 2018**

Key Points Associated with FY 2019 Audited Financial Statements:

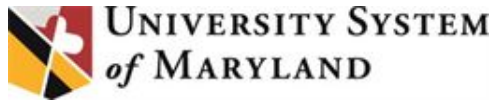
1. The total net position increase of \$284M (see **A**) is comprised of an increase of \$51M in unrestricted net position (see **B**), \$224M increase in net invested in capital assets (see **C**) and \$9M increase in restricted net position.
2. The increase in unrestricted net position reflects an increase from operating activities of more than \$153M offset by cash-funded spending on capital projects of \$102M.
3. The following institutions report the largest increases in unrestricted net position: UMB \$5M, UMCP \$8.7M, and TU \$11.9M.
4. All institutions, except for UMES, met the President's Fund Balance Goal for FY19. The fund balance goal was an increase in unrestricted net position of 1% of unrestricted spending.
5. Endowment investments increase of \$35M (see **E**) is the result of the creation of a \$25M quasi endowment at UMCP to serve as matching funds for the Clark Promise Fund and a 7% investment return, net of spendable income of \$11M.
6. Operating expenses have increased \$284M, or 6%, over the prior year (see **F**). Salaries and wages increased \$132M as a result statewide raises; payments to vendors increased \$134M and depreciation increased \$19M.
7. The net pension liability for FY19 and FY18 is \$1,309M and \$1,130M, respectively (see **D**). The net pension liability for the System increased 16%. The net impact of pension related adjustments not including required contributions, is an additional expense of \$115M in FY19, compared to \$81M in FY18.
8. As shown on the 'Financial Snapshot', the financial statements report an improvement in the key Balance Sheet strength ratio used by the rating agencies. Balance Sheet strength, defined as the ratio of 'available resources' (USM unrestricted net position (see **B**) + unfunded pension amounts (see **D**) + accrued leave liability (see **G**) + affiliated foundation unrestricted net assets) to debt outstanding (see **H**), increased from 185% at June 30, 2018 to 197% (see **J**) at June 30, 2019. Adjusting for Board-approved commitments and authorizations to spend not yet reflected in the financial statements, FY19 resulted in an increase in overall in 'true' financial standing, with the ratio of available resources to debt outstanding on an adjusted basis, improving to 132% from 126% (see **K**) in FY18.

**UNIVERSITY SYSTEM OF MARYLAND
BALANCE SHEETS
JUNE 30, 2019 AND 2018**

	2019	2018
ASSETS		
Current assets:		
Cash and cash equivalents	\$ 2,552,186,538	\$ 2,333,139,133
Accounts receivable, net	295,439,263	292,311,191
Notes receivable, current portion, net	5,345,066	6,521,332
Inventories	9,464,301	9,216,939
Prepaid expenses and other	20,758,341	18,440,579
Total current assets	2,883,193,509	2,659,629,174
Noncurrent assets:		
Restricted cash and cash equivalents	157,124,871	95,885,066
Endowment investments	364,140,586	328,770,327 E
Other investments	22,144,370	16,813,151
Notes receivable, net	29,984,838	36,687,107
Capital assets, net	6,633,402,152	6,465,263,867
Total noncurrent assets	7,206,796,817	6,943,419,518
Total assets	10,089,990,326	9,603,048,692
DEFERRED OUTFLOWS OF RESOURCES		
Unamortized loss on refundings of debt	14,196,040	16,987,930
Asset retirement obligations	12,404,568	
Deferred changes, pension expense	537,030,657	469,773,028 D
Total assets and deferred outflows of resources	\$ 10,653,621,591	\$ 10,089,809,650
LIABILITIES		
Current liabilities:		
Accounts payable and accrued liabilities	\$ 315,630,844	\$ 268,551,512
Accrued workers' compensation, current portion	4,309,950	4,405,800
Accrued vacation costs, current portion	111,785,925	105,995,954 G
Revenue bonds and notes payable, current portion	100,892,731	97,913,227 H
Obligations under capital lease agreements, current portion	1,652,537	1,548,767 H
Unearned revenues	318,662,589	278,896,782
Total current liabilities	852,934,576	757,312,042
Noncurrent liabilities:		
Accrued workers' compensation	24,423,050	24,966,200
Accrued vacation costs	115,722,833	109,544,405 G
Revenue bonds and notes payable	1,198,123,353	1,182,297,867 H
Obligations under capital lease agreements	2,844,822	4,497,360 H
Net pension liability	1,309,998,345	1,130,058,957 D
Total noncurrent liabilities	2,651,112,403	2,451,364,789
Total liabilities	3,504,046,979	3,208,676,831
DEFERRED INFLOWS OF RESOURCES		
Deferred service concession arrangement receipts	270,575,431	288,931,472
Deferred changes, pension expense	126,115,718	123,312,342 D
Total deferred inflows of resources	396,691,149	412,243,814
NET POSITION		
Unrestricted	1,289,908,203	1,238,497,382 B
Net investment in capital assets	5,222,375,942	4,998,212,194 C
Restricted:		
Nonexpendable:		
Scholarships and fellowships	16,764,483	16,541,068
Research	5,461,934	5,024,979
Other	16,922,872	16,872,175
Expendable:		
Scholarships and fellowships	38,527,037	36,949,109
Research	78,706,352	76,936,727
Loans	49,234,447	50,552,708
Capital projects	6,799,771	2,284,150
Other	28,182,422	27,018,513
Total net position	6,752,883,463	6,468,889,005 A
Total liabilities, deferred inflows of resources and net position	\$ 10,653,621,591	\$ 10,089,809,650

UNIVERSITY OF SYSTEM OF MARYLAND
STATEMENTS OF REVENUES, EXPENSES AND CHANGES IN NET POSITION
YEARS ENDED JUNE 30, 2019 AND 2018

	2019		2018	
OPERATING REVENUES:				
Tuition and fees	\$ 1,742,567,318		\$ 1,710,962,609	
Less: scholarship allowances	<u>(338,154,602)</u>	\$ 1,404,412,716	<u>(322,828,367)</u>	\$ 1,388,134,242
Federal grants and contracts		785,626,017		717,304,312
State and local grants and contracts		210,355,708		210,117,713
Nongovernmental grants and contracts		255,868,778		229,646,315
Sales and services of educational departments		337,560,431		328,787,009
Auxiliary enterprises:				
Residential facilities	204,234,018		197,159,431	
Less: scholarship allowances	<u>(11,275,093)</u>	192,958,925	<u>(11,583,970)</u>	185,575,461
Dining facilities	137,630,194		131,941,768	
Less: scholarship allowances	<u>(6,327,041)</u>	131,303,153	<u>(5,830,948)</u>	126,110,820
Intercollegiate athletics	140,759,174		137,466,663	
Less: scholarship allowances	<u>(6,350,369)</u>	134,408,805	<u>(6,237,079)</u>	131,229,584
Bookstore	15,689,421		16,695,599	
Less: scholarship allowances	<u>(1,475,404)</u>	14,214,017	<u>(1,587,569)</u>	15,108,030
Parking facilities	44,278,604		43,666,133	
Less: scholarship allowances	<u>(141,414)</u>	44,137,190	<u>(139,226)</u>	43,526,907
Other auxiliary enterprises revenues	155,766,798		150,706,520	
Less: scholarship allowances	<u>(35,507)</u>	155,731,291	<u>(29,142)</u>	150,677,378
Other operating revenues		<u>82,031,729</u>		<u>75,666,057</u>
Total operating revenues		<u>3,748,608,760</u>		<u>3,601,883,828</u>
OPERATING EXPENSES:				
Instruction		1,374,934,008		1,341,989,472
Research		1,139,494,806		1,048,328,939
Public service		164,646,811		162,474,866
Academic support		485,278,173		467,594,558
Student services		293,172,052		288,680,489
Institutional support		561,650,960		531,306,794
Operation and maintenance of plant		397,229,390		373,714,746
Scholarships and fellowships		120,607,680		120,668,204
Auxiliary enterprises:				
Residential facilities		180,250,467		170,631,162
Dining facilities		123,133,350		119,195,039
Intercollegiate athletics		145,198,019		125,176,052
Bookstore		16,393,630		17,948,666
Parking facilities		35,699,965		32,884,807
Other auxiliary enterprises expenses		141,062,754		127,136,782
Hospital		<u>224,593,511</u>		<u>211,215,158</u>
Total operating expenses		<u>5,403,345,576</u>		<u>5,118,945,734</u>
Operating loss		<u>(1,654,736,816)</u>		<u>(1,517,061,906)</u>
NONOPERATING REVENUES (EXPENSES)				
State appropriations		1,398,073,778		1,328,645,088
Pell grants		167,702,482		162,894,822
Gifts		48,647,832		63,976,147
Investment Income	80,677,254		69,665,122	
Less: investment expense	<u>(1,263,921)</u>	79,413,333	<u>(1,054,520)</u>	68,610,602
Interest on indebtedness		(42,630,462)		(41,485,749)
Other revenues, (expenses), gains and (losses)		<u>14,027,435</u>		<u>8,157,291</u>
Total nonoperating revenues		<u>1,665,234,398</u>		<u>1,590,798,201</u>
Income before other revenues		<u>10,497,582</u>		<u>73,736,295</u>
OTHER REVENUES:				
Capital appropriations		244,478,467		228,607,790
Capital gifts and grants		28,307,336		35,240,920
Additions to permanent endowments		<u>711,073</u>		<u>813,099</u>
Total other revenues		<u>273,496,876</u>		<u>264,661,809</u>
Increase in net position		283,994,458		338,398,104
Net position - beginning of year		<u>6,468,889,005</u>		<u>6,130,490,901</u>
Net position - end of year		<u>\$ 6,752,883,463</u>		<u>\$ 6,468,889,005</u>



**Financial Snapshot
As of June 30, 2019 and 2018**

	<u>June 30, 2019</u>	<u>June 30, 2018</u>
From the June 30, 2019 (preliminary) and 2018 audited financial statements:		
USM unrestricted net position	\$ 1,289,908,203 B	\$ 1,238,497,382
Unfunded pension amounts	899,083,406 D	783,598,271
Accrued leave balances	227,508,758 G	215,540,359
Affiliated foundations unrestricted net assets	<u>157,682,929</u>	<u>145,876,086</u>
Available funds, unadjusted	<u>\$ 2,574,183,296</u>	<u>\$ 2,383,512,098</u>
Debt outstanding, unadjusted	\$ 1,303,513,443 H	\$ 1,286,257,221
Ratio of available resources to debt outstanding, unadjusted	197% J	185%
 Claims against the available resources not reflected in financial statements:		
Available funds per financial statements (above)	\$ 2,574,183,296	\$ 2,383,512,098
Cash-funded capital projects not fully spent at June 30,	(342,575,955)	(258,622,512)
Future years cash-funded capital projects committed but not yet authorized	(212,361,000)	(197,250,000)
Noncapital cash-funded projects not yet authorized	<u>(73,909,631)</u>	<u>(89,321,699)</u>
Available funds, adjusted	<u>\$ 1,945,336,710</u>	<u>\$ 1,838,317,887</u>
Debt outstanding per financial statements (above)	\$ 1,303,513,443	\$ 1,286,257,221
Revenue bond-funded projects authorized but debt not yet issued	<u>167,679,138</u>	<u>168,041,595</u>
Debt outstanding, adjusted	<u>\$ 1,471,192,581</u>	<u>\$ 1,454,298,816</u>
Ratio of available resources to debt outstanding, adjusted	132% K	126%

While rating agencies base their assessments based on financial statement balances, the System manages the ratio of available funds to debt outstanding to not fall below 1:1 ratio to ensure that financial health does not fall below medians for Aa1 rating category.

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

TOPIC: The Universities at Shady Grove: 2019 Facilities Master Plan Update

COMMITTEE: Finance

DATE OF COMMITTEE MEETING: February 10, 2020 (action)
December 12, 2019 (presentation and information)

SUMMARY: The Universities at Shady Grove (USG) requests Board of Regents' approval of this 2019 update to its 2013 Facilities Master Plan (FMP) Update.

The Universities at Shady Grove (USG) is centrally located in Montgomery County in Rockville, Maryland along the I-270 corridor, at the southern edge of the Shady Grove Life Sciences Center. The campus is comprised of 52 acres with four buildings having over 520,000 gross square feet (GSF) of space, as well as two parking structures.

USG is the largest of the State's regional higher education centers with more than 3,200 students enrolled in 80 degree programs from nine different USM universities. Degree programs offered include both undergraduate (upper-level only) and graduate programs for both full-time and part-time students in day, evening and weekend formats. *USG provides access to affordable higher education by bringing high-demand programs from USM institutions throughout the State to one central location in Montgomery County.*

Building from USG 2003 Facilities Master Plan and USG 2013 Facilities Master Plan Update, the USG 2019 Facilities Master Plan Update is based on USG's mission statement. As USG has evolved since 2000, it continues to grow into a vibrant campus with a diverse student population that offers degree programs that meet the needs of the employers in the region. Since the 2013 Facilities Master Plan Update USG completed construction of the 220,000 GSF Biomedical Sciences and Engineering Educational Facility (BSE) built to support high-demand STEM(M) degree programs in healthcare, bioscience, engineering and computational sciences; a new 700 vehicle parking structure; a new campus entrance off of Shady Grove Road and construction of a pedestrian boardwalk.

Dr. Stewart Edelstein, USG's Executive Director, is committed to developing a more sustainable campus. USG 2019 Facilities Master Plan Update builds upon USG's continued growth towards a more sustainable campus. All aspects of the built environment have sustainability recommendations and requirements, including incorporation of a high level of LEED standards for new and major renovation projects, "greening" of the campus; improving and encouraging fuel-efficient and public transportation to reduce greenhouse gases on the commuter campus; certification of Buildings I and II under the LEED-EB program for existing buildings; Certifying of Building IV (BSE) as LEED Platinum; and continual improvement to energy efficiency. The Plan Update outlines the need for dependable and accessible system of transportation to support USG future growth and expansion.

ALTERNATIVE(S): The USG 2019 Facilities Plan presents updated documents USG's long-term planning objectives and is consistent with the center's mission statement and the current enrollment growth projections. There are no alternatives for implementation.

c:\users\lmcman\documents\home\lem\bor\2020 - 021020\usg fmp.docx

FISCAL IMPACT: The USG 2019 Facilities Master Plan Update will present challenges to the capital and operating budgets to fully implement. Approval of the Plan Update does not imply approval of capital projects or funding. These items will be reviewed through the normal procedures of the capital and operating budget processes.

CHANCELLOR'S RECOMMENDATION: That the Finance Committee recommend the USG 2019 Facilities Master Plan Update and materials as presented in December for approval by the full Board of Regents, in accordance with the Board's two-step approval process. Approval of the Plan does not imply approval of capital projects or funding. These items will be reviewed through the normal procedures of the capital and operating budget processes.

COMMITTEE RECOMMENDATION: RECOMMEND APPROVAL

DATE: 2/10/20

BOARD ACTION:

DATE:

SUBMITTED BY: Ellen Herbst (301) 445-1923

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

TOPIC: Towson University: Increase Authorization for Glen Towers Renovation Project

COMMITTEE: Finance

DATE OF COMMITTEE MEETING: February 10, 2020

SUMMARY: Towson University requests authorization to combine two previously approved projects to facilitate a more effective and efficient delivery for both. The impact will be to increase the Glen Towers Renovation project by \$4.4 million, which is the approved cost of a project to renovate the associated Glen Plaza. This action will bring the total project cost from \$53.76 million to \$58.16 million. A project cost summary is included as an attachment.

Towson University currently has two separate projects in the System Funded Construction Program—Glen Towers Renovation and Glen Plaza Renovation. For construction efficiency and in order to have a better coordinated design effort, the University now seeks to combine these two projects into one. There is no overall cost increase, but rather a change in scope of project #1 to include work scheduled in project #2.

The four Glen Towers surround the plaza and there is an overlap of design scope as well as significant coordination required in the construction efforts. The phased tower renovations require the use of scaffolding and lifts that must be located on the plaza during construction. Significant portions of the plaza will serve as temporary lay down and construction staging areas during the tower renovations. The design and construction of the plaza renovations includes new entrances for the towers as well as replacement of utility lines that serve the towers. Coordination of design and sequencing of construction efforts will be more efficient and less expensive as a single project with the same design team and construction manager.

ALTERNATIVE(S): These projects would remain separate, which would require Towson University to hire two separate design teams and contract separate construction managers. This alternative would not be cost effective and would not be an efficient way to spend the institution's funding.

FISCAL IMPACT: As initially planned, Towson University will use its own funds for the requested \$4.4 million combined project increase.

CHANCELLOR'S RECOMMENDATION: That the Finance Committee recommend that the Board of Regents approve Towson's University's request to increase the Glen Towers project by \$4.4 million, for a total project cost of \$58.16 million, as described above.

COMMITTEE RECOMMENDATION: RECOMMEND APPROVAL

DATE: 2/10/20

BOARD ACTION:

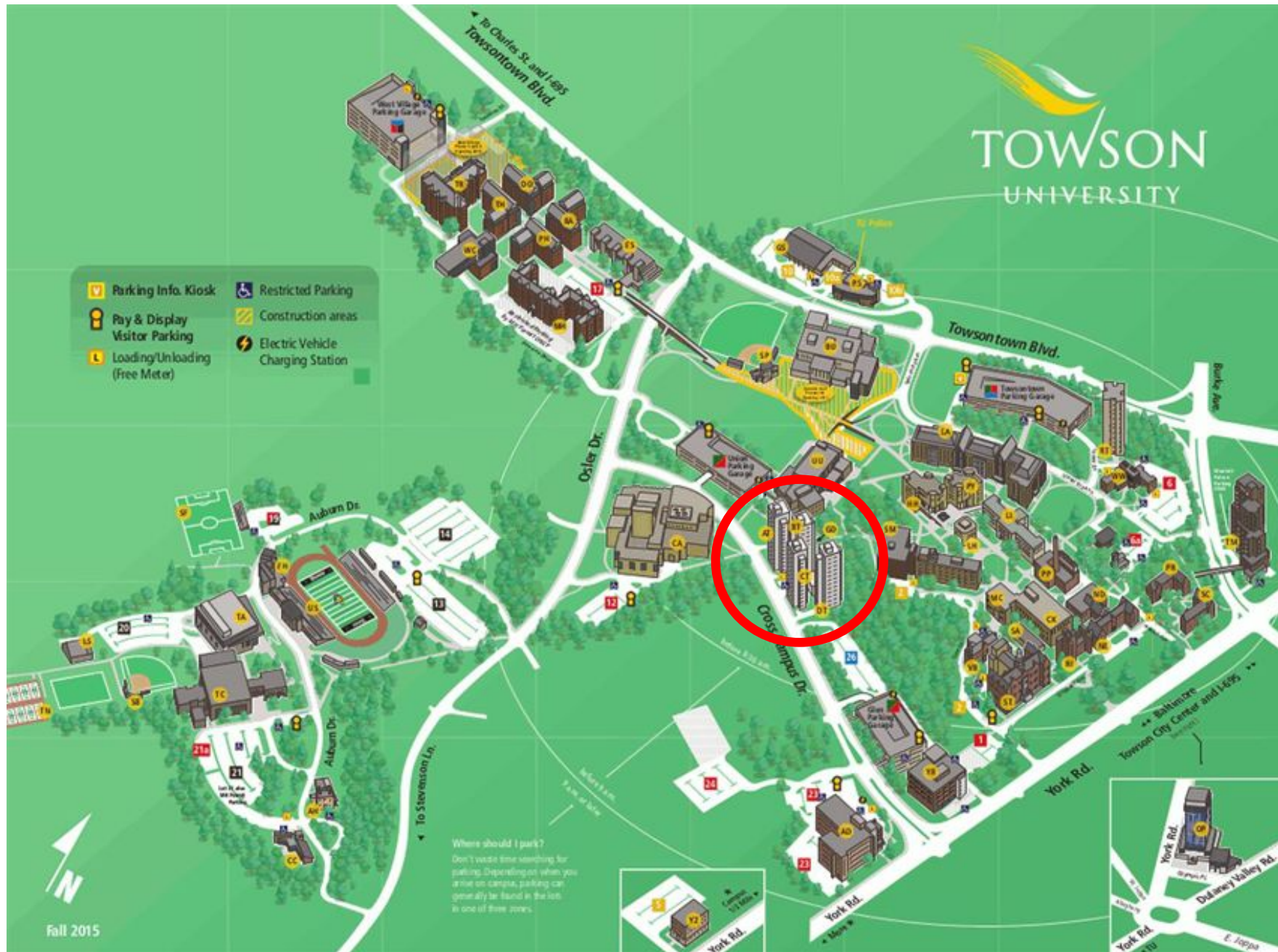
DATE:

SUBMITTED BY: Ellen Herbst (301) 445-1923

Project Cost Summary

Towson University Glen Towers Renovation

	Original	Modification (Combined Projects)
Date	June 2019 SFCP	January 2020
Stage of Estimate	Budget	Budget
Design/Fees	\$4,300,000	\$4,660,000
Construction Cost	\$43,000,000	\$46,500,000
Gen Contingency (10%)	\$4,300,000	\$4,650,000
Added Contingency (5%)	\$2,160,000	\$2,350,000
Project Total	\$53,760,000	\$58,160,000
Notes:		<p>This is not a cost increase.</p> <p>This change is to increase the scope of the project to include work to improve the Glen Plaza (<u>previously authorized by the Vice Chancellor</u> as a separate project for \$4.4M) to take advantage of the efficiency and value of using the same contractor.</p>



Location Map: Glen Towers, Towson University

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

TOPIC: University of Maryland, College Park: Real Property Exchange Supporting City Hall Block Project

COMMITTEE: Finance

DATE OF COMMITTEE MEETING: February 10, 2020

SUMMARY: At its last meeting, the Board of Regents approved a development agreement between the University of Maryland, College Park (“UMD”) and the City of College Park (“City”), under which those two public entities would jointly develop an approximately 95,000 square foot office and retail condominium building (“City Hall Block Project”). As noted in the agenda item for that meeting, UMD anticipated returning to this Board to seek approval for the acquisition of real property necessary for the City Hall Block Project.

UMD now seeks the approval of a real estate transaction with Terrapin Development Company, LLC (“TDC”). Exhibit A shows the “City Hall Block” and its current real property ownership. UMD proposes to acquire the approximately 0.251 acres owned by TDC (the “TDC Property”). To consolidate the ground into a single lot, the TDC Property will be contributed (directly or through contract assignment) to the condominium’s “Ground Unit” and that unit will be owned by the City.

In exchange for the TDC Property, UMD, at its expense, will build an approximately 7,000 square foot retail condominium unit (the “Future Retail Unit”) as part of the City Hall Block Project, to be completed and delivered to TDC in the first quarter of 2022. Exhibit B shows the anticipated location of the Future Retail Unit.

UMD and TDC have agreed that the fair market value of the TDC Property is \$3,143,500. The TDC Property was appraised as follows:

Appraiser	Date	Value For TDC Property
Cushman & Wakefield	December 12, 2019	\$3,190,000
Merit Real Estate Analysis, Inc.	February 6, 2019	\$3,097,000

UMD and TDC will enter into an “Agreement Regarding Exchange of Real Property” that will outline the process to determine the fair market value of the Future Retail Unit and any additional payment to be made to TDC, if any, subject to a cap of \$500,000 as described in the Fiscal Impact section below. A more detailed description of the fair market value process is attached as Exhibit C.

The Future Retail Unit will be conveyed to TDC at a date closer to, or shortly after, the City Hall Block Project’s 2022 completion date. Subject to Board of Public Works approval, and for purposes of streamlining the real property disposition process, UMD seeks authority to assign original ownership rights in the Future Retail Unit to the University of Maryland Enterprise Corporation (“UMEC”) or an affiliate of UMEC.

UMEC is a 501(c)(3) Maryland non-stock corporation solely owned and controlled by UMD. UMEC has a broad mission to support UMD, which mission includes the charge to “hold...personal and real property of all kinds...to or for the benefit of [UMD], its mission, goals, and programs....” UMEC would then convey to TDC.

ALTERNATIVE(S): The Board of Regents could reject the proposed real property transaction. TDC would retain its existing property and the City Hall Block Project could not move forward.

FISCAL IMPACT: This transaction, although complex because it involves the exchange of an existing parcel of real property (the TDC Property) for a second real property interest to be built in the future (the Future Retail Unit), is, at its core, an exchange by two parties of real property interests.

As noted, the Regents have already approved the development and construction of the City Hall Block Project, including the Future Retail Unit that comprises the primary consideration to be delivered by UMD to TDC for the TDC Property.

The prior item approved by the Board of Regents indicated that the real property exchange would not add to the project cost of \$31.6 million. The value of the Future Retail Unit has not been determined and its value may create an obligation by UMD to TDC for an additional payment based on the TDC Property's fair market value. TDC has agreed to cap the extra amount it may receive at \$500,000. To be clear, this obligation would only occur if the fair market value of the TDC Property plus the Per Diem Payment exceeds the fair market value of the Future Retail Unit. For market background information, both appraisals listed above determined that current retail market rents in College Park are \$55 per square foot. The fair market value of the Future Retail Unit would need to be below \$40 per square foot (approximately) for UMD to have a payment obligation.

This item is anticipated to be the final City Hall Block Project transaction requiring Board action.

CHANCELLOR'S RECOMMENDATION: That the Finance Committee recommend that the Board of Regents approve for the University of Maryland, College Park the acquisition and subsequent disposition of the TDC Property as more particularly described in an Exchange Agreement, consistent with the University System of Maryland Procedures for the Acquisition and Disposition of Real Property.

COMMITTEE RECOMMENDATION: **Recommend approval**, however the University must provide responses to the following questions put forward during the discussion: (i) what are the transfer and recordation tax implications for the proposed transaction; and (ii) what effect, if any, will the proposed transaction have on the equity and control position in TDC?

This information shall be provided in advance of the February 21 meeting of the Board.

DATE: 2/10/20

BOARD ACTION:

DATE:

SUBMITTED BY: Ellen Herbst (301) 445-1923

Exhibit A: Current Property Ownership

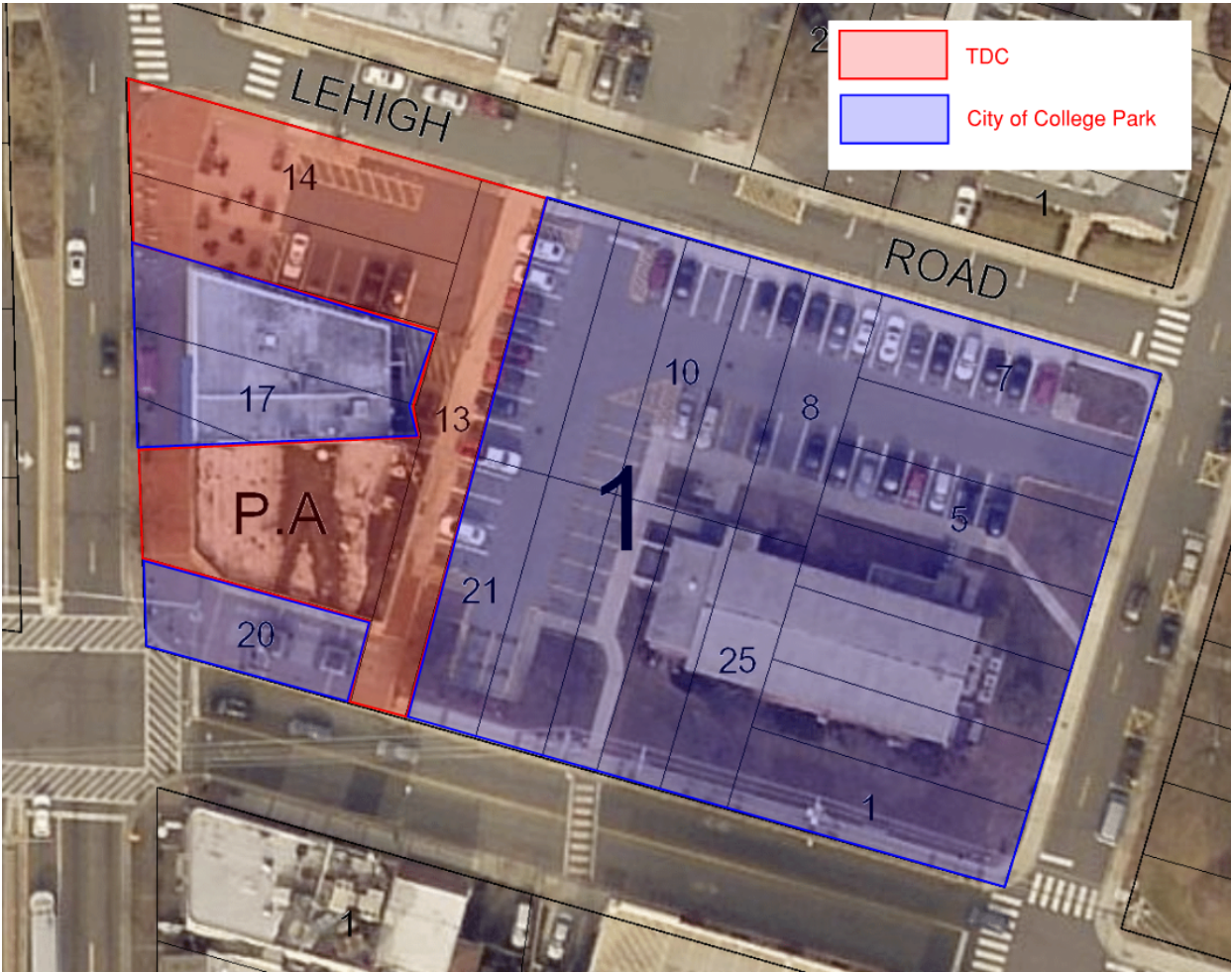
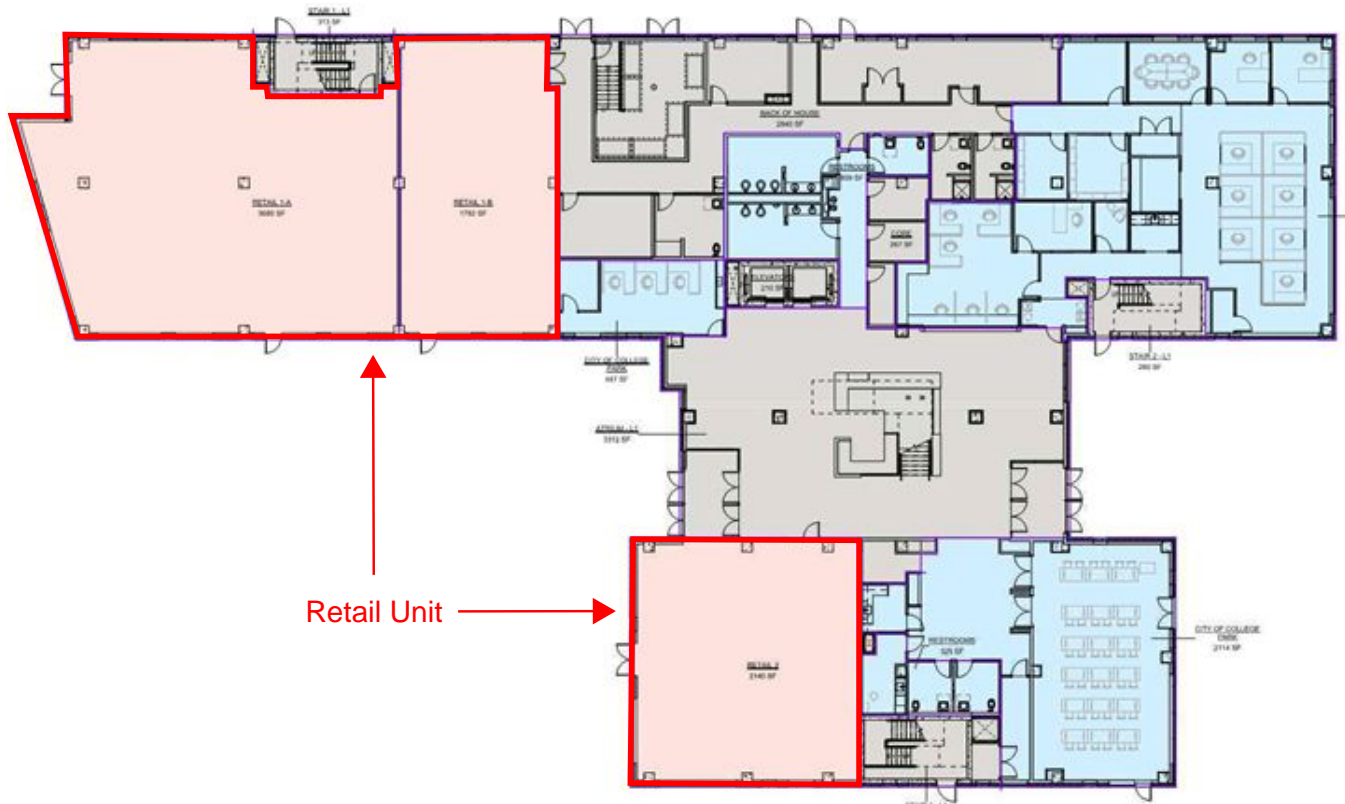


Exhibit B: Location of Retail Unit (Building Ground Level)



University of Maryland, College Park: Real Property Exchange Supporting City Hall Block Project

Exhibit C

An “Agreement Regarding Exchange of Real Property” between UMD and TDC (“Exchange Agreement”) will establish the procedure for determining the value difference between the fair market value of the TDC Property plus the Per Diem Payments (defined in the next paragraph) and the fair market value of the Future Retail Unit. Specifically, the parties will use a “three appraiser” method to determine the fair market value of the Future Retail Unit. If that value is less than \$3,143,500 plus the Per Diem Payment, then UMD will pay the difference to TDC, subject to a \$500,000 cap described in the “Fiscal Impact” section of the Agenda Item. If, on the other hand, the value of the Future Retail Unit exceeds \$3,143,500 plus the Per Diem Payments, then, in that event, in accordance with TDC’s Operating Agreement, UMD (as a member of TDC) will be deemed to have made an “Additional Contribution” to TDC (in an amount equal to the fair market value of the Future Retail Unit minus \$3,143,500 plus the Per Diem Payment). That Additional Contribution will increase UMD’s percentage ownership interest in TDC.

The “Per Diem Payment” means a 5% daily interest payment (\$425 per day) for each day from the day TDC conveys the TDC Property until TDC receives the Future Retail Unit. Additionally, the Exchange Agreement will provide that TDC will be paid \$3,143,500 plus the Per Diem Payments if, for any reason, the Future Retail Unit cannot be delivered to TDC in the condition, or within the time frame, provided for in the Exchange Agreement. The Exchange Agreement will detail the required construction delivery condition for a “warm lit shell” of the Future Retail Unit, as well as conditions precedent to closing and definitions of default and termination events.

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

TOPIC: University of Maryland, College Park: Sale of Land to Core Campus Manager, LLC

COMMITTEE: Finance

DATE OF COMMITTEE MEETING: February 10, 2020

SUMMARY: The University of Maryland, College Park (UMD) owns approximately 0.24 acres of land located at 4218 and 4220 Knox Road in College Park, Maryland (the Property). A site location map is attached as an exhibit. UMD seeks approval to sell this land to Core Campus Manager, LLC (or a designated controlled affiliate) (Core Campus).

Core Campus controls (through a sales contract) approximately 0.48 acres of adjacent property at 4210 through 4216 Knox Road (the Adjacent Property). It intends to consolidate these properties and to develop and construct a private undergraduate student housing project with approximately 200 residential units, 2,000 square feet of street level retail and 120 parking spaces. This housing project will be entirely private. It will be subject to County and local development approval.

The purchase price for the Property is \$2.3 million. The Property was appraised as follows:

Appraiser	Date	Value For Property
Moroney & Associates, LLC	June 20, 2019	\$373,000
Merit Real Estate Analysis, Inc.	July 15, 2019	\$450,000

The Property immediately abuts the southern boundary of UMD's campus. UMD demolished the two "Knox Box" duplexes originally built on the Property. If this project were approved and moved forward, then Core Campus would demolish four more Knox Box duplexes on the Adjacent Property. All of this would continue to support the redevelopment of this area of the City of College Park and significantly improve the appearance, function and tax value of this campus edge property. In addition to the sale of the Property, UMD has agreed to (and seeks approval to) grant Core Campus access and use easements allowing direct connection from the new housing community to campus (subject to a safety review by the UMD Police Department and further provided such access does not interfere with any existing campus utilities or operations).

Closing on this transaction will be contingent upon UMD having reviewed and approved Core Campus's detailed site plan. Likewise, Core Campus's obligations are conditioned on its having obtained all zoning and development approvals from the County, as well as other closing conditions to be set forth in a Real Estate Sale Agreement.

PURCHASER/DEVELOPER: Core Campus Manager, LLC, (affiliate of CoreSpaces) Austin, TX Marc Lifshin, CEO

ALTERNATIVE(S): The Board of Regents could reject the proposed land sale to Core Campus. UMD would retain the existing unimproved land; however, the advantage of a larger assemblage with the Adjacent Property likely would be lost.

FISCAL IMPACT: The 0.24 acre parcel is valued at not more than \$450,000 based on appraisals ordered by UMD. The higher purchase price of \$2.3 million is driven both by the current competitive market for private student housing opportunities as well as the Property's ideal location immediately adjacent to campus. The disposition would have no direct cost to UMD beyond that associated with due diligence and closing costs.

CHANCELLOR'S RECOMMENDATION: That the Finance Committee recommend that the Board of Regents approve for the University of Maryland, College Park the disposition by sale of approximately 0.24 acres of UMD land at 4218 and 4220 Knox Road, consistent with the University System of Maryland Procedures for the Acquisition and Disposition of Real Property.

COMMITTEE RECOMMENDATION: RECOMMEND APPROVAL

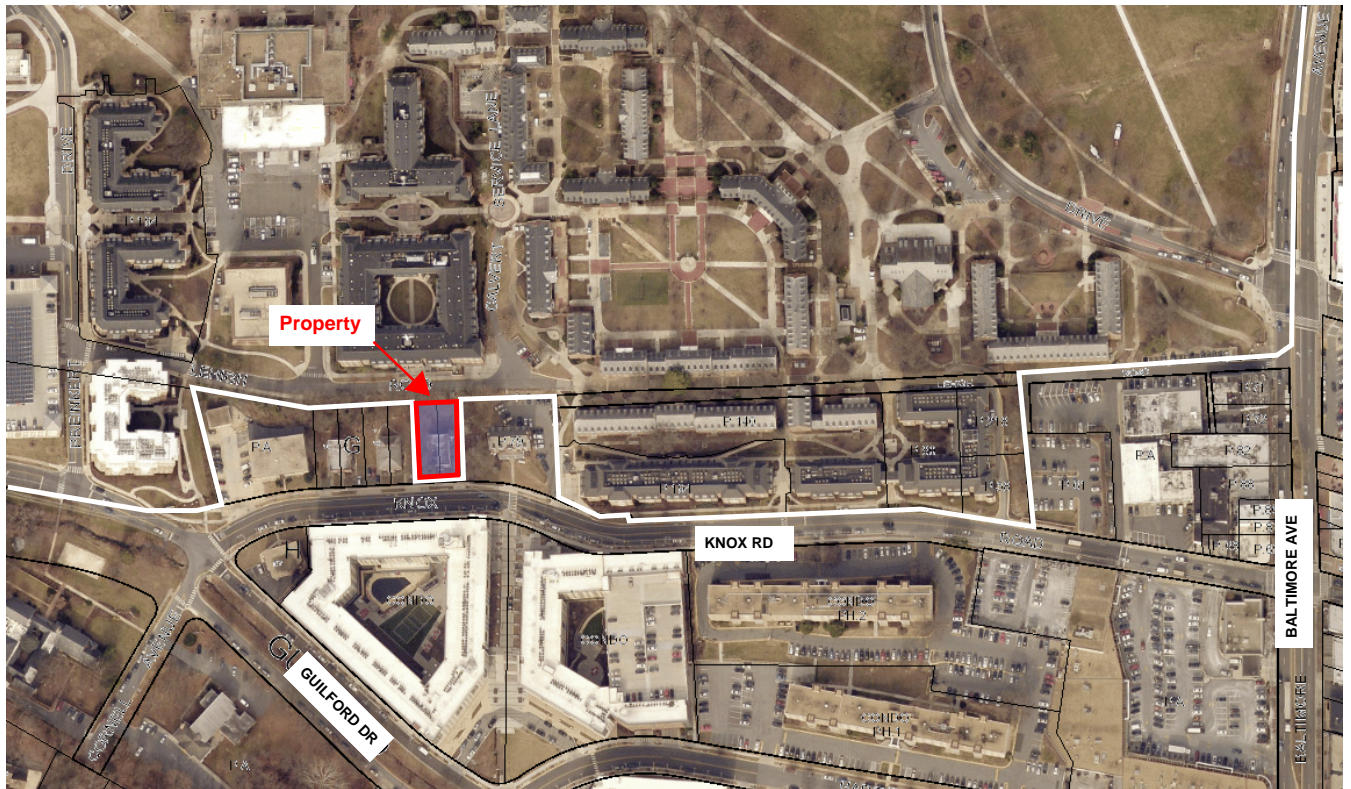
DATE: 2/10/20

BOARD ACTION:

DATE:

SUBMITTED BY: Ellen Herbst (301) 445-1923

Exhibit - Site Location





BOARD OF REGENTS

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

TOPIC: University of Maryland, Baltimore: School of Nursing Student Services Renovation and Window Replacement

COMMITTEE: Finance

DATE OF COMMITTEE MEETING: February 10, 2020

SUMMARY: The University is seeking Board approval to renovate the Student Services area and replace windows in the original School of Nursing Building on the University of Maryland, Baltimore campus located at 655 West Lombard Street. The original part of this School of Nursing building was constructed circa 1970. A seven-story addition was constructed circa 1996.

