



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

Minutes ~ Public Session

The Committee on Education Policy and Student Life (EPSL) of the University System of Maryland (USM) Board of Regents met in public session on Tuesday, May 7, 2019 at the University of Baltimore. The meeting was convened at 9:31 a.m. Committee members present were: Regents Gourdine (chair), Johnson, Frazier (phone), and Wood. Chancellor Caret was also present.

The following were also in attendance: Dr. Acquah, Dr. Agbényiga, Ms. Bainbridge, Ms. Baker, Dr. Beise, Dr. Bishop, Dr. Boughman, Dr. Coleman, Mr. Drimmer, Dr. Ewell, Dr. Faller, Ms. Feagin, Ms. Jamison, Dr. Jarrell, Dr. Kirchner, Dr. Knutson, Dr. Lee, Dr. Lewis, Mr. Lurie, Mr. Muntz, Dr. Murray, Dr. Olmstead, Mr. Patty, Dr. Perrault, Dr. Rous, Dr. Santamaria-Makang, Dr. Sera, Dr. D. Smith, Dr. J. Smith, Ms. Smith, Dr. Westerman, Ms. Wilkerson, and other guests.

Chair Gourdine welcomed all to the meeting and thanked President Kurt Schmoke and his team for hosting. Dr. Gourdine also thanked Regent Langston Frazier for his contributions and his dedication to EPSL and his role as student regent. Today is his last EPSL meeting, and the committee thanked Regent Frazier for his time, focus, and thoughtful engagement.

Action Items

New Academic Program Proposals

Bowie State University: Bachelor of Science in Chemistry

Dr. DeBrenna Agbenyiga, Provost; Dr. Jacqueline Smith, Professor; and George Acquah, Dean, College of Arts and Sciences, presented the proposal for Bowie State to offer the Bachelor of Science in Chemistry. The proposed program builds upon the success of the University as a top five producer of graduates in nursing, biology, and computer/information sciences and also leverages the resources and instructional laboratories in the Center for Natural Sciences, Mathematics and Nursing building that opened in spring 2017. The proposed chemistry program also builds on a minor in chemistry and is designed to support three existing programs: nursing, biology, and bioinformatics and provides the core basis for students to be prepared for the workforce and for graduate and professional studies in medical and allied sciences, molecular biology, pharmacy, physiology, engineering, and other fields. Current faculty are already prepared to teach courses, and students are expressing interest in pursuing this major. The BS in Chemistry will help address the growing disparity in minority participation in the STEM workforce pipeline at the state and national levels. 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.

The Chancellor recommends that the Committee on Education Policy and Student Life recommend that the Board of Regents approve the proposal from Bowie State University to establish a Bachelor of Science in Chemistry. The motion was moved by Regent Johnson, seconded by Regent Wood, and unanimously approved.

Towson University: Master of Arts in Dance Education

Dr. Jaye Knutson, Professor, Department of Dance; Dr. Susan Kirchner, Chairperson, Department of Dance; and Dr. Greg Faller, Associate Dean, College of Fine Arts and Communication, presented the proposal for Towson to offer the MA in Dance Education. This 36-credit program would fulfill a critical need in public school dance education by providing flexible, part-time graduate studies not currently available to certified dance teachers who need to qualify for an Advanced Certificate. TU's Dance Department offers the only Bachelor of Fine Arts in Dance and the only fully-articulated teaching certificate concentration in Maryland and is, therefore, uniquely-qualified to offer the proposed program. The Dance Education program will focus on dance's contribution to learning, comprehensive educational value, and the promotion of the artist citizen. Labor studies reveal that current dance teachers as well as new professionals would be attracted to this 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, as there are no similar programs at this level in Maryland.

The Chancellor recommends that the Committee on Education Policy and Student Life recommend that the Board of Regents approve the proposal from Towson University to establish a Master of Arts in Dance Education. The motion was moved by Regent Wood, seconded by Regent Frazier, and unanimously approved.

Towson University: Master of Music in Music Pedagogy

Dr. Terry Ewell, Professor, Department of Music; and Dr. Greg Faller, Associate Dean, College of Fine Arts and Communication, presented the proposal for Towson to establish the Master of Music in Music Pedagogy. The program meets a workforce need to provide pedagogical instruction to non-classroom music instructors wishing to develop their studio expertise. The program differs in both content and outcome from TU's music education degree programs where students are trained for classroom instruction. Students in the proposed program would be exposed to a curriculum in pedagogy, music education, literature, and internship opportunities. This program will assist in meeting the projected demand of 1,410 potential new positions within the state of Maryland in music by 2026. Graduates of the proposed program will be prepared to be one-on-one instructors at public and private institutions, organizations, or businesses. 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, as there is not a similar program within the state.

