



**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 (BOR) met virtually in public session on Tuesday, May 10, 2022. The meeting was convened at 9:31 a.m. Committee members present were: Regents Gourdine (chair), Beams, Gooden, Leggett, Peters, Smarick, and Wood. Chancellor Perman and Senior Vice Chancellor Joann Boughman were also present.

The following were also in attendance on Zoom: Dr. Alvarez, Dr. Andersen, Ms. Bainbridge, Dr. Beise, Dr. Bolden Bailey, Dr. Bowden, Dr. Coleman, Dr. Cook-Bell, Dr. DeLuca, Dr. Foust, Dr. Fiala, Dr. Goodman, Ms. Griffin, Ms. Esters, Ms. Hansen, Ms. Harper, Dr. Hixson, Dr. Huang, Dr. Hurte, Dr. Jackson, Ms. Jenkins, Dr. Lee, Dr. Leisey, Dr. Lewis, Dr. Lilly, Mr. McDonough, Ms. McNeil, Dr. Mathias, Dr. Muhoro, Ms. Mulherrin, Dr. Murray, Dr. Olmstead, Dr. Owens-Southall, Dr. Perreault, Dr. Platt, Dr. Plowfield, Dr. Ray, Dr. Rous, Dr. Shapiro, Dr. Shumba, Dr. Steele, Dr. Tatum, Dr. Travis, Dr. Treuth, Dr. Wheeler, and Ms. Wilkerson.

Guests also participated via a public, listen-only line.

Chair Gourdine welcomed Regent Doug Peters to EPSL. She also acknowledged Regent Ada Beams, this year's voting student regent, as this was her last EPSL meeting. Chair Gourdine, on behalf of the committee, thanked Regent Beams for her insight, ideas, questions, and overall consistent and strong involvement on this and other committees and at the full Board level. Regent Beams expressed appreciation for her time on the board and shared her plans to complete her final year at UMCP before heading to medical school. Regent Beams received a round of applause.

Action Items

New Academic Program Proposals

Coppin State University: Master of Education in Teacher Leadership

Dr. Leontye Lewis (Provost and Vice President for Academic Affairs), Dr. Mary Owens-Southall (Interim Dean, College of Arts, Sciences, and Education); and Dr. Yi-Ping Huang (Associate Professor, School of Education) presented the proposal for Coppin to establish a new Master of Education (M.Ed.) in Teacher Leadership to be delivered initially on-campus and online in the near future. The M.Ed. program aims to provide accelerated and sustainable pathways that increase teaching effectiveness, improve teacher leadership, and enhance teacher retention, particularly for educators serving in urban and rural high-needs communities across Maryland. The proposed program is designed for teachers with immersive theory-to-action experiences that are critical to making educational excellence inclusive. Integrating improvement sciences and connected learning approaches, participants will have opportunities to explore critical theories in culturally sustaining education; cultivate high-tech, high-touch, and high-impact practices; and demonstrate competency mastery aiming to simultaneously improve teaching effectiveness and student achievement. The program builds upon CSU's long-standing tradition of supporting teachers and leveraging CSU's ongoing rural-urban partnership among Institutions of Higher Education and Local Educational Agencies.

This program has been developed and based on a needs assessment, the state's priority for teacher leadership programs, and with input from K-12 leaders and agencies. It will offer stackable credentials (leading to certificates) in the future; be presented in face-to-face and online modalities, which increases access; includes field-based work; and will yield a professional portfolio. The program fulfills CSU's commitment to providing career advancement for teachers especially those in high need urban and rural areas. This proposal has gone through the standard review and approval processes with USM institutions having time to submit objections. Via the USM process, there were no objections. It is noted that, via the process conducted by the Maryland Higher Education Commission, other institutions in the state will have the opportunity to object to the establishment of this program. However, the USM staff believes the institution has done its due diligence regarding a state-wide examination of programs to try to ensure there is no duplication.

The Chancellor recommends that the Education Policy and Student Life Committee recommend that the BOR approve the proposal from Coppin State to offer the Master of Education in Teacher Leadership. The motion was moved by Regent Wood, seconded by Regent Smarick, and passed unanimously.

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

Salisbury University: Bachelor of Science in Health Science

Dr. Karen Olmstead (Provost and Senior Vice President of Academic Affairs); Dr. Margarita Treuth (Director, School of Health Sciences); and Dr. Kelly Fiala (Dean, College of Health and Human Services) presented the proposal for Salisbury to establish a Bachelor of Science in Health Science. The program will reside in the relatively new College of Health and Human Services and is designed to give students interested in the health care field a foundation that will enable them to apply the knowledge, skills, and abilities learned at SU to a variety of health professions. Given the high demand of health care professionals and the promising job market, students will be attracted to this program. Requirements will include general education courses, health science courses (including a capstone internship experience supervised by a health care provider) social science courses, health science electives, and free electives. Such flexibility will allow students to choose specific courses throughout their undergraduate study to match their own goals. Interest in the health professions is growing, along with the demand for individuals to serve in these critical roles. The program will not require new funds, as the school is discontinuing an athletic training program, and some of those costs will be switched to the new degree program. Graduates of this program will be well prepared to enter the workforce in a variety of health professions, enter graduate schools, and meet the health care needs of their communities. This has the potential to increase the diversity of the workforce and to produce more patient advocates.