This item is coming to the Board for consideration and action because the project budget exceeds the policy limit of \$5 million for approval by the Vice Chancellor for Administration and Finance.

The scope of the project as defined by the Contract Documents consists of the following two major components:

1. Renovation of the first floor, including the adjacent lobby basement level, including a three story bump out addition of the School of Nursing to serve the Student Services Department (Admissions, Student Success Center and Registrar). The program includes:
(a) Work space for 31 current full-time/professional employees consisting of a mix of offices and modular (cubical) workspaces; (b) Work space for student workers consisting of shared workspace; (c) Staff Lounge; (d) A visitor-focused reception area for prospective/current students and their families; (e) A comfortable student lounge/study space, with a separate entrance that students could access afterhours; (f) a large conference room; and (g) a small conference/interview room.
2. Complete replacement of the original building windows.

FISCAL IMPACT: The budget for this project is \$6 million, which will be paid for by institutional funds.

CHANCELLOR'S RECOMMENDATION: That the Finance Committee recommend that the Board of Regents approve the University of Maryland, Baltimore's request for the School of Nursing Student Services Renovation and Window Replacement, for a project cost of \$6 million, as described above.

COMMITTEE RECOMMENDATION: RECOMMEND APPROVAL

DATE: 2/10/20

BOARD ACTION:

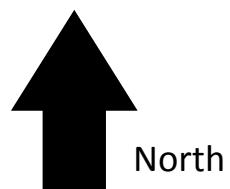
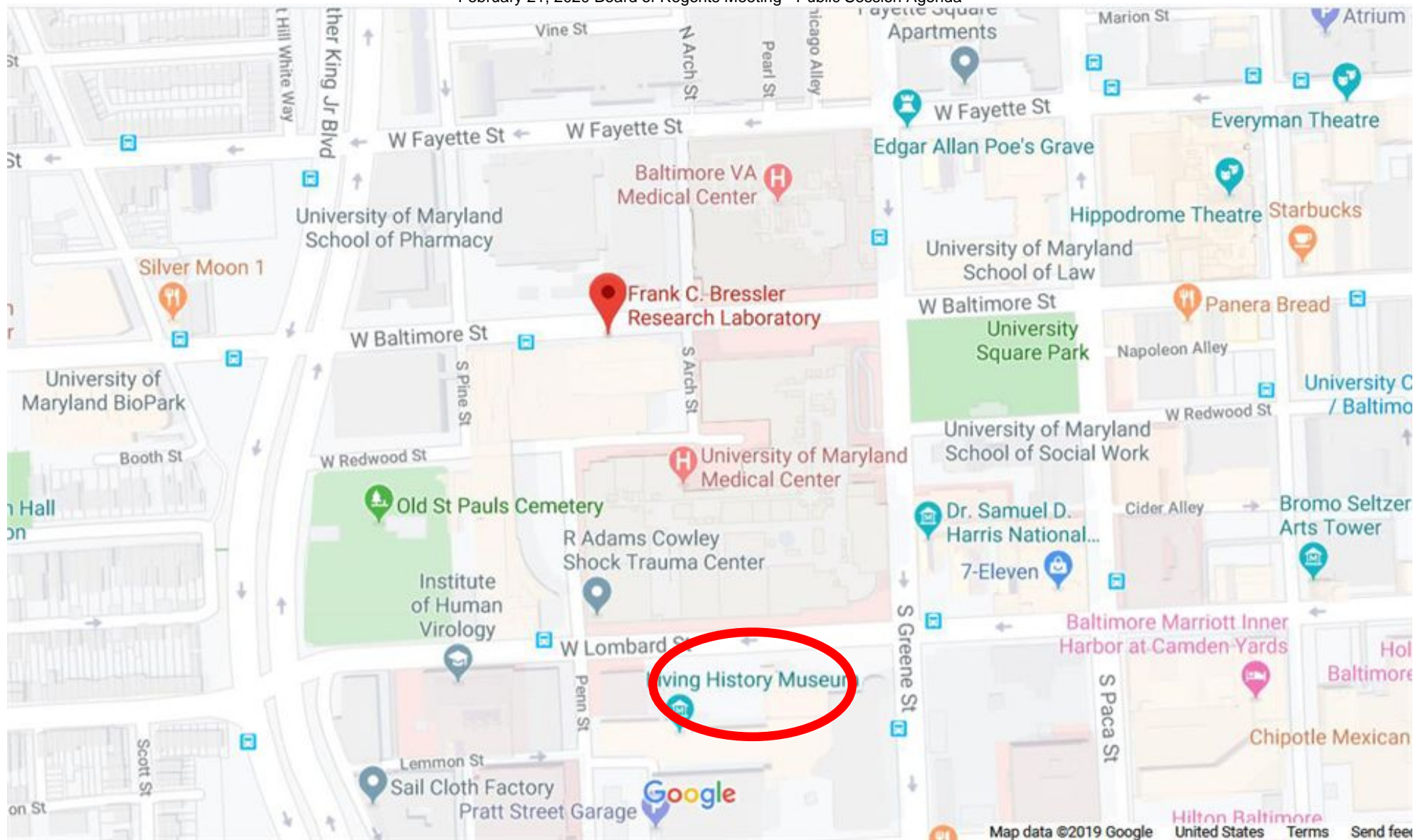
DATE:

SUBMITTED BY: Ellen Herbst (301) 445-1923

Project Cost Summary

UMB, 17-396 School of Nursing Student Services Renovation and
Window Replacement

	Original
Date	1/30/2020
Stage of Estimate	50% CD
Design/Fees	\$500,000
Construction Cost	\$5,000,000
Contingency	\$500,000
Project Total	\$6,000,000
Notes:	Cost estimate provided by Forella Group, LLC via Marshall Craft Associates, Inc. and UMB Design and Construction.



Location Map: UMB School of Nursing Building

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

TOPIC: Proposed Amendment to University of Maryland Global Campus HR Policy VII-1.22-GC – UMGC Policy on Separation for Regular Exempt and Overseas Staff Employees

COMMITTEE: Finance

DATE OF COMMITTEE MEETING: February 10, 2020

SUMMARY: UMGC proposes to amend its separation policy governing regular and overseas exempt staff employees to be more consistent with recent amendments to USM policy. The significant proposed changes to current UMGC policy include the following:

- Adding a section to document the ability for an employee to resign in lieu of termination. This section identifies resignation in lieu of termination as a form of involuntary separation. The addition also outlines that the length of notice is at the discretion of the VP of HR and is not required to conform to the schedule of notice period by length of service outlined in the policy for termination by period of notice. This update is closely aligned with the updates proposed by USM for the Board of Regents policy VII-1.22 – Policy on Separation for Regular Exempt Staff Employees.
- Documenting that the length of a period of notice for employees at or above the Assistant Vice President or Assistant Vice Provost Level is not required to conform to the schedule of notice period by length of service outlined in the policy for termination by period of notice.
- Clarifying that UMGC may provide alternate compensation in lieu of completing a notice period for all involuntary separations, including resignations in lieu of termination. This update is closely aligned with the updates proposed by USM for the Board of Regents policy VII-1.22 – Policy on Separation for Regular Exempt Staff Employees.
- Further defining the list of causes for which an employee may be terminated. This update is closely aligned with the updates proposed by USM for the Board of Regents policy VII-1.22 – Policy on Separation for Regular Exempt Staff Employees.

A red-lined and clean copy of the policy is attached. This proposed policy amendment has been reviewed and approved by UMGC's Vice President, Human Resources, JulieAnn Garcia, and Vice President and General Counsel, Sherri Sampson.

ALTERNATIVE(S): The Board could decline to endorse the policy amendment as presented or provide alternative guidance.

FISCAL IMPACT: The fiscal impact is estimated to be slight; the amendment is not expected to significantly change current practice.

CHANCELLOR'S RECOMMENDATION: That the Finance Committee recommend that the Board of Regents endorse the proposed amendment to UMGC HR Policy VII-1.22-GC

COMMITTEE RECOMMENDATION: RECOMMEND APPROVAL

DATE: 2/10/20

BOARD ACTION:

DATE:

SUBMITTED BY: Ellen Herbst (301) 445-1923

c:\users\lmcman\documents\home\lem\bor\2020 - 021020\umgc policy on separation.docx

VII-1.22-GC – UMGC POLICY ON SEPARATION FOR REGULAR EXEMPT AND OVERSEAS STAFF EMPLOYEES

(Approved by USM BOR on April 21, 2017; UMGC President July 1, 2017; Updated XX.XX)

I. PURPOSE AND APPLICABILITY

The purpose of this policy is to establish a separation process for Regular UMGC Exempt and Overseas staff employees in the University of Maryland Global Campus (UMGC).

II. GENERAL

- A. Exempt and Overseas staff employees on regular status are employed on an at-will basis. Accordingly, subject to applicable laws and policies, the employment relationship may be terminated at any time with or without cause by either the employee or UMGC, consistent with section III of this policy.
- B. All actions taken under this policy and applicable procedures shall be reviewed by the Vice President of Human Resources (VPHR) or designee in advance of the action being taken.
- C. Notification from employee to UMGC
 - 1. An employee who wishes to end their employment with the UMGC stateside division should give at least 14 calendar days' written notice.
 - 2. An employee who wishes to end his/her employment with the UMGC overseas divisions should give at least 30 calendar days' written notice to allow for any required out-processing.
- D. Resignation in Lieu of Termination

The VPHR has the discretion to permit, but not require, any employee to resign in lieu of involuntary separation and may determine an appropriate period of notice to be provided that serves the best interest of UMGC. The length of the period of notice provided is not required to conform to the schedule contained in III.A.1. of this policy.

III. TERMINATION BY PERIOD OF NOTICE

- A. Determination of Period of Notice
 - 1. Unless an employee is being separated for cause in accordance with section IV of this policy, an employee who is involuntarily separated at or below the director level shall be provided a defined period of notice, based on the number of years of UMGC service as follows:

Years of UMGC Service	Period of Notice
Less than one year	One month
One year but less than four years	Three months
Four years but less than seven years	Six months
Seven years but less than ten years	Nine months
Ten years or more	Twelve months

2. Prior UMGC service shall be included unless there was a break in service longer than three (3) years.
3. At the discretion of the president or designee and in consultation with the VPHR, an employee at or above the assistant vice president or assistant vice provost level who is involuntarily separated, including resignation in lieu of termination, may be provided a period of notice. The length of the period of notice provided is not required to conform to the notice requirement based on years of UMGC service outlined in III.A.1. of this policy.

B. Employee Work Assignments During Period of Notice

1. During the period of notice, the VPHR or designee may:
 - a. Assign alternate duties and responsibilities to an employee who has been notified of a period of notice separation for any part or all of the period of notice or at a level of part-time service of at least 25%; or
 - b. Continue the employee in his/her regular position during the period of notice separation.

C. Compensation in Lieu of Notice

In lieu of providing a full period of notice to an employee who is being involuntarily separated, including those permitted to resign in lieu of termination under section II.D., UMGC may determine that an employee should be separated prior to the end of the notice period. In such a case, UMGC shall provide appropriate alternative compensation in the form of a lump-sum payment, subject to applicable withholdings, to the employee to compensate for the loss of salary and/or benefits for which the employee would otherwise have received during the notice period. UMGC may develop an appropriate compensation arrangement for the employee to be terminated that meets the goals of this section.

- D. Overseas Staff** - At the time notice is received, the overseas staff employee shall contact the VPHR or designee to ensure necessary out-processing, including, computation of unused vacation/holiday time off, return of military vehicle

registration, ration and I.D. cards, and other matters as required by UMGC Asia/Europe and the military, if applicable. UMGC Asia/Europe may withhold amounts from an overseas staff employee's final paycheck to cover the failure to return required items.

- E. Failure to provide notice as set forth in this section may be grieved according to VII-8.00-GC – UMGC Grievance Policy for Nonexempt and Exempt Employees or VII-8.01-GC – UMGC Grievance Policy for Overseas Employees, as applicable.

IV. TERMINATION FOR CAUSE

With the approval of the VPHR or designee, the period of notice defined above, is not required if the employee is to be terminated for cause, including any of the following reasons:

- A. Moral turpitude;
- B. Incompetency;
- C. Willful neglect of duty or abandonment of job;
- D. Inefficiency in the performance of job duties, including failure to meet established performance expectations as documented in performance evaluations and/or disciplinary action;
- E. Illegal actions or violation of any provisions of the state ethics law;
- F. Gross misconduct or wantonly offensive behavior towards fellow employees, students, clients, users of UMGC facilities, or the general public;
- G. Insubordination or serious breach of discipline;
- H. Serious breach of professional behavior that reasonably may be expected to result in lower morale in the organization or loss or injury to the university or public;
- I. Professional or scholarly misconduct;
- J. Severe safety violations or actions that cause significant damage to public property or waste of public resources;
- K. Failure to accept reassignment; or
- L. Medical condition causing inability to perform the essential functions of the employee's job with reasonable accommodations required by law.

- M. Additionally, overseas staff employees may be terminated for the following additional reasons:
1. Failure to obtain and maintain required individual logistical support throughout the appointment period; to cooperate with the overseas divisions in connection with logistical support; and/or revocation of logistical support;
 2. Failure of an overseas staff employee to obtain and maintain required identification documents or other documents necessary for the performance of assignment; failure to cooperate with UMGC Asia/Europe in connection with obtaining or maintaining identification documents; and/or revocation of identification documents;
 3. Notification from the Department of Defense or military/base representative that an overseas staff employee may no longer be employed by UMGC Asia/Europe; provide certain services during employment; or have access to one or more locations;
 4. Failure of an overseas staff employee to adhere to the host nation laws of the countries to which he or she is assigned to work; or
 5. Failure of an overseas staff employee to comply with such Army, Air Force, Marine, Navy, and host nation regulations as may be applicable concerning standards of conduct.

IMPLEMENTATION PROCEDURES:

The UMGC President has designated the Vice President of Human Resources (VPHR) to administer this policy; to develop procedures as necessary to implement this policy; to communicate this policy to the UMGC community; and to post the policy and any applicable procedures on the UMGC website.

Replacement for:

USM BOR VII-1.22 Policy on Separation for Regular Exempt Staff Employees

UMGC OS 27.00 – Policy on Involuntary Separation of All Staff

VII-1.22-GC – UMGC POLICY ON SEPARATION FOR REGULAR EXEMPT AND OVERSEAS STAFF EMPLOYEES

(Approved by USM BOR on April 21, 2017; UMGC President July 1, 2017; Updated XX.XX)

I. PURPOSE AND APPLICABILITY

The purpose of this policy is to establish a separation process for Regular UMGC Exempt and Overseas staff employees in the University of Maryland Global Campus (UMGC).

II. GENERAL

- A. Exempt and Overseas staff employees on regular status are employed on an at-will basis. Accordingly, subject to applicable laws and policies, the employment relationship may be terminated at any time with or without cause by either the employee or UMGC, consistent with section III of this policy.
- B. All actions taken under this policy and applicable procedures shall be reviewed by the Vice President of Human Resources (VPHR) or designee in advance of the action being taken.
- C. Notification from employee to UMGC
 - 1. An employee who wishes to end ~~his/her~~their employment with the UMGC stateside division should give at least 14 calendar days' written notice.
 - 2. An employee who wishes to end his/her employment with the UMGC overseas divisions should give at least 30 calendar days' written notice to allow for any required out-processing.

D. Resignation in Lieu of Termination

- ~~2. The VPHR has the discretion to permit, but not require, any employee to resign in lieu of involuntary separation and may determine an appropriate period of notice to be provided that serves the best interest of UMGC. The length of the period of notice provided is not required to conform to the schedule contained in III.A.1. of this policy.~~

III. TERMINATION BY PERIOD OF NOTICE

- A. Determination of Period of Notice
 - 1. Unless an employee is being separated for cause in accordance with section IV of this policy, an employee who is involuntarily separated at or below the director level shall be provided a defined period of notice, based on the number of years of UMGC service as follows:

Years of UMGC Service	Period of Notice
Less than one year	One month
One year but less than four years	Three months
Four years but less than seven years	Six months
Seven years but less than ten years	Nine months
Ten years or more	Twelve months

2. Prior UMGC service shall be included unless there was a break in service longer than three (3) years.
3. At the discretion of the president or designee ~~and~~, in consultation with the VPHR ~~and UMGC Office of Legal Affairs~~, an employee at or above the assistant vice president or assistant vice provost level who is involuntarily separated, including resignation in lieu of termination, at or above the assistant vice president or assistant vice provost level may be provided a period of notice. The length of the period of notice provided is not required to conform to the notice requirement based on years of UMGC service outlined in III.A.1. of this policy.

B. Employee Work Assignments~~Status~~ During Period of Notice

1. During the period of notice, tThe VPHR or designee may:
 - a. Assign alternate duties and responsibilities to an employee who has been notified of a period of notice separation for any part or all of the period of notice or at a level of part-time service of at least 25%; or
 - b. Continue the employee in his/her regular position during the period of notice separation.

C. Compensation in Lieu of Notice

2. ~~At the option of the VPHR or designee, an employee who has been notified of a period of notice separation, may be placed on administrative time off for any part or all of the period of notice.~~
- a. ~~In this case, consistent with federal tax law requirements, the employee can no longer be deemed an employee of UMGC, effective as of the beginning of the administrative Time Off period, and shall not be eligible for employee benefits (such as health and retirement benefits) or earn other paid time off (Vacation, Sick, Holiday, Personal) during the period of administrative Time Off.~~ ~~[JS1] [JS2]~~

~~b.~~ In lieu of providing a full period of notice to an employee who is being involuntarily separated, including those permitted to resign in lieu of termination under section II.D., UMGC Under such circumstances, UMGC may determine that an employee should be separated prior to the end of the notice period. In such a case, UMGC shall provide appropriate alternative compensation in the form of a lump-sum payment, subject to applicable withholdings, to the employee to compensate for the loss of salary and/or benefits for which the employee would otherwise have ~~been eligible~~received during the ~~termination period of notice~~notice period. UMGC may develop an appropriate compensation arrangement for the employee to be terminated that meets the goals of this section.

~~C.D.~~ Overseas Staff - At the time notice is received, the overseas staff employee shall contact the VPHR or designee to ensure necessary out-processing, including, computation of unused vacation/holiday time off, return of military vehicle registration, ration and I.D. cards, and other matters as required by UMGC Asia/Europe and the military, if applicable. UMGC Asia/Europe may withhold amounts from an overseas staff employee's final paycheck to cover the failure to return required items.

~~D.E.~~ Failure to provide notice as set forth in this section may be grieved according to VII-8.00-GC – UMGC Grievance Policy for Nonexempt and Exempt Employees or VII-8.01-GC – UMGC Grievance Policy for Overseas Employees, as applicable.

IV. TERMINATION FOR CAUSE

With the approval of the VPHR or designee, the period of notice defined above, is not required if the employee is to be terminated for cause, including any of the following reasons:

- A. Moral turpitude;
- B. Incompetency;
- C. Willful neglect of duty or abandonment of job;
- D. Inefficiency in the performance of job duties, including ~~F~~ failure to meet established performance expectations as documented in performance evaluations and/or disciplinary action;
- E. Illegal actions or violation of any provisions of the state ethics law;
- F. Gross misconduct or wantonly offensive behavior towards fellow employees, students, clients, users of UMGC facilities, or the general public;

- G. Insubordination or serious breach of discipline;
- H. Serious breach of professional behavior that reasonably may be expected to result in lower morale in the organization or loss or injury to the university or public;
- F.I. Professional or scholarly misconduct;
- G.J. Severe safety violations or actions that cause significant damage to public property or waste of public resources;
- H.K. Failure to accept reassignment; or
- H.L. Medical condition causing inability to perform the essential functions of the employee's job with reasonable accommodations required by law.
- J.M. Additionally, overseas staff employees may be terminated for the following additional reasons:
1. Failure to obtain and maintain required individual logistical support throughout the appointment period; to cooperate with the overseas divisions in connection with logistical support; and/or revocation of logistical support;
 2. Failure of an overseas staff employee to obtain and maintain required identification documents or other documents necessary for the performance of assignment; failure to cooperate with UMGC Asia/Europe in connection with obtaining or maintaining identification documents; and/or revocation of identification documents;
 3. Notification from the Department of Defense or military/base representative that an overseas staff employee may no longer be employed by UMGC Asia/Europe; provide certain services during employment; or have access to one or more locations;
 4. Failure of an overseas staff employee to adhere to the host nation laws of the countries to which he or she is assigned to work; or
 5. Failure of an overseas staff employee to comply with such Army, Air Force, Marine, Navy, and host nation regulations as may be applicable concerning standards of conduct.

IMPLEMENTATION PROCEDURES:

The UMGC President has designated the Vice President of Human Resources (VPHR) to administer this policy; to develop procedures as necessary to implement this policy; to

communicate this policy to the UMGC community; and to post the policy and any applicable procedures on the UMGC website.

Replacement for:

USM BOR VII-1.22 Policy on Separation for Regular Exempt Staff Employees

UMGC OS 27.00 – Policy on Involuntary Separation of All Staff



BOARD OF REGENTS

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

TOPIC: University System of Maryland: Review of Capital Improvement Projects

COMMITTEE: Finance

DATE OF COMMITTEE MEETING: February 10, 2020

SUMMARY: This report provides information on the status of capital improvement projects systemwide. Included are contract awards, completions, and detailed project schedules. The attached report reflects activity for the seven-month period starting May 1, 2019 and ending November 30, 2019.

Highlights include:

- 14 New projects added to list, including:
 - A major new residence hall complex (approved by the Board of Regents in November) and a proposed new student recreation center at Salisbury University.
 - A new Health and Counseling Services Center at UMBC, also approved in 2019 by the Board, will be constructed using permanent modular techniques. The project will be a pilot for the use of the technology on other USM projects.
 - A major renovation of the Ellicott Residence Hall at the University of Maryland, College Park. A key part of this work will be replacement of building systems and repairs of the building envelope as part of an ongoing effort to improve student health and safety.
- 11 Completed projects removed from list, including:
 - The completion of a replacement facility for the US Postal Service (part of an agreement that transfers land adjacent to the University of Baltimore to the campus for future use).
 - The completion of the new Biomedical Sciences and Engineering Building at the Universities at Shady Grove.

ALTERNATIVE(S): This is an information item.

FISCAL IMPACT: This is an information item.

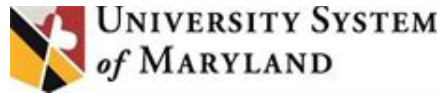
CHANCELLOR'S RECOMMENDATION: This is an information item.

COMMITTEE RECOMMENDATION: REPORT ACCEPTED FOR INFORMATION DATE: 2/10/20

BOARD ACTION:

DATE:

SUBMITTED BY: Ellen Herbst (301) 445-1923



SUMMARY: USM PROJECT STATUS REPORT ON MAJOR CONSTRUCTION PROJECTS
AS OF NOVEMBER 30, 2019

This report provides information on major (\$1M or larger) capital projects System-wide, excluding maintenance and energy performance contracts. Projects are funded through a variety of sources: State capital and operating funds, including facilities renewal; internal funding through the System Funded Construction Program (SFCP); private funds; and federal grants.

This report is a summary of contract awards, project completions and project schedules for the seven-month period beginning May 1, 2019 and ending November 30, 2019.

ONGOING PROJECTS:

As of November 30, 2019, there are a total of 63 major projects System-wide either pending design, or in design or construction, that are managed by the service centers.

NEW PROJECTS ADDED TO LIST (PRE-PLANNING AND DESIGN):

	<u>Architect/Engineer (or TBD)</u>	<u>Project Cost</u>
SU Center for Entrepreneurship	GMB (MD)	\$3,750,000
SU New Residence Complex	(Public/Private Partnership)	\$86,500,000
SU New Student Recreation Center		\$45,000,000
UMB 16 S Poppleton- Comm Engagement Center	HCM (MD)	\$9,600,000
UMB Bressler Drain Piping/Systems Replacement		\$5,900,000
UMB Howard Hall teaching pods		\$1,300,000
UMB IHV Façade Stabilization	Hord Coplan Mact (MD)	\$2,900,000
UMBC Health & Counseling Svcs Modular Bldg.		\$17,000,000
UMCP Cole Shell Space	Cannon Design (MD)	\$1,900,000
UMCP Ellicott Residence Hall Renovation		\$48,190,000
UMCP MFRI Western Maryland Training Ctr		\$8,765,000
UMCP Oakland Residence Hall SCUB Phase 2		\$8,748,312
UMCP Toll Physics 4th Floor Wing 3 West	Kibart (MD)	\$1,416,000
UMCP Mitchell Bldg Third Floor Renovation		\$1,341,189
<hr/> Total		<hr/> \$242,310,501

PROJECTS COMPLETED AND REMOVED FROM LIST:

		Const Mgr/Contractor	Project Cost
BSU	New Parking Lot (400 cars)	Oakmont (MD)	\$3,500,000
UB	Replace USPS Maintenance Facility	Whiting Turner (MD)	\$13,180,000
UMB	Med School Teach Fac Condensate Syst Repl	Emjay (MD)	\$1,400,000
UMB	HS/HSL Cooling Tower Replacement	Boland (MD)	\$1,400,000
UMB	737 Lombard St. Elevator Replacement	Delaware Elevator (MD)	\$1,200,000
UMCP	School of Pub Hlth Labs and Studios Renov	J Vinton Schafer (MD)	\$9,210,835
UMCP	Animal Sciences Wing 3 Replace Air Handlers	Maryland Mechanical (MD)	\$3,400,000
UMCP	Union Lane Garage Renovation	Maryland Mechanical (MD)	\$2,425,000
UMCP	Campus Creek Restoration	Meadville Land Svcs (MD)	\$1,495,000
UMCP	Studio Class, Seigel Lrng Ctr. Patterson Hall	Brawner Builders (MD)	\$1,400,000
USG	Biomed Sc. & Eng. Ed. Facility	Gilbane (MD)	\$158,357,885
		Total	\$196,968,720

ONGOING PROJECT TABLE:

The attached information includes schedules and project data for ongoing activities.



STATUS REPORT ON MAJOR CONSTRUCTION PROJECTS

Revised 1-17-20

Data as of November 30, 2019

KEY:

STATE-FUNDED CIP PROJECTS

SYSTEM-FUNDED NON-STATE/AUXILIARY PROJECTS

Institution	Project	Code	Estimated Total Project Cost	Design Start	Delivery Method	Construction Start	Substantial Completion	Total Appropriations To-Date	Funding Source	Architect (Location)	Contractor (Location)
BSU	Comm Arts & Humanities Bldg (MLK Replacement)	1	\$131,835,000	10/19		2/22	4/24	\$5,100,000	GO Bonds		
BSU	Marshall Library HVAC Improvements, Ph 1	5	\$4,900,000	3/18	GC	10/18	12/19	\$4,900,000	Cash	Kibart (MD)	
CSU	Percy Julian Bldg. Renovation for the College of Business	3	\$44,008,000	1/19	CM	07/20	04/22	\$2,970,000	GO Bonds	Quinn Evans & Goody Clancy	Barton Mallow (MD)
FSU	Education and Health Sciences Center	1	\$86,876,000	6/18	CM	3/20	3/22	\$11,700,000	GO Bonds	Ayers St. Gross (MD)	
FSU	New Residence Hall	1	\$42,895,000	5/17	D/B	6/18	2/20	\$26,618,000	USM Bonds, Cash	Perkins Eastman (DC)	PJ Dick (PA)
FSU	Five Dorm Renovation	3	\$14,400,000	7/16		7/17	8/19	\$5,700,000	USM Bonds, Cash	In-House (FSU)	
SU	New Residence Complex	1	\$86,500,000	5/20	D/B	5/21	7/23	\$0	Public/Private Partnership		
SU	New Student Recreation Center	1	\$45,000,000	3/20	D/B	4/22	4/24	\$2,500,000	Cash		
SU	Maggs Natatorium Renovation	3	\$10,000,000	3/18	D/B	2/20	6/20	\$10,000,000	Cash	Becker Morgan (MD)	Whiting Turner (MD)
SU	3D Arts Building Renovation	3	\$5,400,000	7/19	DB	5/20	9/20	\$5,400,000	Cash	DBF (MD)	Delmarva Vet Bldrs (MD)
SU	Center for Entrepreneurship	3	\$3,750,000	4/19	DB	12/19	7/20	\$3,750,000	Cash	GMB (MD)	Harper (MD)
TU	New Science Facility	1	\$183,819,000	8/14	CM	10/17	11/20	\$183,819,000	GO Bonds, NBF	Cannon Design (MD)	Whiting Turner (MD)
TU	College of Health Professions Bldg.	1	\$165,953,000	9/17	CM	7/21	12/23	\$5,266,000	GO Bonds	Perkins Will (DC) JMT (MD)	Gilbane (MD)
TU	Union Addition/Renovation	2/3	\$108,770,000	12/16	CM	10/18	8/20-Add'n 8/21-Renov	\$70,670,000	USM Bonds	Design Collective (MD)	Barton Mallow (MD)
TU	Glen Towers and Plaza Renovation	3/5	\$58,160,000	8/18	TBD	5/20	7/21	\$4,400,000	Cash, Bonds	Design Collective (MD)	Barton Mallow (MD)
TU	Glen Dining Hall Renovation	3	\$10,400,000	1/18	GC	1/19	3/20	\$10,400,000	Cash	GWWO (MD)	Turner (MD)
TU	Practice Field Improvements	5	\$4,900,000	11/17	D/B	11/18	7/19	\$4,900,000	GO Bonds, NBF		Field Turf USA (PA)

February 21, 2020 Board of Regents Meeting - Public Session Agenda

Institution	Project	Code	Estimated Total Project Cost	Design Start	Delivery Method	Construction Start	Substantial Completion	Total Appropriations To-Date	Funding Source	Architect (Location)	Contractor (Location)
UMB	Central Elec Substation and Elec Infrastructure Upgrades, Phased	5	\$74,920,000	3/17	GC/CM	5/19-ph1	5/20-ph 1	\$31,613,000	GO Bonds, NBF	RMF Engin'g (MD)	
UMB	Howard Hall/Bressler Research Bldg. Substation	5	\$13,000,000	8/17	GC	9/19	2/21	\$13,000,000	Cash	RMF Engin'g (MD)	
UMB	16 S Poppleton- Community Engagement Center	3	\$9,600,000	10/18	CM	8/19	8/20	\$9,600,000	NBF, Cash, DHCD Grant	HCM (MD)	Riparius (MD)
UMB	Renovate 121 N. Greene St.	3	\$8,000,000	12/18		9/19	3/21	\$8,000,000	Cash		
UMB	Replacement of Sanitary Drain Piping and Assoc Systems in BRB	5	\$5,900,000	7/18	GC	10/19	8/20	\$5,900,000	Cash	In-House (UMB)	Emjay (MD)
UMB	Elev/Fire Alarm Improve in Various Garages (including Pearl St.)	5	\$4,130,000	7/13	GC, D/B	1/14	6/19	\$4,130,000	USM Bonds	In-House (UMB)	Maranto, QSS, Brawer, Emjay
UMB	Bressler Research Bldg. Electrical Substations 2 - 7 Renewal	5	\$3,500,000	2/19		2/20	2/21	\$3,500,000	Cash	In-House (UMB)	
UMB	Health Sciences Facility I - Cooling Tower Replacement	5	\$2,900,000	6/14	GC	3/17	1/19	\$2,900,000	FR Funds, NBF	MS Eng'g (MD)	Emjay (MD)
UMB	IHV Façade Stabilization	3	\$2,900,000	6/13	GC	4/20	3/21	\$358,000	FR Funds, Cash	Hord Coplan Mact (MD)	
UMB	School of Pharmacy Bldg. Electrical System Renewal	5	\$2,300,000	5/19		5/20	5/21	\$2,300,000	Cash		
UMB	Emergency Exit Upgrades	5	\$2,300,000	4/18		7/18	2/21	\$2,300,000	Cash		
UMB	Howard Hall Exhaust System	5	\$2,000,000	4/18	GC	5/19	6/20	\$2,000,000	Cash	BKM (MD)	
UMB	HSFII Fire Alarm System Renewal	5	\$1,900,000	10/18	Open Bid	9/19	6/20	\$1,900,000	FR Funds, NBF		
UMB	108 N. Greene Street Chiller Extension	5	\$1,800,000	4/19	Open Bid	1/20	6/21	\$1,800,000	Cash		
UMB	School of Medicine Compressed Air & Central Vac	5	\$1,600,000	2/19		2/20	11/20	\$1,600,000	Cash		
UMB	Biomedical Research Bldg. Air Handler	5	\$1,400,000	10/17	GC	12/18	10/19	\$1,400,000	Cash	Min Eng'g (MD)	
UMB	Howard Hall teaching pods	3	\$1,300,000	3/19	GC	12/19	6/20	\$1,300,000	Cash	In-House (UMB)	Brauner (MD)
UMB	School of Pharm HVAC Fan Coil Units/Heating & Cooling Piping	5	\$1,200,000	1/18	GC	1/19	7/20	\$1,200,000	Cash	BKM (MD)	
UMBC	Interdisciplinary Life Sc. Bldg.	1	\$123,047,000	4/15	CM- 4/15	5/17	8/19	\$120,788,000	GO Bonds, ARB	Ballinger (PA)	Whiting Turner (MD)
UMBC	Retriever Activities Center Renewal	3	\$28,200,000	10/18	CM	1/20	7/21	\$15,100,000	USM Bonds, Cash	Marshall Craft (MD)	J Vinton Shafer (MD)

February 21, 2020 Board of Regents Meeting - Public Session Agenda

Institution	Project	Code	Estimated Total Project Cost	Design Start	Delivery Method	Construction Start	Substantial Completion	Total Appropriations To-Date	Funding Source	Architect (Location)	Contractor (Location)
UMBC	Utility Upgrades	5	\$17,274,000	7/19	GC	5/20	5/22	\$5,382,000	GO Bonds, ARB	RMF Engin'g (MD)	
UMBC	Health & Counseling Services Bldg.	3	\$17,000,000	1/20	D/B	12/20	8/21	\$17,000,000	USM Bonds, Cash		
UMBC	Hillside /Terrace Systems Upgrades	3/5	\$10,300,000	7/18	CM	3/19	8/20	\$10,300,000	Cash	Design Collective (MD)	Brown, Whiting Turner (MD)
UMBC	Stadium Improvements	4	\$7,000,000	1/20	OCGC	3/21	6/22	\$7,000,000	GO Bonds, Cash	GWFO (MD)	
UMCP	Cole Fieldhouse Conversion/ Expansion	2/3	\$195,700,000	6/15	CM-10/15	12/15	12/19	\$195,700,000	GO Bonds, NBF	Cannon Design (MD)	Gilbane (MD)
UMCP	Chemistry Building Ph 3, Wing 1 Replacement	3	\$102,899,000	5/19	D/B	1/21	6/23	\$22,063,000	GO Bonds, NBF		Whiting Turner (MD)
UMCP	New Residence Hall (900 beds)	1	\$100,900,000	2/18	D/B	6/19	8/21	\$66,500,000	USM Bonds		Holder (VA)
UMCP	IDEA Factory Bldg	1	\$50,000,000	9/18	D/B	12/19	8/21	\$50,000,000	Cash		Clark D/B (MD)
UMCP	North Dining Hall Replacement	1	\$49,650,000	2/18	D/B	6/19	8/21	\$11,500,000	USM Bonds		
UMCP	Ellicott Residence Hall Renovation	3	\$48,190,000	05/19	D/B	TBD	TBD	\$1,000,000	USM Bonds	TBD	TBD
UMCP	School of Public Policy Bldg.	1	\$45,000,000	7/17	CM	2/20	3/22	\$23,194,000	GO Bonds, NBF	Leo Daly (DC)	J Vinton Shafer (MD)
UMCP	Replace North Dining Hall	3	\$39,450,000	2/18	D/B	5/29	6/21	\$11,500,000	USM Bonds		Holder (VA)
UMCP	Chemistry Renov, Wings 2,3,& 5	3	\$12,500,000	5/18	On-Call CM	7/19	4/20	\$12,500,000	NBF	HCM (MD)	Kinsley (MD)
UMCP	MFRI Western Maryland Training Ctr Renovation	3/4	\$8,765,000	03/19	CM-GMP	3/22	3/24	\$150,000	GO Bonds	TBD	TBD
UMCP	Oakland Residence Hall SCUB Ph 2	5	\$8,748,312	01/19	CM-GMP	1/23	1/25	\$500,000	USM Bonds	TBD	TBD
UMCP	HJP Wing 2 Mech Rm. (Phase of Campuswide Infrastructure)	5	\$8,080,000	11/15	CM-12/15	6/19	1/20	\$8,080,000	GO Bonds, ARB	Design Collective (MD)	J Vinton Shafer (MD)
UMCP	New Office Bldg. for Central MD Res/Educ. Ctr., Clarksville	1	\$4,300,000	10/18	D/B		10/19	\$4,300,000	Cash		
UMCP	Cole Shell Space	2/3	\$1,900,000	6/15	CM-10/15	12/15	6/20	\$1,900,000	NBF	Cannon Design (MD)	Gilbane (MD)
UMCP	Mitchell Infrastructure Renovation	5	\$1,832,000	11/15	TBD	8/18	3/19	\$1,091,500	FR Funds		
UMCP	Toll Physics 4th Floor Wing 3 West	5	\$1,416,000	8/18	GC	8/19	12/19	\$1,416,000	Cash	Kibart (MD)	W.L. Gary

Institution	Project	Code	Estimated Total Project Cost	Design Start	Delivery Method	Construction Start	Substantial Completion	Total Appropriations To-Date	Funding Source	Architect (Location)	Contractor (Location)
UMCP	Mitchell Bldg Third Floor Renovation	3	\$1,341,189	10/19	GC	11/19	4/20	\$1,341,189	FR Funds		
UMES	School of Pharmacy and Allied Health	1	\$89,898,000	9/17	CM	1/20	1/22	\$16,563,000	GO Bonds		Gilbane (MD)
UMES	Flood Mitigation	5	\$10,434,000	10/19		7/21	7/22	\$1,008,000	GO Bonds		
UMES	Agricultural Research and Education Center	1	\$9,066,772	2/19	D/B	1/20	1/21	\$9,066,772	Grants, Cash, Insurance Proceeds		
UMES	Natural Gas Pipeline/Retrofit	5	\$2,000,000	01/20	D/B	4/20	3/21	\$0	Grants, Cash		
USM	USM Southern MD Engineering Acad and Research Bldg	1	\$85,995,000	8/16	CM	10/19	10/21	\$18,964,000	GO Bonds, County Donation	Cooper Carry (GA)	Whiting Turner (MD)
Total Program (State and non-State/ Auxiliary)			\$2,229,102,273				5,573	Jobs supported by the capital program per DBM formula of 7.5 FTE direct (construction-related) jobs per \$1M investment, divided by a rough average duration of construction from award through completion of 3 years			

Codes:

- 1 New facility
- 2 Addition/Expansion/Extension
- 3 Renovation or Replacement
- 4 Alterations and Addition
- 5 Infrastructure

*** Definitions:**

- Total Project Cost: Total estimated project cost including planning, construction & equipment.
- Design Start: Date of BPW approval of architect/engineer.
- Construction Start: Date of BPW approval of contractor.
- Completion: Date of substantial completion/beneficial occupancy.

Abbrev.