Regent Gourdine asked several questions regarding the demand for and sustainability of such a program. Her questions included why persons interested in providing one-on-one music instruction, (often an entrepreneurial, freelance, and part-time undertaking) would need or desire a master's degree; who the target audience is for the program; and background into the labor projections. Drs. Faller and Ewell explained that instructors with graduate degrees are desirable, because they have more knowledge and experience than those with an undergraduate degree or no credentials at all. The internship opportunities and focus on music education and pedagogy within the proposed program will yield graduates who are immediately ready to provide quality, one-on-one instruction. The presenters also explained that the labor projections come from the government and that as long as citizens have extra income to support such educational activities, the demand will remain or grow. Finally, the presenters noted that although this program may sound like it is geared to the freelance, entrepreneurial one-on-one instructor, there is a demand for comprehensive training programs for applied studio (one-on-one) teachers and that there are many students interested in

performance and teaching careers who desire study and opportunities beyond the bachelor's degree to work with expert teachers within the structure of a university environment. Students who have completed bachelor's of music programs and seek additional training and experience in performance and pedagogy in order to establish a career in music instruction or those who want additional training and experience in preparation for graduate work would be potential students for this program.

The Chancellor recommends that the Committee on Education Policy and Student Life recommend that the Board of Regents approve the proposal from Towson University to establish a Master of Music in Music Pedagogy. The motion was moved by Regent Wood, seconded by Regent Johnson, and unanimously approved.

University of Maryland, Baltimore: Master of Science in Cannabis Science and Therapeutics

Dr. Bruce E. Jarrell, Executive Vice President and Provost; and Dr. Leah Sera, Assistant Professor, Department of Pharmacy Practice and Science, presented the proposal for UMB's School of Pharmacy to offer a Master of Science in Cannabis Science and Therapeutics starting in fall 2019. The 30-credit program will be offered at the Universities at Shady Grove and the University of Maryland, Baltimore and will blend online and face-to-face instruction that will offer experiences designed to foster a deeper knowledge and understanding of the science, clinical therapeutics, and policies related to medical cannabis. Students will demonstrate their ability to design therapeutic regimens and monitoring plans, develop safe and effective dosage forms, participate in health policy decision-making processes, and identify potential areas of future research. Students will learn a wide range of skills that will allow them to be innovative leaders in the emerging medical cannabis industry. The four core required courses in the program cover (1) the principles of drug action and cannabinoid pharmacology; (2) cannabinoid chemistry and drug delivery; (3) clinical uses and effects of medical cannabis; and (4) an overview of current state and federal laws and regulations along with a historical overview of medical cannabis use. After taking the four foundational courses, students will take elective courses in basic sciences, therapeutics, or policy followed by two final advanced courses (Research Methodology and Expert Seminars and Discussion). The program focuses strictly on the pharmacology of cannabis science. The program does not include instruction on botany or horticulture (i.e., how to grow the plant) or business aspects of working with cannabis.

Regent Wood acknowledged the timeliness of the proposed program and asked that the presenters insert the word *medical* in the title of the program to ensure its true intent is more evident. Regent Frazier agreed. The presenters shared that they tried to address misconceptions by inserting the word therapeutic in the title but that they would be flexible on the name. Dr. Boughman will work with the Maryland Higher Education Commission to try to avoid delays in the program's processing due to a name change. In response to questions from Regent Johnson, the presenters noted that target students include health care practitioners, scientists, policy professionals, and others who desire clinical knowledge and want to support those in need. The industry is big and growing rapidly; the proposal includes details of the projected growth of medical cannabis use and workforce projections and needs over the next 10 years. There will be more programs developed in the country, but this will be the first of its kind. 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. Moreover, the proposal has been extensively reviewed by the Office of the Attorney General to ensure compliance with state and federal law.

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 a Master of Science in Cannabis Science and Therapeutics. The motion was moved by Regent Johnson, seconded by Regent Frazier, and unanimously approved.