There are similar programs within USM, but there are none on the Eastern Shore (where the regional need is large), and there are distinct features that are not duplicated in other programs. Additionally, labor statistics note there is more need than graduates. Furthermore, this proposal has gone through the standard review and approval processes with USM institutions having time to submit objections. Via the USM process, there were no objections. It is noted that, via the process conducted by the Maryland Higher Education Commission, other institutions in the state will have the opportunity to object to the establishment of this program. However, the USM staff believes the institution has done its due diligence regarding a state-wide examination of programs to try to ensure there is no duplication.

The Chancellor recommends that the Education Policy and Student Life Committee recommend that the BOR approve the proposal from Salisbury University to offer the Bachelor of Science in Health Science. The motion was moved by Regent Gooden, seconded by Regent Peters, and passed unanimously.

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

Towson University: Bachelor of Science in Fitness and Wellness Leadership

Dr. Melanie Perreault (Provost and Executive Vice President for Academic and Student Affairs); Dr. Lisa Plowfield (Dean, College of Health Professions); and Dr. Jamie DeLuca (Associate Professor, Department Chair, Kinesiology) presented the proposal for Towson to establish a Bachelor of Science in Fitness and Wellness Leadership. The Department of Kinesiology in the College of Health Professions offers three undergraduate degrees (Exercise Science, Physical Education/Teacher Education, and Sport Management) and one graduate degree (Master of Science in Athletic Training). The proposed, additional undergraduate program would provide students with didactic and experiential learning opportunities focused on career preparation in various sport and fitness-based disciplines (e.g., athletic administration, coaching, recreation, fitness instruction, human performance, and public health). The program will prepare graduates for myriad professional fields, and was developed based on significant departmental need, and supports student matriculation via opportunities to change majors without a significant delay in graduation. There is external demand for the proposed Fitness and Wellness Leadership program, which would meet regional and State needs for a fitness, health, and wellness workforce. Some of these features also make the program conducive to transfer students. Surveys indicate that a large percentage of students in other programs would enroll in this program if it was offered. Funding and resources for this program will be anchored to the existing majors in the department, and the program will draw on expertise of the current department faculty, as well as the state-of-the-art instructional and lab facilities, equipment, and activity spaces currently available to the department.

Chair Gourdine asked how this is different from kinesiology. The presenters noted that Towson does not offer kinesiology, but while Towson's exercise science and sport management programs may resemble kinesiology, the proposed program is helping prepare athletic administrators, coaches, personal trainers, etc. Regent Peters asked if this or other programs address athletics needs of those with special needs. The presenters noted that there are courses that address these issues and that diversity, equity, and inclusion are woven throughout the program's courses. Students could also be encouraged to have internships that address those needs too. Chancellor Perman believes the program is timely and that, with "wellness" in the title, it's well named and acknowledges workforce language and focuses. This proposal has gone through the standard review and approval processes with USM institutions having time to submit objections. Via the USM process, there were no objections. It is noted that, via the process conducted by the Maryland Higher Education Commission, other institutions in the state will have the opportunity to object to the establishment of this program. However, the USM staff believes the institution has done its due diligence regarding a state-wide examination of programs to try to ensure there is no duplication.

The Chancellor recommends that the Education Policy and Student Life Committee recommend that the Board of Regents approve the proposal from Towson University to offer the Bachelor of Science in Fitness and Wellness Leadership. The motion was moved by Regent Smarick, seconded by Regent Gooden, and passed unanimously.

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

Frostburg State University: Bachelor of Science in Multidisciplinary Studies

Dr. Michael Mathias (Interim Provost); Dr. Linda Steele (Program Coordinator); and Dr. Kim Hixson (Dean of the College of Liberal Arts and Sciences) presented the proposal for Frostburg to create a Bachelor of Science in Multidisciplinary Studies. This fully online program offers a unique and ambitious curriculum that explores topics and courses in the arts, social sciences, humanities, and business disciplines. At Frostburg State alone, there are over 7,200 students who have completed 50+ credit hours but discontinued enrollment without attaining a degree. Many of these students may not be aware of which colleges and programs are available, how college can improve prospects for employment and career success, and how they can benefit from funding through programs such as One Step Away to increase

their success. Additionally, prospective students may believe that logistical challenges, such as transportation and childcare, would be too much to overcome in returning to school. By developing a fully online, asynchronous program for students, FSU will provide an accessible option for these and other non-traditional students to return to college and complete their degrees. This would support both the institution's and state's missions to produce a well-educated workforce and economic development. Although there is a new course in the program, it was more about creating new ways to package and offer courses that could translate into a meaningful degree. Chair Gooden asked how this program differs from general education courses/requirements. The presenters noted that it is very similar. Frostburg has a Liberal Studies program; this can be considered its online counterpart.