- CM = Construction Management
- D/B = Design/Build
- GC = General Contractor
- OCGC = On-Call General Contractor

Funding:

- NBF = Non-budgeted funds (e.g., donor funds); GO Bonds = State General Obligation Bonds;
- ARB = Academic Revenue Bonds (approved by State); FR = Capital Facilities Renewal
- USM Bonds = USM Auxiliary Revenue Bonds; CASH = Institutional funding, including cash, donor funding and plant funds



BOARD OF REGENTS

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

TOPIC: University of Maryland, Baltimore: Amendments to the Ground Lease between UMB and UMB Health Sciences Research Park Corporation at the University of Maryland BioPark, Baltimore

COMMITTEE: Finance

DATE OF COMMITTEE MEETING: February 10, 2020

SUMMARY: The UMB Health Sciences Research Park Corporation (RPC), an affiliated business entity of the University of Maryland, Baltimore (UMB), entered into a ground lease for 4.7 acres of land owned by UMB in 2003 in order to establish the University of Maryland BioPark.

RPC is in advanced discussions with real estate developers to construct substantial new projects in the BioPark over the next several years, including two (and possibly three) research office buildings and a 300-space parking garage. Obtaining financing for these projects requires a ground lease term of at least 75 years. RPC has therefore requested that the ground lease (which is currently due to expire in about 44 years) be amended to extend the term through 2095. This equates to a net extension of approximately 31 years. A map of the BioPark is attached as Appendix A.

In addition, UMB desires to acquire from RPC two small footways which go across one of UMB's parcels on the development site, and to amend the ground lease to add the footways to the property leased to RPC for the University of Maryland BioPark. These footways were mistakenly deeded to RPC (rather than to UMB) when the adjacent parcel was conveyed to a third party for the development of the Maryland Proton Treatment Center. This conveyance will correct this error and ensure that UMB owns the entire parcel. There is no cost associated with this acquisition. A map showing the location of the footways is attached as Appendix B.

ALTERNATIVE(S): The ground lease could remain at its current term or be extended by a lesser length than requested, and the footways could remain in RPC's ownership. However, this would have the likely effect of jeopardizing the aforementioned developments, as well as inhibiting the prospects for attracting other new tenants and economic development to the BioPark.

FISCAL IMPACT: RPC pays half of its annual net revenue directly to UMB, for properties subject to the ground lease. Since its inception in 2004, RPC has generated over \$27 million in gross revenue and it currently has \$13.5 million in assets. To date UMB has received approximately \$4 million in revenue as a result of its ground lease and has won over \$100 million in grants in collaboration with BioPark tenants. The amount of revenue to UMB is anticipated to grow over the next decade if these developments come to fruition as a result of the amendments to the ground lease.

CHANCELLOR'S RECOMMENDATION: That the Finance Committee recommend that the Board of Regents approve for the University of Maryland, Baltimore: (1) the amendment of the ground lease to extend the term through December 31, 2095 and; (2) the acquisition of the two footways from RPC and inclusion of these footways in the ground lease, consistent with the University System of Maryland Procedures for the Acquisition and Disposition of Real Property.

COMMITTEE RECOMMENDATION: RECOMMEND APPROVAL

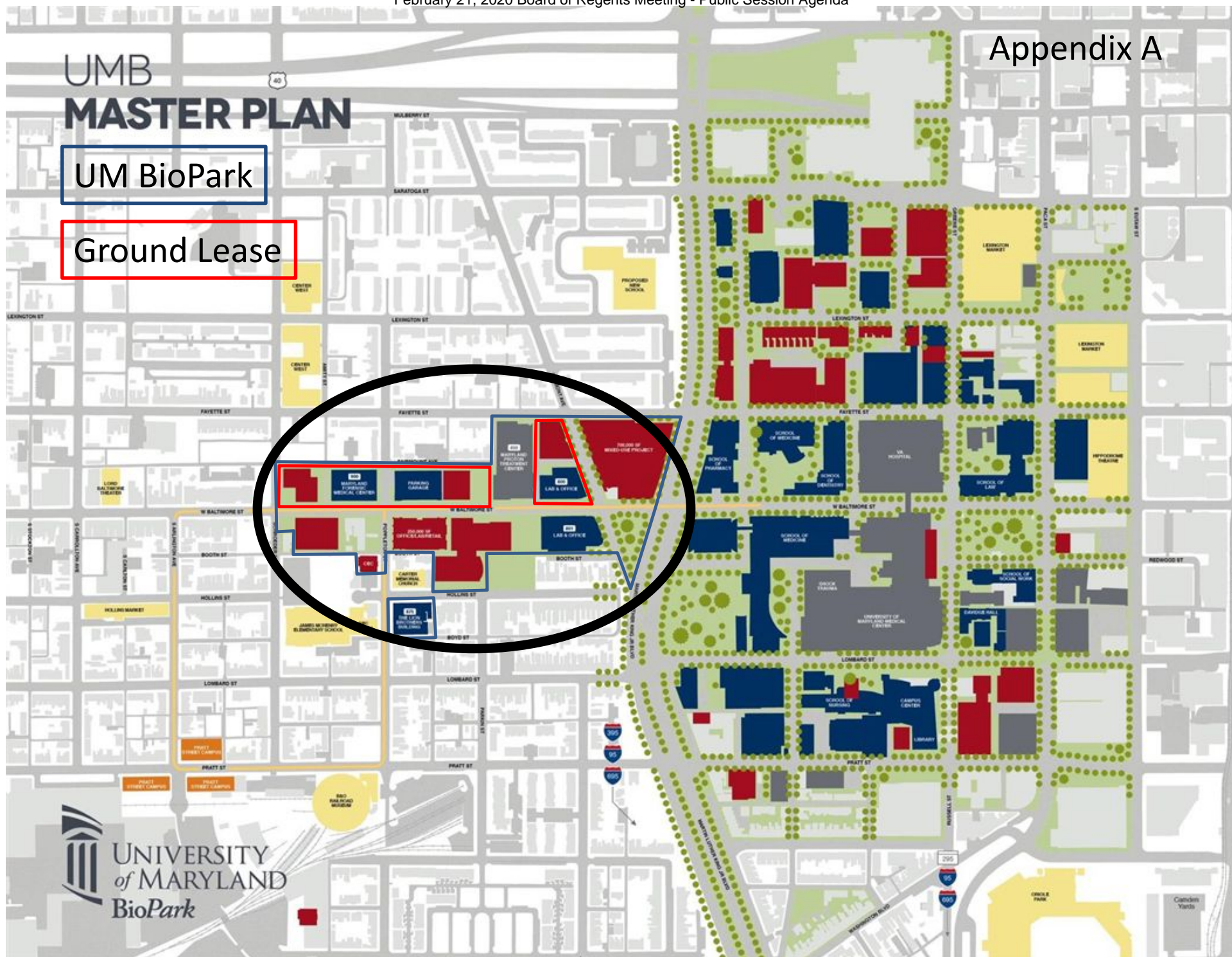
DATE: 2/10/20

BOARD ACTION:

DATE:

SUBMITTED BY: Ellen Herbst (301) 445-1923

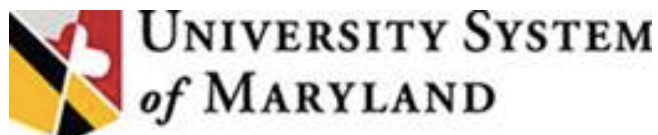
Appendix A



January 21st, 2020



Areas Subject to Ground Lease



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

**DRAFT Minutes
Public Session**

The Committee on Education Policy and Student Life (EPSL) of the University System of Maryland (USM) Board of Regents (BOR) met in public session on Tuesday, January 7, 2020 at Towson University. The meeting was convened at 9:38 a.m. Committee members present were: Regents Gourdine (chair), Johnson, Leggett, Malhorta, Needham, Schulz, and Wood. Regent Wallace and Chancellor Perman were also present.

The following were also in attendance: Dr. Andersen, Ms. Bainbridge, Dr. Beise, Dr. Boughman, Dr. Coleman, Ms. Day-Marshall, Dr. Dow, Mr. Forlotta Gray, Mr. Forrest, Ms. Jamison, Dr. Kauffman, Dr. Lacourse, Dr. Lee, Dr. Linebaugh, Mr. Lurie, Mr. McDonough, Dr. Moriera, Mr. Muntz, Ms. E. Murray, Dr. R. Murray, Dr. Niemi, Dr. Olmstead, Dr. Perrault, Ms. Rawlley, Dr. Reitz, Dr. Shapiro, Ms. Smith, Mr. Townes, Dr. Vanko, Dr. Ward, and Ms. Wilkerson.

Regent Gourdine welcomed all to the meeting and thanked President Shatzel and her team for hosting. Dr. Gourdine also welcomed Chancellor Perman to his first Board meeting as Chancellor; new EPSL member, Regent Sam Malhorta; and Regent Wallace who sat in on today's proceedings.

Action Items

New Academic Program Proposal

University of Maryland, College Park: BA in Real Estate and the Built Environment

Dr. Betsy Beise, Associate Provost; Professor Don Linebaugh, Interim Dean, School of Architecture, Planning and Preservation; and Ms. Maria K. Day-Marshall, J.D., Director, Real Estate Development Program, School of Architecture, Planning and Preservation, presented the proposal for the University of Maryland, College Park to offer a Bachelor of Arts in Real Estate and the Built Environment.

The School of Architecture, Planning and Preservation proposes this program, which would focus on real estate development within the context of related disciplines such as architecture, urban planning, sustainable development, and historic preservation. The position of this program within the School of Architecture, as opposed to the more traditional choice of a college/school of business, also reinforces the ability for the program to pull from a variety of disciplines. The proposed program expands the traditional, narrowly-focused, business approach to real estate (i.e., finance, investment, and management) by providing students with broader perspectives that come from the many disciplines making up the modern practice of real estate, including construction methods and materials, politics and public policy, urban planning and design, transportation, and architecture. Opportunities beyond graduation include entry-level real estate development, finance, architecture, planning and preservation, and graduate study. Market analyses support the need for this program, as the demand for trained real estate professionals is outpacing production.

There is a real estate program at the University of Baltimore, but that program has a business focus as opposed to the multidisciplinary focus of the proposed program. 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.

Regents asked if and how the following topics would be incorporated into the curriculum: the impact of construction on the environment, costs of alternative energy sources, transportation, community development, affordable housing, and entrepreneurship. The presenters shared that these topics are explored in classes that are currently in the related master's degree program and that most would be incorporated into the proposed program, since faculty have the expertise and knowledge to do so. Based on other questions from regents, the presenters described the diversity within the program and how the quality of experiential learning opportunities is monitored. Finally, the presenters confirmed that the minor that currently exists will remain.

The Chancellor recommends that the Committee on Education Policy and Student Life recommend that the Board of Regents approve the proposal from the University of Maryland, College Park to establish a Bachelor of Arts in Real Estate and the Built Environment. The motion was moved by Regent Wood, seconded by Regent Needham, and passed unanimously.

Vote Count: Yeas: 7 Nays: 0 Abstentions: 0

Program Action Follow Up

Dr. Joann Boughman, Senior Vice Chancellor for Academic and Student Affairs, reminded the committee of the role the Maryland Higher Education Commission plays in approving academic programs. She noted that at its November 5, 2019 meeting, EPSL approved UMCP's establishment of a Doctor of Public Health degree. While being approved by the BOR, a non-USM school objected to the program. In a forthcoming meeting, USM, MHEC, and UMCP will review the objection and determine next steps. Dr. Boughman shared this, so the regents are aware of the dual process that occurs and that a program they have approved is being challenged. She will update EPSL once a final decision has been made. No action was needed.

Proposal of New Academic Title and Rank: University of Maryland, Baltimore: Adjunct III

Dr. Joann Boughman, Senior Vice Chancellor for Academic and Student Affairs, presented a request from the University of Maryland, Baltimore School of Social Work to establish the rank of Adjunct III. Upon approval, this rank and title would be included in the School of Social Work's appointment, promotion/rank, and tenure (APT; ART) policies and, subsequently, used by faculty. Section II. A. 2., Faculty Ranks, Promotion, Tenure, and Permanent Status; General Principles, of the USM Policy on Appointment, Promotion, and Tenure of Faculty (II-1.00) states that new ranks and titles are subject to the approval of the Board of Regents. Additionally, until recently, new ranks and titles approved by the BOR would have been inserted in the aforementioned USM policy. However, the Office of Academic and Student Affairs plans to revise the USM APT policy with a major change being the deletion of the entire section of several pages that list every faculty title at every USM institution. Subsequently, USM staff, in consultation with the Office of the Attorney General, supports UMB's request for approval to insert this title and rank into their institution's appointment, promotion/rank, and tenure policies without inserting the titles to the USM APT policy. The change is needed, as the School of Social Work recognizes their reliance on adjunct faculty and their desire to both reward and retain high-performing adjunct faculty who have dedicated 10 or more years to the program. Even though one institution having these titles would not obligate every institution to have the same titles, USM has consulted with the institutions' provosts, and there are no objections to this process. UMB's request was submitted in the meeting materials.

Regent Wood asked what will happen to the list of titles and ranks that are currently maintained within the USM APT policy. Dr. Boughman explained that a list will be maintained at the USM Office but not within the USM policy. Regent Schulz asked about current practice around adjunct titles. Dr. Boughman shared that Adjunct I/Adjunct II titles are more common, but Adjunct III is gaining popularity.

The Chancellor recommends that the Committee on Education Policy and Student Life recommend that the Board of Regents approve the proposal from the University of Maryland, Baltimore to establish the rank of Adjunct III. The motion was moved by Regent Schulz, seconded by Regent Needham, and unanimously approved.

Vote Count: Yeas: 7 Nays: 0 Abstentions 0

Information Items

Civic Education and Civic Engagement: Update and Panel

Dr. Nancy Shapiro, Associate Vice Chancellor for Education and Outreach and Special Assistant to the Chancellor for P-20, presented this update to EPSL. Dr. Shapiro shared the history of the System's Civic Education and Civic Engagement (CECE) initiatives, which dates back to an April 2017 Langenberg Lecture and the first USM Civic Engagement Symposium at which Senator Barbara Mikulski was the keynote speaker. Upon the conclusion of the Symposium, the Board of Regents accepted a robust set of recommendations, and the Board charged a Regents' Workgroup to develop a strategic plan and action recommendations. In May 2018, Regent Tom Slater presented the final report of the workgroup to the BOR. More recently, in November 2019, the USM hosted a Civic Education/Civic Engagement workshop at which campus teams reported on institutions' progress on the three committees that emerged from the aforementioned Regents' Workgroup: (1) Carnegie Classification, (2) Curricular Integration, and (3) Voting and Census. The campus teams also discussed institutional priorities, short- and long-term institutional goals, and next steps. The day-long workshop included a keynote address from Regent Linda Gooden, a student panel moderated by Regent Michelle Gourdine, and breakout groups. Dr. Shapiro also shared data from the National Study of Learning, Voting, and Engagement (NSLVE), which offers colleges and universities an opportunity to learn their student registration and voting rates. These data show that in 2018, USM students had a voting rate of 44.5%, a registration rate of 81.4%, and a registered and voted rate of 54.7%. Each data point shows an increase over 2014, and each exceeds the corresponding rates of students at NSLVE four-year publics as well as all NSLVE institutions.

Today, three students who were featured on the CECE Workshop student panel joined the EPSL meeting. Mr. Joshua Gray (UMBC), Ms. Selena Rawlley (UMCP), and Mr. Jonathan Townes (TU) introduced themselves to the Committee and shared what they experience and learn as civically-engaged members of their campus communities. The students appreciate the efforts some faculty and staff have made in recognizing social issues and weaving such topics into classroom discussions and curriculum and opportunities they have (via organizations, conferences, campus activities, etc.) to be civically engaged and aware, but they also note that many faculty and staff appear to be unequipped or uncomfortable addressing such issues and may need training to be more effective. The panelists noted the need to find ways to expand opportunities to more students, as they often set the same faces at events. Further, they believe faculty and staff involvement in events would be welcomed and positive. The students stressed the importance of students having opportunities to express themselves and the importance of USM and institutional leadership taking students' opinions into consideration.

The students shared that on their campuses and across the nation, there is a movement to establish Election Day as a holiday. The panelists wish for the USM Board of Regents to consider doing the same

for USM in order to make voting more accessible and easier and to alleviate the need for students to have to decide between voting and attending class. Select regents and Chancellor Perman noted the availability of absentee ballots, early voting, and other provisions within the state that are designed to make voting more accessible for all citizens. All agreed that information about these offerings may need to be better disseminated, so more students know the options exist. However, the students believe that if Election Day is a holiday, voting rates within the USM would continue to increase and USM would be clearly demonstrating its commitment to civic engagement.

Regent Needham asked the panelists for suggestions of how he, as student regent, could connect more with students and allow students opportunities to connect with him. The students suggested that he visit campuses, have meetings with students, and engage in online forums. They recommended that Regent Needham work with student governments, other representative student organizations, and the vice president for student affairs could help facilitate those efforts.

Regent Gourdine thanked Joshua, Selena, and Jonathan for coming out during their break to help engage the regents in such an important and enlightening discussion and notes that she would welcome similar conversations in the future.

New Program 5-Year Enrollment Review

Dr. Antoinette Coleman, Associate Vice Chancellor for Academic Affairs, presented this report to the committee. As part of the ongoing program review process, this academic program enrollment report provides EPSL with the actual enrollments in new programs approved between 2015 and 2019. A variety of factors affect exactly when a program is implemented and when recruitment and admission into the program begins. Therefore, some programs may show no enrollment early on. However, these enrollment data reflect the relative accuracy in the projected enrollments that are included in all new program proposals. Between 2015 and 2019, the Board of Regents approved 59 new programs. Health professions programs were the most frequently proposed programs. Programs in the STEM fields are the next largest group of proposed programs. Available actual enrollments for Fall 2018 programs (in their 2nd year) show 40% of that semester's approved programs demonstrated actual enrollments that closely met, met, or exceeded projected enrollments. 92% of the combined Fall 2016 and Fall 2017 programs in their 3rd year demonstrated actual enrollments that closely met, met, or exceeded projected enrollments. Forty-one percent of 17 programs approved in Fall 2015 have actual enrollments that have closely met, met, or exceeded their projected enrollments by the 5th year. In response to regents' concerns about the frequency with which programs are discontinued, Dr. Coleman reminded the regents that a September 2019 report noted that the Board approved the suspension or discontinuation of six degrees, four areas of concentration, and five certificates last academic year. Dr. Coleman concluded that this enrollment review process leads institutional officials to deeply examine the health of their academic programs. Most of the institutions have met their projected enrollments or are on a trajectory to do so. The USM Office of Academic and Student Affairs continuously monitors these numbers and will work with programs and institutions that have not met their projections.

Regent Wood asked Dr. Coleman for her thinking behind why health sciences at Frostburg has been able to meet its enrollment projections, but the same program at Coppin has not yet done so. She explained that there is no information to explain the situation. She did share, however, that Coppin has started working to increase enrollment in the program by employing better marketing and realigning the program. Regent Wood also asked at what point the institutions and the USM know that a program is steady and successful (per enrollments) and is paying for itself. Dr. Coleman explained that such an assessment is layered and includes factors such as the relationship of new programs to existing programs and the availability of faculty vs. the need to hire. She will look further into this question.

Results of Periodic (7-Year) Reviews of Academic Programs

Dr. Antoinette Coleman, Associate Vice Chancellor for Academic Affairs, presented this report to EPSL. Existing academic programs are required to be reviewed every seven years. A format for the reports is standardized and includes information on enrollments and degrees awarded, internal and external reviews, and institutional recommendations and actions. The periodic program review process includes an internal self-study that is conducted by the program at the departmental level and reviewed by external reviewers. The respective dean and the provost review the recommendations and draft full report prior to submission for additional review by staff in the USM Academic and Student Affairs. Comments are shared with the institutions for appropriate action prior to final submission. Institutional action plans are decided upon primarily by the provost or dean, both of whom are responsible to monitor academic quality and productive use of resources. Copies of the complete program review summaries are available from the USM Office of Academic and Student Affairs. Dr. Coleman shared that 138 academic degree and certificate programs were reviewed in 2018-2019. Ninety-one percent of bachelor's degree programs, 93% of master's degree programs, 95% of doctoral degree programs, and 86% of certificate programs under review this cycle have acceptable degree productivity. Drs. Boughman and Coleman will continue to work with the provosts to help ensure success by achieving degree productivity targets as well as helping ensure the quality of these academic programs.

Report on Extramural Funding – FY 2019

Dr. Zakiya Lee, Assistant Vice Chancellor for Academic and Student Affairs, made this presentation. This annual report details extramural awards received by USM institutions in support of specific initiatives in research, education, or service in FY 2019. This report provides information on how many proposals each institution generated, how many rewards were received, and the total amount of funding. In addition to detailed information by institution and funding source for FY 2018 and FY 2019, the report also provides five years of summary data by institution for comparison purposes. Dr. Lee noted errors in the report and shared corrected information, which follows and will be updated on the USM website.

In FY 2019, the System received a total of \$1,460,932,947.34 in extramural funding, a 2.2% increase from the FY 2018 total of \$1,429,166,242.14. UMB and UMCP garnered the largest extramural funding totals among System institutions. CSU, FSU, SU, UB, UMBC, UMCP, UMES, and UMGC obtained higher levels of extramural funding than in FY 2018. Dr. Lee cautioned against too much analysis on specific institutions in a given year, as big shifts up or down in funding can be caused by one or two large grants or other factors that aren't detailed in the data we gather. It's important to note that even with the fluctuations, no institution has steadily declined, and UB is the only institution that has steadily increased since FY 2015. As has been the case for years, the federal government accounts for the majority (64% this year) of USM's grand total.

Motion to Adjourn

Regent Gourdine called for a motion to adjourn and reconvene in closed session to address the BOR Faculty Awards and honorary degree nominations. The motion was moved by Regent Wallace, seconded by Regent Needham, and unanimously approved. Regent Johnson adjourned the meeting at 11:47 a.m.

Respectfully Submitted,
Regent Michelle Gourdine
Chair



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

**DRAFT Minutes
Closed Session**

The Committee on Education Policy and Student Life (EPSL) of the University System of Maryland (USM) Board of Regents (BOR) met in closed session on Tuesday, January 7, 2020 at Towson University. The meeting was convened at 11:55 a.m. Committee members present were: Regents Gourdine (chair), Johnson, Leggett, Malhorta, Needham, Schulz, and Wood. Regent Wallace and Chancellor Perman were also present.

The following were also in attendance: Ms. Bainbridge, Dr. Boughman, Dr. Lee, and Ms. Wilkerson.

Action Items

Board of Regents Faculty Awards Recommendations

Dr. Zakiya Lee, Assistant Vice Chancellor for Academic and Student Affairs, presented this item to the committee. The Council of University System Faculty's (CUSF) Regents Faculty Awards Committee reviewed 44 nominations from 11 institutions and recommends 17 awards to honor 17 individuals. Summaries of the backgrounds of prospective award recipients were given to the regents, and nominees' full portfolios are available upon request. Dr. Lee served as USM liaison to the review process and affirms that all proper protocols were followed to ensure a fair and honest review and selection process.

The Chancellor recommends that the Committee on Education Policy and Student Life recommend that the Board of Regents approve the recommendations of the CUSF Regents Faculty Awards Committee and present the awards to the faculty members during the May 2020 BOR meeting. The motion was moved by Regent Malhorta, seconded by Regent Wood, and unanimously approved.

Vote Count: Yeas: 7 Nays: 0 Abstentions: 0

Honorary Degree Nominations

Dr. Zakiya Lee, Assistant Vice Chancellor for Academic and Student Affairs, presented this item to the committee. In accordance with the Board of Regents Policy on the Awarding of Honorary Degrees (III-3.00), institutions have submitted nominations for honorary degrees. As the policy stipulates, the full Board will act on the nominations at its February meeting based upon EPSL's recommendations. After the final approval of the nominations, presidents may begin to arrange for the awarding of the honorary degrees. The actual degrees may be conferred at any time within five years of approval, unless withdrawn by the Board of Regents for cause. Institutions and USM staff have vetted the nominees. The Committee was presented with 20 nominations from seven

institutions. The names of the nominees and the degrees being recommended, as well as nomination letters and supporting documentation, were made available to regents prior to the meeting. Dr. Lee explained that several institutions were required to submit additional information to describe the role of faculty in the institution's honorary degree nomination process as is required by USM policy. She certifies that those memos were received and that they meet the standard. The memos were available for regents to review and will be included when materials go to the full BOR in February.

The Chancellor recommends that the Committee on Education Policy and Student Life recommend that the Board of Regents approve the institutional nominations for honorary degrees submitted in Fall 2019, to be added to the list of individuals approved for the awarding of honorary degrees. The motion was moved by Regent Leggett, seconded by Regent Schulz, and unanimously approved.

Vote Count: Yeas: 7 Nays: 0 Abstentions: 0

Motion to Adjourn

Regent Gourdine called for a motion to adjourn. The motion was moved by Regent Wood, seconded by Regent Johnson, and unanimously approved. Regent Gourdine adjourned the meeting at 12:11 p.m.

Respectfully Submitted,
Regent Michelle Gourdine
Chair

**BOARD OF REGENTS**

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

TOPIC: New Academic Program Proposal:

University of Maryland, College Park: Bachelor of Arts in Real Estate and the Built Environment

COMMITTEE: Education Policy and Student Life**DATE OF COMMITTEE MEETING:** Tuesday, January 7, 2020

SUMMARY: The University of Maryland, College Park proposes to establish a Bachelor of Arts in Real Estate and the Built Environment. As the largest asset class in the world, real estate surpasses stocks, bonds, and cash. Unlike other asset classes, real estate also intersects with a wide range of policy and practice arenas, such as design and construction, financial markets, land use regulations, real estate law, environmental policy, transportation, and taxation. This program expands the traditional, narrowly focused, business approach to real estate (i.e., finance, investment, and management) by providing students with broader perspectives that come from the many disciplines making up the modern practice of real estate, including construction methods and materials, politics and public policy, urban planning and design, transportation, and architecture.

The curriculum consists of 15 core credits that include topics in real estate principles, sustainable development, legal foundations, finance, investment, planning, and politics. In addition, students will take 12 credits from the following areas: taxation, historic preservation, planning, and architecture. Nine additional elective credits allow students to learn more about real estate from related disciplines, including agriculture, business, economics, communication, civil engineering, architecture, history, American studies, African American studies, public health, and public policy. The major culminates with 3-4 credits of advanced real estate seminar/course work that allows for projects and intensive interaction with real estate professionals.

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 the University of Maryland, College Park to offer the Bachelor of Arts in Real Estate and the Built Environment.

COMMITTEE RECOMMENDATION: Approval

DATE: January 7, 2020

BOARD ACTION:

DATE:

SUBMITTED BY: Joann A. Boughman

301-445-1992

jboughman@usmd.edu



Main Administration Building
College Park, Maryland 20742
301.405.5803 TEL 301.314.9560 FAX

November 19, 2019

Chancellor Robert L. Caret
University System of Maryland
3300 Metzgerott Road
Adelphi, MD 20783

Dear Chancellor Caret:

I am writing to request approval for a new Bachelor of Arts program in Real Estate and the Built Environment. The proposal for the new program is attached. I am also submitting this proposal to the Maryland Higher Education Commission for approval.

The proposal was endorsed by the appropriate faculty and administrative committees, and was recommended for approval by the University Senate at its meeting on November 5, 2019. I also endorse this proposal and am pleased to submit it for your approval.

Sincerely,

Wallace D. Loh
President

MDC

cc: Antoinette Coleman, Associate Vice Chancellor for Academic Affairs
Mary Ann Rankin, Senior Vice President and Provost
Donald Linebaugh, Dean, School of Architecture, Planning, and Preservation

UNIVERSITY SYSTEM OF MARYLAND INSTITUTION PROPOSAL FOR

- ☒ New Instructional Program
☐ Substantial Expansion/Major Modification
☐ Cooperative Degree Program
☐ Within Existing Resources, or
☐ Requiring New Resources

University of Maryland, College Park
Institution Submitting Proposal

Real Estate and the Built Environment
Title of Proposed Program

Bachelor of Arts
Award to be Offered

Fall 2020
Projected Implementation Date

0511.00
Proposed HEGIS Code

52.1501
Proposed CIP Code

School of Architecture, Planning, and
Preservation
Department in which program will be located

Donald Linebaugh
Department Contact

301-405-6309
Contact Phone Number

dwline@umd.edu
Contact E-Mail Address


Signature of President or Designee

11-26-2019
Date

A. Centrality to the University's Mission and Planning Priorities

Description. The University of Maryland's (UMD's) School of Architecture, Planning and Preservation proposes to establish a new undergraduate bachelor of arts program in Real Estate and the Built Environment (REBE), focused on real estate development within the context of related disciplines such as architecture, urban planning, sustainable development, and historic preservation. The proposed program expands the traditional business approach to real estate finance, investment and management by providing students with broad perspectives that come from the multitude of disciplines that make up the modern practice of real estate. From construction methods and materials to politics and public policy, and from urban planning and design, to transportation, to building and landscape architecture, modern real estate development is a multi-disciplinary practice. The major offers a set of required courses to introduce students to the complexity of real estate and the built environment practice, as well as electives in the affiliated fields that impact the built environment. The focus is on transformational real estate practice, addressing issues posed by individual and collective decisions about the built environment ranging from social and environmental justice, to climate change, to community identity and heritage.

Relation to Strategic Goals. As the Flagship campus, the University of Maryland prides itself on providing enriching and challenging undergraduate educational experiences in the liberal arts and sciences. The major will provide a new opportunity for students to tap into the breadth of expertise within the School of Architecture related to the built environment, allowing graduates to contribute to the economic development and improve the quality of life in the State of Maryland, through one of its most important economic sectors.

Funding. Coursework for the major is based on an existing, highly successful undergraduate minor in real estate development and the Master of Real Estate Development, as well as courses within the programs of architecture, planning, and preservation, and courses offered by other disciplines at the University. Additional upper-level courses will be developed and delivered through reallocation of university and School resources as well as possible support through fundraising.

Institutional Commitment. The program will be administratively housed in the School of Architecture, Planning and Preservation. Leadership for real estate education at the University began in 2006 with the approval of the Master's program in real estate development and the first degrees were awarded in the Spring of 2008; the Colvin Institute of Real Estate Development was established in 2007 to support real estate education and research at Maryland. To date, the Master's program has graduated over 300 students who are employed throughout the region and across the country. In addition, over the last 10 years or so the School has successfully launched dual degree graduate programs between Real Estate Development and four other disciplines: Business Administration, Planning, Historic Preservation, and Architecture. In 2015, the School began offering an undergraduate minor in real estate development, which has informed the current proposal and demonstrated the strong demand for undergraduate education in real

estate. In the event that the program is discontinued, the courses will be offered for a reasonable time period so that enrolled students can finish the program. The faculty and administrative infrastructure will still be in place to work with students who have not finished the program.

B. Critical and Compelling Regional or Statewide Need as Identified in the State Plan

Need. As the largest asset class in the world, real estate surpasses stocks, bonds and cash. Unlike other asset classes, real estate also impacts, and is impacted by, a wide range of policy and practice arenas, such as design and construction, financial markets, land use regulations, real estate law, environmental policy, transportation, and taxation. We not only live, work, and play in the “built environment” of real estate, but we also “consume” it. Virtually all individuals, and most business entities, will consummate a real estate “deal” at least once (and likely many more times) either by a purchase or lease of residential or commercial property. Thus, real estate, like economics and politics, will be part of the future of every student who attends the University of Maryland. Given this reality and the overall importance of real estate to the American economy and job market broadly, an undergraduate program in Real Estate and the Built Environment (REBE) in the School of Architecture, Planning, and Preservation will fill an important academic need at the University of Maryland.

The real estate business has been an engine for social mobility for many families in the past, and has relatively low barriers of entry for various facets of the industry such as commercial leasing and residential sales or even for small developers, and hence is an attraction to minority students who see this field as a way to enter the market and advance economically. All Maryland citizens feel the impacts of issues surrounding the built environment – how and where and under what restrictions shall we provide transportation, housing, retail establishments, industry and office, resort and recreational facilities, not to mention institutions from hospitals to schools, churches, and museums.

State Plan. The proposed program aligns with the goal of innovation in the *Maryland State Plan for Postsecondary Education*, through creation of an innovative, multidisciplinary program that allows students to explore the broad field of real estate through the lens of sustainable development, affordable housing, community planning, and financial viability. Students will be trained in an interdisciplinary approach to real estate, one that looks at neighborhood and community health, at wealth creation, at environmental justice and equity, and at social challenges.

C. Quantifiable and Reliable Evidence and Documentation of Market Supply and Demand in the Region and State

The need for more extensive undergraduate education in real estate and the built environment is based on several considerations, including an externally prepared feasibility analysis, an understanding of the region’s development pressures, and the knowledge gained by offering the successful undergraduate minor in real estate development. The occupations in the real estate industry vary, including developers, brokers, property managers, planners, and business finance, risk, and investment specialists. There is no one particular occupation for which this

multidisciplinary program will prepare its students. Consequently, a simple supply and demand analysis of programs and jobs is of limited value.

In order to examine the need for a real estate program more fully, the School of Architecture, Planning and Preservation contracted with Eduventures, a higher education data and research firm, to analyze the case for an undergraduate major in real estate at the University of Maryland. Eduventures analyzed data from enrollment trends, the labor market, the educational profiles of those in the real estate industry, and existing real estate degree programs at other universities. Their conclusion was a recommendation that the University launch a broadly-based major that takes full advantage of the School's multiple built environment disciplines. Key factors leading to this recommendation were that 1) real estate is a rare example of an influential and sophisticated industry that lacks a substantial undergraduate degree pipeline of practitioners; 2) real estate majors nationally, in terms of program and graduates, are dwarfed by the size and significance of the real estate industry in all its varied aspects; 3) the industry is broad and complex to the point that it embodies the potential to become a major of wide rather than narrow appeal; 4) the sophistication of the professional roles suggests plenty of scope for better alignment with undergraduate education; 5) setting the major in the School makes it distinctive and reinforces the message that real estate is a broad field best undertaken in what is already a multi-disciplinary school of the built environment; and (6) there is minimal regional competition. Eduventures also noted the advantage of adding an undergraduate major where it would complement the existing master and minor programs and not be starting from scratch.

A good barometer of the student demand for undergraduate real estate education is the growth in the School's undergraduate minor. In just over three years this program has gone from start up to almost 180 currently enrolled students.

D. Reasonableness of Program Duplication

At present, supply is currently very limited for students wishing to study real estate development. In the immediate Baltimore-Washington area there is only one other program offering a real estate curriculum, which is the University of Baltimore (UB). UB's program is a BS in Business Administration with a specialization in Real Estate and Economic Development, therefore does not have the same focus as anticipated here. There are no programs offered in Northern Virginia, the District or other parts of Maryland at the undergraduate level. Moreover, there are limited options in Pennsylvania, none in Delaware, and just three in Virginia (all outside of Northern Virginia), most notably Virginia Tech.

E. Relevance to Historically Black Institutions (HBIs)

The new REBE curriculum is unique in the State, and unlikely to have an impact on any existing programs at Maryland's Historically Black Institutions. UMD has already established itself in the field of real estate, as our Real Estate Development graduate program has been offered for many years. UMD has also offered undergraduate coursework and a minor in Real Estate Development for several years.

F. Relevance to the identity of Historically Black Institutions (HBIs)

Real estate courses are not currently offered at two of the four Maryland HBI's, and only one course is offered at Morgan State University and one at Bowie State University.

G. Adequacy of Curriculum Design, Program Modality, and Related Learning Outcomes

Curricular Development. The University of Maryland has been offering a minor in Real Estate Development since 2016, with 33 students graduating with the minor in 2018. The curriculum for the REBE major is based on courses offered for the minor, augmented by additional courses in real estate as well as those in other related disciplines.

The proposed curriculum consists of five core courses in real estate that introduce students to sustainable building practices, connections to closely allied fields, legal foundations, politics and policy, and finance and investment. In addition to the required core courses, students will take an additional four courses in cognate areas from several choices, including tax and accounting, historic preservation, architecture, and planning. Students will also take three electives from an approved list, including courses that focus on sustainability, business, construction management, public policy, or economics, or additional courses in the core disciplines of the School. The culmination of the major will be 3-4 credits of advanced real estate seminar/coursework in the senior year that will allow for projects and intensive interaction with one or more real estate professionals.

Faculty Oversight. The program will be overseen by the faculty in the School of Architecture, Planning and Preservation. Academic direction and oversight will be provided by Maria Day-Marshall, JD, LLM, who is also the director of the Master of Real Estate Development program.

Appendix A has a listing of faculty involved in the program along with their credentials.

Educational Objectives and Learning Outcomes. The program's primary objectives are to:

- 1) Establish a knowledge base in real estate and the built environment, including the legal and financial foundations of the discipline;
- 2) Foster an awareness and basic knowledge of the range of disciplines that impact and contribute to the built environment, both those within the School—architecture, planning, and preservation—and also those spread across campus—engineering, anthropology, and landscape architecture;
- 3) Assure that students understand the complexity of the factors impacting and generated by the built environment;
- 4) Encourage students to focus on one or more affiliated disciplines as electives to develop their knowledge and skill base; and

5) Equip students for leadership with skills in critical thinking and written and oral communication that are effective and persuasive.

The degree to which the REBE program is meeting its goals will be assessed by means of its Learning Outcomes Assessment Plan (Appendix B).

Institutional assessment and documentation of learning outcomes. Undergraduate programs complete annual assessments, with each learning outcome evaluated at least once in a four-year cycle. Programs report findings each fall in summary form following a template structure and are informed by a “best practices” guide and a rubric. Assessment summary reports for each college are collected by the College Coordinator, who works to promote high standards through support and guidance to programs and with continuous improvement practices.

Course requirements. The REBE major will consist of 120 credits, with 39 credits that are specific to the requirements of the major. Specific course requirements are as follows; course descriptions are included in Appendix C.

CORE REQUIRED COURSES (15 Credits)

- RDEV 250 People, Planet and Profit: Building Sustainable Places (3 credits)
- RDEV 350 Real Estate and Developing the Built Environment: Introduction to Principles, Process and Practice (3 credits) [Prerequisite: RDEV 250]
- RDEV 410 Legal Foundations of Real Estate (3 credits) [Prerequisite: RDEV 250]
- RDEV 415 Principles, Process and Politics of Planning for Real Estate Development (3 Credits) [Prerequisite RDEV 250 and RDEV 350]
- RDEV 450 Foundations of Real Estate Finance and Investment (3 credits) [Prerequisites: RDEV 250 and RDEV 350]

COGNATE REQUIRED COURSES (12 Credits)

One of the Following Two Finance Related Courses (2-3 Credits)

- RDEV 270 Tax and Accounting for Real Estate (3 Credits)
- BMGT 210 Foundations of Accounting for Non-Business Majors (2 Credits)

One of the Following Architecture/Design Related Courses (3 Credits)

- ARCH/RDEV 440 Principles of Urban Design for Real Estate Professionals (3 credits)
- ARCH/RDEV 445 Essentials of Architectural Design and Construction Management for Real Estate Professionals (3 Credits)
- ARCH 271 Design in Practice (3 Credits)

One of the Following Two Historic Preservation Courses: (3 Credits)

- HISP 200 The Everyday and the American Environment (3 credits)
- HISP 205 American Idols: Introducing Historic Preservation (3 credits)

One of the Following Two Urban Planning Courses (3 Credits)

URSP 250 The Sustainable City: Exploring Opportunities and Challenges (3 credits)

URSP 372 Diversity and the City (3 credits)

CULMINATION REQUIRED COURSES (3 – 4 Credits)

Three to Four Credits from among the Following Courses: [credits required depends on whether a student took RDEV 270 (3 credits), or BMGT 210 (2 credits)].

RDEV 470 Real Estate Case Studies (1 – 3 credits)

RDEV 471 Real Estate Literature (1 – 3 credits)

RDEV 472 Real Estate Critical Issues (1 – 3 credits)

RDEV 473 Real Estate Case Study Competition (1 – 3 credits)

RDEV 478 Special Topics in Real Estate Development (1-3 Credits)

ELECTIVES (3 courses/9 Credits)

Electives include any cognate course not otherwise taken to meet the REBE cognate credit requirements, and relevant existing courses in American studies, agriculture and natural resources, architecture, business, communication, economics, civil and environmental engineering, environmental policy, government, history, landscape architecture, public health science, public policy, sustainability, or study abroad, as approved by the program director. Some relevant courses have prerequisites, and some may have seat restrictions such that enrollment is not assured for REBE students.

See Appendix C for course descriptions of courses specific to the major. The extensive list of possible electives is not included.

