



University of Massachusetts
Boston
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University Governance
Faculty Council

https://www.umb.edu/faculty_staff/faculty_council

March 6th, 2023

Minutes for Monday, March 6, 2023 1:00-3:00

Members present: Nurul Aman (CLA), Gonzalo Bacigalupe (CEHD), Lynne Benson (CLA), Kui Du (CM), Todd Drogy (Honors), Paul Dyson (CLA), Joel Fish (CSM), Sommer Forrester (CLA), Priscilla Gazarian (CNHS), Mohsin Habib (CM), Maria John (CLA), Janna Kellinger (CEHD), Robert Kim (CM), Harry Konstantinidis (CLA), Nelson Lande (CLA), Qingjiang Vince Li (CSM), Lusa Lo (CEHD), Alex Mueller (CLA), Pamela Nadash (MGS), Timothy Oleksiak (CLA), Jason Rodriquez (CLA), Niya Sa (CSM), Michael Tlusty (SFE), Amy Todd (CLA), Phil Troped (CNHS), Gretchen Umholtz (CLA), Roberta Wollons (CLA), Zong-Guo Xia (SFE), Kai Zou (CNHS)

Members absent: Edward Ginsberg (CSM)

Representatives present: Caroline Coscia (FSU), Jonathan Vega-Martinez (GEO), Delaney Bowen (GSA)

I. Approval of the Agenda

Motion Approved

II. Motion to approve the 02/06/2023 minutes

Motion Approved

III. A Formal Recognition and Appointment of Professor Gonzalo Bacigalupe of the Department of Counseling and School Psychology, an Elected Councilor Representing Full Professors at Large, as the Parliamentarian of the Faculty Council, Effective Immediately.

IV. 2023 Faculty Council Election

For the 2023 election, we need to fill:

3 vacant seats in the College of Liberal Arts

2 vacant at-large seats for Assistant Professors

2 seats in the College of Liberal Arts with their terms ending in 2022-2023

1 seat in the College of Education and Human Development with its term ending in 2022-2023

1 seat in the McCormack Graduate School of Policy and Global Studies to become open for 2023-2024 as a result of academic restructuring (“The Gerontology Department and Institute will move to the Manning College of Nursing and Health Sciences effective July 1, 2023”).

1 seat in School for the Environment with its term ending in 2022-2023

We will also need to conduct an election for the Faculty Representative to the Board of Trustees.

The 2023 Faculty Council Election Committee: Timothy P Oleksiak (Chair) Timothy.Oleksiak@umb.edu; Nurul Aman Nurul.Aman@umb.edu, Paul J Dyson Paul.Dyson@umb.edu.

Discussion: "Timothy is doing a great job as head of the election committee"

V. Motions from the Graduate Studies Committee (Andre Maharaj, Chair)

Motion #1 (All materials available for review in Curriculog) From: MCNHS

Request for a course change: to change EHS 898 Directed Research in Exercise and Health Sciences from non-repeatable to repeatable. There was an error to choose non-repeatable when the original One-Form was submitted for course approval.

Rationale: This is a doctoral level course offering the student the opportunity to work with their primary advisor to conduct research in the field of exercise science. It is important for doctoral students to take this research course in multiple semesters to continue working closely with their primary faculty advisor to develop their research skills and competencies before they advance to dissertation proposal stage.

Motion #2 (All materials available for review in Curriculog) From: MGS

Requests for program changes: to drop the GRE as an admissions requirement from both the PhD in Gerontology and the Gerontology (MS) - Research/Policy Track.

Rationale: The PhD & MS Gerontology faculty voted unanimously to make these changes based on two reasons: (1) the exorbitant cost of the exam for many international applicants, (2) a body of research that shows bias in the GREs. The PhD program succeeded in recruiting a strong and diverse cohort of 10 highly qualified students in the last cycle, while waiving the GRE requirement.

Motion #3 (All materials available for review in Curriculog) From: MGS

Request for a program change: to drop the GRE as an admissions requirement from the Public Policy PhD program.