This proposal has gone through the standard review and approval processes with USM institutions having time to submit objections. Via the USM process, there were no objections. It is noted that, via the process conducted by the Maryland Higher Education Commission, other institutions in the state will have the opportunity to object to the establishment of this program. However, the USM staff believes the institution has done its due diligence regarding a state-wide examination of programs to try to ensure there is no duplication.

The Chancellor recommends that the Education Policy and Student Life Committee recommend that the Board of Regents approve the proposal from Frostburg State University to offer the Bachelor of Science in Multidisciplinary Studies. The motion was moved by Regent Beams, seconded by Regent Gooden, and passed unanimously.

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

Frostburg State University: Bachelor of Science in Nursing

Dr. Michael Mathias (Interim Provost); Dr. Kara Platt (Associate Professor and Department of Nursing Chair); and Dr. Kim Hixson (Dean of the College of Liberal Arts and Sciences) presented the proposal for Frostburg to establish a Bachelor of Science in Nursing (BSN) program. This full-time, four-year program will be located on the FSU campus within the new Education and Health Science Building. Students will complete 121 credit hours broken down into 56 credit hours of general education and pre-requisites, 47 credits of lecture and integrated lab hours, and 18 credit hours of practicum and lab hours. Students will complete a total of 720 practicum/lab hours within the skills lab, simulation lab, and bedside care within local healthcare facilities. At the completion of this program, students will be eligible to sit for the NCLEX licensure exam. With successful scores on the NCLEX exam graduates will become registered nurses. Forty-one percent of hospitals/healthcare facilities require bachelor's degrees, and more prefer the BSN. Therefore, graduates from this program will help to meet the increased workforce demand for registered nurses and fill critical nursing vacancies across the state. This program has received letters of support from UPMC Western Maryland and WVU Medicine (Garrett Regional Medical Center, Potomac Valley Hospital). If approved, this would be the only BSN program in Western MD.

Chair Gourdine asked the presenters to elaborate on concerns expressed by community colleges in the region. The presenters noted that Allegany College of Maryland has filed an objection because they think it will affect their enrollment. Frostburg has sent its reply to the objection to MHEC stating that Frostburg's four-year, in-person program will produce students with a BSN as opposed to Allegany's programs, which leads to an associate's degree in nursing. The programs serve markedly different audiences. A meeting with MHEC is forthcoming. Regent Peters asked about Frostburg's relationship with and competition with universities in near-by West Virginia and Pennsylvania. The presenters acknowledged programs at West Virginia University (including branch campuses) and other institutions. While there is likely to be some competition, more immediately, Frostburg officials believe the presence of this program in Maryland will help the state retain students in the state. This proposal has gone through the standard

review and approval processes with USM institutions having time to submit objections. Via the USM process, there were no objections. It is noted that, via the process conducted by the Maryland Higher Education Commission, other institutions in the state will have the opportunity to object to the establishment of this program. As noted above, this has already happened with Allegany College of Maryland. A decision is pending, but the USM staff believes the institution has done its due diligence regarding a state-wide examination of programs to try to ensure there is no duplication.

The Chancellor recommends that the Education Policy and Student Life Committee recommend that the Board of Regents approve the proposal from Frostburg State University to offer the Bachelor of Science in Nursing. The motion was moved by Regent Peters, seconded by Regent Beams, and passed unanimously.

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

Frostburg State University: Licensed Practical Nurse to Bachelor of Science in Nursing

Dr. Michael Mathias (Interim Provost); Dr. Kara Platt (Associate Professor and Department of Nursing Chair); and Dr. Kim Hixson (Dean of the College of Liberal Arts and Sciences) presented the proposal for Frostburg to establish a Licensed Practical Nurse (LPN) to Bachelor of Science in Nursing (BSN) program. This part-time, two-year, fully online program is a direct response to the acute need for bachelor's level programs. The online, part-time format allows employed LPNs to continue working while pursuing their education, which is critical, as there are limited options for LPNs to earn a bachelor's degree, especially while working. This would be the only fully online program in the state. The program will build upon the knowledge gained in the student's LPN program and will include a total of 435 practicum/lab hours of clinical skills lab, and bedside care within healthcare facilities that are local to the student. At the completion of this program, students will be eligible to sit for the NCLEX licensure exam. With successful scores on the NCLEX exam, graduates become registered nurses. Graduates from this program will help to meet the increased workforce demand for registered nurses and fill critical nursing vacancies across the state. This program has received letters of support from local hospitals.