General Education. Students will complete some of their general education requirements through courses in the major as well as electives offered across the campus. The curriculum plan in Appendix D shows an example of how students will progress through the major at the same time completing the general education requirements.

Accreditation or Certification Requirements. There are no specialized accreditation or certification requirements for this program.

Other Institutions or Organizations. No contracts with another institution or non-collegiate organization for this program are anticipated.

Student Support. Students enrolled in this program will have access to all the resources necessary in order to succeed in the program and make the most of the learning opportunity. Students entering the university as either first-time college students or transfer students will learn about the program through their orientation program. Students entering the major as internal transfers will meet with an advisor in the program when they declare the major.

Marketing and Admissions Information. The program will be clearly and accurately described in the university website and be marketed at university recruiting events.

H. Adequacy of Articulation

Maryland community college students who complete the Associates degree prior to transfer to UMD are deemed to have completed their General Education requirements, with the exception of Professional Writing. There are no specific articulation agreements required for this major, but the coursework of transfer students will be evaluated with credit applied as appropriate. With the exception of the language courses, the majority of the courses do not have pre-requisites.

I. Adequacy of Faculty Resources

Program faculty. Faculty will be drawn from the School of Architecture, Planning and Preservation. See Appendix A for faculty expected to teach in the program.

Foundational REBE courses are expected to be taught by full-time faculty and our cohort of existing, highly qualified professional track faculty. To support the expanded undergraduate teaching and the growing numbers of students, particularly majors in Architecture, Economics and Business, taking the undergraduate minor in real estate development, it is anticipated that the School will add three (3) full time faculty, two at the assistant and one at the associate professor level; at least two of these faculty will be tenure/tenure track and one could have a clinical faculty title.

Faculty training. The University offers numerous opportunities for faculty training and support in the classroom, through the Teaching and Learning Transformation Center, workshops by the Office of Faculty Affairs, and by the Division of Information Technology's Learning Technology Design group.

J. Adequacy of Library Resources

The University of Maryland Libraries has conducted an assessment of library resources required for this program. The assessment concluded that the University Libraries are able to meet, with its current resources, the curricular and research needs of the program.

K. Adequacy of Physical Facilities, Infrastructure, and Instructional Resources

The "laboratory" for this major is the built environment writ large; thus, our laboratory starts at the edge of campus and extends from the Eastern Shore to Western Maryland communities like Hagerstown and Cumberland. Therefore, no additional instructional lab(s) or equipment are needed. The experiential learning and project based learning that is favored for the discipline relies heavily on site visits (needing bus or automobile transportation), a good set of ears, and ability to take notes. Otherwise, no new instructional facilities are required – the program will

make use of the campus's existing general purpose classrooms and spaces within the School of Architecture, Planning and Preservation.

L. Adequacy of Financial Resources

Resources for the new program will be drawn from existing instructional resources and from reallocation of funds within the university. Some courses required for the major are already currently taught.

(See Tables 1 and 2 for estimated resources and expenditures)

M. Adequacy of Program Evaluation

Formal program review is carried out according to the University of Maryland's policy for Periodic Review of Academic Units, which includes a review of the academic programs offered by, and the research and administration of, the academic unit (<http://www.president.umd.edu/policies/2014-i-600a.html>). Program Review is also monitored following the guidelines of the campus-wide cycle of Learning Outcomes Assessment (<https://www.irpa.umd.edu/Assessment/LOA.html>). Faculty within the department are reviewed according to the University's Policy on Periodic Evaluation of Faculty Performance (<http://www.president.umd.edu/policies/2014-ii-120a.html>). Since 2005, the University has used an online course evaluation instrument that standardizes course evaluations across campus. The course evaluation has standard, university-wide questions and also allows for supplemental, specialized questions from the academic unit offering the course.

N. Consistency with Minority Student Achievement goals

The University as a whole has many ongoing strategies to recruit and retain underrepresented minority students with participation by all academic units. Within this context, the strategy for recruitment and retention is based on the principle of providing opportunity through education to 1) enable individual student aspirations; (2) to diversify the real estate industry; and (3) to enhance the relationship of the real estate industry to the University.

Through our current Master's degree and undergraduate minor programs, we have found that reported actions and word-of-mouth are the most effective strategies for assuring diversity. However, we have engaged in several specific actions that have resulted in UMD having one of the most diverse faculty and student bodies in a real estate program in the country. Maryland's real estate graduate program has recruited and retained a highly diverse student body, with over 35% women and 20% African American alumni. It also has a diverse faculty of real estate professionals from the region. The Program Director and Assistant Director are active in several real estate organizations that focus on the participation of underrepresented groups in the real estate field, such as the Commercial Real Estate Women (CREW) Network, the African American Real Estate Professionals (AAREP), Women of Color in Community Development (WCCD), and the Housing Association of Nonprofit Developers (HAND).

O. Relationship to Low Productivity Programs Identified by the Commission

N/A

P. Adequacy of Distance Education Programs

N/A

Table 1: Expenditures

Expenditure Categories	Year 1	Year 2	Year 3	Year 4	Year 5
1. Full-time Faculty (b+c below)	\$0	\$164,388	\$338,639	\$523,198	\$538,894
a. #FTE	0.0	1.0	2.0	3.0	3.0
b. Total Salary	\$0	\$123,600	\$254,616	\$393,382	\$405,183
c. Total Benefits	\$0	\$40,788	\$84,023	\$129,816	\$133,710
2. Part-time Faculty (b+c below)	\$20,000	\$20,600	\$106,090	\$218,545	\$225,102
a. #FTE	0.2	0.2	1.0	2.0	2.0
b. Total Salary	\$20,000	\$20,600	\$106,090	\$218,545	\$225,102
c. Total Benefits					
3. Admin. Staff (b+c below)	\$46,550	\$47,947	\$49,385	\$50,866	\$52,392
a. #FTE	0.5	0.5	0.5	0.5	0.5
b. Total Salary	\$35,000	\$36,050	\$37,132	\$38,245	\$39,393
c. Total Benefits	\$11,550	\$11,897	\$12,253	\$12,621	\$13,000
4. Total Support Staff (b+c below)	\$33,250	\$68,495	\$70,550	\$72,666	\$74,846
a. #FTE	0.5	1.0	1.0	1.0	1.0
b. Total Salary	\$25,000	\$51,500	\$53,045	\$54,636	\$56,275
c. Total Benefits	\$8,250	\$16,995	\$17,505	\$18,030	\$18,571
5. Graduate Assistants (b+c)	\$74,416	\$153,297	\$236,844	\$243,949	\$251,268
a. #FTE	2.0	4.0	6.0	6.0	6.0
b. Stipend	\$40,000	\$82,400	\$127,308	\$131,127	\$135,061
c. Tuition Remission	\$34,416	\$70,897	\$109,536	\$112,822	\$116,207
6. Equipment	\$0	\$0	\$0	\$0	\$0
7. Library	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000
8. New or Renovated Space	\$0	\$0	\$0	\$0	\$0
9. Other Expenses: Operational Expenses	\$20,000	\$20,000	\$20,000	\$20,000	\$20,000
TOTAL (Add 1 - 8)	\$199,216	\$479,726	\$826,508	\$1,134,225	\$1,167,502

Table 2: Resources

Resources Categories	Year 1	Year 2	Year 3	Year 4	Year 5
1. Reallocated Funds	\$199,216	\$479,726	\$826,508	\$1,134,225	\$1,167,502
2. Tuition/Fee Revenue (c+g below)	\$0	\$0	\$0	\$0	\$0
a. #FT Students	50	100	250	250	250
b. Annual Tuition/Fee Rate	\$13,575	\$13,982	\$14,402	\$14,834	\$15,279
c. Annual FT Revenue (a x b)	\$0	\$0	\$0	\$0	\$0
d. # PT Students	5	10	20	20	20
e. Credit Hour Rate	\$565	\$582	\$600	\$618	\$636
f. Annual Credit Hours	20	20	20	20	20
g. Total Part Time Revenue (d x e x f)	\$0	\$0	\$0	\$0	\$0
3. Grants, Contracts, & Other External Sources	\$0	\$0	\$0	\$0	\$0
4. Other Sources	\$0	\$0	\$0	\$0	\$0
TOTAL (Add 1 - 4)	\$199,216	\$479,726	\$826,508	\$1,134,225	\$1,167,502

The university is not anticipating overall enrollment growth as a result of this major, so no new tuition revenue is assumed in identifying resources. Resources will come from reallocation of instructional resources from the School and the University. Additional external sources will be sought through fundraising.

Appendix A: Faculty and Organization

The list below indicates faculty who have taught courses listed as program requirements as well faculty who have been designated to teach courses in the program once approved.

Name and Courses Taught	Appointment	Credentials	Status
PTK Faculty			
Maria Day-Marshall	Professional Track	Juris Doctor and Master in Tax Law	Full-time
Tanya Bansal RDEV 350	Professional Track	MA in Real Estate Development	Full-time
Open Position	Professional Track	MA or PhD Preferred	Full-time
TTK Faculty			
Jeremy Wells HISP200	Tenure Track	Ph.D. Environmental Design and Planning	Full-time
Marccus Hendricks URSP250	Tenure Track	Ph.D. Urban and Regional Science	Full-time
Open Position	Tenure Track	MA or PhD preferred	Full-time
Open Position	Tenure Track	MA or PhD preferred	Full-time
Instructors - PT			
Thomas Kaufman RDEV 350	Professional Track	BA in International Affairs	Part-time
Thomas Dwyer RDEV 450	Professional Track	MS in Real Estate Development	Part-time
Kathryn Burgess RDEV 450	Professional Track	Master of Professional Study: Real Estate	Part-time
Leslie Mostow RDEV 270	Professional Track	BS in Accounting	Part-time

Robert McClennan RDEV 440	Professional Track	Master in Architecture	Part-time
Nick Egelanian	Professional Track	Juris Doctor	Part-time
David Frieshtat RDEV 415	Professional Track	Juris Doctor	Part-time
Ronald McDonald	Professional Track	Master in General Administration	Part-time
Matthew O'Malley RDEV 445	Professional Track	Master of Business Administration, MS in Real Estate Development	Part-time
Robert Wertheimer	Professional Track	Master in Liberal Arts	Part-time
Kayrine Brown	Professional Track	Master of Business Administration	Part-time
Zachary Brown	Professional Track	Master of Business Administration: Concentration in Real Estate	Part-time
David Kalinski RDEV 410	Professional Track	Juris Doctor	Part-time
Kathleen Miles	Professional Track	Juris Doctor	Part-time
Stephen Alfandre	Professional Track	Master in Business Administration	Part-time
David Jefferson	Professional Track	MS in Divinity	Part-time
Martha Naughten	Professional Track	Master in Business Administration	Part-time
Abigail Ferretti	Professional Track	Master of Business Administration	Part-time

Appendix B: Learning Outcomes Assessment Plan

Learning Outcome 1: Core Concepts of the Real Estate Development Process

Students will demonstrate their knowledge of the core concepts of the real estate development process including its principles, practice and participants. They will demonstrate their basic knowledge of how developers create value by making tangible improvements to real property.

Learning Outcome 2: Fundamental Legal and Financial Real Estate Concepts

Students will demonstrate their knowledge of real estate financial concepts necessary to read and employ financial statements, income and revenue reports of properties and portfolios, and the ability to explain and undertake a basic real estate pro forma. Students will also demonstrate their knowledge of real estate legal concepts necessary to read and understand legal documents related to real estate.

Learning Outcome 3: Affiliated Fields Contributing to or Impacting the Built Environment

Students will demonstrate their knowledge of fundamental concepts and terminology necessary to interact and engage the wide variety of fields and professions necessary for successful real estate development. Those fields include architecture, planning, law, construction, public policy and engagement as well as the issues of environmental impacts and sustainability.

Learning Outcome 4: Professional Skills

Students will demonstrate professional skills as indicated by an ability to:

1. Produce effective visual (typically Power Point) presentations;
2. Prepare effective documents in business writing style; and
3. Undertake effective oral presentation and persuasive communication.

The Assessment Plan requires that faculty, staff, students and outside professionals be part of the activities creating the structure for the assessment. The actual assessment will be completed by the Director of Undergraduate Studies with input from the program's undergraduate advisory committee. The committee will consist of faculty, staff, an undergraduate representative and outside professionals. The committee will review the assessment plan and learning outcomes and make changes where appropriate. It will also solicit comments and suggestions from other faculty members and the University assessment committees. Comments and suggestions will be shared with faculty during a faculty meeting with the goal of promoting discussion about teaching and the topics and values important for students to learn.

The learning outcomes will be assessed on a 4 year cycle per current campus undergraduate assessment guidelines. Core Concepts will be the first outcome assessed. The other three LOAs will be assessed one year for the following three years. The assessment plan will focus on the required courses only during the first 4 year cycle.

Learning outcomes will be assessed through written assignments, oral presentations, exams and case studies. Faculty will also use established rubrics for measuring outcomes.

BA in Real Estate and the Built Environment (REBE) Curricular Map

Learning Outcome	LOA: 1 Core Concepts	LOA: 2 Fundamental Legal and Financial Concepts	LOA: 3 Affiliated Fields Contributing to or Impacting Built Environment	LOA: 4 Professional Skills
Introductory Courses (RDEV 250, 270, 350, 450)	o	o	o	o
RDEV 410 Legal Foundations of Real Estate	o	•		
RDEV 415 Principles, Process and Politics of Planning	o	o		
ARCH/RDEV 440 Principles of Urban Design for Real Estate or ARCH/RDEV 445 Essentials of Architectural Design and Construction Management or ARCH 271 Design in Practice	o	o	•	
HISP 200 Every Day and the American Environment or HISP 205 American Idols: Introducing Historic Preservation	o	o	•	
URSP 250 The Sustainable City: Exploring Opportunities and Challenges or URSP 372 Diversity and the City	o	o	•	
RDEV 470 Real Estate Case Studies	•	•	•	➤
RDEV 471 Real Estate Literature	•	•	•	➤
RDEV 472 Real Estate Critical Issues	•	•	•	➤
RDEV 473 Real Estate Case Study Competition	•	•	•	➤
RDEV 478 Special Topics in Real Estate Development	•	•	•	➤

Key

o	Subject Matter Introduced
•	Subject Matter Nominally Mastered
➤	Subject Matter Mastered

Appendix C: Course Descriptions

(new courses indicated by an asterisk *)

RDEV 250 People, Planet and Profit. Building Sustainable Places (3 credits)

An introduction to building communities, commonly referred to as real estate development and involving multiple professions and disciplines, including Architecture and Urban Design, Community Planning, Historic Preservation, Landscape Architecture, Civil Engineering, Law, Finance and Accounting, that have to come together to build more sustainable places for the future by emphasizing the quadruple bottom line of: (1) financial viability, (2) environmental sensitivity, (3) social/cultural responsibility and (4) sustainable design. The course will provide students with an understanding of the fundamental principles and processes of these disciplines and examine the intersections between them. Students will learn through field studies, lecture, discussion, presentations and interactions with multiple professionals. Also offered as: ARCH271. **Credit Only Granted for:** ARCH271 or RDEV250.

RDEV 270 Tax and Accounting for Real Property (3 credits)

An understanding of key tax and accounting principles and how they impact real estate development for students in the minor in real estate development is the purpose of this course. This course is geared for science, arts and humanities students who otherwise in their major would not take an accounting course as part of their major.

Restriction: Permission of ARCH-Real Estate Development; and must not be in a major in the Robert H. Smith School of Business; and must not have completed BMGT210, BMGT220, or BMGT221.

BMGT210 Foundations of Accounting for Non Business Majors (3 Credits)

Provides an understanding of the common statements that report a company's profitability and financial health, and are useful to all economic agents who are engaged with the firm. Students will also recognize and understand managerial accounting as a system for accumulating and modeling information to support decision-making.

Restriction: Must not have completed BMGT221; and must not be in a major in the R.H. Smith School of Business.

Credit Only Granted for: (BMGT220 and BMGT221) or BMGT210.

Additional Information: Does not apply to a Smith School degree. Students pursuing a Smith School minor who have completed both BMGT220 and BMGT221 may substitute these courses for BMGT210. Credit will not be given for both BMGT210 and the combination of BMGT220 and BMGT221.

RDEV350 Real Property and Developing the Built Environment: Introduction to Principles, Process, and Practice (3 Credits)

An introduction to the basic principles of real estate development: How real estate and communities get built and how value is created. The emphasis is on entrepreneurship and an experiential learning approach to the entrepreneurial real estate development process, principles, and practice.

Prerequisite: RDEV250 or ARCH271.

Restriction: Must be enrolled in the RDEV Minor or REBE Major; and permission of ARCH-Real Estate Development

***RDEV 410 Legal Foundations of Real Property (3 credits)**

Presents foundational knowledge about real property, contracts, administrative and constitutional law, and ethical principles and reasoning skills.

Restriction: Permission of ARCH-Real Estate Development. Prerequisite: Must have Completed RDEV 350 with a C- or better.

***RDEV415 Principles, Process and Politics of Planning for Real Property Development (3 Credits)**

Designed to introduce and familiarize students with planning and zoning and the associated processes and requirements that impact the real property development process and products. It will look at the roles the community and politics play in shaping the built environment and the development process.

Restriction: Permission of ARCH-Real Estate Development.

Prerequisite: Must have completed RDEV 350 with a C- or better.

RDEV 450 Foundations of Real Property Finance and Investment (3 credits)

Real Estate Finance and Investment addresses how real estate value is established, the fundamental foundations of the time value of money, as well as more real estate specific applications of return on investment, net operating income, the components of a real estate sources and uses statement, sources of real estate equity and debt financing, commonly used debt ratios and equity returns in real estate, as well as concepts of sensitivity analysis and exit strategies.

Prerequisite: Must have completed both RDEV 350, RDEV 410 AND RDEV270 or BGMT 210 or an approved accounting course with a grade of C- or better.

Permission: ARCH-Real Estate Development

Restriction: Must be enrolled in RDEV Minor or REBE Major and permission of ARCH-Real Estate Development

***ARCH/RDEV 440 Principles of Urban Design for Real Property Professionals (3 Credits)**

Introduces non-design students to the design issues associated with development of the basic real property asset classes (office, retail, and residential) and the context driven forces that shape these different development types. Also introduces non-design students to the principles of visual literacy and the capacity of different property to support development in the effort to enhance the built environment of a community.

Restriction: Permission of ARCH-Real Estate Development. Restricted to students enrolled in the Real Property and the Built Environment major

Prerequisite: Must have completed RDEV 350 with a C- or better.

***ARCH/RDEV 445 Essentials of Architectural Design and Construction Management for Real Property Professionals (3 Credits)**

Essential terminology, process and substantive knowledge needed by real property professionals

to effectively move a project through the design and construction process; includes environmental and ethical considerations throughout the process.

Restriction: Permission of ARCH-Real Estate Development; Limited to students enrolled in the Real Property and the Built Environment Major.

Prerequisite: Must have completed RDEV 350 with a C- or better.

HISP 200 The Everyday and the American Environment (3 credits)

An introduction into the theories of the everyday with the context of the American built environment. The course focuses primarily on the American experience of underrepresented, minority and immigrant communities, both historical and contemporary. The course attempts to challenge what is meant by "American" in describing the American everyday built environment.

HISP 205 American Idols: Introducing Historic Preservation (3 credits)

A critical introduction to the history, theory, and current issues of historic preservation in the U.S. Focus will be on four primary questions: What is historic preservation? How is preservation practiced in the U.S.? Why do we preserve, or what are some of the reasons to save parts of the built environment? Who benefits from preservation? Examination of texts, scholarly articles, and contemporary news articles used as basis for discussions about the implications of preservation policy within the plural society of the United States.

Credit Only Granted for: HISP205 or HISP100.

Formerly: HISP100.

URSP 250 The Sustainable City: Exploring Opportunities and Challenges (3 credits)

An exploration, through an interdisciplinary approach, of a number of issues related to making cities more sustainable in terms of environmental protection, economic opportunity, and social justice. The course assist students to develop skills in critical analysis and systems thinking and to use those skills in analyzing sustainability related problems and potential solutions, and to expand students' understanding of the political implications of crafting and moving towards a sustainable urban future.

URSP 372 Diversity and The City (3 credits)

Exploration of the different needs of diverse economic, racial/ethnic, and gender groups that live and work in cities, the historical background of differences, the impact of societal structures and group cultures, and how public and private policies do and can affect different groups.

***RDEV 470 Real Property Case Studies (1 – 3 Credits)**

Intensive review, critique and presentation of 2 – 6 case studies selected from various property types (residential, industrial, retail, office, hospitality, institutional), detailing the planning, design, construction, finance, marketing and management of a property or planned development area. Cases, may be drawn from domestic or international venues.

Restrictions: Permission of ARCH-Real Estate Development: Enrollment in the Minor or Major in Real Estate Development or Major in Real Property and the Built Environment.

Prerequisites: Must be in Senior standing; Have completed all required Core Requirements.

***RDEV 471 Real Property and the Built Environment: Read, Write, Review of the Literature (1 – 3 Credits)**

Reading and Critical Review of 2 – 6 selected books from a large ranging collection of literature on real estate and the built environment, such as Jane Jacobs, and Hernando De Soto, and ranging in topics from singular developments such as Rockefeller Center, to critiques of sprawl, to biographies of key figures in design and development of our built environments, such as James Rouse. **Restrictions:** Permission of ARCH: Real Estate Development; Enrolled in the Minor in Real Estate Development or the Major in Real Property and the Built Environment in the last or next to last semester of undergraduate enrollment.

Restrictions: Permission of ARCH-Real Estate Development; Enrollment in the Minor or Major in Real Property

Prerequisites: Must be in Senior Standing and have completed all Core Requirements

***RDEV 473 Real Property Case Competition (1 – 3 Credits)**

Guided participation in the Colvin National Case Competition; students (in groups of 1 – 3 individuals) undertake to interview all the key participants and document the development of a property in the Baltimore-Washington region that has been completed within the last 5 years. Selection of the property may be by the instructor or the student. Emphasis in this course is on excellent writing and presentation skills with a final presentation to one or more professionals.

Restrictions: Permission of ARCH-Real Estate Development; Enrolled in the Major in Real Estate and the Built Environment.

Prerequisites: RDEV 350 completed with a B- or better and RDEV 450 with a B- or better.

RDEV478 Special Topics in Real Property Development (1-3 Credits)

RDEV 478 will address one or more current topics in real property with a focus in one or more of the areas of real estate development from planning and entitlements, to design and construction, to market analysis and valuation, to finance and investment, to operations and property management, or social and economic impacts.

Recommended: RDEV250, RDEV350, and RDEV450.

Restriction: Permission of ARCH-School of Architecture, Planning, & Preservation.

Repeatable to: 6 credits if content differs.

Appendix D: Sample Four Year Plan and General Education Overview

Year 1			
FALL		SPRING	
HISP 200/HISP 205 (MCC, DSHU, DVUP)	3	General Education Course (DSNS)	3
ENGL 101 (FSAW)	3	General Education Course (FSAR)	3
MATH 110 or higher (FSMA)	3	General Education Course (DSHU)	3
ORAL COMMUNICATION (FSOC)	3	General Education Course (SCIS)	3
General Education Course (DSHS)	3	Elective Course	3
TOTAL	15	TOTAL	15
Year 2			
FALL		SPRING	
RDEV 270/BMGT 210 (MCC)	2-3	RDEV 250 (MRC, DSSP)	3
General Education Course (DSHS)	3	General Education Course (DSNL)	4
General Education Course (DSSP)	3	Elective Course	3
General Education Course (SCIS)	3	Elective Course	3
Elective Course	3	Elective Course	3
TOTAL	14-15	TOTAL	16
Year 3			
FALL		SPRING	
RDEV 350 (MRC)	3	RDEV 410 (MRC)	3
ENGL 39X (FSPW)	3	URSP 250/URSP 372 (MCC, DSSP-SCIS/DVUP)	3
General Education Course (DVUP/DVCC)	3	REBE Major Elective Course (MEC)	3
Elective Course	3	General Elective	3
Elective Course	3	General Elective	3
TOTAL	15	TOTAL	15
Year 4			
FALL		SPRING	
RDEV 415 (MRC)	3	RDEV 440/RDEV 445 (MRC)	3
RDEV 450 (MRC)	3	RDEV 470/471/472/473/478 (MRC)	3-4
REBE Major Elective Course (MEC)	3	REBE Major Elective Course (MEC)	3
General Elective	3	General Elective	3
General Elective	3	General Elective	2
TOTAL	15	TOTAL	14-15

Category	Credits	Code
Major Requirements: 39 Credits		
REBE Major Required Courses	18-19	MRC
REBE Major Cognate Courses	11-12	MCC
REBE Major Elective Courses	9	MCC
Courses may be used to fulfill General Education requirements (see below).		
General Education Requirements: 40 Credits Minimum		
Fundamental Studies: 15 Credits		
Fundamental Studies Academic Writing	3	FSAW
Fundamental Studies Professional Writing	3	FSPW
Fundamental Studies Oral Communication	3	FSOC
Fundamental Studies Mathematics	3	FSMA
Fundamental Studies Analytic Reasoning ²	3	FSAR
² If a student passes an Analytic Reasoning course that requires a Fundamental Studies Math course as a prerequisite, then the Fundamental Studies Math course is considered to be fulfilled (e.g., students who place into and pass a calculus course, which counts for FSAR, do not need to take a less advanced Math course to fulfill the FSMA requirement).		
Distributive Studies: 25 Credits		
Distributive Studies Natural Sciences	3	DSNS
Distributive Studies Natural Science Lab Course ³	4	DSNL
Distributive Studies History and Social Sciences	6	DSHS
Distributive Studies Humanities	6	DSHU
Distributive Studies Scholarship in Practice ⁴	6	DSSP
³ A second DSNL course can fulfill the DSNS course requirement.		
⁴ Students learn and practice skills of critical evaluation and participate in the process of applying knowledge in the pursuit of a tangible goal. At least one course must be outside of the major.		
I-Series Courses: 6 Credits⁵		
The signature courses of the UMD General Education program, I-Series courses investigate a significant issue in depth and demonstrate how particular disciplines and fields of study address problems.		
I-Series Course	6	SCIS
⁵ I-Series credits may be double-counted with courses taken for the Distributive Studies requirement.		
Diversity: 4-6 Credits⁶		
Diversity Understanding Plural Societies ⁷		
Courses examine how diverse cultural and ethnic groups co-exist.	3-6	DVUP
Diversity Cultural Competence		
Courses help students develop skills to succeed in a diverse world.	0-3	DVCC
⁶ These credits may be double-counted with courses taken for the Distributive Studies requirement.		
⁷ Students may take either two DVUP courses or one DVUP course and one DVCC course.		



BOARD OF REGENTS

SUMMARY OF ITEM FOR ACTION,
INFORMATION, OR DISCUSSION

TOPIC: Proposals of New Academic Title and Rank: University of Maryland, Baltimore

COMMITTEE: Education Policy and Student Life

DATE OF COMMITTEE MEETING: Tuesday, January 7, 2020

SUMMARY: The University of Maryland, Baltimore presents a request for approval to establish a new rank and title to be included in their institutional appointment, promotion/rank, and tenure policies (APT; ART) and, subsequently, to be used by their faculty. Currently, faculty ranks are listed in the USM Policy on Appointment, Promotion, and Tenure of Faculty (II-I.00). Section II. A. 2., *Faculty Ranks, Promotion, Tenure, and Permanent Status; General Principles*, of the USM APT policy states, "In addition to the ranks listed in II.C (below), there may also be such other faculty ranks as institutions shall define and include in their respective appointment, rank, and tenure policies, subject to the approval of the Board of Regents."

Prior to the current requests, new ranks and titles approved by the board would have been inserted in the aforementioned USM policy. However, the Office of Academic and Student Affairs plans to revise the APT policy with a major change being the deletion of the entire section of several pages that lists every faculty title at every USM institution. Subsequently, USM staff, in consultation with the Office of the Attorney General, supports these institutions' requests for approval to insert these titles and ranks to their *institution's* appointment, promotion/rank, and tenure policies without inserting the titles to the USM APT policy. Even though one institution having these titles would not obligate every institution to have the same titles, USM has consulted with the institutions' provosts, and they are also in agreement with the plan for institutions' titles to be brought to the Board of Regents for approval without including those titles in the USM policy, which will undergo major revisions in the near future.

A letter is attached to describe the following request to adopt the identified rank and title:

University of Maryland, Baltimore
Adjunct Faculty III

Dr. Joann Boughman will present the proposal, and an institutional representative is available to offer comments and answer questions if needed.

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

FISCAL IMPACT: There is no fiscal impact associated with this proposal.

CHANCELLOR'S RECOMMENDATION: That the Education Policy and Student Life Committee recommend that the Board of Regents approve the University of Maryland, Baltimore's request to adopt the rank of Adjunct Faculty III for use at the institution.

COMMITTEE RECOMMENDATION: Approval		DATE: January 7, 2020
BOARD ACTION:		DATE:
SUBMITTED BY: Joann A. Boughman	301-445-1992	jboughman@usmd.edu



BRUCE E. JARRELL, MD, FACS
Executive Vice President and Provost
Dean, Graduate School

Academic Affairs/Graduate School

220 North Arch Street; 14th floor
Baltimore, MD 21201
410 706 2304

bjarrell@umaryland.edu
www.umaryland.edu

December 18, 2019

Joann A. Boughman, PhD
Senior Vice Chancellor for Academic and Student Affairs
University System of Maryland
3300 Metzerott Road
Adelphi, MD 20783

Dear Dr. Boughman:

The University of Maryland, Baltimore requests the Board of Regents' approval to add the rank of Adjunct Faculty III to the School of Social Work's policy for adjunct faculty.

During the past decade, the School of Social Work has increasingly relied on adjunct faculty to cover between 30-50% of its Masters in Social Work (MSW) courses annually. Currently, the SSW has approximately 10 Adjunct II faculty who have each taught with the school for more than 10 years. These faculty have become important contributors to the high-quality instruction we require to maintain our MSW program and it's high national ranking. An additional 10 Adjunct II faculty will reach the ten-year mark within the next 3- 5 years.

The University of Maryland School of Social Work would like to amend its policy for adjunct faculty to include a promotion level beyond our Adjunct II faculty category, to both reward and retain high-performing adjunct faculty who have dedicated 10 or more years to our program.

Please see below our current policy for descriptions of our adjunct I and II faculty categories, and new language for the third level the School is requesting to add.

Adjunct I: Adjunct Faculty I are hired to provide instructional services and are neither tenured nor eligible for tenure, and appointed to teach specific courses and compensated on a course-by-course basis. Adjunct faculty hired to teach practice classes shall hold the terminal degree in social work, the MSW, and their appointment does not have to be reviewed by the APT

Committee. Appointments are non-tenure track, are for one semester terms, and are terminable at the discretion of the Dean.

Adjunct II: In addition to the qualifications required for an Adjunct Faculty I, Adjunct faculty II are those who are determined by the University to have a consistent record of high-quality instruction, have a record of teaching at least three years at the SSW and a total of 12 courses of three credits or more; have a series of high-level performance evaluations over the course of at least twelve full semester courses at the University, and have made a written request to the Associate Dean for Academic Affairs.

Adjunct III: In addition to the qualifications required for an Adjunct Faculty II, Adjunct faculty III are those who have a consistent record of high-quality instruction, have a record of teaching at least ten years at the SSW, and have made a written request to the Associate Dean for Academic Affairs.

Thank you for considering the aforementioned revision to the School of Social Work's policy. Please contact me should you need additional information.

Sincerely,

A handwritten signature in blue ink that reads "Bruce E. Jarrell". The signature is fluid and cursive, with the first name "Bruce" being the most prominent.

Bruce E. Jarrell, MD, FACS
Executive Vice President and Provost
Dean, Graduate School



BOARD OF REGENTS

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

TOPIC: Civic Education Civic Engagement Update

COMMITTEE: Education Policy and Student Life

DATE OF COMMITTEE MEETING: Tuesday, January 7, 2020

SUMMARY: On November 8, 2019, USM hosted a System-wide Civic Education/Civic Engagement (CECE) workshop at the UMBC Tech Center South to bring campus teams together to report out on the campus-level progress on the three committees that came out of the Regents' Workgroup on Civic Education and Civic Engagement (2017).

- Carnegie Classification
- Curricular Integration
- Voting and Census

The workshop addressed three questions:

- What progress has been made on each campus with respect to the three committees?
- What are the major challenges you face on your campus related to civic education and civic engagement, and how can we problem solve together?
- What do institutions need to move this work forward on their campuses?

All USM institutions with undergraduate programs were represented at the CECE workshop by teams that included faculty, student affairs leaders, student leaders, and administrators, approximately 80 participants in all. The day-long workshop included the keynote address from Regent Linda Gooden, a student panel moderated by Regent Michelle Gourdine, and breakout groups facilitated by campus teams. Complete information about the Workshop, including links to reports, participants and breakout group notes can be found at the [USM Civic Engagement website](#).

Today, Dr. Nancy Shapiro will share highlights of the workshop and information from the most recent National Study of Learning Voting and Engagement report. Additionally, three members of the workshop's student panel, Joshua Forlotta Gray (UMBC); Selena Rawlley (UMCP); and Jonathan Townes (TU), will share what they've experienced and learned as civically-engaged members of their campus communities.

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: January 7, 2020
BOARD ACTION:		DATE:
SUBMITTED BY: Joann A. Boughman	301-445-1992	jboughman@usmd.edu

Civic Education Civic Engagement Update January 2020

Background: In April 2017, USM hosted Senator Barbara Mikulski as the Langenberg Lecturer and keynote speaker at the first USM Civic Engagement Symposium at UMB. At the conclusion of the Symposium, a set of recommendations were brought to the Board of Regents:

- Formally recognize existing campus-level work around civic engagement
- Identify and disseminate best practices
- Create space for Academic Affairs and Students Affairs to work together on institutional strategies and initiatives (Provosts and Vice Presidents for Student Affairs)
- Support and encourage inter-institutional collaboration for mid-level academic and student affairs leaders
- Ongoing inter-institutional convening opportunities to hear national organizations and thought leaders
- Set benchmarks and goals for institutions using measurable outputs and outcomes
- System-wide professional development for faculty who want to engage students in complex thinking and problem-solving

As a follow-up to the Symposium and recommendations, the USM Board of Regents charged a Regents' Workgroup to develop a strategic plan and action recommendations. In May 2018, Regent Tom Slater presented the final report of the workgroup to the Regents: [*Civic Learning and Democratic Engagement \(2018\)*](#).

This report is an update on the campus-level and System-level work that has taken place over the past year.

Update: On November 8, 2019, USM hosted a System-wide *Civic Education/Civic Engagement* (CECE) workshop at the UMBC Tech Center South to bring [campus teams](#) together to report out on the campus-level progress on the three committees that came out of the Regents' Workgroup on Civic Education and Civic Engagement (2017-18):

- Carnegie Classification
- Curricular Integration
- Voting and Census

The workshop addressed three questions:

- What progress has been made on each campus with respect to the three committees?
- What are the major challenges you face on your campus related to civic education and civic engagement, and how can we problem-solve them together?
- What do institutions need to move this work forward on their campuses?

All USM institutions with undergraduate programs were represented at the CECE workshop by teams that included faculty, student affairs leaders, student leaders, and administrators, approximately 80 participants. The workshop was co-chaired by Dr. Karen Olmstead, Provost at Salisbury University; Dr. Nancy Young, Vice President for Student Affairs at UMBC; and Dr. Nancy Shapiro, Associate Vice Chancellor for Education and Outreach at the USM Office.

The day-long workshop included keynote address from Regent Linda Gooden, a student panel moderated by Regent Michelle Gourdine, and breakout groups facilitated by campus teams. The [complete agenda](#) is attached.

In addition to the highlights above, the [National Study of Learning Voting and Engagement \(NSLVE\)](#) presented the [most recent summary report on the voter registration and voting statistics for the USM](#).

[Highlights of the breakout sessions](#) can be found at the [USM Civic Engagement website](#).

Campus-Based Initiatives

Representatives from each participating institution collaborated in small teams to articulate (1) institutional priorities; (2) short- and long-term institutional goals; and (3) concrete next steps, specifying the tasks to perform, the parties responsible for each task, and the timeline for completing the tasks.

Many of the themes distilled from discussions in each break-out session (Census and Voting, Carnegie Classification, and Curriculum Integration) were also listed in the institutional action plans.

- **Carnegie Classification:** Many institutions named *Carnegie Community Engagement Classification* (“Carnegie Classification”) as a long-term goal. The application window opens every five years, and several teams laid out steps to take on the way to achieving this goal, including creating a campus committee and setting a deadline for beginning the application process. Towson University has earned the Community Engagement Classification, and UMB, UMBC, and Salisbury University applied for the classification in the 2020 cycle and are waiting to hear results. The next window opens in 2025.
- **Increased Student Voting:** In order to increase student voting, institutions discussed several possible strategies, such as (1) using the university as a polling place, (2) making Election Day a holiday, (3) holding an Election Day festival, and (4) seeking SGA support for student voting. The 2019 NSLVE Report confirmed a strong student voter registration and voting turnout across USM, an increase in 2018 elections of almost 24% over the voting rate in 2014 (attachment).
- **Census Work:** Promoting student participation in census activities and engaging in community census activities are already high priorities at several institutions. There was heightened interest in learning from the campuses that have begun census awareness programs. UMCP has a robust campus-wide committee that has begun meeting and has begun curating Census 2020 materials that will be shared with all interested campuses (e.g., [Census Outreach Materials](#) and [Resource Guide](#)).
- **Curriculum Integration:** Curriculum integration was listed as a high priority for every institution. Faculty participants benefited from examples of strategic plans and general education reform initiatives that were shared among campus teams. New-student orientation, ethics courses, debate programs, and team teaching were described as successful models. Participants also raised questions about how to expand opportunities for curricular integration across broader subject areas. The Curriculum Integration

Committee developed a tool, a “[Maturity Model](#),” for campuses to assess current civic education integration.

- **Faculty Involvement and Support:** Several institutional teams included methods for involving and supporting faculty members in civic education and civic engagement work on campus, all of which require institutional buy-in and active support. The methods most commonly named were (1) allocating resources, (2) providing recognition, and (3) distributing rewards.
- **Conduct Inventories, Broad Communication, and Dissemination:** Many teams reported that the civic education and civic engagement work across their campuses was disparate and often not even known to other civically-engaged individuals or programs. Participants agreed that it is important to conduct inventories of activities, skills, and resources, both on campus and within the community. This step is a necessary precursor to applying for Carnegie Classification and is a high priority for many teams, but it is both costly and time consuming.
- **Create Center or “Hub”:** Creating a centralized place for information sharing and support was identified as an important step for several campuses that do not yet have an official (or even unofficial) campus center of activity. Such a campus center or “hub” could assume responsibility for conducting the campus inventories and dissemination of information that leads to Carnegie Classification. Institutions shared information about the mission, support, and work of the centers that currently exist across USM universities. [Salisbury’s PACE Institute](#) is an example.
- **Strategic Plan:** An important part of obtaining institutional support for civic education and civic engagement work is to make it explicit in the university’s strategic plan. Many teams also prioritized including student voices (such as through SGA) in the strategic plan and in the articulation of goals for civic education and civic engagement.

Next Steps

(1) All participating USM institutions agreed that the meeting was useful and requested that we meet again next year to assess progress and share what works. (2) Throughout the workshop, a continuing theme was the need for System-level seed money to incentivize campus innovations. For example, seed grants or mini grants to campuses, with required matching funding, could be used to provide professional development to faculty who want to build civic education into curriculum. (3) USM could provide opportunities for cross-institutional collaboration, especially drawing on established centers, such as Salisbury’s Public Affairs and Civic Engagement (PACE) Institute, to promote best practices and jump-start similar programs across different campuses. (4) The USM Office of Academic and Student Affairs will explore grant funding to expand the opportunities for System-level support, and all agreed that some designated state-funding for this work would be put to good use.