Cultural Diversity Progress Reports

Dr. Zakiya Lee, Assistant Vice Chancellor for Academic and Student Affairs, presented this report to the committee. Effective July 1, 2008, the Maryland General Assembly required each institution of postsecondary education to develop and implement a plan for a program of cultural diversity among its students, faculty, and staff. Annually, each institution submits its plan through its governing body for review. Subsequently, the governing body shall submit to the Maryland Higher Education Commission a progress report regarding the institutions' implementation of or improvement of their plans. Institutional reports are crafted around three goals. **Goal 1** speaks to institutions' efforts to increase the numerical representation of traditionally-underrepresented groups among students, administrative staff, and faculty. Two strategies used often across USM institutions include (1) targeting underrepresented students via a variety of recruitment efforts including partnerships with high schools, community colleges, minority-focused organizations, and college access groups and (2) focusing on the recruitment, hiring, onboarding, retention, and advancement of underrepresented faculty and staff. **Goal 2** pertains to creating positive interactions and cultural awareness among students, faculty, and staff on campus. As summarized in the tables you received, many of the programs associated with these efforts have resulted in positive outcomes, while other programs are being monitored to determine and adjusted to increase the degree to which they yield progress. Efforts include institution-sponsored diversity and inclusion offices and workgroups, courses, training, as well as programming and other efforts led by student organizations. **Goal 3** requires institutions to indicate that they have a process for reporting campus-based hate crimes as consistent with federal requirements under the Clery Act. Dr. Lee shared that all institutions fulfilled this requirement and shared details of the General Assembly's concern about hate-bias incidents and a related 2018 Joint Chairmen's Report. Dr. Lee also reviewed demographic tables for faculty, staff, and students, which show steadiness in the numbers of underrepresented staff and modest increases in the numbers of underrepresented faculty and students.

Chancellor Caret described increases in underrepresented faculty as meaningful progress but shared that the focus needs to continue and to be expanded to ensure underrepresented faculty are proportionally represented in the tenure ranks. Regent Gourdine asked Dr. Boughman, institutional provosts, vice presidents for student affairs, and others to consider and share what the regents' role(s) should or could be in supporting diversity and inclusion work and efforts on the campuses. She asked that they consider how the regents can go beyond reviewing and commenting on the report to helping identify, learn about, and/or promote best practices being implemented at the institutional level. Dr. Boughman and her team will explore that with the aforementioned campus officials as well as the Inclusion and Diversity Council and other relevant stakeholder groups.

The Chancellor recommends that the Committee on Education Policy and Student Life recommend that the Board of Regents approve the 2019 Institutional Programs of Cultural Diversity Annual Progress Report for submission to the Maryland Higher Education Commission. The motion was moved by Regent Johnson, seconded by Regent Wood, and unanimously approved.

USM Policies

Amendments to USM Policy on Faculty Workload and Responsibilities (II-I.25)

Dr. Mj Bishop, Associate Vice Chancellor and Director of the Kirwan Center for Academic Innovation, presented proposed revisions to USM's Policy on Faculty Workload and Responsibilities (II-I.25). The main purpose of this policy is to promote optimal performance by the USM institutions in meeting the needs and expectations of its students and other stakeholders and to provide mechanisms that will ensure public accountability for that performance, particularly as it relates to faculty work. Since the policy's creation in 1994, the nature of faculty work has greatly evolved, and the current reporting process has developed a number of issues. The current emphasis on measuring and equating all "teaching" activities to 3-credit hour course units is outdated and also constraining for faculty, departments, and institutions attempting to engage in academic innovation. Dr. Bishop and Dr. Boughman led a USM Faculty Workload Workgroup to help develop changes to the policy to improve accuracy and coverage, align with current practice, and incentivize policy goals around academic innovation and student success. Dr. Bishop explained that the revised policy and guidelines (the latter of which can be adjusted with provosts' input but does not require Board of Regents review and approval):

- is a better representation of faculty workload, which includes non-classroom-based activities including, but not limited to, mentoring, guiding research, and advising;
- removes the idea of workload equating to courses;
- is more aligned with USM's focus on academic innovation;
- replaces the course unit metric with student credit hours, which aligns better with what is needed to graduate; and
- allows institutions more flexibility to define workload for their unique institutional type and culture while still keeping key, overarching criteria across the USM.

Regent Wood asked if this has been vetted with the faculty and if there are any points of controversy. Dr. Bishop and Dr. Boughman shared that over the course of two years, the Faculty Workload Workgroup and USM staff shared and/or vetted developments with the USM provosts, the Council of University System Faculty, and faculty senate chairs from across the USM who have, in turn, been engaging faculty at the institutions. The present draft has been approved by those groups as well as the Council of University System Presidents and the Office of the Attorney General. Although the proposed amendments are not controversial and are appreciated by most stakeholders, the USM team, provosts, and faculty leadership anticipate needing time to ensure a smooth transition to the new standards.