Chancellor Perman lauded the thoughtfulness of the program, as it will increase the expertise of those committed to the health care professions to the point they can be of better service to patients all while not pulling them from their jobs, which is where they are needed. In addition to being able to serve patients more fully, this program will allow for increases in salary for the nurses who obtain the BS degree. This proposal has gone through the standard review and approval processes with USM institutions having time to submit objections. Via the USM process, there were no objections. It is noted that, via the process conducted by the MHEC, other institutions in the state will have the opportunity to object to the establishment of this program. However, the USM staff believes the institution has done its due diligence regarding a state-wide examination of programs to try to ensure there is no duplication.

The Chancellor recommends that the Education Policy and Student Life Committee recommend that the Board of Regents approve the proposal from Frostburg State University to offer the Licensed Practical Nurse to Bachelor of Science in Nursing. The motion was moved by Regent Peters, seconded by Regent Wood, and passed unanimously.

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

Bowie State University: Bachelor of Science in Philosophy, Politics, and Economics

Dr. Carl Goodman (Provost and Vice President for Academic Affairs) and Dr. Karen Cook-Bell (Department Chair of History and Government) presented the proposal for Bowie State to offer a Bachelor of Science (BS) in Philosophy, Politics, and Economics (PP&E). The program consists of courses in philosophy, government, and economics. These courses work together to instruct students in

methodologies for assessing political priorities and policy agendas; evaluating economic policy, business objectives and management decisions; and forming moral stances and responsible choices essential to mature leadership. The PP&E program encourages the study of approaches used by communities and institutions for evaluating how priorities and policies are formed and implemented in democratic ways. This interdisciplinary program emphasizes the themes: leadership, economics, and strategic management; globalization and post-globalization; ethics and social responsibility; and public policy and governance. Committed to the academic and professional development of students toward careers in attractive and important fields essential to the greater Washington, D.C. metropolitan area and beyond, this program will also serve as a conduit for entry into postgraduate programs at universities in the region, and in several professional fields, including law, public administration, political science, international studies, management, and economics. The PP&E program instructs students in the skills of critical thinking and moral reasoning, and illustrates their application in social, government, and business contexts where decisions and policies have community-level, countrywide, and possibly international consequences.

Bowie would be the first HBCU to offer such a program. The program is also unique in Maryland. This proposal has gone through the standard review and approval processes with USM institutions having time to submit objections. Via the USM process, there were no objections. It is noted that, via the process conducted by the Maryland Higher Education Commission, other institutions in the state will have the opportunity to object to the establishment of this program. However, the USM staff believes the institution has done its due diligence regarding a state-wide examination of programs to try to ensure there is no duplication.

The Chancellor recommends that the Education Policy and Student Life Committee recommend that the Board of Regents approve the proposal from Bowie State University to offer the Bachelor of Science in Philosophy, Politics, and Economics. The motion was moved by Regent Gooden, seconded by Regent Peters, and passed unanimously.

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

Bowie State University: Master of Science in Applied Biotechnology and Molecular Biology

Dr. Carl Goodman (Provost and Vice President for Academic Affairs) and Dr. Supriyo Ray (Professor, Department of Natural Sciences) presented the proposal for Bowie to offer the Master of Science (MS) in Applied Biotechnology and Molecular Biology (ABMB). The program is designed to provide a comprehensive exploration of the biological, biotechnological, and applied molecular biology sciences with unique emphasis on recent advances in the field such that students gain technical mastery through hands-on laboratory research experiences. This program is critical to the outlined priorities for the State of Maryland and for the University across several metrics such as capacity building, workforce development, and equitable access. The proposed program will attract new undergraduate and master's degree candidates because of Bowie State University's enhanced visibility of innovative and high-demand academic programs, student support, state-of-the-art equipment, and modern facilities. The program anticipates serving current undergraduates, especially those interested in entering the biotech and molecular biology fields. The program will leverage Bowie State University's proximity to regional and national laboratories for future partnerships to promote student success. Additionally, there are racial disparities in access to upper level STEM degrees, so this program can promote diversity and open the doors and increase chances for Ph.D. work.

Chair Gooden applauded Bowie for creating this program (and other programs presented today) and encouraging underrepresented minorities to pursue more degrees in this field. Chancellor Perman noted his participation on Governor Hogan's Life Sciences Advisory Board, which supports the biotech industry where employers hope to diversify their workforce. Chancellor Perman believes employers will be

responsive to graduates of this program. This proposal has gone through the standard review and approval processes with USM institutions having time to submit objections. Via the USM process, there were no objections. It is noted that, via the process conducted by the Maryland Higher Education Commission, other institutions in the state will have the opportunity to object to the establishment of this program. However, the USM staff believes the institution has done its due diligence regarding a state-wide examination of programs to try to ensure there is no duplication.