Update on Civic Education and Civic Engagement Work at USM

Education Policy and Student Life ~ Tuesday, January 7, 2020

NANCY SHAPIRO, PHD
ASSOCIATE VICE CHANCELLOR,
OFFICE OF ACADEMIC AND STUDENT AFFAIRS



Civic Education & Civic Engagement Workshop Overview

- November 8, 2019 at UMBC Tech Center South
- Over 80 attendees, with institutional teams from every campus
- Keynote by Regent Gooden
- USM System 2018 NSLVE report
- Breakout sessions for each CECE sub-group
- Student panel moderated by Regent Gourdine

NSELVE Report – USM 2018

INSTITUTE FOR
DEMOCRACY &
HIGHER EDUCATION

Tufts
UNIVERSITY

Jonathan M. Tisch
College of Civic Life

Page:3

University System of Maryland

2019-11-05

+ 19.6

Percentage Point
Change in
Voting Rate

+ 4.1

Percentage Point
Change in
Registration Rate

+ 23.9

Percentage Point
Change in
Registered and Voted

- All NSLVE Institutions
- NSLVE 4-Year Public Institutions
- University System of Maryland

Voting Rate
(Institutional Level)



Registration Rate
(Institutional Level)



Registered and Voted
(Institutional Level)



Civic Education & Civic Engagement Workshop Key Themes

- Carnegie Classification
- Increased student voting
- Census work
- Curriculum integration
- Faculty involvement and support
- Conduct inventories, and broad communication and dissemination
- Create center or “hub”
- Strategic plan

Next Steps and Opportunities

- Meet every year to keep CECE work moving forward
- System-level seed money to incentivize and support campus innovations
- System-level support for cross-institutional collaboration

Student Panel

- Joshua Gray, University of Maryland, Baltimore County
 - Major: Dance and Media and Communication Studies
 - Minor: Public Administration and Policy
 - Activities: Linehan Artist Scholars Program, Co-Advisor, First Year Ambassador Program , Secretary, The Charm City Connection, Secretary, Dance Council of Majors, Tour Guide/ Student Assistant, Undergraduate Admissions

- Selena Rawlley, University of Maryland, College Park
 - Major: Government
 - Activities: President of Maryland Discourse, dedicated to providing a space for University of Maryland students to discuss and debate political and social issues. Maryland Discourse is non-partisan and politically-neutral. It is a university and SGA-recognized student group.

- Jonathan Townes, Towson University
 - Major: Political Science
 - Activities: Andrew Goodman Foundation *VoteEverywhere* ambassador



USM Civic Education and Civic Engagement Workshop

November 8, 2019 | UMBC Technology Center, South Campus

FEATURED SPEAKERS



Dr. Linda Gooden, Chair, USM Board of Regents

Dr. Linda Gooden is the retired Executive Vice President, Lockheed Martin Information Systems & Global Services and Officer of the Lockheed Martin Corporation; and Member, GM, Home Depot, WGL, and ADP, Inc. Board of Directors. A champion for math, science and technology education, Dr. Gooden has served on several executive boards for Maryland institutions, including University of Maryland A. James Clark School of Engineering and Robert H. Smith School of Business Center for Electronic Markets & Enterprises; University of Maryland, Baltimore County, and Prince Georges' Community College Foundation, as well as the Maryland Business Roundtable for Education. In addition, Dr. Gooden contributed to the shaping of the Association of Governing Board's Advisory Statement, Reclaiming Higher Education's Leadership in Support of Civil Education (April 2019). She also serves on civic and business leadership boards, such as the Eisenhower Fellowships program, AFCEA International and the American Heart Association. Her many external awards include Maryland Business Hall of Fame, Corporate Board Top 50 Women in Technology, Greater Washington Contractor Awards' Executive of the Year, and U.S. Black Engineer and IT Black Engineer of the Year.



Prabhat Gautam, Data Manager for National Study of Learning, Voting, and Engagement (NSLVE), Institute for Democracy & Higher Education, Tufts University

Prabhat is the Data Manager at IDHE and works to maintain the NSLVE database. Prabhat supports the systematic processes of data management and analysis, as well as generation and dissemination of data in the service to colleges and universities interested in learning about their students' voting habits. He uses data visualization and data communication as a method to share research insights to higher education institutions, in order to bring system level change in the field of democratic engagement. Prabhat's interests include design and development of new research that seeks to explore questions of equity, diversity, and inclusion in political learning. He has an M.P.A from Cornell University and a B.A. from Kenyon College.



Dr. Michelle Gourdine, Secretary and Chair, Education Policy and Student Life Committee, USM Board of Regents

Dr. Michelle Gourdine is Interim Chief Medical Officer and Senior Vice President, Population Health and Primary Care for the University of Maryland Medical System (UMMS). She is a Clinical Assistant Professor in the Departments of Epidemiology and Preventive Medicine and Pediatrics at the University of Maryland School of Medicine, and a Senior Associate in the Department of Health Policy and Management at the Johns Hopkins Bloomberg School of Public Health. She is Secretary of the University System of Maryland Board of Regents and serves as Chair of the Committee on Education Policy and Student Life. She is also a member of the Horizon Blue Cross Blue Shield Board of Directors. Dr. Gourdine is former President of the Board of Directors of Maryland Chapter of the American Diabetes Association and is a former member of the UMMS Board of Directors, and of the Maryland Health Benefits Exchange Board.

PROGRAM

8:30 a.m. – 9:00 a.m.	Registration and Light Breakfast
9:00 a.m.– 9:15 a.m.	Welcome and Overview of the Day Main Seminar Rm <i>Nancy Shapiro</i> , Associate Vice Chancellor for Education and Outreach and Special Assistant to the Chancellor for P-20 Education, University System of Maryland, <i>Karen Olmstead</i> , Provost & Senior Vice President for Academic Affairs, Salisbury University and <i>Nancy Young</i> , Vice President for Student Affairs, University of Maryland, Baltimore County
9:15 a.m. – 9:45 a.m.	Keynote Address Main Seminar Rm <i>Dr. Linda Gooden</i> , Chair, University System of Maryland Board of Regents, introduced by <i>Joann Boughman</i> , Senior Vice Chancellor of Academic and Student Affairs, USM
9:45 a.m. – 10:30 a.m.	Presentation of USM Analysis of the National Study of Learning, Voting, and Engagement (NSLVE) Main Seminar Rm <i>Prabhat Gautam</i> , Data Manager, Institute for Democracy & Higher Education, Tufts University
10:30 a.m. – 11:00 a.m.	Institutional Team Time Main Seminar Rm
11:00 a.m. – 11:10 a.m.	Break
11:10 a.m. - 12:30 p.m.	Institutional Sharing of Best Practices Rooms as Assigned Below Voting and Census Main Seminar Rm (side A) Facilitated by <i>Gloria Blackwell</i> , University of Maryland, College Park and <i>Natalie Scala</i> , Towson University Carnegie Classification Courtyard Room 2nd Floor Facilitated by <i>Matthew Durrington</i> , Towson University, <i>Nancy Young</i> , University of Maryland, Baltimore County, and <i>Maarten Pereboom</i> , Salisbury University Curriculum Integration Main Seminar Rm (side B) Facilitated by <i>Karen Olmstead</i> , Salisbury University and <i>Michael Mathias</i> , Frostburg State University
12:30 p.m. – 1:00 p.m.	Lunch
1:00 p.m. – 1:40 p.m.	Student Perspectives: Civic Engagement and Civic Education Main Seminar Rm <i>Jordy Diaz</i> (TU), <i>Willow Goode</i> (UB), <i>Joshua Gray</i> (UMBC), <i>Harrison Leon</i> (SU), <i>Ar'Shaun Moore</i> (BSU), <i>Selena Rawlley</i> (UMD), <i>Serena Saunders</i> (UMD), and <i>Jonathan Townes</i> (TU) Moderated by <i>Dr. Michelle Gourdine</i> , Secretary and Chair, Committee on Education Policy & Student Life, University System of Maryland Board of Regents
1:40 p.m. – 2:30 p.m.	Institutional Team Time Main Seminar Room
2:30 p.m. – 3:00 p.m.	Institutional Report Out, Debrief, and Closing Main Seminar Rm Facilitated by <i>Karen Olmstead</i> , Provost & Senior Vice President for Academic Affairs, Salisbury University and <i>Nancy Young</i> , Vice President for Student Affairs, University of Maryland, Baltimore County

The University System of Maryland would like to thank the workshop planning committee for their contributions in framing the program structure and content.

PLANNING COMMITTEE

Nancy Shapiro (Co-Chair), Associate Vice Chancellor for Education and Outreach and Special Assistant to the Chancellor for P-20 Education, University System of Maryland
Karen Olmstead (Co-Chair), Provost & Senior Vice President for Academic Affairs, Salisbury University
Nancy Young (Co-Chair), Vice President for Student Affairs, University of Maryland, Baltimore County
Gloria Blackwell, Director, Community Engagement, University of Maryland, College Park
Anthony Butler, Director, Center for Student Involvement, University of Baltimore
Scott Casper, Dean, College of Arts, Humanities and Social Sciences and Professor of History, University of Maryland, Baltimore County
Nathan Dietz, Senior Researcher, Do Good Institute, School of Public Policy, University of Maryland, College Park
Matthew Durlington, Professor and Director, International Studies, Department of Sociology, Anthropology and Criminal Justice, Towson University
Michael Hanmer, Professor & Director of Graduate Studies, Department of Government & Politics, University of Maryland, College Park
April Johnson, Dean of Student Life & Director, Career Development Center, Bowie State University
Mike Mathias, Interim Associate Provost, Frostburg State University
DeWayne Morgan, P-20 Program Director and Evaluator Teacher Education Initiatives, University System of Maryland
Rolande Murray, Assistant Professor, Assistant VP for Academic Operations, Coppin State University
Nancy Niemi, Provost and Vice President for Academic Affairs, University of Maryland, Eastern Shore
Ashley Valis, Executive Director, Office of Community Engagement, University of Maryland, Baltimore
Michael Webber, Coordinator, Institute for Public Affairs and Civic Engagement, Salisbury University
<i>The Planning Committee also wishes to thank edBridge Partners, LLC, for their help with this event.</i>

University System of Maryland

2019-11-05

NSLVE Student Voting Rates in University System of Maryland

Data for Election Years: 2014, 2016 and 2018

National Study of Learning,
Voting, and Engagement
includes data from:

11

University System of
Maryland
Institutions

Reference Group in NSLVE:

498

4-Year Public Institutions

1046

Total NSLVE Institutions

40 million

Total NSLVE Students

List of NSLVE institutions in the System

BOWIE STATE UNIVERSITY

COPPIN STATE UNIVERSITY

FROSTBURG STATE UNIVERSITY

SALISBURY UNIVERSITY

TOWSON UNIVERSITY

UNIVERSITY OF BALTIMORE

UNIVERSITY OF MARYLAND - BALTIMORE COUNTY

UNIVERSITY OF MARYLAND - COLLEGE PARK

UNIVERSITY OF MARYLAND EASTERN SHORE

UNIVERSITY OF MARYLAND-UNIVERSITY COLLEGE

UNIVERSITY OF MARYLAND, BALTIMORE

University System of Maryland			2019-11-05
	Election Year		
	2014	2018	2016
Total student enrollment	160,917	165,209	162,467
Ineligible to vote because too young	1,431	633	1,006
IPEDS estimated non-resident aliens	7,926	8,982	8,721
FERPA records blocked	422	806	840
Number of students who are registered	107,012	116,632	117,327
Number of students who voted	32,984	64,129	83,593
Total eligible students	159,057	163,757	160,609
Total eligible female students	25,549	52,498	30,938
Total eligible male students	28,097	51,386	31,671
Total eligible gender unknown	105,411	59,873	98,000
Gender data known (%)	34	63	39
Total eligible American Indian/ Alaskan Native students	18	233	22
Total eligible Asian students	331	7,909	389
Total eligible Black students	2,446	17,962	3,592
Total eligible Hispanic students	30	5,085	273
Total eligible Native Hawaiiin/Pacific Islander students	12	214	11
Total eligible Two or More racial identification	0	5,974	214
Total eligible White students	2,530	37,242	4,833
Total eligible race unknown	153,690	89,138	151,103
Race data known (%)	3	46	6

Page:3

University System of Maryland

2019-11-05

+ 19.6

Percentage Point
Change in
Voting Rate

+ 4.1

Percentage Point
Change in
Registration Rate

+ 23.9

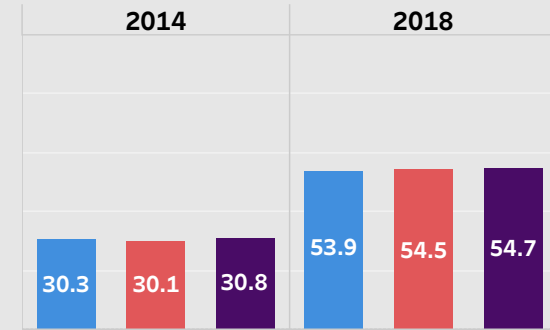
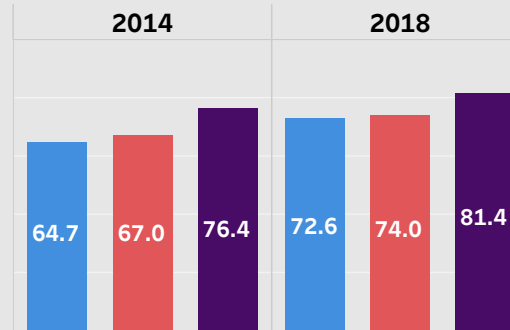
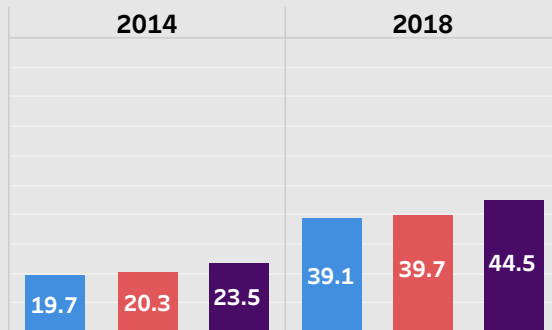
Percentage Point
Change in
Registered and Voted

- All NSLVE Institutions
- NSLVE 4-Year Public Institutions
- University System of Maryland

Voting Rate
(Institutional Level)

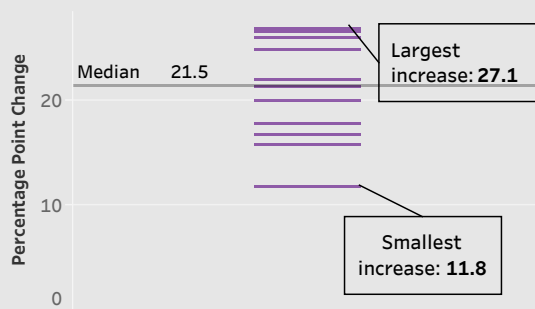
Registration Rate
(Institutional Level)

Registered and Voted
(Institutional Level)

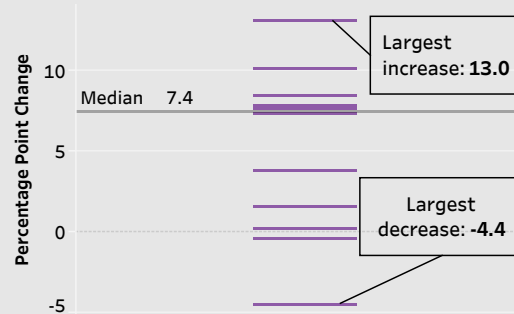


The change below shows individual institution level change for voting rates, registration rates and registered and voted rates

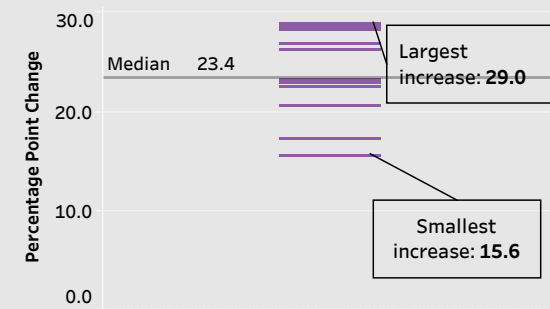
Change in Voting Rate among institutions



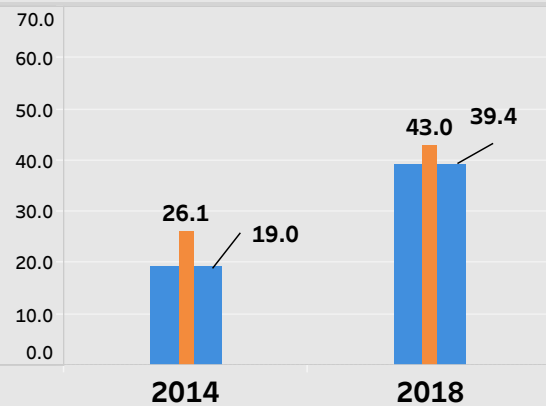
Change in Registration Rate among institutions



Change in Registered and Voted among institutions



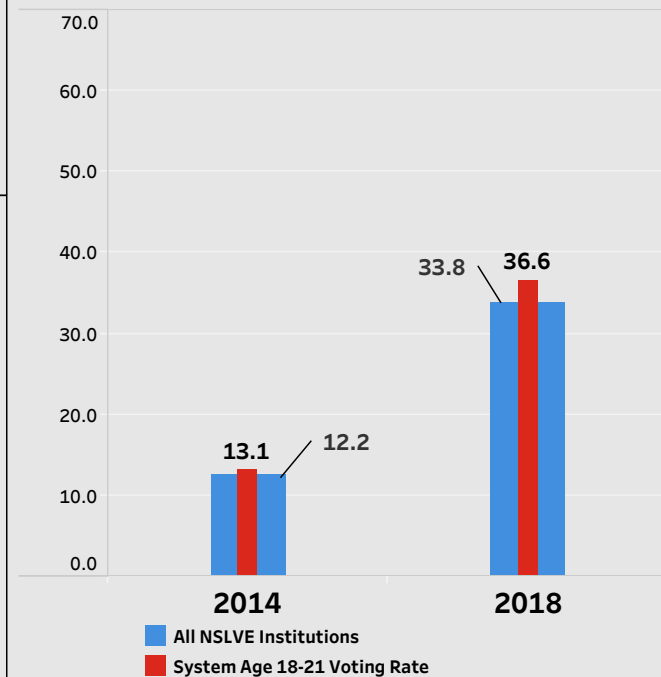
Voting Rate of Women (Student Level)



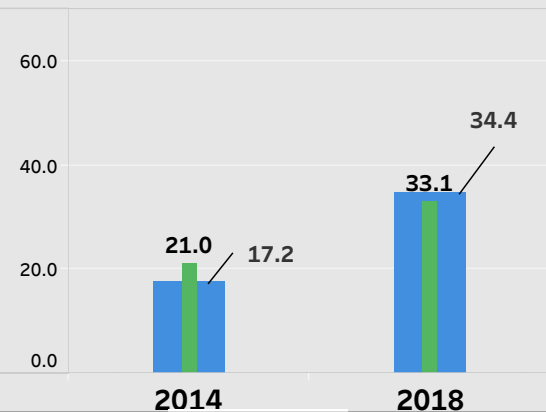
+16.9
Percentage Point
Change in
Voting Rate of Women

+23.5
Percentage Point
Change in
Voting Rate of Age 18-21

Voting Rate of Age 18-21 (Student Level)

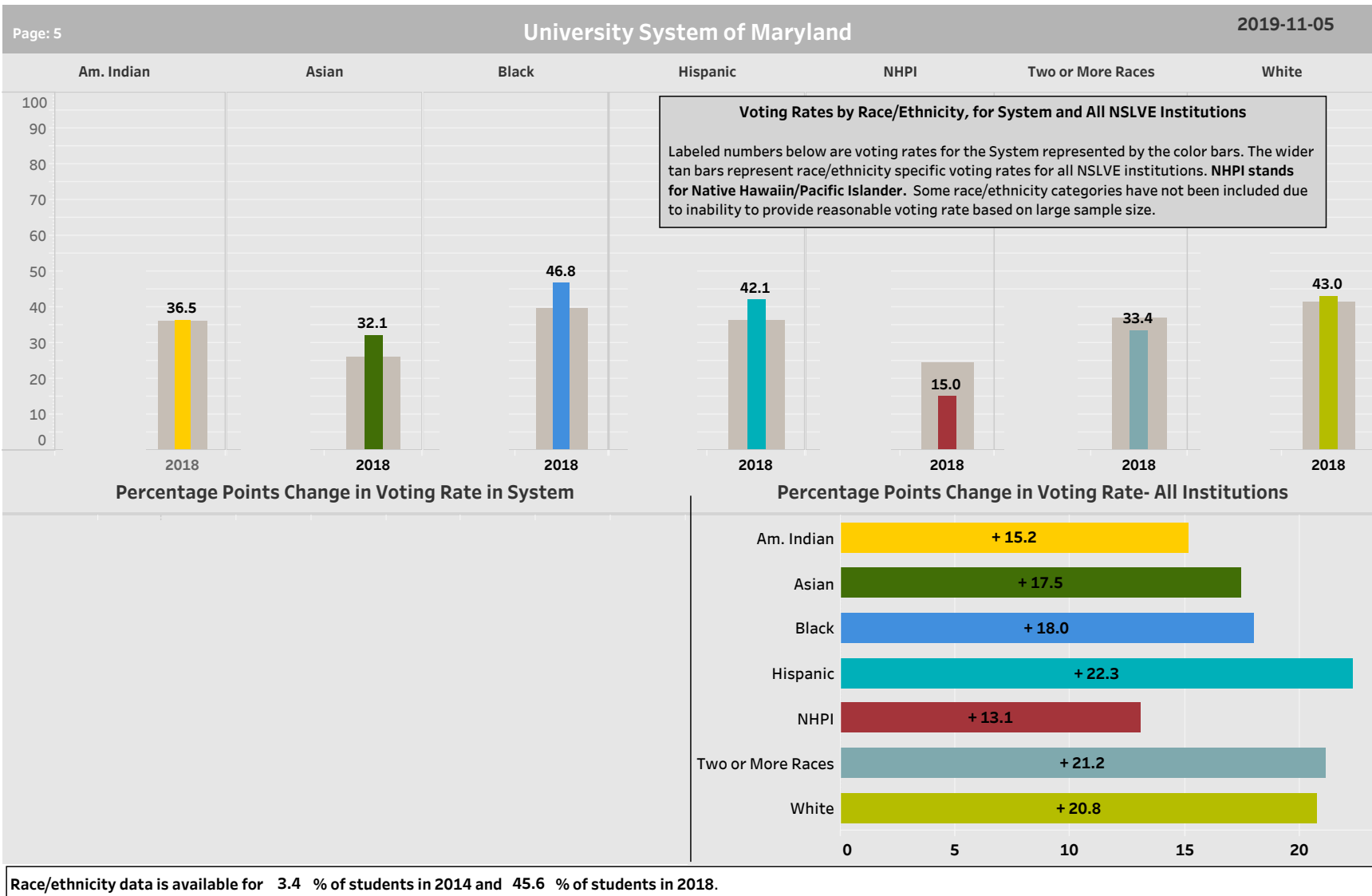


Voting Rate of Men (Student Level)



+12.1
Percentage Point
Change in
Voting Rate of Men

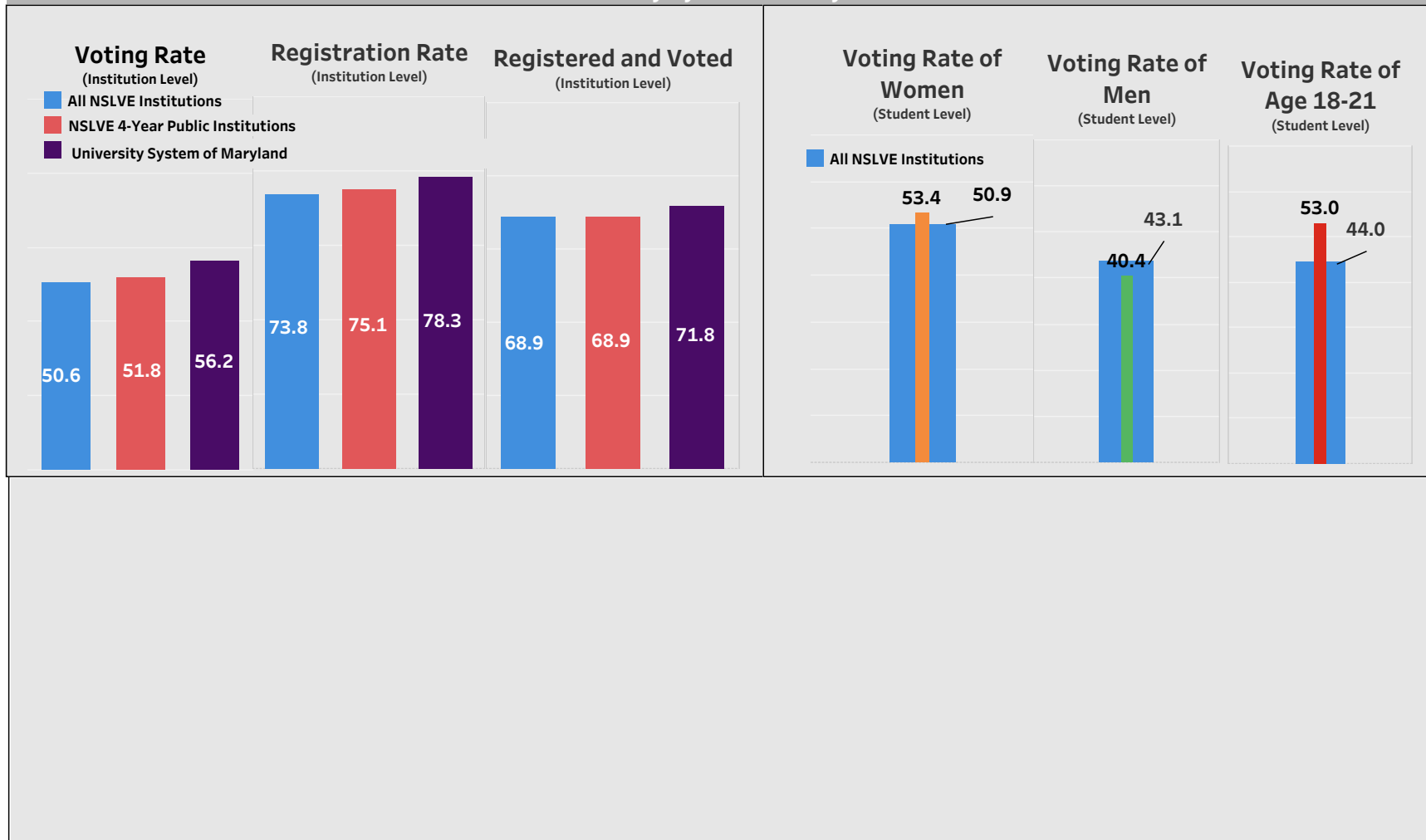
Gender data is available for 33.7 % of students in 2014 and 63.4 % students in 2018 for the institutions included in this report.



Page: 6

Election Year- 2016
University System of Maryland

2019-11-05



Gender data is available for 39.0 % of students. Race/ethnicity data is available for 5.9 % of students.

Page: 7

University System of Maryland

2019-11-05

University System of Maryland (Student Level)							All Institutions (Student Level)						
(n) = number eligible							(n) = number eligible						
	Business	Education	Health Professions	Humanities	Social Sciences	STEM		Business	Education	Health Professions	Humanities	Social Sciences	STEM
2014	24.5%	29.0%	24.6%	13.7%	23.6%	18.6%		17.6%	27.5%	18.7%	18.8%	19.2%	15.5%
2018	37.4%	50.9%	42.9%	32.7%	42.8%	35.9%		34.6%	47.0%	37.8%	38.8%	41.1%	34.4%
2014 Highest Voting Rates				2014 Lowest Voting Rates			2014 Highest Voting Rates				2014 Lowest Voting Rates		
Library Science		<div><div></div></div> 47.9% (292)	Liberal Arts, Sciences, & Humanities		<div><div></div></div> 4.55% (4,177)		Library Science		<div><div></div></div> 47.4% (9,837)	Fitness Studies		<div><div></div></div> 11.4% (143,552)	
Public Administration		<div><div></div></div> 41.8% (2,106)	Fitness Studies		<div><div></div></div> 11.57% (968)		Theology & Religious Vocations		<div><div></div></div> 31.0% (8,743)	Basic Skills Education		<div><div></div></div> 12.7% (4,792)	
Legal Professions		<div><div></div></div> 37.8% (1,996)	Architecture		<div><div></div></div> 12.05% (332)		Public Administration		<div><div></div></div> 29.3% (141,945)	Biological & Biomedical Sciences		<div><div></div></div> 13.8% (410,248)	
2018 Highest Voting Rates				2018 Lowest Voting Rates			2018 Highest Voting Rates				2018 Lowest Voting Rates		
Library Science		<div><div></div></div> 74.1% (270)	Liberal Arts, Sciences, & Humanities		<div><div></div></div> 13.8% (7,105)		Library Science		<div><div></div></div> 69.9% (13,009)	Health-Related Knowledge & Skills		<div><div></div></div> 28.7% (554)	
Legal Professions		<div><div></div></div> 56.9% (1,927)	Transportation		<div><div></div></div> 25.8% (62)		History		<div><div></div></div> 51.3% (72,928)	Military Science & Leadership		<div><div></div></div> 24.4% (2,299)	
Public Administration		<div><div></div></div> 55.5% (4,226)	Fitness Studies		<div><div></div></div> 30.5% (3,196)		Public Administration		<div><div></div></div> 50.9% (169,519)	Basic Skills Education		<div><div></div></div> 15.2% (5,359)	
Largest Increases				Largest Decreases			Largest Increases				Largest Decreases		
Architecture		<div><div></div></div> 30.4%.p.					English Language & Litera..		<div><div></div></div> 27.3%.p.				
Family and Consumer/Human ..		<div><div></div></div> 26.2%.p.					Visual & Performing Arts		<div><div></div></div> 26.1%.p.				
Library Science		<div><div></div></div> 26.1%.p.					Communication & Journali..		<div><div></div></div> 24.9%.p.				
Fields of study data is available for 55.3 % students in 2014 and 99.6 % students in 2018 for the institutions included in this report page. %p. above stands for percentage points.													

Fields of study data is available for 55.3 % students in 2014 and 99.6 % students in 2018 for the institutions included in this report page. %.p. above stands for percentage points.

Appendix- B

Complete List of Fields of Study in NSLVE	
Agriculture	Culinary Services
Architecture	Fitness Studies
Area, Ethnic, Gender Studies	Library Science
Basic Skills Education	Mathematics & Statistics
Biological & Biomedical Sciences	Mechanic & Repair
Business, Management, & Marketing	Military Science & Leadership
Communication & Journalism	Multi/Interdisciplinary Studies
Communications Technologies	Natural Resources
Computer & Information Sciences	Other
Construction Trades	Philosophy
Education	Physical Sciences
Engineering	Precision Production
English Language & Literature	Psychology
Family and Consumer/Human Sciences	Public Administration
Foreign Languages & Literatures	Science Technologies/Technicians
Health Profession	Social Sciences
Health-Related Knowledge & Skills	Theology & Religious Vocations
History	Transportation
Law Enforcement	Unknown
Legal Professions	Visual & Performing Arts
Liberal Arts, Sciences, & Humanities	
Parks and Recreational Activities	



Jonathan M. Tisch
College of Civic Life

Part of Tufts University's Jonathan M. Tisch College of Civic Life, the Institute for Democracy & Higher Education (IDHE) is an applied research center focused on college and university student political learning and engagement in democracy. IDHE researchers study student voting, equity, campus conditions for political learning, discourse, participation, and agency for underrepresented and marginalized students. We accomplish our goals by conducting research, producing practical resources, supporting institutions and the higher education community, and advocacy.

IDHE's signature initiative, the National Study of Learning, Voting, and Engagement (NSLVE), is a service to colleges and universities that provides participating institutions with tailored reports of their students' voting rates. Launched in 2013 with 250 campuses, the study now serves more than 1,000 institutions in all 50 states and the District of Columbia. In addition to NSLVE, IDHE researches learning environments and practices of politically engaged campuses. From this line of study came *Election Imperatives*, a 2018 national report that offered practical recommendations for campus civic learning. IDHE is now higher education's leading source of data and support for college student political learning and participation.

About the Report

Reflecting the best available data for a specific set of institutions, this report provides estimated registration and voting rates based on students who were age-eligible to vote at the time of the election attending those institutions. We use enrollment records submitted by these institutions to the National Student Clearinghouse (FERPA-blocked records excluded) merged with publicly available voting files collected by Catalist. As with nearly all voting rate calculations, some ineligible voters are difficult to parse out, such as international or undocumented students. We do, however, adjust institutional level voting rates by deducting an estimated number of students who are nonresident aliens based on submissions to the Integrated Postsecondary Education Data System (IPEDS). For more information, visit our FAQ page: <https://idhe.tufts.edu/nslve/frequently-asked-questions>.

What to do next:

Use this data to help leaders, faculty, and students at your university system to catalyze change by improving their climates for political learning and participation. Refer to our report, "**Election Imperatives: Ten Recommendations to Increase College Student Voting and Improve Political Learning and Engagement in Democracy**" and our national report, "**Democracy Counts 2018: Increased Student and Institutional Engagement**".

Read **Democracy Counts 2018**, IDHE's national NSLVE report on the 2018 midterm election here: <https://idhe.tufts.edu/2018data>

Read **Election Imperatives** here: <https://idhe.tufts.edu/electionimperatives>

Partner with IDHE:

We are available to work with you to evaluate and improve student political learning, discourse, and participation. Contact us for in-person support, webinars, workshops and assessment at IDHE@tufts.edu.



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

TOPIC: New Program 5-Year Enrollment Review

COMMITTEE: Education Policy and Student Life

DATE OF COMMITTEE MEETING: Tuesday, January 7, 2020

SUMMARY: As part of the ongoing program review process, the attached data has been updated with Fall 2019 enrollments. This information will provide the Committee with the actual enrollments in new programs approved since Fall 2015. It is important to note that not all programs are implemented in the year that they are approved. Dependent upon the date of the Board of Regents and MHEC approvals, recruitment and admission to the program may not begin in the next academic year. In other cases, admission to the program may not occur until the students have completed the required core courses, examinations, etc. and enrollments would be reported two years after implementation. With those caveats in mind, the enrollment data reflect the relative accuracy for the projected enrollment submitted with the program proposal and provides an opportunity to judge the long-term viability of a new program prior to its first periodic program review.

ALTERNATIVE(S): This report is for information only.

FISCAL IMPACT: This report is for information only.

CHANCELLOR'S RECOMMENDATION: This report is for information only.

COMMITTEE RECOMMENDATION: Information Only	DATE: January 7, 2020
--	-----------------------

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

SUBMITTED BY: Joann A. Boughman	301-445-1992	jboughman@usmd.edu
Ellen Herbst	301-445-1923	eherbst@usmd.edu

New Program Enrollment Review Fall 2015 to Fall 2019

Inst.	HEGIS	Program Name	Degree Level	Approved	Enrollments									
					Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019	
					Projected	Actual	Projected	Actual	Projected	Actual	Projected	Actual	Projected	Actual
CSU	120102	Health Sciences	Bachelor's	6/19/2015	40	0	78	0	141	0	215	91	215	117
FSU	210302	Adventure Sports Management	Bachelor's	2/13/2015	12	0	24	9	26	5	30	4	34	6
FSU	120100	Health Science	Bachelor's	4/10/2015	5	50	20	130	26	167	31	174	35	177
FSU	083300	Secondary Teacher Education	Bachelor's	4/10/2015	2	0	4	0	4	0	6	0	6	0
SU	083505	Athletic Training ^[1]	Master's	12/12/2014	12	0	24	5	24	8	24	13	24	14
TU	089911	Interdisciplinary Arts Infusion	Master's	9/19/2014	8	11	8	20	20	23	12	23	24	17
TU	050900	Marketing Intelligence	Master's	9/19/2014	5	8	8	26	10	46	15	36	15	28
TU	050901	Interactive Marketing	Post Bacc. Cert.	9/19/2014	5	2	9	3	12	0	15	1	15	0
UB	150901	Philosophy, Society and Applied Ethics ^[2]	Bachelor's	2/13/2015	10	0	19	8	30	17	39	21	45	34
UMBC	100502	Jazz Studies	Bachelor's	6/19/2015	22	0	22	0	22	13	22	13	22	10
UMBC	100501	Music Composition	Bachelor's	6/19/2015	14	0	14	3	14	10	14	12	14	9
UMBC	100503	Music Education	Bachelor's	6/19/2015	39	0	39	0	39	18	39	21	39	19
UMBC	100400	Music Performance	Bachelor's	6/19/2015	45	0	45	9	45	28	45	32	45	32
UMBC	100504	Music Technology	Bachelor's	6/19/2015	55	0	55	0	55	39	55	43	55	45
UMES	070210	Cybersecurity Engineering Technology ^[3]	Master's	4/10/2015	30	0	35	8	50	14	50	19	55	24
UMUC	070203	Cloud Computing Architecture ^[4]	Master's	2/13/2015	50	0	100	0	110	54	120	170	130	222
UMUC	082500	Learning Design and Technology ^[5]	Master's	6/19/2015	15	0	34	20	43	61	53	87	63	93

Note: All enrollments are the students' primary major as reported in the MHEC EIS files. Administrative coding changes at campuses may lag actual program enrollment in initial years.

[1] Athletic Training M.S. anticipated 19 students in the program in Fall 2019.

[2] The PSAE program has been renamed (approval from MHEC received 12/11/18) to Philosophy, Law and Ethics (PLE). A comparable program, Jurisprudence, was being suspended and students were encouraged to transfer to the renamed PLE. The renamed/combined major was expected to approach 70 enrollments. However, UB slightly overestimated projected enrollment enrollment, but it was within 75% of projected demand. We anticipate enrollment to be approximately 35-40 students in Fall 2020.

[3] UMES Cybersecurity Engineering Technology MS is showing steady increases in enrollment over time. While not yet at the level projected in Fall 2019, we anticipate that our revised recruitment strategy will result in our hitting projected enrollment in the future.

[4] UMGC Cloud Computing Architecture launched in Fall 2017 with enrollments that were approximately 50% of the projected enrollment.

[5] UMGC Learning Design and Technology launched in Fall 2016 with actual enrollments that were 50% of the projected. Since Fall 2016, enrollments have exceeded projections.

Updated : December 2019 -- University System of Maryland Office of Institutional Research

New Program Enrollment Review Fall 2016 - Fall 2020

Inst.	HEGIS	Program Name	Degree Level	Approved	Enrollments									
					Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2020	
					Projected	Actual	Projected	Actual	Projected	Actual	Projected	Actual	Projected	Actual
UMB	120100	Palliative Care ^[1]	MS	6/10/2016	20	0	50	61	63	119	64	108	68	
UMCP	070101	Information Science	BS	10/6/2015	50	91	100	367	150	709	200	959	200	
UMCP	050300	Business Analytics	MS	4/15/2016	30	0	30	74	40	161	41	209	42	
UMCP	210200	Public Policy ^[2]	BA	6/10/2016	50	0	100	78	200	162	300	219	300	

[1] The M.S. in Palliative Care has exceeded its projected enrollment beginning in Fall 2017

[2] UMCP BA in Public Policy: Primary major headcount in Fall 2019 was 219, but count of all majors (including double majors) was 268

Updated : December 2019 -- University System of Maryland Office of Institutional Research

New Program Enrollment Review Fall 2017 - Fall 2021

Inst.	HEGIS	Program Name	Degree Level	Approved	Enrollments									
					Fall 2017		Fall 2018		Fall 2019		Fall 2020		Fall 2021	
					Projected	Actual	Projected	Actual	Projected	Actual	Projected	Actual	Projected	Actual
SU	020600	URBAN AND REGIONAL PLANNING	BS	9/20/2016	17	7	18	15	24	20	25		25	
UMB	149900	CYBERSECURITY LAW ^[1]	MS	9/20/2016	28	20	68	34	113	29	142		167	
UMB	149901	HOMELAND SECURITY AND CRISIS MANAGEMENT LAW ^[2]	MS	9/20/2016	28	13	68	23	113	20	142		167	
UMCP	170300	QUANTITATIVE FINANCE	MS	1/17/2017	100	148	100	142	100	130	100		100	
UMCP	121404	ENVIRONMENTAL HEALTH SCIENCES ^[3]	MS/PHD	1/17/2017	15	0	15	4	15	11	15		15	
UMUC	050610	HOMELAND SECURITY AND CRISIS MANAGEMENT LAW ^[4]	BS	11/15/2016	125	204	325	508	500	667	675		850	
UMUC	050629	TRANSFORMATIONAL LEADERSHIP ^[5]	MS	1/17/2017	25	0	53	0	63	37	73		83	
UMBC	049901	TRANSLATIONAL LIFE SCIENCE TECHNOLOGY	BS	11/15/2016	16	0	36	0	54	16	71		87	
FSU	120300	NURSE PRACTITIONER WITH CONCENTRATIONS IN FAMILY NURSE PRACTITIONER AND PSYCHIATRIC & MENTAL HEALTH NURSE PRACTITIONER	MSN	3/28/2017	10	23	20	35	35	56	45		60	

Note: All enrollments are the students' primary major as reported in the MHEC EIS files. Administrative coding changes at campuses may lag actual program enrollment in initial years.