The Chancellor recommends that the Committee on Education Policy and Student Life recommend that the Board of Regents approve proposed amendments to the USM Policy on Faculty Workload and Responsibilities (II-I.25). The motion was moved by Regent Frazier, seconded by Regent Wood, and unanimously approved.

Amendments to USM Policy on the Awarding of Honorary Degrees (III-3.00)

Dr. Joann Boughman, Senior Vice Chancellor for Academic and Student Affairs, presented this proposal. The USM Office of Academic and Student Affairs proposes to amend this policy to establish and outline a process by which an institution may request that the Board of Regents revoke an honorary degree on the basis that the honorary degree holder no longer meets the criteria or upholds the standards for which the degree was awarded or the honorary degree holder has engaged in conduct that is antithetical to the mission or values of the USM. Per the proposal, just as presidents ask the regents to grant honorary degrees, a president would have the authority

to “recommend that the Board of Regents take action to revoke that recipient’s honorary degree, and the Board will consider the recommendation”. The necessity of such language has been discussed by the institutions’ provosts and faculty senate chairs and approved by the Office of the Attorney General.

The Chancellor recommends that the Committee on Education Policy and Student Life recommend that the Board of Regents approve the proposed amendments to USM Policy on the Awarding of Honorary Degrees (III-3.00). The motion was moved by Regent Wood, seconded by Regent Johnson, and unanimously approved.

Recension of USM Policy on AIDS (VI-11.00)

Dr. Joann Boughman, Senior Vice Chancellor for Academic and Student Affairs, presented this policy for removal. Upon urging from a campus stakeholder, Dr. Joann Boughman and her team established a workgroup of experts (medical, legal, community/outreach-focused) from several USM institutions and the Office of the Attorney General to review USM’s Policy on AIDS (VI-11.00). The policy was adopted by the Board of Regents in 1990 and has not been amended since that time. One broad concern relates to the extent to which students, faculty, and staff with HIV/AIDS (currently defined as a disability under applicable law) may be treated differently under the policy from similarly-situated students, faculty, and staff without HIV/AIDS. Application of this policy could conflict with USM’s legal obligations under the Americans with Disabilities Act, Section 504 of the Rehabilitation Act of 1973, Title VII of the Civil Rights Act of 1964, the Fair Housing Act, the Genetic Information Nondiscrimination Act of 2008, and the Maryland Fair Employment Practices Act. It is also in conflict with other USM and institutional policies prohibiting discrimination on the basis of disability. Since the policy represents an outdated view of HIV/AIDS inconsistent with current state and federal law, the USM seeks to rescind the Policy on AIDS. The aforementioned workgroup has already begun researching institutions’ policies and offering suggestions regarding the establishment of a policy on blood-borne pathogens that will meet the letter of the law and reflect the many changes that have been realized since the policy was established. In response to Regent Johnson’s question, Dr. Boughman noted that temporarily not having this or a related policy on the books does not create a void, noncompliance, or unintended consequences.

The Chancellor recommends that the Committee on Education Policy and Student Life recommend that the Board of Regents approve the proposal to rescind the USM Policy on AIDS (VI-11.00). The motion was moved by Regent Johnson, seconded by Regent Wood, and unanimously approved.

Campus Crime Report

Dr. Zakiya Lee, Assistant Vice Chancellor for Academic and Student Affairs, presented this report, which includes data that are required by the Crime Awareness and Campus Security Act of 1990 (later renamed the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act), which mandates that all postsecondary institutions receiving Title IV (federal student aid programs) funding disclose certain campus crime statistics and security information. These publicly-available data (<https://ope.ed.gov/campusafety/#/>) represent alleged criminal offenses reported to campus security authorities and/or local police agencies and do not necessarily reflect prosecutions or convictions. The Department of Education also requires that, by October 1 of each year, these institutions publish and distribute an annual campus security report to all current students and employees. The tables within this report provide information by institution for the most recent three years available – 2015, 2016, and 2017 – as well as a trend table showing five years of system-wide data. Across the USM, between 2016 and 2017, there were:

- decreases in reports of fondling, robbery, aggravated assault, burglary, motor vehicle theft, weapons possession violations, liquor law violations, and hate crimes;
- increases in reports of murder/non-negligent manslaughter, rape, VAWA offenses, arson, and drug abuse violations; and
- no changes in reports of negligent manslaughter, incest, and statutory rape, which all stand at zero (0).