The Chancellor recommends that the Education Policy and Student Life Committee recommend that the Board of Regents approve the proposal from Bowie State University to offer the Master of Science in Applied Biotechnology and Molecular Biology. The motion was moved by Regent Wood, seconded by Regent Beams, and passed unanimously.

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

Bowie State University: Master of Science in Internet of Things and Internet Technologies

Dr. Carl Goodman (Provost and Vice President for Academic Affairs) and Dr. Lethia Jackson (Department Chair of Technology and Security) presented the proposal for Bowie to offer a Master of Science in Internet of Things and Internet Technologies (IoT&IT). Smart devices now carry out more activities/tasks than ever before, and current IT devices will need to be linked to these smart devices. Smart devices have been designed and implemented in isolated disciplines (e.g., computer science and engineering), but the need for current IT devices to link to the smart devices requires a new approach. That approach must appropriately blend disciplines to focus primarily on the essential challenges of IoT: 1) IoT development, 2) IoT deployment, 3) IoT convergence, 4) IoT security, and 5) IoT cross-pollination across disciplines. The IoT&IT program will provide in demand technology-driven skills that turn data into intelligence. Graduates build an ecosystem of hardware, software, and services that leads to careers in a technology-based industry that seeks smart intelligence areas such as smart energy, smart homes, smart transportation, and smart medical devices and they will also learn to implement solutions to security issues associated with these devices. The program will prepare a diverse workforce for current and future jobs.

If approved, this cutting-edge program would be unique in the USM and beyond. The program can be considered combination of big technology with computer science, engineering, information systems, and cyber. Chair Gooden noted that this and the other BSU programs are leaning well into where the workforce needs are. Regarding concerns about duplication, Chancellor Perman noted that this program is creating a group of professionals who have a unique combination of skills that are in high demand. Additionally, this proposal has gone through the standard review and approval processes with USM institutions having time to submit objections. Via the USM process, there were no objections. It is noted that, via the process conducted by the Maryland Higher Education Commission, other institutions in the state will have the opportunity to object to the establishment of this program. However, the USM staff believes the institution has done its due diligence regarding a state-wide examination of programs to try to ensure there is no duplication.

The Chancellor recommends that the Education Policy and Student Life Committee recommend that the Board of Regents approve the proposal from Bowie State University to offer the Master of Science in Internet of Things and Internet Technologies. The motion was moved by Regent Wood, seconded by Regent Peters, and passed unanimously.

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

Bowie State University: Bachelor of Science in Cyber Operations Engineering

Dr. Carl Goodman (Provost and Vice President for Academic Affairs) and Dr. Rose Shumba (Chair of Department of Computer Science) presented the proposal for Bowie State University to offer a Bachelor of Science (B) Sdegree in Cyber Operations Engineering. This unique, interdisciplinary program is at the intersection of cyber operations and engineering. The proposed program prepares students to be cybersecurity leaders by mastering math, computer science, electrical engineering concepts, and non-technical cyber operations. The program emphasizes technologies and techniques applicable to all operational and system levels. Cyber operations engineering is a comprehensive program beyond what cybersecurity degrees mainly focus on: software/data/information components. It focuses on systems, networks, devices, social, legal, social engineering, and ethical issues, making it a unique degree offering among Maryland universities. This 120-credit proposal fills a significant curricular gap by offering training that integrates cyber operations, cybersecurity, and network security. This combination results in a more robustly prepared graduate. The interdisciplinary, transdisciplinary, theoretical, and practical nature of this Cyber Operations Engineering program provides a unique platform for HBCU students. It will enhance their versatility and marketability in the high-tech job market. The curriculum balances theory, practice, and hands-on labs inspired by real-life scenarios culminating in a capstone experience. The curriculum meets the National Security Agency/Department of Homeland Security-Center Academic Excellence Cyber Operations fundamental academic requirements, and the Accreditation Board for Engineering and Technology cybersecurity engineering curriculum criteria.

This proposal has gone through the standard review and approval processes with USM institutions having time to submit objections. Via the USM process, there were no objections. It is noted that, via the process conducted by the Maryland Higher Education Commission, other institutions in the state will have the opportunity to object to the establishment of this program. However, the USM staff believes the institution has done its due diligence regarding a state-wide examination of programs to try to ensure there is no duplication.

The Chancellor recommends that the Education Policy and Student Life Committee recommend that the Board of Regents approve the proposal from Bowie State University to offer the Bachelor of Science in Cyber Operations Engineering. The motion was moved by Regent Wood, seconded by Regent Gooden, and passed unanimously.