[1] The UM School of Law overestimated projected enrollment for Cybersecurity Law and anticipates Fall Class sizes to be approximately 30 students beginning Fall 2020.

[2] The UM School of Law overestimated projected enrollment for Homeland Security and Crisis Management Law and anticipates Fall Class sizes to be approximately 25 beginning Fall 2020

[3] UMCP MS/PhD in Environmental Health Sciences: Students are transitioning from Toxicology to this program. Combined enrollment was 14 in Fall 2019. The enrollment count reported in the table was based only on the count of students included in the campus's MHEC EIS with the MHEC approved HEGIS Code.

[4] UMGC Actual enrollments for Homeland Security have exceeded the projected enrollments each term.

[5] UMGC Transformational Leadership launched in Spring 2019, and actual enrollments were 50% of the projected enrollment in Fall 2019.

Updated : Decmber 2019 -- University System of Maryland Office of Institutional Research

New Program Enrollment Review Fall 2018 - Fall 2022

Inst.	HEGIS	Program Name	Degree Level	Approved	Enrollments									
					Fall 2018		Fall 2019		Fall 2020		Fall 2021		Fall 2022	
					Projected	Actual	Projected	Actual	Projected	Actual	Projected	Actual	Projected	Actual
FSU	120101	PHYSICIAN ASSISTANT STUDIES ^[1]	MMS	6/22/2018	0	0	25	25	25		25		25	
TU	120802	ENTRY LEVEL OCCUPATIONAL THERAPY ^[2]	PHD	2/9/2018	0	0	40	19	40		40		40	
TU	120803	(POST-PROFESSIONAL) OCCUPATIONAL THERAPY ^[3]	PHD	2/9/2018	25	4	25	20	25		25		25	
TU	179900	ACTUARIAL SCIENCE & PREDICTIVE ANALYTICS	MS	6/22/2018	5	0	10	5	15		15		25	
TU	082700	TRANSFORMATIONAL EDUCATIONAL LEADERSHIP ^[4]	MS	6/22/2018	n/a	0	n/a	82	n/a		n/a		n/a	
UMB	121411	HEALTH AND SOCIAL INNOVATION ^[5]	MS	12/15/2017	14	0	20	6	24		24		24	
UMUC	050101	BUSINESS ADMINISTRATION ^[6]	PHD	6/22/2018	0	0	55	110	112		168		179	
UMUC	050631	ACQUISITION AND CONTRACT MANAGEMENT ^[7]	MS	10/20/2017	50	0	103	0	113		123		133	
UMUC	079901	CYBER OPERATIONS ^[7]	MS	10/20/2017	50	0	103	0	113		123		133	
UMUC	050630	STRATEGIC COMMUNICATIONS ^[7]	MS	10/20/2017	25	0	53	0	63		73		83	

Note: All enrollments are the students' primary major as reported in the MHEC EIS files. Administrative coding changes at campuses may lag actual program enrollment in initial years.

[1] The implementation date for the FSU Physician Assistant Studies program was Summer 2019.

[2] The implementation date for the TU Entry Level Occupational Therapy program was Summer 2019.

[3] The title of the proposed program, as submitted to MHEC, was Post Professional Occupational Therapy Doctorate. MHEC's title of the program is Occupational Therapy Doctorate.

[4] No projected enrollment numbers were provided for TU's Transformational Educational Leadership program. The program is a new instructional program within existing resources.

[5] The M.S. in Health and Social Innovation launched in Fall 2019 and had a late start in marketing and recruitment. It is expected that by Fall 2020, the degree program will hit projected enrollment.

[6] The implementation date for the UMUC Business Administration Program was Spring 2019. Actual enrollments exceeded 50% of the projected enrollment in Fall 2019.

[7] UMGC Acquisition and Contract Management, Cyber Operations, and Strategic Communications have not yet launched, Fall 2019.

Updated : Decmber 2019 -- University System of Maryland Office of Institutional Research

New Program Enrollment Review Fall 2019 - Fall 2023

Inst.	HEGIS	Program Name	Degree Level	Approved	Enrollments									
					Fall 2019		Fall 2020		Fall 2021		Fall 2022		Fall 2023	
					Projected	Actual	Projected	Actual	Projected	Actual	Projected	Actual	Projected	Actual
BSU		Chemistry	BS	6/21/2019	13		25		38		50		63	
FSU		Exercise and Sports Science / Athletic Training	BS / MS	2/22/2019	10		10		10		10		10	
FSU	083506	Athletic Training	MS	2/22/2019	2	0	23		35		38		41	
TU	100801	Dance Education	Ma	6/21/2019	10	0	20		20		20		10	
TU	100402	Music Pedagogy	MM	6/21/2019	3	0	3		4		4		5	
TU	081100	Gifted and Creative Education	Med	2/22/2019	10	0	20		30		30		30	
UB	079900	Cybersecurity Management ^[1]	MS	12/14/2018	10	0	30		40		45		55	
UMB		Accelerated Health Science / Health Science with AOC in Physician Assistant ^[2]	BS / MS	12/14/2018	73		111		76		76		76	
UMB		Clinical Dental Hygiene Leader ^[3]	BS / MS	12/14/2018	4		10		12		12		12	
UMB	019900	Medical Cannabis Science and Therapeutics ^[4]	MS	6/21/2019	26	148	37		42		21		53	
UMB	129903	Health Professions Education ^[5]	PhD	2/22/2019	6	0	12		18		18		18	
UMBC		Middle Grades STEM Education	BS	2/22/2019	15		34		49		60		65	
UMCP	150902	Philosophy, Politics, and Economics ^[6]	BA	2/22/2019	25	3	50		90		110		110	
UMCP	079900	Embedded Systems and Internet of Things ^[7]	BS	2/22/2019	25	0	50		100		125		150	
UMCP	209900	Human Development ^[8]	BS	2/22/2019	40	0	80		125		125		125	
UMCP	042500	Neuroscience ^[8]	BS	2/22/2019	155	0	360		520		520		520	
UMCP	220401	Applied Economics ^[9]	MS	4/19/2019	15	2	15		15		15		15	
UMCP	220601	Geospatial Information Sciences ^[10]	MS	4/19/2019	40	46	40		40		40		40	
UMCP	220602	Geospatial Intelligence ^[11]	MS	4/19/2019	20	10	26		37		45		45	

[1] UB's MS in Cybersecurity Management begins in Fall of 2020 and is expected to meet projected enrollment.

UMB the BS/MS Accelerated Health Science/AOC in Physician Assistant begins in Fall of 2020 at AACC. Current enrollment in the PA program was 78 students in Fall 2019. (Without

[2] the MHEC generated HEGIS Code, USM could not track enrollment.)

[3] UMB the BS/MS Clinical Dental Hygiene Leader program begins in Fall 2020 and is expected to meet projected enrollment.

[4] UMB the MS Medical Cannabis Science and Therapeutics program has substantially exceeded projected enrollments and will continue to do so into the foreseeable future.

[5] UMB the PhD Health Professions Education begins in Fall 2020 and is expected to meet projected enrollment.

[6] UMCP BA in Philosophy, Politics, and Economics: The Fall 2019 primary major count was 3, Count of all majors is 6 (includes double majors). The enrollment count reported in the table was based only on the count of students included in the campus's MHEC EIS with the MHEC approved HEGIS Code.

[7] UMCP BS in Embedded Systems and Internet of Things: anticipated program start is Fall 2020, program is to be at Shady Grove

[8] UMCP anticipated program start date is Fall 2020

[9] UMCP MS in Applied Economics: This is a transition in credential from MPS to MS. The MPS/MS combined Fall 2019 enrollment was 89 (54 at the DC location and 35 on campus). The enrollment count reported in the table was based only on the count of students included in the campus's MHEC EIS with the MHEC approved HEGIS Code.

[10] UMCP MS in Geospatial Information Sciences: This is a transition in credential from MPS to MS. The MPS/MS combined Fall 2019 enrollment was 46 as noted. The enrollment count reported in the table was based only on the count of students included in the campus's MHEC EIS with the MHEC approved HEGIS Code.

[11] enrollment count reported in the table was based only on the count of students included in the campus's MHEC EIS with the MHEC approved HEGIS Code.

Updated : December 2019 -- University System of Maryland Office of Institutional Research

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

TOPIC: Results of Periodic Reviews of Academic Programs

COMMITTEE: Education Policy and Student Life**DATE OF COMMITTEE MEETING:** Tuesday, January 7, 2020

SUMMARY: At its meeting in June 2003, the Board of Regents delegated to the Chancellor the authority to approve institutional reports on the review of existing academic programs. Existing academic programs are required to submit a report every seven years. Each USM institution follows a review process that was approved previously by the Regents. A format for the reports are standardized and includes information on enrollments and degrees awarded, internal and external reviews, and institutional recommendations and actions.

The periodic program review process includes an internal self-study that is conducted by the program at the departmental level. The self-study is reviewed by external reviewers who then submit a report that becomes a part of the draft full periodic program review report. The respective dean for the program and the provost review the draft full report prior to submission to USM.

Drafts of each report are reviewed by staff in the USM Office of the Senior Vice Chancellor for Academic and Student Affairs and comments are shared with the institutions for appropriate action prior to final submission to the Chancellor. Comments may include requests for additional information or the need for additional action following program accreditation reviews.

The reports demonstrate the seriousness with which the reviews are taken. Institutional action plans are decided upon primarily by the provost or dean, both of whom are responsible to monitor academic quality and productive use of resources. The following narratives and data tables provide information on enrollment and degrees awarded during the five years prior to the submission of the report.

Copies of the complete program review summaries are available from the USM Office of Academic and Student Affairs.

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 OnlyDATE: January 7, 2020

BOARD ACTION:

DATE:

SUBMITTED BY: Joann A. Boughman

301-445-1992

EMAIL: jboughman@usmd.edu

2019 Periodic Review of Academic Programs Summary

Existing academic programs are required to submit a report every seven years. A format for the reports is standardized and includes information on enrollments and degrees awarded, internal and external reviews, and institutional recommendations and actions. Drafts of each report are reviewed by staff in the USM Office of the Senior Vice Chancellor for Academic and Student Affairs and comments are shared with the institutions for appropriate action prior to final submission to the Chancellor. A total of 138 academic programs were reviewed during the 2018-2019 period program review period.

Number of Programs Reviewed

Associate's:	0 ^[1]
Bachelor's:	55
Master's:	42
Doctorate:	20
Certificates:	21

^[1] The University of Maryland Global Campus is the single USM institution approved by the Maryland Higher Education Commission (MHEC) to offer the Associate's degree.

Results of Program Accreditation Reviews

Bowie State University

The Department of Nursing B.S. in Nursing program in the College of Professional Studies completed a reaccreditation review by the Accreditation Commission of Education in Nursing (ACEN) in AY 2018-2019. The enrollments and degrees awarded for the Bowie State University B.S. in Nursing are included in this report.

Coppin State University

The Department of Management and Marketing B.S. in Management and B.S. in Marketing programs and the Department of Accounting and Management Information Systems B.S. in Management Information Systems program in the College of Business completed reaccreditation reviews by the Accreditation Council for Business Schools and Programs (ACBSP) in AY 2018-2019.

The Department of Instruction Leadership and Professional Development M.Ed. in Contemporary Educational Leadership in the School of Education within the College of Arts and Sciences and Education completed a reaccreditation review by the Council for Accreditation of Education Professionals (CAEP) in AY 2018-2019.

The enrollments and degrees awards for the aforementioned Coppin State University programs are included in this report.

Frostburg State University

The Department of Kinesiology and Recreation in the College of Education completed two (2) program reaccreditation reviews in AY 2018-2019. The programs are 1) B.S. in Athletic Training reviewed by the Commission on Accreditation of Athletic Training Education (CAATE); and 2) B.S. in Health and Physical Education reviewed by the National Council of Accreditation of

Teacher Education/National Association for Sport and Physical Education (NCATE/NASPE) and National Council for Accreditation of Teacher Education/American Association for Higher Education (NCATE/AAHE).

The Department of Educational Professions in the College of Education completed five (5) program reaccreditation reviews in AY 2018-2019. The programs are 1) B.S. in Early Childhood/Elementary Education reviewed by the National Association for the Education of Young Children (NAEYC), Maryland State Department of Education (MSDE), and National Council for Accreditation of Teacher Education (NCATE); 2) B.S. in Elementary Education and M.A.T. in Elementary Education reviewed by the Association for Childhood Education International (ACEI); 3) M.A.T. in Secondary K-12 reviewed by the Council for the Accreditation of Educator Preparation (CAEP); and 4) Master of Education (M.Ed.) reviewed by the National Council for Accreditation of Teacher Education (NCATE).

The Department of Nursing M.S. in Nursing in the College of Liberal Arts and Sciences completed a reaccreditation review in AY 2018-2019 by the Commission on Collegiate Nursing Education (CCNE).

The enrollments and degrees awards for the aforementioned Frostburg State University programs are included in this report.

Towson University

The Department of Theatre Arts B.F.A. in Acting, B.A./B.S. in Theatre Arts, and M.F.A. in Theatre Arts programs in the College of Fine Arts and Communication completed reaccreditation reviews in AY 2018-2019 by the National Association of Schools of Theatre (NAST).

The Department of Computer and Information Sciences in the College of Science and Mathematics completed twelve (12) reaccreditation reviews by the Accreditation Board for Engineering and Technology (ABET) in 2017. The programs are B.S. in Applied Information Technology, M.S. in Applied Information Technology, B.S. in Computer Science, M.S. in Computer Science, B.S. in Information Systems, D.Sc. in Information Technology, P.B.C. in Database Management Systems, P.B.C. in Information Security and Assurance, P.B.C. in Information Systems Management, P.B.C. in Internet Application Development, P.B.C. in Networking Technologies, and P.B.C. in Software Engineering.

The Department of Nursing B.S.N. in Nursing, M.S.N. in Nursing, and P.B.C. in Nursing Education in the College of Health Professions completed reaccreditation reviews by the Commission on Collegiate Nursing Education (CCNE) in 2018.

The enrollments and degrees awards for the aforementioned Towson University programs are included in this report.

University of Baltimore

The School of Health and Human Services B.S. in Health Systems Management in the College of Public Affairs completed a reaccreditation review in 2018 by the Association of University Programs in Health Administration (AUPHA). The enrollments and degrees awarded for the B.S. in Health Systems Management are included in this report.

University of Maryland, College Park

The School of Theatre, Dance and Performance Studies B.A. in Dance and M.F.A. in Dance programs completed reaccreditation reviews in 2019 by the National Association of School of Dance (NASD). The enrollments and degrees awarded for the B.A. in Dance and M.F.A. in Dance are included in this report.

University of Maryland Eastern Shore

The Department of Engineering and Aviation Sciences B.S. in Engineering in the School of Business and Technology completed a reaccreditation review in 2019 by the Accreditation Board for Engineering and Technology (ABET).

The Department of Hospitality and Tourism B.S. in PGA Golf Management completed a reaccreditation review in 2018 by the PGA of American.

The Department of Physical Therapy D.P.T. in Physical Therapy in the School of Pharmacy and Health Profession completed a reaccreditation review in 2018 by the Commission on Accreditation in Physical Therapy Education (CAPTE).

The enrollments and degrees awarded for the B.S. in Engineering, B.S. in PGA Golf Management and D.P.T. in Physical Therapy are included in this report.

Low Degree Productivity

MHEC Definition

Bachelor's: < 5 in most recent year or a total of 15 in last three years

Master's: < 2 in most recent year or a total of 6 in last three years

Doctorate: < 1 in most recent year or a total of 3 in last three years

By the aforementioned definition, thirteen (13) programs are considered to demonstrate "low productivity." The following brief summaries highlight the strategies being undertaken by the identified programs to address low enrollment and the low number of degrees awarded.

Coppin State University

The Dance program (B) faculty reported an action plan that includes 1) the hiring of a full-time tenure track faculty member to increase course offering, 2) establish articulation agreements with community colleges to increase the enrollment of transfer students, and 3) engage the National Association of Dance Schools (NADS) to conduct an external audit to align the curriculum to seek accreditation, and 4) collaborate with the Coppin Visual and Performing Arts programs to increase the visibility of the Dance Program.

The Management Information Systems (B) and Marketing (B) programs faculty in the departments of Accounting and Management Information Systems, and Management and Marketing reported action plans that include 1) annual reviews of the curriculum with defined timelines to implement recommendations, 2) early registration opportunities for student to increase retention, 3) expand social media and other media outlets to market the programs, and 4) establish certificate program offerings within the next year.

The Mathematic program (B) faculty in the Department of Mathematics and Computer Science reported an action plan that includes enhancing 1) student advising protocols, 2) student research opportunities with faculty, 3) curriculum audits, 4) student performance using innovative

assessment instruments, and 5) outreach and partnership activities with other academic departments on campus.

The Contemporary Educational Leadership program (M) faculty in the Department of Instructional Leadership and Professional Development reported an action plan that includes 1) conducting regular assessments of course offerings to meet graduate students availability, 2) offering Leadership Institutes to BCPS teachers, and 3) establishing additional MOUs with public schools.

University of Maryland Baltimore County

The Chemistry Education (B), Biochemistry and Molecular Biology (M), and Biochemistry (D) programs faculty in the Department of Chemistry and Biochemistry reported an action plan that includes 1) the identification of research and pedagogical strength areas to be enhanced, 2) implement a strategic hiring plan to replace and expand existing faculty in the department, 3) address issues related to graduate student recruitment and retention, 4) continued advocacy to increase resources to improve research and teaching, 5) investment in existing initiatives for students, 6) the establishment of an Innovation Council with local industry, and 7) further development faculty mentoring plan. The Ph.D. Biochemistry is a joint program with the University of Maryland School of Medicine. Furthermore, the two students awarded the M.S. in Biochemistry and Molecular Biology started in the Ph.D. program but completed only the M.S. The faculty report that the enrollment pathway of students is into the Ph.D. and that pathway is why there is a zero enrollment in the M.S. in Biochemistry and Molecular Biology for the last five years. However, it is most beneficial to have the M.S. program available to students.

The Environmental Engineering program (M) faculty in the Department of Chemical, Biochemical and Environmental Engineering reported an action plan that includes 1) data collection, record handing, and communication processes for prospective students, 2) a new graduate student recruitment and admissions coordinator hired in January 2019, and 3) new marketing materials focused on Environment Engineering and the improvement of the Graduate Program website by November 2019.

The Computational Thermal/ Fluid Dynamics (PBC) program, Integrated Product Development and Manufacturing (PBC) program, and Mechatronics (PBC) program faculty in the Department of Mechanical Engineering report an action plan that includes 1) the development of a five-year strategic goals plan, 2) in the next 2-3 years replace faculty in robotic, controls systems, and autonomous systems as a result of faculty leaving the university rendering the programs unable to offer some courses for the last several years, 3) the establishment of further partnerships with local national research laboratories, and 4) creations of faculty-initiated strategies to recruit graduate students and to host recruitment events with the Graduate School and College of Engineering and Information Technology.

The Technical Management Track in the Master of Professional Studies (MPS) program faculty in the Department of Computer Science and Electrical Engineer reported that there is no issue of low productivity for the overall Master of Professional Studies program that includes multiple tracks. The faculty continue to have an action plan for the MPS program that includes 1) a more integrated process with campus admissions on decisions and strategic enrollment, 2) connections with companies involved with the College of Engineering and Information Technology, 3) better onboarding of adjunct faculty, and 4) improved communications with faculty governance committee.

2018-2019 Periodic Review of Academic Programs

Bowie State University										
Program Title (Degree)	2014		2015		2016		2017		2018	
	Enrolled	Degrees	Enrolled	Degrees	Enrolled	Degrees	Enrolled	Degrees	Enrolled	Degrees
English (B)	57	9	63	6	61	6	75	9	63	18
English Literature (M)	27	1	22	3	22	1	23	1	15	3
Nursing (B)	295	84	258	86	218	112	200	50	156	58
Notes: 1. B.A. in English faculty reported developing an online advising system, posting general education requirements on the departmental website, increasing online course options, expanding travel opportunities for students, hiring more tenure-track faculty and continuing the development of a major and minor in cultural studies to further increase enrollment and degree productivity. 2. B.S. in Nursing program completed a reaccreditation review by the Accreditation Commission of Education in Nursing (ACEN) in AY 2018-2019. 3. M.A. in English Literature faculty reported that to increase low enrollment and graduation rates the program will make revisions to the curriculum and seek funding opportunities for students.										

Coppin State University										
Program Title (Degree)	2014		2015		2016		2017		2018	
	Enrolled	Degrees	Enrolled	Degrees	Enrolled	Degrees	Enrolled	Degrees	Enrolled	Degrees
Accounting (B)	60	8	49	10	54	8	44	8	46	9
Addiction Counseling (M)	44	12	54	11	63	5	71	16	69	18
Applied Psychology (B)	165	55	178	49	171	64	172	64	155	50
Contemporary Educational Leadership (M)	3	1	10	1	8	1	11	0	8	1
Computer Science (M)	56	7	58	3	60	5	64	4	55	10
Dance (B)	12	0	24	2	30	1	24	4	24	2
English Language and Literature (B)	32	5	26	7	17	10	17	1	23	8
Interdisciplinary Studies (B)	41	28	49	17	41	26	39	24	28	17
Management (B)	149	5	161	20	161	20	14	20	151	24
Management Information Systems (B)	17	2	22	1	25	1	26	5	19	4
Marketing (B)	23	1	41	3	34	6	38	0	26	7
Mathematics (B)	22	3	18	5	14	3	9	2	6	3
Rehabilitation Services (B)	26	6	26	4	23	11	30	4	26	3
Notes: 1. B.A. in Dance program reported action plan is to hire a full-time tenure track faculty member, establish student transfer articulation agreements with community colleges, seek National Association of Dance Schools (NADS) accreditation, and collaborate with the Coppin Visual and Performing Arts programs to increase program visibility. 2. B.S. in Management, B.S. in Marketing programs and B.S. in Management Information Systems completed a reaccreditation review by the Accreditation Council										

Degree Codes: (B) Bachelor's; (M) Master's; (D) Doctorate; (BFA) Bachelor of Fine Arts; (BTS) Bachelor of Technical Studies; (BPS) Bachelor of Professional Studies; (UDC) Upper Division Certificate; (PBC) Post-Baccalaureate Certificate; (MAT) Master of Arts in Teaching; (PMC) Post-Master's Certificate; (CAS) Certificate in Advanced Study

2018-2019 Periodic Review of Academic Programs

for Business Schools and Programs (ACBSP) in AY 2018-2019. As a result of the review of the B.S. in Marketing and B.S. in Management Information Systems an action plan to conduct an annual curriculum review with timelines, early registration opportunities for students, expansion of social media and other media outlets to market the programs, and to create new certificate programs.
3. B.S. in Mathematic program action plan includes enhancing student advisement protocols, faculty/student research opportunities, curriculum audits, student performance using innovative assessment tools, and outreach and partnership activities with other academic departments.
4. M.Ed. in Contemporary Educational Leadership program completed a reaccrreditation review by the Council for Accreditation of Education Professionals (CAEP) in AY 2018-2019. As a result of the review of the M.Ed. in Contemporary Educational Leadership program an action plan was established to conduct regular assessments of course offerings to meet graduate students availability, provide Leadership Institutes for BCPS teachers, and establish MOUs with public schools.

Frostburg State University										
Program Title (Degree)	2014		2015		2016		2017		2018	
	Enrolled	Degrees	Enrolled	Degrees	Enrolled	Degrees	Enrolled	Degrees	Enrolled	Degrees
Athletic Training (B)	92	13	108	5	74	10	80	11	76	8
Computer Information Systems (B)	27	5	35	12	30	9	27	4	30	10
Early Childhood Education (B)	211	55	180	61	190	44	190	39	203	51
Education (M)	203	75	216	91	234	64	235	69	227	69
Educational Leadership (D)	69	0	74	9	78	1	82	12	69	21
Elementary Education (B)	81	22	56	16	44	18	39	7	38	5
Elementary Middle School Dual Certificate (B)	17	0	53	0	45	7	45	12	48	7
Engineering (B)	190	18	185	23	175	22	162	38	167	37
Health & Physical Education (B)	65	7	57	14	54	6	63	6	51	10
Information Technology (B)	67	29	83	22	94	14	84	20	84	17
Nursing (M)	10	0	23	0	11	0	23	12	35	11
Physics (B)	29	12	23	10	19	11	13	4	12	4
Teaching, Elementary Education (M)	19	19	19	16	5	17	8	5	7	8
Teaching Secondary K-12 (M)	11	12	15	7	17	11	10	13	12	7
Notes: 1. B.S. in Athletic Training program completed a reaccrreditation review by the Commission on Accreditation of Athletic Training Education (CAATE) in AY 2018-2019. 2. B.S. in Health and Physical Education completed reaccrreditation reviews by the National Council of Accreditation of Teacher Education/National Association for Sport and Physical Education (NCATE/NASPE) and National Council for Accreditation of Teacher Education/American Association for Higher Education (NCATE/AAHE) in AY 2018-2019. 3. B.S. in Early Childhood/Elementary Education completed reaccrreditation reviews by the National Association for the Education of Young Children (NAEYC), Maryland State Department of Education (MSDE), and National Council for Accreditation of Teacher Education (NCATE) in AY 2018-2019. 4. B.S. in Elementary Education and M.A.T. in Elementary Education completed a reaccrreditation review by the Association for Childhood Education International (ACEI) in AY 2018-2019. As a result of the reviews an action plan was developed for the B.S. in elementary Education that includes establishing new										

Degree Codes: (B) Bachelor's; (M) Master's; (D) Doctorate; (BFA) Bachelor of Fine Arts; (BTS) Bachelor of Technical Studies; (BPS) Bachelor of Professional Studies; (UDC) Upper Division Certificate; (PBC) Post-Baccalaureate Certificate; (MAT) Master of Arts in Teaching; (PMC) Post-Master's Certificate; (CAS) Certificate in Advanced Study

2018-2019 Periodic Review of Academic Programs

recruitment and retention activities, conducting a contractual faculty conversion feasibility study, provide new technologies to advance student experiences, support faculty development, and expand relationships with teachers, students and schools. The action plan for the M.A.T in Elementary Education includes curriculum revisions, exploring funding opportunities for students, provide ongoing support for adjunct faculty, supervisor and mentor pools, and explore opportunities for micro-credentials.

5. Master of Arts in Teaching (M.A.T.) in Secondary K-12 completed a reaccreditation review by the Council for the Accreditation of Educator Preparation (CAEP) in AY 2018-2019. As a result of the review the action plan includes revisions to the curriculum, and establish regular assessment cycles for the program.
6. Master of Education (M.Ed.) completed a reaccreditation review by the National Council for Accreditation of Teacher Education (NCATE) in AY 2018-2019.
7. M.S. in Nursing in the College of Liberal Arts and Sciences completed a reaccreditation review by the Commission on Collegiate Nursing Education (CCNE) in AY 2018-2019.
8. B.S. in Physics reported an action plan that includes implementation of a 5-year plan, revise curriculum, seek funding to incorporate research into the curriculum, and explore feasibility for tracks in medical physics, and physics teacher.

Salisbury University										
Program Title (Degree)	2014		2015		2016		2017		2018	
	Enrolled	Degrees	Enrolled	Degrees	Enrolled	Degrees	Enrolled	Degrees	Enrolled	Degrees
Earth Science (B)	32	19	31	6	39	7	30	11	49	9
Geography (B)	100	38	97	23	105	35	93	31	92	34
GIS Management (M)	7	9	16	3	18	5	17	9	12	12
Note: 1. As a result of the reviews of the B.S. in Earth Science, B.S. in Geography and M.S. in GIS Management programs an actions plan to serve more students recommended an increase in staff, space and equipment, add new courses and update curriculum, expand graduate program into the DC/Metro area, and advance the presence and importance of programs on the Delmarva peninsula.										

Towson University										
Program Title (Degree)	2014		2015		2016		2017		2018	
	Enrolled	Degrees	Enrolled	Degrees	Enrolled	Degrees	Enrolled	Degrees	Enrolled	Degrees
Acting (B)	54	8	69	7	78	13	69	21	80	12
Applied Information Technology (B)	328	79	374	93	453	97	510	113	582	132
Applied Information Technology (M)	267	105	216	114	216	70	197	88	204	65
Biology (B)	908	155	894	165	955	166	1037	169	1130	182
Biology (M)	46	20	44	18	37	22	46	14	47	16
Computer Science (B)	523	66	614	64	665	83	777	96	846	127
Computer Science (M)	184	40	150	47	137	56	137	50	136	40
Database Management Systems (PBC)	9	29	13	39	45	20	47	28	34	22
Information Security and Assurance (PBC)	17	42	19	38	68	23	52	31	63	19

Degree Codes: (B) Bachelor's; (M) Master's; (D) Doctorate; (BFA) Bachelor of Fine Arts; (BTS) Bachelor of Technical Studies; (BPS) Bachelor of Professional Studies; (UDC) Upper Division Certificate; (PBC) Post-Baccalaureate Certificate; (MAT) Master of Arts in Teaching; (PMC) Post-Master's Certificate; (CAS) Certificate in Advanced Study

2018-2019 Periodic Review of Academic Programs

Information Systems (B)	192	55	188	54	207	38	196	53	194	40
Information Systems Management (PBC)	25	19	18	33	61	19	58	28	52	15
Information Technology (D)	66	7	71	12	64	10	67	13	67	10
Internet Application Development (PBC)	9	5	3	7	16	2	20	4	25	2
Law and American Civilization (B)	75	15	82	16	75	18	77	14	77	17
Molecular Biology, Biochemistry and Bioinformatics (B)	136	30	144	41	148	29	163	22	167	31
Networking Technologies (PBC)	0	8	4	6	11	6	14	6	10	3
Nursing (B)	1154	187	1212	201	1407	242	1497	273	1608	271
Nursing (M)	65	28	57	24	43	20	32	18	19	17
Nursing Education (PBC)	44	23	45	12	31	17	24	12	14	12
Software Engineering (PBC)	2	8	6	3	20	3	20	3	25	1
Theatre Arts (B)	98	37	82	21	84	24	97	20	100	21
Theatre Arts (M)	10	5	6	3	6	6	5	1	8	5

Notes: 1. B.F.A. in Acting, B.A./B.S. in Theatre Arts, and M.F.A. in Theatre Arts programs completed a reaccreditation review by the National Association of Schools of Theatre (NAST) in AY 2018-2019. As a result of the review the M.F.A. in Theatre Arts reported a plan to support recruitment to seek incremental growth, continue as a priority a diverse and inclusive environment, advance new technologies within the program, and review the program during periods of leadership transitions.

2. B.S. in Applied Information Technology, M.S. in Applied Information Technology, B.S. in Computer Science, M.S. in Computer Science, B.S. in Information Systems, D.Sc. in Information Technology, P.B.C. in Database Management Systems, P.B.C. in Information Security and Assurance, P.B.C. in Information Systems Management, P.B.C. in Internet Application Development, P.B.C. in Networking Technologies, and P.B.C. in Software Engineering programs completed a reaccreditation review by Accreditation Board for Engineering and Technology (ABET) in 2017.

3. B.S.N. in Nursing, M.S.N. in Nursing, and P.B.C. in Nursing Education programs completed reaccreditation reviews by the Commission on Collegiate Nursing Education (CCNE) in 2018.

4. P.B.C. in Internet Applications Development, P.B.C. in Networking Technologies and P.B.C. in Software Engineering programs reported an action plan that includes advancing collaborations with enrollment management, review faculty instructional schedules, revise curriculum, create student collaboration spaces, increase faculty support, and focus on faculty diversity.

University of Baltimore										
Program Title (Degree)	2014		2015		2016		2017		2018	
	Enrolled	Degrees	Enrolled	Degrees	Enrolled	Degrees	Enrolled	Degrees	Enrolled	Degrees
Creative Writing & Publishing Arts (M)	71	21	78	15	74	28	73	15	79	22
Criminal Justice (B)	309	61	317	69	280	91	233	92	215	72
Criminal Justice (M)	54	10	52	18	67	22	62	21	67	17

2018-2019 Periodic Review of Academic Programs

English (B)	87	22	69	25	70	22	67	22	60	22
Health System Management (B)	194	50	194	69	195	47	167	69	141	49
Notes: 1. B.S. in Health Systems Management program completed a reaccreditation review by the Association of University Programs in Health Administration (AUPHA) in 2018. 2. B.A. in English program action plan proposes substantial modification to streamline major, further promotion of the program, and to continue to work with the UB Career and Internship Center for student internships opportunities.										

University of Maryland, Baltimore County										
Program Title (Degree)	2014		2015		2016		2017		2018	
	Enrolled	Degrees	Enrolled	Degrees	Enrolled	Degrees	Enrolled	Degrees	Enrolled	Degrees
Applied Developmental Psychology (M)	0	1	9	4	4	4	1	3	3	1
Applied Developmental Psychology (D)	25	3	26	3	22	2	22	2	22	2
Biochemistry (D)	5	1	3	2	5	0	5	2	3	0
Biochemistry & Molecular Biology (B)	472	75	461	87	419	73	355	73	356	45
Biochemistry & Molecular Biology (M)	0	1	0	0	0	0	0	1	0	0
Biochemical Regulatory Engineering (PBC)	0	2	1	2	5	4	3	2	7	9
Chemical & Biochemical Engineering (M)	7	2	14	8	8	3	11	2	13	6
Chemical & Biochemical Engineering (D)	16	4	14	1	17	1	25	3	25	3
Chemistry (B)	133	12	127	15	126	17	123	14	142	17
Chemistry (M)	4	4	1	1	1	1	4	2	6	3
Chemistry (D)	41	4	44	6	42	6	45	7	42	6
Chemistry Education (B)	11	3	10	1	8	1	8	1	5	0
Computational Thermal/Fluid Dynamics (PBC)	1	1	0	4	0	1	0	0	0	0
Computer Engineering (M)	16	8	15	5	17	4	21	11	24	12
Computer Engineering (D)	18	1	22	1	24	4	19	2	21	1
Computer Science (M)	95	50	100	42	88	29	105	34	130	62
Computer Science (D)	72	8	74	5	71	11	9	9	80	9
Electrical Engineering (M)	18	3	14	4	20	5	18	6	22	8
Electrical Engineering (D)	35	5	44	6	45	5	48	2	52	5
Environmental Engineering (M)	8	2	8	1	4	1	4	3	3	1
Environmental Engineering (D)	10	1	10	2	10	1	7	4	10	1
Human Services Psychology (M)	28	21	48	19	33	14	31	19	32	15

Degree Codes: (B) Bachelor's; (M) Master's; (D) Doctorate; (BFA) Bachelor of Fine Arts; (BTS) Bachelor of Technical Studies; (BPS) Bachelor of Professional Studies; (UDC) Upper Division Certificate; (PBC) Post-Baccalaureate Certificate; (MAT) Master of Arts in Teaching; (PMC) Post-Master's Certificate; (CAS) Certificate in Advanced Study

2018-2019 Periodic Review of Academic Programs

Human Services Psychology (D)	64	10	61	7	57	11	60	10	51	9
Individualized Study (B)	133	22	128	16	111	22	83	8	64	16
Integrated Product Development & Manufacturing (PBC)	0	0	0	0	0	0	0	0	6	4
Mechatronics (PBC)	1	0	1	0	1	0	1	0	1	0
Mechanical Engineering (D)	34	6	41	2	41	5	41	2	39	8
Mechanical Engineering (M)	38	14	39	9	41	12	26	14	26	7
Professional Studies: Data Science – Track (M)	0	0	0	0	0	0	7	0	80	7
Professional Studies: Data Science-Track (PBC)	0	0	0	0	0	0	0	0	8	8
Professional Studies: Cyber Security-Track (M)	142	54	155	57	151	67	136	54	151	59
Professional Studies: Cybersecurity Operations (PBC)	0	0	2	2	8	8	24	24	28	28
Professional Studies: Cybersecurity Strategy & Policy-Track (PBC)	35	35	20	20	19	19	12	12	10	10
Professional Studies: Technical Management – Track (M)	0	0	0	0	0	0	2	0	9	1
Prof. Studies: Industrial Organizational Psychology Track (M)	85	29	96	34	83	33	106	31	110	39
Psychology (B)	1134	324	1132	325	1085	346	1086	318	1188	316
Psychology in the Workplace (UDC)	19	10	14	11	6	11	9	5	29	5
Systems Engineering-Track (PBC)	3	3	4	4	2	2	6	6	4	4
System Engineering (M)	14	15	17	21	14	12	12	14	10	7
Notes: 1. B.A. in Chemistry Education, M.S. in Biochemistry and Molecular Biology), and Ph.D. in Biochemistry programs action plan is to identify research and pedagogical strengths, implement hiring plan, address graduate student recruitment and retention, advocate for resources, further invest in existing students initiatives, establish an Innovation Council with local industry, and sustain faculty mentoring plan. 2. M.S. in Environmental Engineering program action plan is to improve operational processes for prospective students, seek new graduate student recruitment and admissions coordinator position, created new marketing materials, and improve the graduate program website. 3. PBC in Computational Thermal/Fluid Dynamics, PBC in Integrated Product Development and Manufacturing, and PBC in Mechatronics programs action plan is to draft a five-year strategic goals plan, hire faculty, collaborate with local national research laboratories, and establish faculty-initiated strategies to recruit graduate students 4. M.P.S. in Professional Studies: Technical Management Track is a track within the Master of Professional Studies (M.P.S.) programs that reports that there is no issue of low productivity. The M.P.S program has an action plan to work closely with campus admissions, expand the connections with companies in the area, create better onboarding of adjunct faculty, and improve communication with the faculty governance committee.										

University of Maryland, College Park					
Program Title (Degree)	2014	2015	2016	2017	2018

Degree Codes: (B) Bachelor's; (M) Master's; (D) Doctorate; (BFA) Bachelor of Fine Arts; (BTS) Bachelor of Technical Studies; (BPS) Bachelor of Professional Studies; (UDC) Upper Division Certificate; (PBC) Post-Baccalaureate Certificate; (MAT) Master of Arts in Teaching; (PMC) Post-Master's Certificate; (CAS) Certificate in Advanced Study

2018-2019 Periodic Review of Academic Programs

	Enrolled	Degrees	Enrolled	Degrees	Enrolled	Degrees	Enrolled	Degrees	Enrolled	Degrees
Applied Agriculture (LDC)	55	12	70	7	60	26	59	16	67	22
Comparative Literature (D)	12	1	11	2	15		15	4	11	3
Creative Writing (M)	41	19	34	13	22	15	18	14	17	5
Criminology and Criminal Justice (B)	885	348	903	358	901	347	894	350	837	379
Criminology and Criminal Justice (M) (D) Combined	91	51	108	41	99	35	61	49	70	25
English (B)	483	206	494	171	474	148	488	155	449	158
English Language and Literature (M) (D) Combined	99	25	112	10	113	12	104	31	98	24
Engineering (M)	468	169	511	155	613	193	726	220	818	270
Engineering (PBC)	56	24	42	29	32	43	38	34	32	51
Environmental Science (B)	210	58	226	60	248	68	224	73	221	71
Environmental Science (M) (D) Combined	40	6	33	18	36	6	44	8	42	11
Dance (B)	46	10	45	12	44	11	38	16	41	9
Dance (MFA)	12	19	12	13	12	15	12	14	11	5
Theatre (B)	126	41	135	32	124	32	108	41	130	27
Theatre & Performance Studies (M)(D)	25	3	30	1	31	2	32	2	24	9
Theatre (MFA)	17	7	20	5	20	6	20	3	20	4
Notes: 1. B.A. in Dance and M.F.A. in Dance programs completed a reaccreditation review by the National Association of School of Dance (NASD) in 2019. As a result of the reviews of the B.A. and M.F.A. in Dance, M.F.A. in Theatre, and M.A. and Ph.D. in Theatre and Performance Studies the faculty in the School of Theatre, Dance and Performance Studies reported an action plan that includes ways to blend dance, design, theatre; bridge the program difference through more cohesive courses and curriculum offerings; and identify faculty across the campus to become affiliates in the programs. 2. As a result of the reviews of the M.A. and Ph.D. in English Language and Literature Combined, Ph.D. in Comparative Literature and M.A. in Creative Writing the action plan states the addition of learning outcomes to the graduate curricula, expand training and opportunities for students to explore diversity careers, create an independent graduate admission committee. And specifically, for the Ph.D. in Comparative Literature the plan denotes that concrete goals and benchmarks will be formulated for the program to reduce students' time to degree, and strengthen ties with the School of Languages, Literature and Cultures.										