Rationale: The PhD faculty Program Committee voted unanimously to make this change based on two reasons: (1) the exorbitant cost of the exam for many international applicants and (2) a body of research that shows bias in the GREs.

Motion #4 (All materials available for review in Curriculog) From: CEHD

Request for a program change: to remove HIGHED 692: Capstone in Higher Education from the Higher Education Program's EdD curriculum. Currently, the program requires two capstone-type experiences from students, the Capstone in Higher Education class (HIGHED 692) and the dissertation. Removal of HIGHED 692 from the EdD will result in a reduction of 3 credits, from 54 to 51.

Rationale: This dual capstone experience is unnecessary and takes time away from the completion of the dissertation. The requested changes are based on in-depth discussions and decisions made by the Higher Education Program faculty.

Motion #5 (All materials available for review in Curriculog) From: CEHD

Request for program changes: to remove HIGHED 692: Capstone in Higher Education from the Higher Education Program's PhD curriculum and to reduce the number of electives required from four to three. Currently, the program requires: 1) two capstone-type experiences from students, the Capstone in Higher Education class (HIGHED 692) and the dissertation and 2) that students pursuing the PhD degree

option complete two advanced methods classes and four electives. These two changes will reduce the credits required for the PhD from 66 to 60.

Rationale: 1) the dual capstone experience is unnecessary and takes away time from the completion of the dissertation. 2) The program faculty believe that three elective classes, accompanied by two advanced methods classes, are sufficient to prepare students for engagement in their dissertation projects and a range of career advancement opportunities in the field of higher education. In addition, this reduction of credits will bring the PhD degree option more in line with the credit requirements of other PhD programs in the field of Higher Education.

Motion #6 (All materials available for review in Curriculog) **From: CEHD**

Request for a new course: EDLDRS 755 Advanced Research Methods: Participatory Action Research, an Advanced Research Methods course for doctoral students in the Program of Urban Education, Leadership, and Policy Studies. This course is also open to graduate students from other Colleges at UMB.

Rationale: The Urban Education program offers a quantitative and a qualitative research course regularly but does not consistently provide students with advanced research methods courses. Urban Education doctoral students have had to complete their research course requirements by registering for research methods courses in other doctoral programs. Also, the program has never had a participatory action research course be part of its curriculum. With this new course, doctoral students will receive advanced research training that is hinged on justice-centered research ethics and collaborative methods, and given the growing university-wide interest in participatory action research, students from other graduate programs will also benefit.

All Motions Approved

VI. In memory of Sayed Arif Faisal: A Call for Transformative Justice (Elora Chowdhury, Sana Haroon, Keith Jones)

(Please see the attached statement and supporting documents.)

There are currently 180+ signatures on the petition. Some of the things the petition requests:

- Asking for "meaningful acknowledgement" of what had happened.
- Asked for a teach-in where we could raise some of these issues around racism, about mental health and community responses to it, curricular innovations on our campus, campus-wide dialogue to address concerns.

Met with Chancellor, The Provost, VC of ODEIS, and student affairs to plan this event moving forward. The Chancellor's Office has expressed support in doing so. They agreed that there would be a message to the campus community informing them of the memorial event and teach-in; there would be a scholarship fund set up in the student's name; and that they expressed support for the teach-in and financial support for it. The scholarship will be announced at the memorial event.

VII. A Resolution to Confront Mental Health, Gun Violence, Police Brutality, and Systemic Racism

The synergistic effects of the expanding and intensifying global conflicts, the divisive national political deliberations, the social and economic challenges, the extended and continuing COVID-19 pandemic, and the daily life struggles have made mental health a national and global crisis. Most of the students at

UMass Boston suffer much more because of systemic racism, historical economic inequality, and persistent neglect.