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

Bowie State University: Bachelor of Science in Data Science

Dr. Carl Goodman (Provost and Vice President for Academic Affairs) and Dr. Rose Shumba (Chair of Department of Computer Science) presented the proposal for Bowie State to offer a Bachelor of Science (BS) in Data Science. The Association for Computing Machinery (ACM) defines data science as an interdisciplinary field that brings together domain data, computer science, and statistical tools to interrogate the data and extract useful information. This 120-credit proposal is aligned with BSU's mission to empower a diverse population of students to reach their potential by providing innovative academic programs and transformational experiences as they prepare for careers, lifelong learning, and civic responsibility. The program is unique because it prepares students for professional careers and graduate study by mastering mathematics, statistics, computer science, and core data science concepts as guided by the 2021 ACM Computing Competencies for Undergraduate Data Science Curricula. The addition of this program addresses the growing disparity in minority participation in the STEM workforce at the state and national levels. With its proximity to the nation's capital and innumerable federal government contractors throughout the state and Washington, D.C. /Maryland/ Virginia region, BSU is strategically positioned to increase diversity in the STEM workforce. As the University works to establish a Center for Data Science and Analytics, creating this program is critical.

This proposal has gone through the standard review and approval processes with USM institutions having time to submit objections. Via the USM process, there were no objections. It is noted that, via the process conducted by the Maryland Higher Education Commission, other institutions in the state will have the opportunity to object to the establishment of this program. However, the USM staff believes the institution has done its due diligence regarding a state-wide examination of programs to try to ensure there is no duplication.

The Chancellor recommends that the Education Policy and Student Life Committee recommend that the Board of Regents approve the proposal from Bowie State University to offer the Bachelor of Science in Data Science. The motion was moved by Regent Gooden, seconded by Regent Beams, and passed unanimously.

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

Bowie State University: Bachelor of Science in Software Engineering

Dr. Carl Goodman (Provost and Vice President for Academic Affairs) and Dr. Rose Shumba (Chair of Department of Computer Science) presented the proposal for Bowie State to offer a Bachelor of Science (BS) in Software Engineering. Software engineering involves applying a systematic, disciplined, quantifiable approach to the development, operation, and maintenance of software—the application of engineering discipline to the development of large, complex software systems (IEEE 2010). The proposed program equips engineering professionals with a mastery of software development theory, practices, and processes. The software engineering discipline builds on the foundations of computer science in the same way that other engineering disciplines are based on the application of physical or life sciences. However, software engineering emphasizes requirements, process, design, measurement, analysis, and verification, thus providing a strong foundation in engineering principles and practice as applied to developing software systems. The curriculum for the proposed program complements existing and other planned high-demand programs at BSU including computer science, management information systems, and cyber operations engineering. Once the program matures, BSU will offer the first ABET-accredited Software Engineering program in the state. Finally, this proposal is aligned with BSU's mission to empower a diverse population of students to reach their potential by providing innovative academic programs and transformational experiences as they prepare for careers, lifelong learning, and civic responsibility.

This proposal has gone through the standard review and approval processes with USM institutions having time to submit objections. Via the USM process, there were no objections. It is noted that, via the process conducted by the Maryland Higher Education Commission, other institutions in the state will have the opportunity to object to the establishment of this program. However, the USM staff believes the institution has done its due diligence regarding a state-wide examination of programs to try to ensure there is no duplication.

The Chancellor recommends that the Education Policy and Student Life Committee recommend that the Board of Regents approve the proposal from Bowie State University to offer the Bachelor of Science in Software Engineering. The motion was moved by Regent Wood, seconded by Regent Peters, and passed unanimously.

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

Chair Gourdine applauded the institutions and the USM team for getting such thoughtful, unique, and meaningful program proposals to the committee. Regent Wood agreed and noted the chance these unique programs will help sustain and grow enrollment.

Proposed Amendments: USM Policy on Undergraduate Admissions (III-4.00)

Dr. Joann Boughman, Senior Vice Chancellor for Academic and Student Affairs, presented this proposal to the committee. USM's Policy on Undergraduate Admissions establishes that admission to USM institutions shall be determined without unlawful discrimination on the basis of legally protected characteristics, must be consistent with other State and federal laws, and that the undergraduate student population should draw from all areas of the state and reflect the diversity of the state's population. The policy also requires institutions to publish their own admission decision criteria, which may be more rigorous than the system-wide minimum criteria stated within the policy. After discussion about the national movement to test-optional admissions and the fact that USM institutions (as well as most in the nation) have been test-optional during the COVID-19 pandemic, and upon the request of the Committee on Education Policy and Student Life, the Office of Academic and Student Affairs convened a workgroup of provosts and institutional admissions representatives to consider the ACT/SAT test requirement within the USM Policy on Undergraduate Admissions. In addition to the proposed amendments being supported by the workgroup, the Academic and Student Affairs staff socialized and vetted the proposed amendments with USM's presidents, provosts, vice presidents for student affairs, enrollment management and admissions executives, Diversity and Inclusion Council, USM Student Council, and Council of University System Faculty. These stakeholders support the proposed amendments. The draft has also been reviewed by the Office of the Attorney General for legal form and sufficiency.