Additionally, in 2017, USM's proportion of the following criminal offenses was higher than our proportional representation among all four-year public institutions that report to Clery: murder/non-negligent manslaughter, robbery, aggravated assault, and hate crimes. Alternatively, in 2017, USM's proportion of the following criminal offenses was lower than our proportional representation among all four-year public institutions that report to Clery: negligent manslaughter, rape, fondling, incest, statutory rape, VAWA offenses, burglary, motor vehicle theft, arson, weapons possession violations, drug abuse violations, and liquor law violations. Dr. Lee also noted that USM's 2016-2017 increase in VAWA (Violence Against Women Act) reports mirrors the national trend for four-year public institutions. Although some of those reports were certainly due to additional crimes and violations, many experts believe the higher number of reports can be attributed to better and more clear reporting processes and victims being more comfortable reporting although there is still evidence of underreporting. Secondly, hate crimes are down in the USM and across four-year publics. Finally, Dr. Lee shared that although these crime data are reported by the institutions and have not been subjected to independent verification, the Department of Education and the USM Office of Internal Audit conduct audits into institutions' compliance with Clery. At the USM level, since 2015, 11 USM institutions have been audited or re-audited. Internal Audit has found that most universities are in full compliance with Clery guidelines. Where there were violations, the auditors conducted follow-up audits to determine the schools' responses to recommendations that were made and annually assesses each institution's need for another full audit. This information is provided in detailed reports to the Chancellor and summarized reports for the Audit Committee of the Board of Regents and can be provided to other regents.

USM Enrollment Projections: FY 2020-2029

Mr. Chad Muntz, Assistant Vice Chancellor for Institutional Research, Data, and Analytics, presented this report to the committee. The Board of Regents Policy on Enrollment (III-4.10) requires the Chancellor, in consultation with the presidents, to present an enrollment plan to the Board each year. Each institution is charged with having a well-coordinated enrollment management strategy. The USM Office works in collaboration with the institutions to ensure the accuracy of these projections by sharing supporting data, sharing analyses enrollment trends, and discussing the proposed enrollment plans with the campus leadership. Any significant issues are discussed and resolved, and the projection submission is modified when necessary. In recent years, this process has helped to develop enrollment plans that are more realistic with and increasingly more accurate for most USM institutions. Following review and any campus discussion, the USM Office aggregated all institutional submissions received to date. The USM short-term enrollment projection continues to be reasonable with increasing precision. Highlights of this year's institutional projections include:

- Overall headcount is projected to increase in Fall 2019 by 0.6%, an increase from 176,430 to 177,554. Without UMUC, growth in Fall 2019 is expected to be approximately 0.4%. These projections reflect enrollment stabilization at some institutions and the manageable growth plans expected at other institutions.
- Overall projected headcount growth for the ten-year period is 6.6%, an increase from 176,430 to just over 188,000.

- Undergraduate enrollment is projected to expand 6.4% over ten years from 135,132 to over 142,768.
- Graduate enrollment is projected to grow by 7.3% for the ten-year period from 41,298 to 44,318.

As USM plans for FY 2029, one-half of USM's long-term enrollment will be accounted for by UMUC's growth, especially with non-traditional students within Maryland and across the nation. The remaining growth will be achieved by moderate enrollment growth plans by Bowie, Frostburg, Salisbury, Towson, University of Baltimore, UMBC, and UMES. Coppin and UMB will remain the same size, and the state's flagship, University of Maryland, College Park, projects a long-term decrease in enrollment beginning in 2020.

Update: William E. Kirwan Center for Academic Innovation

This item was not heard at today's meeting. It will be added to the agenda for the first EPSL meeting of the 2019-2020 school year.

Brainstorm 2019-2020 Meeting Topics

Chair Gourdine noted that the annual agenda for the committee on Education Policy and Student Life includes many standard reports, new academic program proposals, and other action and information items. All in attendance were invited to offer topics to be addressed in the 2019-2020 school year. Regent Gourdine noted that Freedom of Expression, which was on the agenda for this school year, will be presented during the June full BOR meeting. She also asked that, next year, the committee hear the Kirwan Center report (which was postponed from today's meeting) and a civic engagement/education update in regard to our institutions' work with the 2020 census. No other ideas were offered, but Regent Gourdine invited all to make suggestions to Dr. Boughman and her team.

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 11:51 a.m.

Respectfully Submitted,
Regent Michelle Gourdine
Chair