To address the national mental health crisis, President Biden launched a comprehensive national strategy in March of last year and called for a major transformation in how mental health is understood, accessed, treated, and integrated – in and out of health care settings. About a month ago (February 7, 2023), the Biden-Harris Administration issued the White House Report on Mental Health Research Priorities. The U.S. Department of Education has recently (February 16, 2023) awarded more than \$188 million “to increase access to school-based mental health services and to strengthen the pipeline of mental health professionals in high-needs districts.”

The Center for Collegiate Mental Health at Penn State University reported that during the 2021-2022 academic year, 180 college and university counseling centers included in their study had 190,907 unique college students seeking mental health treatment. The annual survey of the Association for University and College Counseling Center Directors for AY 2020-2021 reported, on average, 10.7% of their campus was served by the counseling center. “Anxiety continues to be the most frequent concern among college counseling center clients with 61%, followed by stress (47%), depression (44%), family concerns (29%), academic performance difficulties (27%), specific relationship problems (26%), social isolation/loneliness (18%), trauma (17%), sleep disturbance (16%), adjusting to a new environment (16%), eating/body image concerns (15%), grief and loss (11%) and suicidal thoughts (11%).”

At least 1,176 people were killed by law enforcement officers in the U.S. in 2022, over 24% of the victims were Black. Many of these senseless killings began with calls for mental health interventions. Tragically, this was exactly what happened to Sayed Arif Faisal, an immigrant from Bangladesh, the only child of his parents, and a former student of UMass Boston. He was shot and killed by one of the officers of the Cambridge Police on January 4, 2023, in response to a 911 call to report that a man jumped out of a window of a neighboring apartment and he appeared to be cutting himself with a knife and broken window glass.

<https://www.cambridgema.gov/Departments/cambridgepolice/News/2023/01/fatalofficerinvolvedshootingunderinvestigationbymiddlesexdistrictattorney%E2%80%99soffice>

We have received at least nineteen (three during the first two months of 2023) announcements of the tragic passing of our students from the Dean of Students since May of 2018.

On the other hand, mental health is clearly an area of exceptional strength for UMass Boston, offering Ph.D. degrees in Clinical Psychology, Counseling Psychology, and School Psychology, and Master’s degrees in Counseling, Mental Health, Nursing (advanced practice nursing for Family Nurse Practitioners and Adult-Gerontological Nurse Practitioners), Rehabilitation Counseling, and School Psychology. Relevant expertise is also available in many other academic departments.

UMass Boston faculty, staff and students are also strongly committed to social justice, and have always been courageous and unyielding advocates and champions for diversity, equality and inclusion. UMass Boston certainly has great potential to become a national leader in anti-racism, health promotion, student success & social mobility, knowledge creation, and technological innovations. With strong leadership, we have the ability to transform the University of Massachusetts Boston into a truly distinguished public urban research university for the Times, just as our bold and inspirational founders strategically envisioned in the middle 1960s.

Thus, be it RESOLVED that*

- (1) UMass Boston must strongly condemn the violent and senseless killing of Sayed Arif Faisal by the Cambridge Police, stand in solidarity with his family and community, demand a thorough and transparent investigation, and seek justice for Sayed Arif Faisal and his family as well as other victims of mental health, gun violence, police brutality, and systemic racism.
- (2) UMass Boston needs to closely monitor the utilization and increase the clinical capacity of our Counseling Center, to routinely assess the impact of the Clinical Load Index on the enhanced care for students with high intensity concerns such as students with suicidality, sexual assault survivors, students with a registered disability, first generation and international students, transgender and minority students, to develop a comprehensive approach to mental health, and to insure adequate resources for meeting our rapidly growing needs in mental health support services.
- (3) UMass Boston should carefully study and properly define the role, organizational structure, training and accountability of the UMass Boston Police (33 FTEs in 2022;50 FTEs in 2018), constitute a meticulously designed, well-coordinated and properly trained team of first responders, and establish robust protocols for mental health support services, campus security, and public safety.

**An Amendment has been made to the resolution made during the meeting. The changes are included.*

Q: Clinical Load Index?