The following amendments were proposed for consideration:

1. Removing the system-wide requirement for all first-year incoming students to submit a score on a nationally standardized examination such as the SAT or ACT, thus allowing the submission of SAT or ACT scores to be optional at System institutions. The proposed amendments note that test optional policies at System institutions will vary and that students must apply to an institution according to the admission requirements of that institution.
 - a. Institutions will need to decide for themselves and articulate and publish the decision/criteria.
 - b. Campus leadership welcomes this flexibility. They have learned many lessons from being test-optional and applying comprehensive admissions criteria during the pandemic that they can apply, as they make this more permanent decision.
 - c. The workgroup and stakeholders agree that the flexibility is ideal, as ACT/SAT is often a barrier to admission and GPA is a strong (and often stronger) indicator of student success.
 - d. Placement tests will still occur, so students will be appropriately placed in introductory courses.
 - e. When making their decision, institutions will need to weigh the extent to which financial aid and scholarships depend on standardized test scores.
2. Replacing references to "freshmen" with "first year incoming students".
3. Technical changes have been made to update the name of the University of Maryland Global Campus and for clarity and style.

Board Chair Gooden commended the workgroup for moving in this direction. She considers the test-optional, COVID period to be a live pilot and asked if the USMO and institutions will track students through graduation to understand the correlation between the submission of test scores and retention and graduation. Dr. Boughman says yes.

Regent Smarick raised the following concerns:

- Removing the standardize test requirement will take away a long-used, objective measure that is free of human bias.

- Removing the standardized test requirement will leave the USM without data that can be used to compare USM institutions other institutions in the nation.
- Removing the standardized test requirement will eliminate a measure on which many students may do well when they do not do well on other criteria. We may lose out on students whose likelihood of being admitted could be increased by having and submitting a test score.

Dr. Boughman noted that studies indicate the biased nature of the ACT and SAT. She explained that schools have been and are getting more skilled at factoring in multiple admission criteria, many of which are objective and not subject to human bias. She explained that, even prior to the pandemic, hundreds of universities had become test-optional, including our own Salisbury University. She reiterated that research shows that GPA is a strong indicator for success in college. Chancellor Perman noted that Regent Smarick is right, measurement is key. However, Chancellor Perman is in favor of the proposed amendments and hopes we can shift to measuring how we finish as opposed to how we start, as that will more accurately describe how well we educate students. Regent Peters voiced support for the amendments, especially in light of his experiences with public school students, large percentages of whom are from low SES backgrounds, speak English as a second language, and have little or no access to test prep and resources that allow other students to excel on the tests.

Dr. Toni Coleman, Associate Vice Chancellor, noted that the proposed amendments are only for undergraduate students. When considering language and amendments, she and her team consulted USM institutions' admissions professionals who are connected to their peers across the nation. The admissions professionals also support this change, describing it as a well-informed, national movement. Dr. Coleman noted that the tests should not be seen as being "taken away", because institutions will have to decide if they are going to be test-optional or not, and tests could still be required for special programs, scholarships, etc. However, enrollment management and admissions professionals believe this change will make USM schools more competitive. Institutions will track data to understand the effects this has on student success. We do, however, already have data from Salisbury (who has been test-optional for over 10 years) that show the institution has maintained quality and student success. Dr. Coleman also explained that admissions officers have standardized ways to evaluate applications and that will continue to be done if the SAT/ACT is not submitted. Additionally, she noted that admissions packets are neither evaluated by nor decided upon by single individuals. This helps eliminate human biases.

Regent Beams expressed concern about institutions being test-optional while a test score would be required for special programs and scholarships. She believes that will put up barriers and cause confusion, as students will have to navigate multiple scenarios and requirements and may be unsure of how and for what they are qualified.

The Chancellor recommends that the Committee on Education Policy and Student Life recommend that the Board of Regents approve the amendments to USM's Policy on Undergraduate Admissions (III-4.00).

Vote Count: Yeas: 5 Nays: 2 Abstentions: 0

2022 Institutional Programs of Cultural Diversity Annual Progress Report

Dr. Zakiya Lee, Assistant Vice Chancellor for Academic and Student Affairs, presented this report to the Committee. In 2008, a law was passed that required each institution of postsecondary education to develop and implement a plan for a program of cultural diversity among its students, faculty, and staff. That law required that each institution annually submit its plan and a progress report to its governing body for review and, subsequently, to the Maryland Higher Education Commission.