University of Maryland Eastern Shore										
Program Title (Degree)	2014		2015		2016		2017		2018	
	Enrolled	Degrees	Enrolled	Degrees	Enrolled	Degrees	Enrolled	Degrees	Enrolled	Degrees

Degree Codes: (B) Bachelor's; (M) Master's; (D) Doctorate; (BFA) Bachelor of Fine Arts; (BTS) Bachelor of Technical Studies; (BPS) Bachelor of Professional Studies; (UDC) Upper Division Certificate; (PBC) Post-Baccalaureate Certificate; (MAT) Master of Arts in Teaching; (PMC) Post-Master's Certificate; (CAS) Certificate in Advanced Study

2018-2019 Periodic Review of Academic Programs

Engineering (B)	131	16	159	11	151	11	154	7	142	23
Physical Therapy (D)	88	28	88	29	94	27	91	29	91	29
Professional Golf Management (B)	58	12	52	5	45	9	39	2	43	12
<p>Notes: 1. B.S. in Engineering in the School of Business and Technology completed a reaccreditation review by the Accreditation Board for Engineering and Technology (ABET) in 2019. As a result of the review of the B.S. in Engineering program the action plan is to develop promotional language, implement new learning outcomes introduced by the ABET, create strategies to retain and recruit faculty, increase staff resources, and expand the 3+2 Physics/Engineering dual degree program.</p> <p>2. B.S. in PGA Golf Management completed a reaccreditation review by the PGA of American in 2018. As a result of the review of the PGA Golf Management program the action plan is to increase enrollment host visitation days, visit regional First Tee Programs twice per semester, work with PGA America to recruit through PGA Junior League, present overview of program at College Golf Summit for high school students, maintain presence on social media, and involve current PGA students in recruitment activities.</p> <p>3. D.P.T. in Physical Therapy completed a reaccreditation review by the Commission on Accreditation in Physical Therapy Education (CAPTE) in 2018. As a result of the review of the D.P.T. in Physical Therapy the action plan is to continue to demonstrate it compliance with all standards of CAPTE.</p>										

University of Maryland Global Campus										
Program Title (Degree)	2014		2015		2016		2017		2018	
	Enrolled	Degrees	Enrolled	Degrees	Enrolled	Degrees	Enrolled	Degrees	Enrolled	Degrees
Cybersecurity Management and Policy (M)	246	81	13	132	218	98	315	94	415	131
Cybersecurity Management and Policy (PBC)	28	0	25	15	29	15	28	17	44	23
Cybersecurity Technology (M)	1324	431	1339	428	1610	479	1683	566	1617	887
Cybersecurity Technology (PBC)	122	255	98	148	102	168	127	195	104	159
Distance Education and E-Learning (M)	115	20	125	24	141	27	118	25	87	28
History (B)	725	139	687	109	692	110	668	110	635	101
Health Services Management (B)	163	0	518	22	848	97	1061	167	1206	190
Human Resource Management (B)	1489	237	1619	244	1758	349	1909	372	2035	384
Human Resource Management (UDC)	58	104	71	98	52	102	62	93	84	102
Humanities (B)	313	56	289	37	272	45	305	39	324	43
Legal Studies (B)	480	95	435	91	445	95	428	87	456	93
Management (D)	103	27	103	30	108	32	114	17	147	50
Management in Community College Policy and Administration (D)	53	22	35	6	33	14	27	10	23	6
Marketing (B)	364	63	422	69	413	81	437	64	457	57
Nursing for Registered Nurses (B)	7	0	119	7	239	44	387	97	588	125
Public Safety Administration (B)	64	0	197	0	307	21	348	49	382	62

Degree Codes: (B) Bachelor's; (M) Master's; (D) Doctorate; (BFA) Bachelor of Fine Arts; (BTS) Bachelor of Technical Studies; (BPS) Bachelor of Professional Studies; (UDC) Upper Division Certificate; (PBC) Post-Baccalaureate Certificate; (MAT) Master of Arts in Teaching; (PMC) Post-Master's Certificate; (CAS) Certificate in Advanced Study

2018-2019 Periodic Review of Academic Programs

Notes: 1. B.A. in Humanities program action plan recommends promotion of career opportunities in Humanities for students, examine and revise program requirements, and incorporate interdisciplinary skills for career paths in such area as Medical Humanities.
2. PBC in Cybersecurity Management and Policy action plan aligns with the M.S. in Cybersecurity Management and Policy program to increase student retention and course evaluation averages, incorporate library materials into open education resources (OERs) as appropriate, and review courses.

**BOARD OF REGENTS**

SUMMARY OF ITEM FOR ACTION,
INFORMATION, OR DISCUSSION

TOPIC: Report on Extramural Funding – FY 2019

COMMITTEE: Education Policy and Student Life

DATE OF COMMITTEE MEETING: Tuesday, January 7, 2020 (Updated ~ 1.14.20)

SUMMARY: This report provides information on extramural awards received by USM institutions in support of specific initiatives in research, education, or service in FY 2019. In addition to detailed information by institution and funding source for FY 2018 and FY 2019, the report also provides five years of summary data by institution for comparison purposes. It is important to note that while the report on extramural awards is consistent within the USM, it is not directly comparable with NSF accounting-based reports nor with expenditure data in System budget documents.

In FY 2019, the System received a total of \$1,460,932,947.34 in extramural funding, a 2.2% increase from the FY 2018 total of \$1,429,166,242.14. UMB and UMCP garnered the largest extramural funding totals among System institutions. CSU, FSU, SU, UB, UMBC, UMCP, UMES, and UMGC obtained higher levels of extramural funding than in FY 2018.

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 Only

DATE: January 7, 2020

BOARD ACTION:

DATE:

SUBMITTED BY: Joann A. Boughman 301-445-1992

jboughman@usmd.edu



**USM Report on Extramural Funding
FY 2019
(Updated ~ 1.14.20)**

Major sources of support for the activities on the campuses of the USM institutions come from extramural sources, including grants and contracts. The faculty and staff of USM institutions obtain funding for research, education, and public service activities from many sources. This report shows how many proposals each institution generated, how many awards were received, and the total amount of funding received from external sources.

In FY 2019, the System received a total of \$1,460,932,947.34 in extramural funding, a 2.2% increase from the FY 2018 total of \$1,429,166,242.14. As noted on table 2, overall external funding to the USM has been steadily increasing since FY 2015. These increases are promising, although securing federal funding is still challenging.

Table I shows how much income each institution generated in each of the past two years from grants and contracts from the federal government, Maryland state agencies, non-profit foundations, corporations, and other sources, such as non-governmental organizations. Table I also shows the number of proposals submitted to each type of funding source and the number of grants received. Awards are counted in the year they are received. It should also be noted that in this report, the number of awards represents not only new awards but also amendments to existing awards that provide additional funding not previously accounted for. Institutions that receive a high percentage of awards funded in increments will have a higher number of awards than proposals, since one initial proposal could result in multiple funding actions. It should also be noted that some awards received were the result of proposals submitted in a prior fiscal year and that notification regarding the funding of some proposals submitted in FY 2018 were still pending as the fiscal year closed.

At every institution, extramural funding derives from a variety of sources. Although the federal government is the largest funding source for the System as a whole and the majority of our institutions, the state government, corporations and foundations, and other sources provide critical support on the same order of magnitude for several of our comprehensive universities.

Table 1
Extramural Funding for the USM – Fiscal Years 2018 and 2019

FY 2018**USM**

Source	Award Amount	Awards	Proposals
Federal	\$860,251,346.82	2,911	3,715
State	\$190,018,625.77*	1,561*	842
Corporate	\$105,895,202.21	1,699	1,243
Foundations	\$148,929,850.30	981	850
Other	\$146,047,175.04	2,468	1,965
TOTAL	\$1,451,142,200.14	9,620*	8,615
Total Less Other USM	\$1,429,166,242.14		

BSU

Source	Award Amount	Awards	Proposals
Federal	\$9,697,161.70	54	30
State	\$138,298.50	4	8
Corporate	\$75,000.00	1	0
Foundations	\$115,500.00	3	0
Other	\$28,196.00	3	4
TOTAL	\$10,054,156.20	65	42
Total Less Other USM	\$10,025,960.20		

CSU

Source	Award Amount	Awards	Proposals
Federal	\$4,262,905.00	20	32
State	\$1,153,458.71	17	22
Corporate	\$641,842.21	16	26
Foundations	\$465,970.30	12	24
Other	\$730,044.00	14	18
TOTAL	\$7,254,220.22	79	122
Total Less Other USM	\$6,524,176.22		

FSU

Source	Award Amount	Awards	Proposals
Federal	\$1,150,456.00	12	9
State	\$867,174.00	17	19
Corporate	\$10,000.00	1	1
Foundations	\$11,414.00	6	9
Other	\$397,273.00	7	11
TOTAL	\$2,436,317.00	43	49
Total Less Other USM	\$2,041,543.00		

SU

Source	Award Amount	Awards	Proposals
Federal	\$1,602,025.00	7	15
State	\$3,437,315.00	40	46
Corporate	\$15,851.00	3	6
Foundations	\$172,159.00	18	37
Other	\$287,193.00	41	60
TOTAL	\$5,514,543.00	109	164
Total Less Other USM	\$5,141,941.00		

FY 2019**USM**

Source	Award Amount	Awards	Proposals
Federal	\$945,169,762.10	2,715	3,557
State	\$186,050,088.57	1,430	900
Corporate	\$94,570,670.60	1,714	1,206
Foundations	\$117,808,425.00	827	768
Other	\$135,051,783.98	3,955	2,004
TOTAL	\$1,478,650,730.25	10,641	8,435
Total Less Other USM	\$1,460,932,947.34		

BSU

Source	Award Amount	Awards	Proposals
Federal	\$9,339,032.00	27	29
State	\$448,756.50	9	10
Corporate	\$83,000.00	3	0
Foundations	\$0.00	0	0
Other	\$6,800.00	4	4
TOTAL	\$9,877,588.50	43	43
Total Less Other USM	\$9,870,788.50		

CSU

Source	Award Amount	Awards	Proposals
Federal	\$5,597,728.64	23	38
State	\$779,799.21	14	17
Corporate	\$362,577.00	13	20
Foundations	\$1,510,633.00	16	27
Other	\$205,223.00	14	18
TOTAL	\$8,455,960.85	80	120
Total Less Other USM	\$8,250,737.85		

FSU

Source	Award Amount	Awards	Proposals
Federal	\$2,232,772.00	13	16
State	\$1,097,996.00	16	15
Corporate	\$0.00	0	0
Foundations	\$46,750.00	10	9
Other	\$572,690.00	10	13
TOTAL	\$3,950,208.00	49	53
Total Less Other USM	\$3,564,730.00		

SU

Source	Award Amount	Awards	Proposals
Federal	\$3,045,771.00	10	21
State	\$4,648,708.00	52	52
Corporate	\$106,225.00	22	28
Foundations	\$100,284.00	20	24
Other	\$804,461.00	63	64
TOTAL	\$8,705,449.00	167	189
Total Less Other USM	\$8,032,505.00		

~As Updated on 1.14.20 after 1.7.20 Education Policy and Student Life Meeting~

FY 2018

TU

Source	Award Amount	Awards	Proposals
Federal	\$4,020,010.00	24	50
State	\$8,247,178.00*	88*	77
Corporate	\$949,619.00	27	35
Foundations	\$1,092,400.00	6	20
Other	\$657,561.00	32	55
TOTAL	\$14,966,768.00*	177*	237
Total Less Other USM	\$14,724,204.00*	*Data updated in FY19*	

FY 2019

TU

Source	Award Amount	Awards	Proposals
Federal	\$4,133,472.00	22	43
State	\$6,541,481.00	53	52
Corporate	\$460,442.00	20	21
Foundations	\$189,768.00	5	13
Other	\$744,681.00	33	45
TOTAL	\$12,069,844.00	133	174
Total Less Other USM	\$11,974,050.00		

UB

Source	Award Amount	Awards	Proposals
Federal	\$6,653,753.00	9	10
State	\$4,832,026.00	38	21
Corporate	\$90,930.00	2	2
Foundations	\$823,787.00	25	20
Other	\$1,562,714.00	10	9
TOTAL	\$13,963,210.00	84	62
Total Less Other USM	\$13,698,053.00		

UB

Source	Award Amount	Awards	Proposals
Federal	\$8,349,261.00	7	11
State	\$3,248,213.00	35	24
Corporate	\$1,541,189.00	6	3
Foundations	\$1,489,451.00	30	11
Other	\$398,048.00	15	12
TOTAL	\$15,026,162.00	93	61
Total Less Other USM	\$14,813,294.00		

UMB

Source	Award Amount	Awards	Proposals
Federal	\$336,079,522.00	816	1,280
State	\$87,383,998.00	380	286
Corporate	\$68,832,881.00	557	542
Foundations	\$126,206,745.00	373	507
Other	\$48,899,582.00	430	649
TOTAL	\$667,402,728.00	2,556	3,264
Total Less Other USM	\$664,599,070.00		

UMB

Source	Award Amount	Awards	Proposals
Federal	\$391,478,013.00	769	1,216
State	\$86,629,892.00	353	372
Corporate	\$62,085,412.00	544	444
Foundations	\$89,138,302.00	299	429
Other	\$35,318,469.00	396	612
TOTAL	\$664,650,088.00	2,361	3,073
Total Less Other USM	\$662,910,370.00		

UMBC

Source	Award Amount	Awards	Proposals
Federal	\$40,457,391.00	254	276
State	\$28,227,746.00	114	90
Corporate	\$2,241,196.00	53	26
Foundations	\$754,356.00	10	37
Other	\$14,533,517.00	163	113
TOTAL	\$86,214,206.00	594	542
Total Less Other USM	\$77,180,308.00		

UMBC

Source	Award Amount	Awards	Proposals
Federal	\$46,526,780.00	183	300
State	\$22,323,937.00	49	46
Corporate	\$3,549,955.00	33	80
Foundations	\$3,088,344.00	31	61
Other	\$14,985,498.00	81	132
TOTAL	\$90,474,514.00	377	619
Total Less Other USM	\$79,741,464.00		

UMCES

Source	Award Amount	Awards	Proposals
Federal	\$16,481,299.21	171	132
State	\$4,376,060.56	103	53
Corporate	\$2,520,760.00	80	13
Foundations	\$816,441.00	44	31
Other	\$2,946,106.04	193	26
TOTAL	\$27,140,666.81	591	255
Total Less Other USM	\$26,833,196.81		

UMCES

Source	Award Amount	Awards	Proposals
Federal	\$15,332,569.73	191	155
State	\$3,549,294.05	100	52
Corporate	\$373,958.60	98	8
Foundations	\$1,240,970.00	30	28
Other	\$1,245,090.98	209	25
TOTAL	\$21,741,883.36	628	268
Total Less Other USM	\$21,424,116.91		

~As Updated on 1.14.20 after 1.7.20 Education Policy and Student Life Meeting~

FY 2018

UMCP

Source	Award Amount	Awards	Proposals
Federal	\$371,357,141.00	1,492	1,790
State	\$50,104,546.00	738	195
Corporate	\$30,019,623.00	952	587
Foundations	\$17,947,107.00	469	144
Other	\$75,885,690.00	1,571	1,014
TOTAL	\$545,314,107.00	5,222	3,730
Total Less Other USM	\$538,013,239.00		

UMES

Source	Award Amount	Awards	Proposals
Federal	\$14,094,991.91	47	86
State	\$1,215,219.00	20	23
Corporate	\$445,000.00	3	1
Foundations	\$303,971.00	10	16
Other	\$39,299.00	2	5
TOTAL	\$16,098,480.91	82	131
Total Less Other USM	\$15,601,753.91		

UMGC

Source	Award Amount	Awards	Proposals
Federal	\$54,394,691.00	5	5
State	\$35,606.00	2	2
Corporate	\$52,500.00	4	4
Foundations	\$220,000.00	5	5
Other	\$80,000.00	2	1
TOTAL	\$54,782,797.00	18	17
Total Less Other USM	\$54,782,797.00		

FY 2019

UMCP

Source	Award Amount	Awards	Proposals
Federal	\$387,393,059.00	1,432	1,668
State	\$55,256,874.00	721	241
Corporate	\$25,700,780.00	967	596
Foundations	\$20,904,423.00	379	154
Other	\$80,207,834.00	3,119	1,066
TOTAL	\$569,462,970.00	6,618	3,725
Total Less Other USM	\$566,559,047.00		

UMES

Source	Award Amount	Awards	Proposals
Federal	\$15,042,878.73	33	55
State	\$1,419,025.81	25	16
Corporate	\$236,132.00	2	0
Foundations	\$8,500.00	2	7
Other	\$487,989.00	10	12
TOTAL	\$17,194,525.54	72	90
Total Less Other USM	\$16,750,307.08		

UMGC

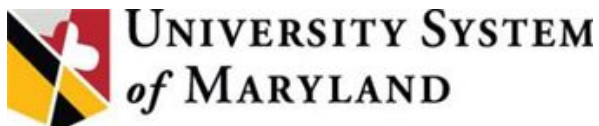
Source	Award Amount	Awards	Proposals
Federal	\$56,698,425.00	5	5
State	\$106,112.00	3	3
Corporate	\$71,000.00	6	6
Foundations	\$91,000.00	5	5
Other	\$75,000.00	1	1
TOTAL	\$57,041,537.00	20	20
Total Less Other USM	\$57,041,537.00		

~As Updated on 1.14.20 after 1.7.20 Education Policy and Student Life Meeting~

Table 2
Extramural Funding Summary
Fiscal Years 2015-2019

Institution	FY2015	FY2016	FY 2017	FY 2018	FY 2019	% Change FY18- FY19
BSU	\$8,823,812.70	\$8,033,222.39	\$8,750,022.86	\$10,054,156.20	\$9,877,588.50	-1.8%
CSU	\$7,666,276.66	\$6,105,918.50	\$7,935,863.80	\$7,254,220.22	\$8,455,960.85	+16.6%
FSU	\$7,408,335.00	\$3,783,294.00	\$8,166,104.00	\$2,436,317.00	\$3,950,208.00	+62.1%
SU	\$5,598,086.00	\$5,108,180.00	\$6,418,587.00	\$5,514,543.00	\$8,705,449.00	+57.9%
TU	\$18,010,901.00	\$16,970,018.00	\$10,849,942.00	\$14,966,768.00*	\$12,069,844.00	-19.4%
UB	\$7,615,763.00	\$7,901,178.00	\$10,869,373.00	\$13,963,210.00	\$15,026,162.00	+7.6%
UMB	\$499,638,679.00	\$497,537,747.00	\$556,071,212.60	\$667,402,728.00	\$664,650,088.00	-0.4%
UMBC	\$76,159,624.00	\$85,305,358.00	\$99,184,619.00	\$86,214,206.00	\$90,474,514.00	+4.9%
UMCES	\$25,425,607.42	\$25,723,496.06	\$25,301,524.91	\$27,140,666.81	\$21,741,883.36	-19.9%
UMCP	\$550,384,755.00	\$560,216,354.00	\$514,747,496.55	\$545,314,107.00	\$569,462,970.00	+4.4%
UMES	\$21,445,048.00	\$18,150,421.00	\$19,969,078.79	\$16,098,480.91	\$17,194,525.54	+6.8%
UMGC	\$51,321,961.00	\$52,172,670.00	\$42,081,131.00	\$54,782,797.00	\$57,041,537.00	+4.1%
Institutional Total	\$1,279,498,848.78	\$1,287,007,856.95	\$1,310,344,955.51	\$1,451,142,200.14*	\$1,478,650,730.25	+1.9%
USM Total (LESS OTHER USM)	\$1,264,331,163.78	\$1,265,909,656.95	\$1,292,254,826.32	\$1,429,166,242.14*	\$1,460,932,947.34	+2.2%

~As Updated on 1.14.20 after 1.7.20 Education Policy and Student Life Meeting~



The Board of Regents Committee on Economic Development and Technology Commercialization

Minutes of the Public Session

November 19, 2019

The Committee on Economic Development and Technology Commercialization of the University System of Maryland (USM) Board of Regents met in public session on 12:30 pm on Tuesday, November 19, 2019 at the University of Maryland, Baltimore. Regent Leggett called the meeting to order at 12:34 pm.

Regents present were E. Fish, L. Pope, G. Attman, B. Gossett, I. Leggett, and L. Gooden. USM personnel present were B. Caret, T. Sadowski, L. Ryan, E. Herbst, D. Wilkerson, T. McDonough, and MJ Bishop. Others present were S. Sheppard, N. Lamba, J. Naft, L. Cassard, D. Irani, K. Porter, P. Ribolotto, M. Morris, J. Shaab, J. Lenzer, J. Hughes, and D. Drake.

Regent Leggett called the meeting to order at 12:34 PM and stated that he had the pleasure of visiting the University of Maryland, College Park recently and learned more about the coming transportation connections. He stated that he sees competition but also opportunity in Northern Virginia that will require cooperation among the System and support at the state level as well.

Featured Startup – Aimee Martin, CEO of BondTrue (Information Item)

Vice Chancellor Sadowski presented Aimee Martin, CEO of BondTrue, LLC, which was awarded a Phase II Maryland Industrial Partnerships (MIPS) grant and has been working with researchers at the University of Maryland, College Park.

Ms. Martin's husband, a surgeon, developed the device in his garage and patented the invention. Ms. Martin, with her extensive business background, wanted to get the invention to market in order to help patients. BondTrue's device addresses the problem of surgical site closure, which is an approximately \$10B problem. BondTrue's device also allows a single surgeon to close a wound, which is not currently possible.

The market is huge, even with just straight-line incisions. In Phase I of the MIPS grant, the graduate students and their advisor met with the clinician in an iterative process until it met the needs of the many surgeons who have looked at the device and described their needs. Aimee then showed the design evolution and how UMCP helped them get from balsa wood to a 3D printed prototype, including costs of goods sold models. The UMCP researchers received \$90,000 from the state, and BondTrue put in \$10,000 of their own money for each phase. Phase II includes proof of concept testing via a pig skin model. Ms. Martin showed videos illustrating how the device pushes the skin together and allows the stitching component to align perfectly correctly with the incision. The FDA suggested bundling the device in kits with 3 different staplers that are on the market, since BondTrue's device is stapler-agnostic. BondTrue are applying for grant and private funding and will be hiring soon, anticipating

product launch in 2022. BondTrue has applied for another MIPS grant to develop their second product and plan to continue developing products.

Ms. Martin met Joe Naft of the MIPS program through her network at TEDCO and others around Baltimore. The regional ecosystem, including the University System of Maryland, has helped them greatly, including the TEDCO's MD PACE program for high-quality, pro bono regulatory assistance. BondTrue loves interacting with the university and looks forward to hiring graduates in the future.

Regent Attman asked if the company is connected to UMB and whether resources like the cadaver lab could be useful. Mr. Hughes responded that he would be happy to make connections to any resources or other clinicians at UMB, while J. Naft can continue connecting BondTrue to resources at College Park. Mr. Hughes mentioned that locating in a USM incubator would also make the company eligible for the Momentum Fund.

University of Maryland BioPark Update – Jim Hughes, Senior Vice President and Chief Enterprise and Economic Development Officer, University of Maryland (Information Item)

Jim Hughes, Senior Vice President and Chief Enterprise and Economic Development Officer, University of Maryland, Baltimore provided an update of the success of existing UMB placemaking initiatives and the proposed plans for new buildings on Martin Luther King (MLK) Boulevard in downtown Baltimore.

Mr. Hughes explained that UMB is building spaces not only for startups but also for growing companies. Mr. Hughes relayed how 10 years ago, Marco Chacon brought a company with about 10 employees to the BioPark, and they were recently acquired for \$1.2B by Catalent. Catalent now has 4 locations in Maryland and over 500 jobs. Illumnia is launching its first performance center on the East Coast in the BioPark as part of the collaborative environment found at the BioPark.

Mr. Hughes described local development affecting the current campus and expanded plans. Lexington Market and Hollins Market will be redone. The first new Catholic school in decades will be in the vicinity, and a new residential facility (close to 300 apartments renting now), is open near the BioPark.

Mr. Hughes described the new development planned for MLK, 2 acres of land between Fayette and Baltimore Street, with plans to break ground in March of 2020. There are also plans to renovate the existing historic firehouse, which will likely hold a restaurant. Phase 2 will provide a second building at a later date. Mr. Hughes described the development plans which will incorporate innovation and conferencing spaces for programming and foster a collaborative entrepreneurial aesthetic. IT is anticipated that UMB will occupy some of the space to include some relevant Office of Research Development staff and other relevant entities. UMB welcomes all USM entities to locate similar offices there as well.

Regent Leggett asked if the City of Baltimore had invested in the project to which Mr. Hughes responded that the city worked with them to acquire some land, which allowed them to assemble a larger continuous parcel and to ensure that relevant RISE zones and other programs are available in the area. Regent Pope asked if there were estimates on when Phase II would occur to which Mr. Hughes responded that they will mostly likely wait until it is 80% leased. Regent Attman stated that there are so many great things happening in Baltimore driven by USM universities and that establishing a presence across MLK in West Baltimore is noteworthy. Vice Chancellor Sadowski added that at the recent Association of University Research Parks conference, they emphasized how much these types of projects are fueling company growth.

USM Office of Economic Development Update – Tom Sadowski, Vice Chancellor for Economic Development (Information Item)

Vice Chancellor Sadowski reported that the latest Momentum Fund investments are Neoprogen and MinnowTech. The diversity of deals is coming along; for example, MinnowTech is out of UMCES. Neoprogen is led by Bill Niland, who led Harpoon Medical, which also was affiliated with UMB. The Fund is doing what it intended to do with better performance than expected. Mr. Sadowski noted that co-investing with Sanofi is a terrific sign and that Claire Broido Johnson is doing a great job expanding the top of the funnel. Regent Gooden asked how many jobs have been created, to which Vice Chancellor Sadowski replied that efforts at tracking that are underway, and Dr. Caret noted that the Fund is still a new initiative. Vice Chancellor Sadowski reported that the Advisory Board has grown and that a few people dropped off such as Ron Gula, who is still investing and collaborating with USM.

Vice Chancellor Sadowski reported that the Council of University System Presidents approved a proposal to become a strategic partner of the state-wide Open for Business campaign. Over 3 years, \$150,000 will be spent, shared among the institutions. Messaging from the institutions will be embedded within the campaign, for which the Maryland Department of Commerce, the organizing body, is glad.

Vice Chancellor Sadowski reported new traction on the Maryland Technology Infrastructure Fund and renewed focus on legislative champions for the effort. The goal of the Fund is to create a more competitive state-wide, innovation-driven economy and generate wealth creation to pay for other state needs via small state investments that attract private/external, non-state matching funds. Regent

Leggett asked Vice Chancellor Sadowski to explain what happened last year to which he responded that there was broad Senate support for the bill but they could not get the Ways and Means Committee in the House to vote on the deal; therefore, at the 11th hour, the bill did not move forward, and the \$16M designated from the governor's budget was taken up for other initiatives. Regent Leggett asked about the prospect for the coming session, to which Vice Chancellor Sadowski replied that Senator Bill Ferguson and Speaker Adrienne Jones understand these types of initiatives, which is encouraging. Dr. Caret added that they are working with Johns Hopkins University to position the bill well with the legislature. Regent Gossett stated that the addition of Johns Hopkins University and the Maryland Department of Commerce adds gravitas.

Vice Chancellor Sadowski reported that the RISE program potential isn't being fully realized and that he is hopeful for an amendment for tax credits for universities to not only buy down the cost of construction but also incentivize tenancy.

Dr. Caret added that The Maryland E-Innovation Initiative Fund (MEIF), administered by the Maryland Department of Commerce, has provided millions of dollars each year to retain or attract star faculty via matching money for endowments. UMCP and UMB as primary research institutions have been successful, in addition to other institutions such as Towson, and there may be action in the session related to it since it is due to sunset soon. Vice Chancellor Sadowski agreed that it is another great tool in the toolbox worthy of support.

Regent Gooden asked if anyone in the System is directly interfacing with Amazon and responsible for nurturing and growing that relationship. Vice Chancellor Sadowski replied that the System has attempted to track all activity, but that reporting from each USM institution has not been consistent or complete to date. Dr. Caret added that the site that UMCP has opened up will be the primary connection point for the System, with UMCP bringing other institutions to the table. In some ways, the USM dwarfs what Virginia does, and industry knows that. Regent Gossett asked if anyone would be hired to be a USM point person and Regent Leggett responded that the System has plans in the making that could consider incorporating such an element to address strategic corporate partnering opportunities. Vice Chancellor Sadowski cautioned that Amazon is just one company of many that should be considered.

Regent Gossett commented that it would be interesting to see where Momentum Fund companies started and where they are now, including bumps in the road and some who didn't make it.

Greater Washington Partnership – Capital CoLAB Project – MJ Bishop, Associate Vice Chancellor, Director, William E. Kirwan Center for Academic Innovation (Information Item)

Dr. Bishop stated that the Kirwan Center works at the intersection of learning sciences, technology, national re-thinking of higher education business models, and supporting institutions to move in those directions, too. They identify things that are working and scale those practices. They also engage in statewide practices to pursue funding and share best practices. One initiative is the strategic implementation of online learning; they are System-wide members of Edx, an online learning platform.

Dr. Bishop stated that today she will be speaking about credentials such as badges to connect the dots between curricular and co-curricular activities, considering human skills like problem-solving skills, leadership, etc. Digital badges are digital icons that can be placed on a student's LinkedIn page and act

like electronic portfolios, explaining the credibility of the badge issuer and what was done to obtain the badge. Recently, CISCO has helped develop problem solvers badges. Students on the campus engage with state-of-the-art equipment through this partnership, and lesson materials are aligning toward problem solver badges. GEICO has also expressed interest toward a leadership badge so that if a graduate leaves with a leadership badge, they are a shoo-in for entering the leadership program. Dr. Bishop stated that they are also engaging with NASA.

Dr. Bishop stated that alternative credentials have been gaining traction. Earlier this year, the Greater Washington Partnership spoke with the full board about looking at ways to make the Capital Region one of the best places to work and live. Recently, they launched the capital CoLAB and identified four credentials, one being Digital Generalist, which demonstrates digital competencies for anyone, including English Majors. There are also specialized Machine Learning, Data Analytics, and Cybersecurity credentials, which look a lot more like majors on USM campuses. The GWP has worked out a set of KSAs that the group of employers are looking for. Until recently, the Capital CoLAB project has been working with a tight set of universities; UMCP and UMBC have been involved. MJ spoke with Jason and his colleagues after the board meeting and asked if there was a role for the Kirwan Center to bring on the rest of the institutions. Dr. Bishop reported that they have been in conversations with the GWP for a couple of months and last Tuesday got the green light to bring the other USM institutions into the Capital CoLAB project. It will allow institutions to have greater reach without demanding much more staff time. Because much content will be online, they are excited about letting current employees engage with these as well. Dr. Bishop stated that the plan is to work with the institutions that would like to participate, focusing first on the Digital Generalist badge, then moving to the specialist badges, which the GWP is especially excited about. The Kirwan Center has promised to ramp up quickly and will work with Edx to see what content they have, in addition to developing online content. Dr. Bishop thanked Jack Seuss and UMBC for encouraging sharing that content among institutions and stated that at the end of this week, the Kirwan Center will send requests to the institutions for participants.

Vice Chancellor Sadowski agreed that there is need to scale up quickly. Non-USM institutions can provide these credentials, and some are acting quickly, but none can provide the depth and scale of what we can provide. Dr. Bishop added that the GWP was notably surprised and pleased by the System-ness.

Regent Gooden asked if the badges will be expressed on the transcript, to which Dr. Bishop replied that GWP credentials will be used in another pilot about a comprehensive learner record in order to facilitate their inclusion. Dr. Caret added that Business Higher Education Forum and Business Roundtable are also tied into the GWP because their needs are so great. For example, PWC hires 15-20k new employees a year.

Regent Leggett asked how commonality across different institutions and programs will be achieved and how important that is to industry. Dr. Bishop responded that with previous Kirwan Center efforts, they ensured the same set of outcomes and rubrics to make sure it meant the same things and regularly calibrate among themselves. The Kirwan Center plans to apply those methods to the GWP project as well, though they are not sure to what degree calibration is happening already in the GWP. Vice Chancellor Sadowski commented that this is one of the reasons why they wanted to bring Dr. Bishop into the conversation.

Partnering with Industry to Drive Innovation – Julie Lenzer, Chief Innovation Officer, University of Maryland, College Park and John Paul Sawyer, Director of Strategic Research Initiatives, University of Maryland, College Park (Information Item)

Ms. Lenzer reported that College Park has been working to become a better partner to industry and unleash innovation. Companies, startups, and interaction with people outside of the university are a big part of that; they are working to reduce the friction associated with these activities. Federal investments are going down, and the top research universities have a healthy, diverse portfolio. Companies want to outsource their R&D and are asking how to reduce that friction; UMCP is in fierce competition for their own faculty with the companies they are trying to work with. Ms. Lenzer added that students want experiential learning just as much as employers.

Ms. Lenzer stated that the top thing on the list for companies is talent recruitment, with some licensing interest. UMCP's industry-sponsored research is small compared to peers; however, they have a lot of potential and pilots underway to address this. Ms. Lenzer stated that companies want one "front door" for access to the university, but there can also be a sense of scarcity that counters the front door approach and reduces sharing company connections.

Ms. Lenzer showed newly developed options available for licensing intellectual property (IP) and stated that some simplified options are more of a signal because companies still want to negotiate terms. Master agreements allow UMCP to negotiate some sticking points, such as federal and state requirements that UMCP cannot compromise on. With a master agreement approach, a project can get approved in as quickly as 5 days with a scope of work. Mr. Sawyer added that IP options have been enormously helpful in starting out conversations regarding master agreements. Regent Leggett asked if there were standards across universities for this, to which Ms. Lenzer and Mr. Sawyer responded that there is no standard across the country or even in the USM, but that several models such as the Minnesota model, which UMCP adopted, have become standard.

Ms. Lenzer also explained that with technologies like AI and machine learning, they are seeing more open sourcing and companies having more leverage to require open sourcing. Thus, UMCP is shifting in some cases to cede a bit on the IP in front in favor of possibilities for a broader relationship. Ms. Lenzer commented that throughout it all, they are trying to be up front with term sheets and be transparent.

Ms. Lenzer continued that the Discovery District was seen more as an office park but not a bridge back into the University. Hiring an intern is not enough; they are trying to make those partnerships robust. Mr. Sawyer noted that the Purple Line is an important part of this; the message is that campus is almost doubling in size, and your company can be a part of it.

Ms. Lenzer and Mr. Sawyer described a strategic engagement pilot with Lockheed Martin, with a point person in each function across both large, complex organizations. Regent Gooden commented that USM needs this for Amazon, except across all institutions.

Ms. Lenzer stated that Amazon has an interesting model that engages faculty part-time during and summer months as an employee with Amazon stock, referred to as dual-employment. UMCP addressed any potential ethics concerns and obtained approval to partner in that way, which is good because this is the only way that Amazon would like to engage in that sense. However, not all details have been worked out, with some employees still on leave without pay at Amazon. Regent Gooden commented

that it seemed to be win-win for faculty and Amazon to which Ms. Lenzer replied yes and now they are looking at graduate students, because Amazon wants them, too, though the ethics are even more difficult to navigate. Regent Gooden asked about the difference between graduate student employment and interns, to which Ms. Lenzer responded that conflicts are more complicated for graduate student employment when research advisors are potentially involved. Regent Gooden said that she does not doubt that there are lot of potential problems and that we should study it, to which Ms. Lenzer added that it is not just in relation to Amazon; it is Microsoft and others. Dr. Caret added that another challenge is faculty using the institution as the safety net and asking for leave of absence after leave of absence, even if limits are set.

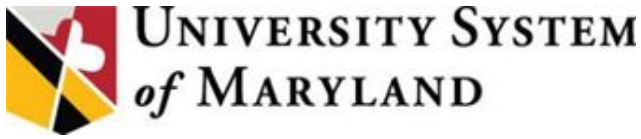
When asked how the USM could be helpful, Mr. Sawyer replied that he appreciates the USM help they are already receiving; for example, Vice Chancellor Tom Sadowski has been helpful in navigating matching funds relationships, and Ellen and her team has been helping them track private use. Mr. Sawyer continued that additional assistance for things like database tools to track research strengths across the System would be useful and that a \$250,000 a year software program can help do things like narrow down 5 researchers across 3 institutions that are experts in an area of interest to an industry partner. Vice Chancellor Sadowski added that the USM Office of Economic Development holds quarterly meetings with the institutions and also recently addressed this issue of industry collaborations at that meeting.

Vice Chancellor Sadowski asked for the Committee to consider the minutes from the meeting of the EDTC on September 12, 2019. Regent Gossett put forward the motion to approve, and Regent Gooden seconded the motion. Regents Attman, Gooden, Leggett, and Gossett were in favor, with Regent Fish abstaining from the vote because she was not present at the September 12 meeting.

The meeting ended at 2:30pm.

Respectfully submitted,

Isiah Leggett, Chair
Committee on Economic Development
and Technology Commercialization



The Board of Regents Committee on Economic Development and Technology Commercialization

Minutes of the Public Session

February 10, 2020

The Committee on Economic Development and Technology Commercialization of the University System of Maryland (USM) Board of Regents met in public session on 12:30 pm on Monday, February 10, 2020 at the University of Maryland, Baltimore. Regent Rauch called the meeting to order at 12:30 pm.

Regents present were R. Rauch (vice chair), L. Gooden (ex officio), G. Attman, E. Fish, B. Gossett (teleconference), S. Malhotra, K. Schulz, and R. Wallace. USM personnel present were J. Perman, T. Sadowski, L. Ryan, M. Lurie, E. Herbst, T. McDonough, J. Boughman. Others present included K. Porter, P. Ribolotto, M. Morris, L. Locascio, C. Broido Johnson, J. Shaab, D. Irani, N. Lamba, J. Lenzer, J. Hughes, and D. Drake.

Featured Start-Up: ARMR – Chibueze Ihenacho, CEO (Information Item)

Vice Chancellor Sadowski presented Chibueze Ihenacho, CEO of ARMR Systems, which is located in the UM BioPark. Mr. Ihenacho introduced ARMR Systems, which addresses pre-hospital trauma. He described existing tourniquets and their limitations. Even second-generation tourniquets developed recently require a medic, are bulky, and are inaccessible. He demonstrated a prototype of their device, a universal tourniquet. He described their market potential, including their starting market of special ops military units and extension to first responders, disaster relief, and industrial safety. Mr. Ihenacho described early partnerships validating the technology and relayed that they have captured \$1.4M through contracting vehicles. He expressed gratitude to the UM BioPark team in setting up shop and home here in Baltimore over the past few years. He thanked the Momentum Fund and said the interest they helped garner has led to an oversubscribed round. Next steps include FDA approval and continuing the technical and sales team. They are also looking for more manufacturing partners here in Maryland. Organizations such as LaunchPort have been great, but they are still looking for more manufacturing partnerships. The company is excited to build on the initial device as a platform, integrating more advanced technology such as sensors.

Regent Wallace asked if the technology could be applicable to traumatic injuries in Baltimore. Mr. Ihenacho said that the device would look different, but they are heading that direction, starting with local law enforcement, for example.

Regent Schulz asked if they had contacted Maryland National Guard. Mr. Ihenacho stated that they have not yet but would be interested in speaking with them.

Regent Gooden suggested asking their advisors about other ways of working with the government such as via OTAs that can help cut through red tape.

Chancellor Perman asked Mr. Ihenacho about the benefits of being adjacent and having relationships with a university. Mr. Ihenacho said that they have worked with several different academic partners. In

Baltimore, access to world-class trauma experts has been extremely valuable. He has also gained from networking with CEO peers, especially as a CEO who is new to the region. Finally, ARMR Systems is increasingly looking for co-investigators, for which their university ties will be helpful. Mr. Sadowski commented that Mr. Ihenacho mentioned two other markets against which Maryland is often compared. Mr. Sadowski said it is important to tell the story of Maryland impact and competitiveness and that the USM wants to help tell those stories. Secretary Schulz added that companies like ARMR generate positive impacts for ancillary industries in the supply chain.