A: A ratio of clinicians to students used to determine capacity

VIII. Reports – maximum of 10 minutes

- Chancellor – Marcelo Suárez-Orozco
 - *Report Attached*
- Provost and Vice Chancellor for Academic Affairs – Joseph Berger
 - *Report Attached*
- Vice Chancellor for Administration & Finance – Kathleen Kirleis
 - *Report Attached*
 - *The following questions were addressed towards the Provost's report, but were answered by VC Kirleis:*

Q: Where are we on the reorganization committee? Has it been formed?

A: We're still receiving information, so therefore the committee has not been formalized yet.

Q: How do grant activities play into the activity-based budget?

A: Grants typically stay in the department. RTF Funds are still being discussed.

Q: What is the "NTT" Budget?

A: There are three major salaries for faculty: Tenure-Track, Continuing Non-Tenure Track, and Non-Tenure Track.

Q: Can you give us a sense of what the cost was to fix the pipe suppression in the (Campus Center) garage and then the water leak that caused a shutdown in the West Garage?

A: There were a number of issues that were caused by these two separate events. The university is holding \$500,000 to fix these issues, but does not project to spend that much in repairs. The West Garage was affected by a water leak to the main breaker which caused a power outage.

Q: In comparison to the \$500,000 you mentioned, what does our 2% margin look like?

A: \$470 million in the operating budget this year, round it up to \$500 million, that puts out 2% around \$10 million. While this is the first time that we experienced a problem like this with the Campus Center garage, the university is looking to improve preventative measures for the garage related to weather conditions.

- Faculty Representative to the Board of Trustees – Roberta Wollons
 - *Report Attached*
- Representative from the Faculty Staff Union – Caroline Coscia
 - *No updates*
- Representatives from the Graduate Employee Organization – Jonathan Vega-Martinez
 - Dealings with administration have made little to no progress. Are they stalling?
 - The GEO has noted the lack of clear authorship guidelines when it comes to publishing. They are useful to both students and faculty. These create transparency and prevent conflict before they arise. Additionally, preparing these guidelines help with training and provide an example for incoming graduate students about the role that publishing will play during their careers. GEO is requesting assistance from FC to look into this matter.
- Representative from the Graduate Student Association – Delaney Bowen
 - Research symposium upcoming for graduate students.
 - Mental health for graduate students: graduate students need to be included as part of the conversation.

IX: New Business

- Request for the practice of name plates for people to know each other.
- There is a need for a way to make the hybrid environment more efficient.
 - It was proposed to reconsider the use of ZOOM chat and its functions. It was noted that there is no way to efficiently moderate without distracting from the regular flow of the meeting. There was also the suggestion to leave the chat as an unofficial function of the meeting and that its use should not be considered part of the meeting. No decision was finalized before the topic shifted.
 - Some participants noted that voice votes were difficult for remote participants. It was suggested that all councilors use ZOOM for voting purposes, which would be more efficient.
- Follow-up on the Authorship Guidelines brought up by the GEO.
 - Are there any guidelines available in any departments?
 - This is a good suggestion moving forward for a Graduate Studies Committee

X. Motion to Adjourn

**** This final version of the petition carries two amendments added subsequent to conversations between the Chancellor and Faculty Council on February 6, and between the organizers and the administration on February 24****

In Memory of Sayed Arif Faisal: A Call for Transformative Justice

On January 4th, 2023, Sayed Arif Faisal, a twenty-year-old UMass Boston student, was shot and killed by Cambridge Police in broad daylight. The official account of his murder is disquieting and has been challenged by Arif's family, his community, and Somerville civic leaders. Arif was experiencing a mental health crisis and seemed to be engaging in an act of self-harm. Arif was observed exiting his building through a window and cutting himself. Emergency services were called to the scene by a concerned party. Instead of a team of behavioral health first responders, six police cars and twelve officers were dispatched to the scene. The police were briefly caught on CCTV, chasing Arif, according to the reports, for several blocks. In their pursuit of him, the police shot a sponge round in an effort to "de-escalate" the situation, and then, when this proved unsuccessful, lethally shot Arif five times.