Every year, before submitting our institutions' reports to MHEC, they come through this Committee and, subsequently, the full Board for approval. Although it's not required for MHEC, we create a USM summary to identify themes and to highlight a few of the institutions' responses in order to contribute to our understanding of what's happening system-wide. Dr. Lee reminded the Committee of the framework that Chancellor Perman introduced in 2020. Entitled, *Toward Racial Equity and Justice*, this framework has been helping us assess, our role in perpetuating structural racism and helping us work to become an anti-racist organization focused on dismantling structural racism within the University System of Maryland and moving *Toward Racial Equity and Justice* by examining three pillars:

1. Equity and Climate in the USM
2. Education and Research at the USM
3. Service Mission at the USM

As required by MHEC, this year, institutions had to report on:

1. institution's Diversity, Equity, and Inclusion-explicit initiatives or efforts for students, faculty, non-faculty staff, and administration.
2. the governing, administrative, coordinating bodies, and institutional offices, if any, that exist on campus that are solely dedicated to DEI.
3. the institution's DEI data or metrics. This should also include a description of how these data assist in driving the institution's actions and interventions to eliminate educational diversity, inclusion, and equity gaps.
4. how the diverse perspectives and voices of all students are captured and utilized in informing the campus's DEI efforts.

Specifics within each focus area can be found on the USM Summary and in individual campuses' plans. All institutions are in compliance.

The latter part of the USM overview includes highlights of USM Office efforts, which include the:

- USM Strategic Plan
- USM Diversity and Inclusion Council
- LatinX Student Efforts
- A focus on health equity, which was front and center at the recent *Empowering Students to be Agents for Change in Promoting Health Equity* symposium, which featured Chair Michelle Gourdine and Chancellor Perman.

The campus reports and the USM summary illustrate only a portion of the work happening within the USM as it pertains to diversity, equity, inclusion, and justice. The attention to these issues and the extent to which universities are ensuring it's part of their DNA continues to grow each year. Institutions are appropriately tackling inclusion and diversity from multiple perspectives, because there is no one initiative or program that will answer all issues. Our institutions cite the need for additional resources to most effectively implement or sustain some of their initiatives. Often this includes the need for staff dedicated to this issue – both at the institutions and the USM Office. In the meantime, the schools find ways to make progress on this important work and the USM staff will continue to work with the institutions on their compliance with the statute guiding this report, with determining the best ways to bring this information to the Board of Regents, and, most importantly, with conducting the work needed to make USM institutions among the most representative, welcoming, equitable, social justice-focused communities of higher education in the United States.

Regent Wood applauded the work being done at the institutions and the useful USM compilation. He noted concern about only referring to Black students in the "Equity and Climate" section on the first page of the report which states, "The USM will evaluate whether we treat our own people right, fairly, with

equitable opportunity. Among the issues we'll examine are college access and success among Black students; college affordability..." He believes it should be more representative of the groups described in the campus reports. Chair Gooden agreed. Dr. Lee said she will make an adjustment.

The Chancellor recommends that the that the Committee on Education Policy and Student Life recommend that the Board of Regents approve the 2022 Institutional Programs of Cultural Diversity Annual Progress Report for submission to the Maryland Higher Education Commission.

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

Information Item

2022-2023 Agenda Brainstorming

Regent Gourdine noted that the annual agenda for the Committee includes many standard reports, new academic program proposals, and other anticipated information items. She and the USM office team meet during the summer to plan next year's agenda, but she offered this opportunity for committee members to share ideas they believe warrant attention by the Committee. Ideas included:

- Hearing from the shared governance (staff, students, faculty) reps or have a panel discussion about mental health to help students understand management and systems and to be able to voice concerns; it seems the regents should hear from students on this.
- Regent Gooden asked that EPSL hear from Salisbury in the fall regarding their data and how they have maintained quality without standardized tests.
- How can universities be more deeply integrated into/with their neighborhoods, especially when it comes to transportation?
- Are or could there be programs or initiatives to encourage the transition of USM students to USM employees?
- How can we share and leverage the benefits of the USM?

Chair Gourdine encouraged all to continue sharing ideas they may have from this point forward.

Chair Gourdine thanked all who participated in today's meeting. She also reiterated thanks to Regent Beams for her service and noted that we look forward to working with Regent Oludayo, as next year's voting student regent, as well as Ms. Farah Helal, incoming student regent. Board Chair Gooden thanked Committee Chair Gourdine for her leadership and for returning as chair in 2022-2023.

Chair Gourdine asked committee members to refer to an invitation they received to attend a teacher education-focused event on June 3rd designed to welcome and introduce Maryland's new State Superintendent, Mohammed Choudhury. Please contact Dr. Nancy Shapiro for more information.

Action Item

Motion to Adjourn

Regent Gourdine thanked all for a productive meeting. She called for a motion to adjourn. The motion was moved by Regent Wood, seconded by Regent Gooden, and unanimously approved. Regent Gourdine adjourned the meeting at 11:30 a.m.

Respectfully,
Regent Michelle Gourdine
Chair