Chesapeake UAS Corridor Initiative – Matt Scassero, Director, University of Maryland UAS Test Site (Information Item)

Matt Scassero, University of Maryland UAS Test Site Director, described the Chesapeake UAS Corridor, which will be a drone corridor leveraging the Chesapeake Bay. Initially, research and public safety will be a focus because they can be launched quickly, but commercial applications will be central moving forward. The initiative has many stakeholders; several industry members are companies that are setting the pace for UAS despite not existing more than 5 years ago. Other states have funded these types of activities with significant state dollars. One goal will be flying unmanned systems in the same airspace as manned systems. Flight over people is a great challenge as well. The UAS test site already has a good track record of working with the FAA. Mr. Scassero described how they will bring different projects and partnerships together in order to meet the challenges and leverage the technology that has already been developed. Everyone at a recent stakeholder meeting agreed that the University of Maryland UAS Test Site should take the lead on the initiative. Mr. Scassero thanked the Maryland Department of Commerce has agreed to fund a portion of the initial feasibility study. Mr. Scassero said the group is looking at a legislative package and commercial interest to continue to develop the initiative. Universities have already discussed in-kind contributions, and a federal delegation was recently briefed. Mr. Scassero said that revenue may be generated, too, they must be careful about charging for use of the corridors because the FAA is very sensitive to charging anyone to rent airspace. Mr. Scassero mentioned that the startup MissionGo focuses on medical applications of unmanned crafts and is also interested in being involved.

Regent Malhotra asked why Volpe, which drives engineering for the FAA, is not involved. In particular, Regent Malhotra said that other states seem further along, and Volpe was a common thread. Mr. Scassero responded that the FAA works with Volpe on issues like aircraft standards and regulations and would likely be involved at a later stage. Regent Malhotra encouraged Mr. Scassero to consider incorporating Volpe in conversations early.

Regent Malhotra asked about counter-UAS work. Mr. Scassero responded that Maryland is not as involved with counter UAS, though it will be important generally moving forward.

Secretary Schulz commented that as she continues to hear about this initiative, it continues to move in a positive direction. Secretary Schulz said that these advancements are critical to local regional airports in supporting economic growth and development.

Mr. Sadowski commented that legislation has been introduced to build on the good work of the universities and to leverage partnerships, much like the Momentum Fund has done.

The Institute for Cyber Resilient Energy-Efficient Manufacturing (CREM) – Donna Ruginski, Executive Director for Cybersecurity Initiatives and Nilanjan Banerjee, Associate Professor at University of Maryland, Baltimore County (Information Item)

Donna Ruginski previously said that improving competitiveness of United States manufacturing is critical, and that digital technologies can help but also introduce vulnerabilities. The goal of CREM is to produce a robust framework, including workforce training. CREM has established a partner network of over 60 partners from 13 states. They will focus on secure automation, securing the global supply chain, and workforce development. The business model ties revenue to services. Small businesses will be spun off the institute, with help from TEDCO and the bwTech business park and incubator. The leadership team includes experts with outstanding experience in the federal government. They are pursuing funding opportunities with the U.S. Department of Defense and the U.S. Department of Energy. Mr. Banerjee spoke about technical aspects of the work. One of the key components will be education and workforce development. They are proposing short courses that can immediately educate people about cybersecurity in manufacturing.

Regent Gooden asked about legacy systems, to which Mr. Banerjee responded that they are taking this into account. Regent Malhotra commented about the difference between the many small manufacturers and the large manufacturers and asked how they plan to engage those many smaller companies, such as those in Maryland that may be manufacturing ARMR Systems' technology, for example. Mr. Malhotra stated further that the supply chain is so interconnected, with the largest companies using extremely small manufacturers for certain components. Mr. Banerjee responded that CREM includes many small manufacturers in addition to medium and large companies. The idea of the consortium is to bring in the brainpower of everyone to provide solutions for small and medium manufacturers. He added that the weakest link is where people would attack the supply chain, and the architecture tries to address that.

USM Office of Economic Development Update – Tom Sadowski, Vice Chancellor for Economic Development (Information Item)

Vice Chancellor Sadowski said that the initiatives presented are great examples of how our universities are heads up, establishing vast partnerships. Mr. Sadowski reviewed the Momentum Fund and said that next meeting will include highlights of operating principles and governance that the Managing Director, Ms. Broido Johnson, has created. He added the Ms. Broido Johnson continues to expand the top of the funnel, getting out and speaking with all 12 institutions and as many entrepreneurs as possible.

Ms. Sadowski spoke about a recent Maryland Quantum Alliance event in Annapolis. Ms. Lori Locascio said that the partners for the Alliance are wide-ranging, with universities in Virginia even singing on in recognition of Maryland's powerhouse in quantum computing. The investment in this area is broad already, and deep. The goal is to make sure Maryland stays in a leadership as quantum technology becomes increasingly important nationally.

Mr. Sadowski said that we have made terrific strides in a short period of time in collaborating with Amazon at multiple levels and from different perspectives.

Mr. Sadowski said that even more institutions are now partnering on the Greater Washington Partnership and that USM has gone from a partner at the table to a leader in a short period of time, in large part due to the efforts of MJ Bishop and USM's Kirwan Center for Academic Innovation. He commented that USM is looking at what the customer needs, with the Greater Washington Partnership as a great partner in that but not the only customer.

Mr. Sadowski said that USM has been working with the governor's office on the Technology Infrastructure Fund and that now there is a companion bill. Regent Schulz said this is a prominent economic development bill for the Governor and that they were disappointed last year that it did not pass. They have increased interest and partnership this year so are hopeful. The approach is to discuss what the program should look like before discussing funding. Mr. Sadowski explained that the Maryland Technology Internship Program has seen much success and that in addition to some legislative tweaks, the USM is still looking for more ways to increase funding to the program. There are also two bills that address SBIR/STTR assistance and incentives. Last, Mr. Sadowski said the USM has been collaborating with Commerce to provide support for the E-Novation bill. Secretary Schulz said that she visited some of the funded E-Novation programs before going to the table to defend that program. She was impressed and offers the Regents and anyone else to visit as well to see the impacts of the program in greater detail.

The meeting ended at 2:00pm.

Respectfully submitted,

Robert Rauch, Vice Chair
Committee on Economic Development
and Technology Commercialization



BOARD OF REGENTS

SUMMARY OF ITEM FOR ACTION, INFORMATION OR DISCUSSION

TOPIC: Revisions to Bylaws of the Board of Regents

COMMITTEE: Committee on Governance and Compensation

DATE OF MEETING: February 10, 2020

SUMMARY: The Committee will review the attached minor revisions to the Bylaws of the Board of Regents. The proposed revision reflects the Board's recognition of the presidents' statutory authority to manage their institutions, and the Board's commitment to delegate to each president such authority as is necessary to enable them to manage their institution efficiently and effectively.

ALTERNATIVE(S): The Committee could choose not to review the revisions.

FISCAL IMPACT: No fiscal impact.

CHANCELLOR'S RECOMMENDATION: The Chancellor recommends that the Regents review and discuss the revisions to the Board of Regents Bylaws.

COMMITTEE ACTION: Recommend approval	DATE: February 10, 2020
--------------------------------------	-------------------------

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

SUBMITTED BY: Denise Wilkerson, dwilkerson@usmd.edu, 410-576-5734

Proposed Revisions to Board of Regents Bylaws -- Article I

Section 5. CURRENT LANGUAGE

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 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.

Section 5. PROPOSED REVISED LANGUAGE

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 ~~Section 12-201 statute 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.~~ The Board shall delegate to the president of each constituent institution authority needed to manage the institution to the extent such authority is not granted to the presidents in Maryland Ann. Code, Educ. § 12-109. The Board may modify or rescind at any time, in whole or in part, any delegation of authority not mandated by statute.

Article X – Board Committees

Section 7. Committee on Governance and Compensation CURRENT LANGUAGE

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 7. Committee on Governance and Compensation PROPOSED REVISED LANGUAGE

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 periodic assessment of the Board's activities.



BOARD OF REGENTS

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

TOPIC: University of Maryland, College Park President Search Update

COMMITTEE: Committee of the Whole

DATE OF MEETING: February 21, 2020

SUMMARY: The Board of Regents named University of Maryland, College Park Dean of Engineering Darryll Pines as President of the University of Maryland, College Park. Dr. Pines will assume the position of President effective July 1, 2020. The Board will affirm its selection of Dr. Pines.

ALTERNATIVE(S): The Board could choose to not consider this topic.

FISCAL IMPACT: Defined in Dr. Pines appointment letter.

CHANCELLOR'S RECOMMENDATION: The Chancellor recommends that the Board affirm the selection of Dr. Darryll Pines as University of Maryland, College Park's President.

COMMITTEE ACTION:

DATE:

BOARD ACTION:

DATE:

SUBMITTED BY: Denise Wilkerson, dwilkerson@usmd.edu, 301-445-1906

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

TOPIC: Universities of Shady Grove Commission Report—Update on Recommendations

COMMITTEE: Committee of the Whole

DATE OF COMMITTEE MEETING: February 21, 2020

SUMMARY: During the 2019 Legislative Session, the Joint Chairs directed the System of Maryland (USM) to prepare a report detailing a plan to position the Universities of Shady Grove (USG) for future development to promote regional and statewide interests and advance competitiveness. Specifically, the General Assembly requested that the December 1, 2019 report evaluate: leadership and a new funding model that better ensures the long-term fiscal viability of USG; additional missions for USG based on economic development needs of the region and State; and, current and planned transportation enhancements to USG and a cost/benefit analysis.

The Chancellor appointed a 17-member Commission consisting of representatives of the Board of Regents, the Office of the Chancellor, the USM institutions operating at USG, the USG Executive Director, the USG Board of Advisors, the Montgomery County Delegation, Montgomery College, and other county and regional stakeholders.

The Commission met several times over the course of the summer/fall, including two lengthy public listening sessions. The Commission reached consensus on seven key findings and 33 recommendations tied to these. These agreed upon findings and recommendations include:

- The Universities at Shady Grove is a USM success story that should be recognized and celebrated within the USM and Maryland.
- USG's financial model should be adjusted to reflect and support the educational mission, focus, and resource needs identified in this report.
- USM Office (USMO) should work with USG to establish an internal budget process and timeline to allow for input as appropriate from the participating USM institutions and the USG Board of Advisors.

As demonstrated by these examples, most of the consensus findings were intentionally broad in scope, with process-oriented recommendations that could be adopted and implemented over the near to medium term.

On December 1, 2019, the USM Office submitted to the General Assembly a *Report on Ensuring the Fiscal Viability of the Universities at Shady Grove (USG)*.

Effort has been underway on numerous recommendations since the submission of the JCR report. To date, the USM Office, working with USG, the partner institutions and the Board of Advisors has undertaken or put in place the following:

- A framework for identifying "Roles, Responsibilities, Authorities, and Accountabilities" among the organizations chiefly responsible for leading, overseeing, or advising on USG operations.

- A search committee for the next USG Executive Director has been formed by the USM Office and charged by the Chancellor.
- Legislation to specifically recognize USG has been introduced to the General Assembly.

The remaining recommendations will continue to be worked on throughout the year.

ALTERNATIVE(S): This item is submitted for information purposes.

FISCAL IMPACT: This item is submitted for information purposes.

CHANCELLOR'S RECOMMENDATION: This item is submitted for information purposes.

COMMITTEE RECOMMENDATION:

DATE:

BOARD ACTION:

DATE:

SUBMITTED BY: Ellen Herbst (301) 445-1923



BOARD OF REGENTS

SUMMARY OF ITEM FOR ACTION,
INFORMATION OR DISCUSSION

TOPIC: Update on USM Response to COVID-19 Coronavirus

COMMITTEE: Committee of the Whole

DATE OF MEETING: February 21, 2020

SUMMARY: The University System of Maryland has been monitoring the outbreak and spread of the COVID-19 coronavirus. In January, the Chancellor provided USM Presidents with information and advice from the Center for Disease Control and Prevention (CDC) and State Department. Additionally, the USM has developed a resource landing page for information about the virus on its web site. Campuses have been advised to have individuals who have visited China in the last 14 days and who are experiencing fever, cough, or difficulty breathing to seek medical attention. Individual institutions have communicated similar information to their campus communities.

The USM is hosting an information session for institutional leaders on February 20, 2020 to help the campuses prepare for this public health threat. Three experts from University Maryland, Baltimore and the medical system will provide information on the short and long-term public health implications of COVID-19.

The Chancellor will continue to update the campuses and the Board on the USM's response to COVID-19.

ALTERNATIVE(S): The Board could choose to not hear this update.

FISCAL IMPACT: None.

CHANCELLOR'S RECOMMENDATION: That the Board receive an update on the USM's response to COVID-19.

COMMITTEE ACTION:

DATE:

BOARD ACTION:

DATE:

SUBMITTED BY: Denise Wilkerson, dwilkerson@usmd.edu, 301-445-1906

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

TOPIC: University of Maryland Global Campus (UMGC) HelioCampus update

COMMITTEE: Committee of the Whole

DATE OF COMMITTEE MEETING: February 21, 2020

SUMMARY:

HelioCampus was established in 2015 as a private entity spin-off from UMGC to make its technology and services available across higher education while generating funds to build UMGC's endowment and support scholarship programs for students. Since then, the company has built an impressive client list that includes institutions, associations, and statewide university systems.

As a result of its success and to leverage its growth potential, HelioCampus has added a new majority investor, Pamlico Capital, a respected growth equity firm with previous investments in educational measurement and research. The additional capital will position HelioCampus to further develop its proprietary analytics suite and expand its sales and marketing efforts, helping more institutions improve their operational performance, drive better student outcomes, and increase alumni network engagement.

UMGC will continue to benefit from HelioCampus' services and expertise, and UMUC Ventures—the supporting organization that holds UMGC's for-profit enterprises—will retain a 20 percent ownership stake in HelioCampus and a seat on its Board of Directors.

ALTERNATIVE(S): This item is submitted for information purposes.

FISCAL IMPACT: This item is submitted for information purposes.

CHANCELLOR'S RECOMMENDATION: This item is submitted for information purposes.

COMMITTEE RECOMMENDATION:

DATE:

BOARD ACTION:

DATE:

SUBMITTED BY: Ellen Herbst (301) 445-1923

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

TOPIC: University of Maryland, Baltimore: Lease between the University of Maryland, Baltimore and BioPark Fremont LLC (Developer) for approximately 34,500 rentable square feet of space in a new building to be constructed at 4 Martin Luther King Jr. Boulevard, Baltimore, Maryland

COMMITTEE: Committee of the Whole

DATE OF COMMITTEE MEETING: February 21, 2020

SUMMARY: The University of Maryland, Baltimore (UMB) is seeking approval to lease from the Developer approximately 34,500 rentable square feet of space in a new building to be constructed in the University of Maryland BioPark at 4 Martin Luther King Jr. Boulevard, Baltimore, Maryland.

The nonprofit organization developing the BioPark, UMB Health Sciences Research Park Corporation (RPC) is entering into a development agreement for the construction of a new office and research building in the BioPark ("4 MLK"). The developer is an affiliated company of the master developer of the BioPark (Wexford Science & Technology, LLC and Ventas, Inc.).

4 MLK will have ten floors and will contain approximately 330,000 square feet. The developer will deliver "shell" space in the new building for UMB. Construction is projected to be completed in the first quarter of 2022, whereupon the lease will commence.

The leased space will be used for offices and laboratories for use by UMB. The University will be locating its entrepreneurial activities in the space, including UM Ventures, the Center for Maryland Advanced Ventures, the Small Business Development Center and the Maryland Momentum Fund. The space will also house translational research initiatives such as the Fischell Institute for Biomedical Devices, which is headquartered at the University of Maryland, College Park. These activities will greatly benefit from and accelerate the growth of the numerous technology companies that will be located elsewhere in 4 MLK and the BioPark.

The initial term of the lease will be ten years, with UMB having the option for three additional periods of five years (for a maximum of twenty-five years). The base rent will be \$28.10 per RSF, triple net. In addition, UMB will pay \$6.40 per RSF as repayment of the Developer's fit-out allowance. There will be a 2% per year increase in each year of the term. The base rent plus the repayment of the fit-out allowance in the first year will be approximately \$1,190,250. This rental rate is comparable to rents currently being paid in a 15-year-old building in the BioPark.

UMB will also be providing annual support towards District Hall, which is a 10,000 RSF conference and event facility that will be located in the building. Over 200 seminars, training programs, and networking events for Maryland entrepreneurs and community residents will be held in District Hall each year. USM will be highlighted in the programs and UMB and USM will develop programs for USM faculty, staff, students, and start-ups. UMB's support of District Hall in the first year of the lease will be approximately \$207,000, increased by 2% per year in each year of the term.

<u>DEVELOPER(S):</u>	Wexford Science & Technology, LLC James Berens, President Baltimore, MD	Ventas, Inc. Debra Cafaro, CEO Chicago, IL
-----------------------------	---	--

ALTERNATIVE(S): The alternative is to not enter into the lease. If the lease is not approved, the developer will not be able to secure financing and the building will not be built. UMB would not realize the benefits associated with having the space in a gateway building for the University of Maryland BioPark.

FISCAL IMPACT: It is estimated that in the first year of the lease the cost of occupancy would be approximately \$1,930,000, including base rent and a pro rata share of common area maintenance charges, operating expenses, and taxes, as well as the support for District Hall. The rent and associated operating expenses (e.g., utilities) will be paid from the UM Ventures budget.

The building is projected to have a considerable economic impact on the State of Maryland and the City of Baltimore. Approximately 1,200 construction jobs will be created to build the building, and 1,200 on-going jobs are projected to be created by the building tenants. The total economic impact of the construction is projected to be \$231 million, and on-going annual economic impact of the building is projected to be nearly \$500 million. The building will double employment in the BioPark, and will help in launching numerous university-affiliated start-ups, attracting leading technology companies from around the world to Baltimore, and expanding academic/industry collaborations.

CHANCELLOR'S RECOMMENDATION: That the Board of Regents approve for the University of Maryland, Baltimore the lease of 34,500 square feet of space as described above consistent with the University System of Maryland Policy on Acquisition, Disposition, and Leasing of Real Property.

COMMITTEE RECOMMENDATION:

DATE:

BOARD ACTION:

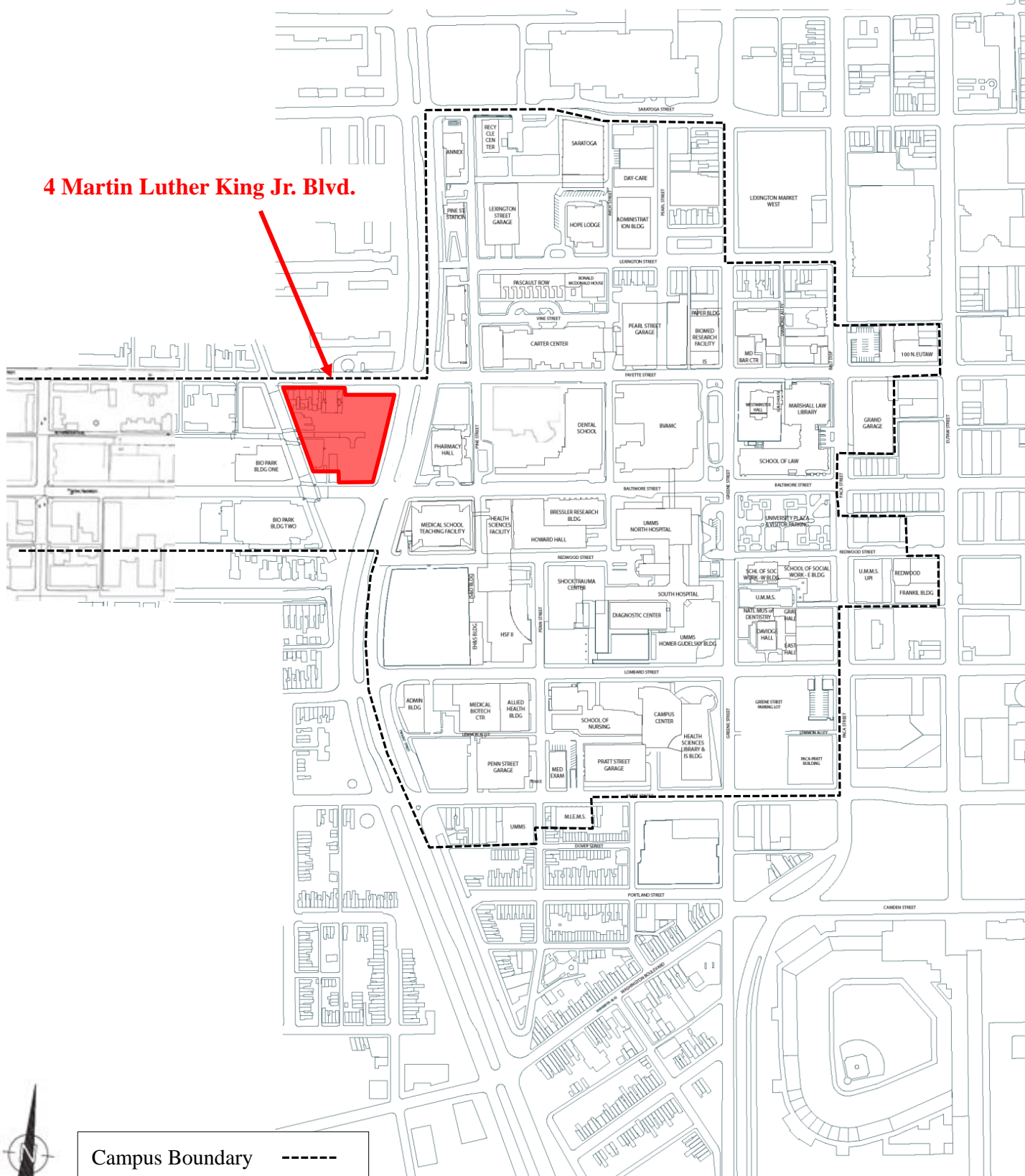
DATE:

SUBMITTED BY: Ellen Herbst (301) 445-1923



University of Maryland, Baltimore

4 Martin Luther King Jr. Blvd.



Campus Boundary -----



BOARD OF REGENTS

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

TOPIC: University of Maryland, College Park: Project Authorization to Replace Videoboards and Audio System at Maryland Stadium and the Associated Control Equipment

COMMITTEE: Committee of the Whole

DATE OF COMMITTEE MEETING: February 21, 2020

SUMMARY: At the November 19, 2019 BOR Finance Committee meeting, the University of Maryland College Park (UMD) presented an information item (enclosed) describing plans to move forward with procurement of a design/build contract to replace the obsolete and failing videoboards and audio system at Maryland Stadium and replace the associated obsolete control equipment. UMD projected the replacement cost to be \$15,000,000 and indicated they would request Board authorization for the project early next year after receiving bid prices. Proposals were received on February 14, 2020. Each proposer was required to submit technical and price proposals in separate envelopes. *The review of technical proposals is currently underway but, pending an acceptable technical review, the bid price is within the \$15M project cost previously described.* Time is of the essence to give UMD the best chance to complete this replacement project in time for next football season thus UMD is seeking Board authorization of this \$15M project.

The Board of Regents must approve all cash/self-funded projects that exceed \$5M.

There are two existing videoboards. One videoboard and the audio system were installed in 2002 over the Gossett Football Team house and the other videoboard was installed in 2007 over the concourse. The videoboards display in standard definition resolution, which is now obsolete, and are failing due to age. Repairs are challenging due to the inability to acquire parts. The audio system is showing significant deficiencies in performance and functionality and the sound is degrading. The equipment that controls the videoboards and audio system is located in the Broadcast Control Room in the Xfinity Center and is also obsolete as it supports only standard definition resolution. The Broadcast Control Room serves as the control room for both the Xfinity Center and Maryland Stadium with infrastructure connectivity between the two.

This project will replace the videoboards, audio system and control equipment with modern equipment that supports broadcast of high-definition resolution video. The Broadcast Control Room will be relocated to an existing storage room in the Xfinity Center to permit future growth with Big Ten Network broadcasts. UMD will develop an equipment replacement plan with the design/build contractor that maximizes cost effectiveness of both the up-front replacement costs and the ongoing operational and maintenance costs. The replacement is within the \$15 million estimate. The project will be funded entirely from the Department of Intercollegiate Athletic revenues.

With the failing equipment and scarcity to find parts there is increasing risk that the equipment will not be functional during a game, and therefore UMD plans to complete this project as soon as possible, preferably prior to the 2020 football season. UMD will work with the design/build contractor to pursue this aggressive schedule.

ALTERNATIVE(S): As the current videoboards are now obsolete and failing due to age, there is no viable alternative other than to replace the videoboards. Deferring authorization to a later date increases the likelihood of videoboard failures during the Fall 2020 football season.

FISCAL IMPACT: The project will be funded entirely from the Department of Intercollegiate Athletic revenues.

CHANCELLOR'S RECOMMENDATION: That the Board of Regents approve this authorization request to Replace Videoboards and Audio System at Maryland Stadium and the Associated Control Equipment in the amount of \$15,000,000, for the University of Maryland, College Park as described above.

COMMITTEE RECOMMENDATION:

DATE:

BOARD ACTION:

DATE:

SUBMITTED BY: Ellen Herbst (301) 445-1923

Project Cost Summary

UM College Park, Replacing Videoboards and Audio System at Maryland Stadium

	Original	
Date	2/12/2020	
Stage of Estimate	Bids	Comments
Design/Fees	(incl. below)	Design/Build contract (single contract for design and construction)
Construction Cost	\$14,150,000	
Design Contingency	(incl. below)	
Construction Contingency	\$850,000	6.0%
Project Total	\$15,000,000	
Notes:		

**BOARD OF REGENTS**

 SUMMARY OF ITEM FOR ACTION,
 INFORMATION OR DISCUSSION

TOPIC: University of Maryland, College Park: Information Regarding Replacing Videoboards and Audio System at Maryland Stadium and the Associated Control Equipment

COMMITTEE: Finance

DATE OF COMMITTEE MEETING: November 19, 2019

SUMMARY: The University of Maryland College Park (UMD) plans to move forward with procurement of a design/build contract to replace the obsolete and failing videoboards and audio system at Maryland Stadium and replace the associated obsolete control equipment. UMD will request Board authorization for the project early next year after receiving bid prices.

There are two existing videoboards. One videoboard and the audio system were installed in 2002 over the Gossett Football Team house and the other videoboard was installed in 2007 over the concourse. The videoboards display in standard definition resolution, which is now obsolete, and are failing due to age. Repairs are challenging due to the inability to acquire parts. The audio system is showing significant deficiencies in performance and functionality and the sound is degrading. The equipment that controls the videoboards and audio system is located in the Broadcast Control Room in the Xfinity Center and is also obsolete as it supports only standard definition resolution. The Broadcast Control Room serves as the control room for both the Xfinity Center and Maryland Stadium with infrastructure connectivity between the two.

This project will replace the videoboards, audio system and control equipment with modern equipment that supports broadcast of high-definition resolution video. The Broadcast Control Room will be relocated to an existing storage room in the Xfinity Center to permit future growth with Big Ten Network broadcasts. UMD will develop an equipment replacement plan with the design/build contractor that maximizes cost effectiveness of both the up-front replacement costs and the ongoing operational and maintenance costs. At this time, UMD projects the replacement cost to be \$15,000,000. This estimate will be refined after bid prices are received. The project will be funded entirely from the Department of Intercollegiate Athletic revenues.

With the failing equipment and scarcity to find parts there is increasing risk that the equipment will not be functional during a game, and therefore UMD plans to complete this project as soon as possible, preferably prior to the 2020 football season. UMD will work with the design/build contractor to pursue this aggressive schedule.

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.

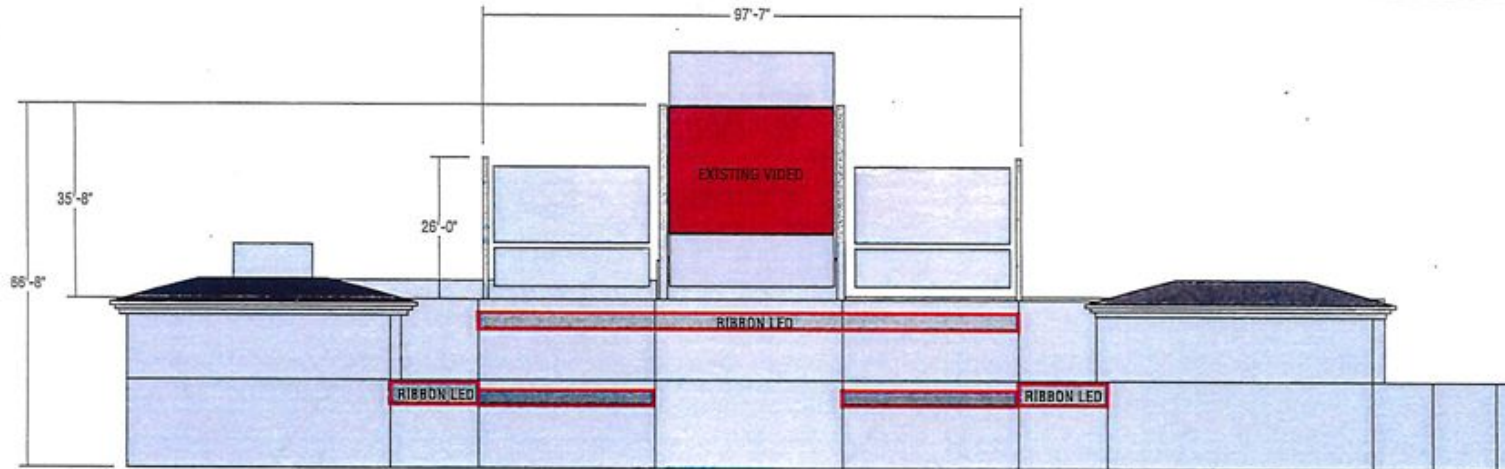
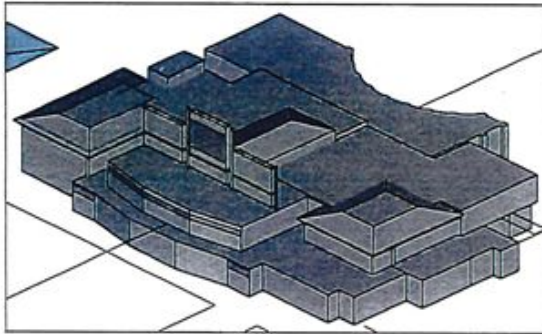
 COMMITTEE RECOMMENDATION:

 DATE:

 BOARD ACTION:

 DATE:

 SUBMITTED BY: Ellen Herbst (301) 445-1923



EXISTING EAST END ZONE DISPLAY CONDITION
1"=20'-0"

EXISTING CONDITIONS EAST AND WEST END ZONES

**ANTHONY
JAMES
PARTNERS**

3900 WESTERRE PARKWAY, SUITE 300 RICHMOND, VIRGINIA 23233 804.727.0070
www.anthonijamespartners.com

THIS ARTWORK IS PROTECTED UNDER FEDERAL AND INTERNATIONAL COPYRIGHT LAW. EXPRESS PERMISSION FROM ANTHONY JAMES PARTNERS (AJP) IS REQUIRED FOR REPRODUCTION. RENDERINGS ARE FOR THE EXCLUSIVE USE OF DESIGNATED CLIENTS, ASSOCIATES AND A/E. THESE RENDERINGS DO NOT REPRESENT FABRICATION OR STRUCTURAL ENGINEER CERTIFIED OR STAMPED DOCUMENTS. MONITOR AND/OR PRINTER CALIBRATION MAY IMPAIR VISUAL ACCURACY OF SPECIFIED COLORS.

UNIVERSITY OF MARYLAND, CAPITAL ONE FIELD

CONCEPT RENDERING



EAST END ZONE PRIMARY VIDEO DISPLAY SHOWN WITH FIXED DIGIT SCOREBOARD WITH SIGNAGE POSITIONS

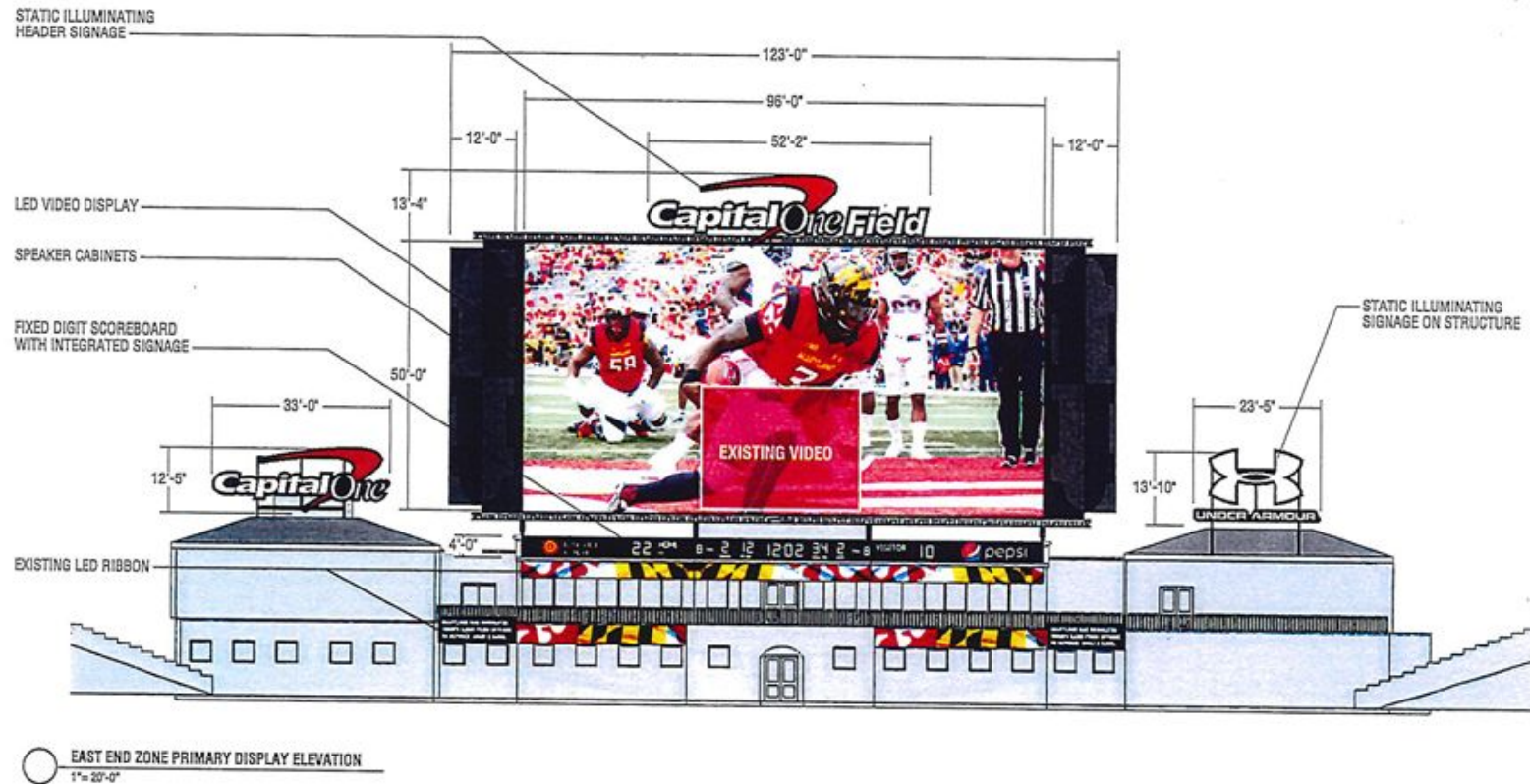
**ANTHONY
JAMES
PARTNERS**

3900 WESTERRE PARKWAY, SUITE 300 804.727.0070
RICHMOND, VIRGINIA 23233 www.anthonyjamespartners.com

THIS ARTWORK IS PROTECTED UNDER FEDERAL AND INTERNATIONAL COPYRIGHT LAW. EXPRESS PERMISSION FROM ANTHONY JAMES PARTNERS (AJP) IS REQUIRED FOR REPRODUCTION. RENDERINGS ARE FOR THE EXCLUSIVE USE OF DESIGNATED CLIENTS, ASSOCIATES AND AJP. THESE RENDERINGS DO NOT REPRESENT FABRICATION OR STRUCTURAL ENGINEER CERTIFIED OR STAMPED DOCUMENTS. MONITOR AND/OR PRINTER CALIBRATION MAY IMPAIR VISUAL ACCURACY OF SPECIFIED COLORS.

UNIVERSITY OF MARYLAND, CAPITAL ONE FIELD

CONCEPT RENDERING



EAST END ZONE PRIMARY VIDEO DISPLAY SHOWN WITH FIXED DIGIT SCOREBOARD WITH SIGNAGE POSITIONS

**ANTHONY
JAMES
PARTNERS**

3900 WESTERRE PARKWAY, SUITE 300
RICHMOND, VIRGINIA 23233 804.727.0070
www.anthonijamespartners.com

THIS WORK IS PROTECTED UNDER FEDERAL AND INTERNATIONAL COPYRIGHT LAW. EXPRESS PERMISSION FROM ANTHONY JAMES PARTNERS (AJP) IS REQUIRED FOR REPRODUCTION. RENDERINGS ARE FOR THE EXCLUSIVE USE OF DESIGNATED CLIENTS, ASSOCIATES AND AJP. THESE RENDERINGS DO NOT REPRESENT FABRICATION OR STRUCTURAL ENGINEER, CERTIFIED OR STAMPED DOCUMENTS. MONITOR AND/OR PRINTER CALIBRATION MAY IMPAIR VISUAL ACCURACY OF SPECIFIED COLORS.

UNIVERSITY OF MARYLAND, CAPITAL ONE FIELD

CONCEPT RENDERING



WEST END ZONE ANCILLIARY VIDEO DISPLAY

**ANTHONY
JAMES
PARTNERS**

3900 WESTERRE PARKWAY, SUITE 300 804.727.0070
RICHMOND, VIRGINIA 23233 www.anthonijamespartners.com

THIS ARCHITECTURE IS PROTECTED UNDER FEDERAL AND INTERNATIONAL COPYRIGHT LAW. EXPRESS PERMISSION FROM ANTHONY JAMES PARTNERS (AJP) IS REQUIRED FOR REPRODUCTION. RENDERINGS ARE FOR THE EXCLUSIVE USE OF DESIGNATED CLIENTS, ASSOCIATES AND AJP. THESE RENDERINGS DO NOT REPRESENT FABRICATION OR STRUCTURAL ENGINEER CERTIFIED OR STAMPED DOCUMENTS. MONITOR AND/OR PRINTER CALIBRATION MAY IMPAIR VISUAL ACCURACY OF SPECIFIED COLORS.

UNIVERSITY OF MARYLAND, CAPITAL ONE FIELD

CONCEPT RENDERING



BOARD OF REGENTS

SUMMARY OF ITEM FOR ACTION,
INFORMATION OR DISCUSSION

TOPIC: Convening Closed Session

COMMITTEE: Committee of the Whole

DATE OF MEETING: February 21, 2020

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



REVISED

STATEMENT REGARDING CLOSING A MEETING
OF THE USM BOARD OF REGENTS

Date: February 21, 2020
Time: Approximately 11:00 a.m.
Location: The Ballroom, University Center, University of Maryland, Baltimore County

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) [] To consider the investment of public funds.
- (6) [] To consider the marketing of public securities.
- (7) [] To consult with counsel to obtain legal advice on a legal matter.
- (8) [] To consult with staff, consultants, or other individuals about pending or potential litigation.
- (9) [] 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) [X] To conduct or discuss an investigative proceeding on actual or possible criminal conduct.
- (13) [] 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):

- [X] Administrative Matters

TOPICS TO BE DISCUSSED:

1. Meetings with Presidents Breaux and Goodwin as part of their performance reviews;
2. Board of Regents Faculty Awards Recommendations;
3. Honorary degree nominations;
4. Recognition of an employee's service to the USM;
5. University of Maryland, College Park appointment letter;
6. Succession planning for a USM president;
7. Role of a Workgroup in the structure of the Board;
8. Discussion regarding service on the UMMS Board; and
9. Briefing on a criminal investigation at an institution.

REASON FOR CLOSING:

1. To maintain confidentiality of discussions regarding specific employees' performance evaluations (§3-305(b)(1));
2. To maintain confidentiality of personnel-related and personal information of candidates for faculty awards and honorary degrees (§3-305(b)(1) and (2));
3. To handle an administrative and personnel-related matter regarding recognition of a former USM employee (§3-103(a)(1)(i), §3-305(b)(1) and (2));
4. To maintain confidentiality of discussions regarding specific employees' employment contracts (§3-305(b)(1));
5. To handle an administrative and personnel-related item concerning succession planning for a campus president (§3-103(a)(1)(i), §3-305(b)(1) and (2));
6. To handle an administrative matter related to the role of a Board workgroup §3-103(a)(1)(i);
7. To handle an administrative matter related to service on the UMMS Board §3-103(a)(1)(i); and
8. To maintain confidentiality regarding a potential criminal investigation at an institution (§3-305(b)(12)).