[Arif Faisal was one of our own](#), studying Computer Engineering in the College of Science and Mathematics and a beloved graduate of Somerville High School. Like many of our students, he came from an immigrant and working-class home. He lived with his family in Cambridge and worked to help support them financially, volunteering as well as an interpreter with both The Welcome Project and The Liaison Interpreters Program of Somerville. In deep solidarity with his family and community, we mourn his loss and are outraged by a police system that neither *protected* nor *served* him. What he needed was a team trained in emergency behavioral health intervention and de-escalation, but what he got was a violent police response. We therefore support calls that not only demand a full investigation of his murder but that seek the transformation of a racist and brutal policing system. Justice for Arif and his family must also include structural change.

On January 6th, UMass Boston's Office of the Vice-Chancellor for Student Affairs sent a campus-wide email informing the community of "the death of Sayed Arif Faisal." This email erased the violent and senseless circumstances in which Arif died at the hands of the Cambridge Police. It was silent about the police actions that were already being [condemned](#) by family and community members. Sajjad Sanid, a member of Bangladesh Association of New England, described Arif's murder in these terms: "Imagine losing your only child due to senseless police brutality. Imagine that. He was shot and killed by Cambridge police officers on January 4th in broad daylight." The administration's erasure of the violence faced by a South Asian Muslim immigrant, echoing the city's erasure of his murder, is a failure to act in line with the university's anti-racism mission, to defend our most vulnerable, and to honor the experiences of the marginalized.

We call on the Chancellor and his administration to exhibit leadership, courage, and clarity on the most pressing and ongoing issues of our time of which Arif's murder, and now Tyre Nichols's murder, are the most recent instances. We call on him to commit to a genuine

movement that brings about the healing and repair and an “anti-racist and health-promoting” vision sought to begin the process of both articulating and operationalizing on our campus, in our city, across our nation, and beyond.

We call on our faculty, staff and students to join us in proposing the below as a minimal response to this murder:

- We call upon our entire campus community to publicly honor Arif’s memory.
- We call on the Chancellor to denounce the murder of Sayed Arif Faisal and honor his life by issuing a meaningful public acknowledgment of what happened to him on January 4th.

Amendment Feb 9: We urge the appropriate office to also plan a memorial service in consultation with Arif’s family and community as well as with concerned members of our campus community who are committed to honoring Arif.

- We call for the creation of a scholarship fund and the holding of a memorial event in consultation with Arif’s family and community.
- We call upon our entire campus to support public and community [demands](#) for the development of a mental health crisis first responder unit that is not composed of police.
- We call for an increased availability of mental health services and counseling on our campus.
- ~~• We call for a Campus-wide canceling of classes and meetings on Friday March 24, 2023, to hold a teach-in, and for faculty and students to lead town halls and workshops.~~
- *Amendment Feb 28: We call for a Campus-wide teach in on Friday March 24, 2023, for faculty to make it possible for students to attend if their instructional priorities allow, and for faculty and students to lead town halls and workshops, regarding:*
 - Approaches for addressing mental health crises in the community that do not involve police.
 - How anti-Black violence threatens the health and safety of everyone
 - Development of a mental health crisis first responder unit that is not composed of police
 - The presence of police on our campus. (Such a forum must address what their presence means for our most vulnerable students, and whether this can be reconciled with our status as a sanctuary campus for DACA students.)
 - A curricular response to addressing and connecting these overlapping and intersectional issues
- We call for a campus-wide Sankofa Conversation to discuss how to move forward collectively.

2/6/23 8:25 Sana.Haroon@umb.edu (faculty)
2/6/23 8:28 elora.chowdhury@umb.edu, faculty
2/6/23 8:30 keith.jones@umb.edu (faculty)
2/6/23 8:46 steve.striffler@umb.edu faculty
2/6/23 8:49 chris.bobel@umb.edu, Faculty
2/6/23 8:54 jeffrey.melnick@umb.edu (faculty)
2/6/23 9:19 Betsy.sweet@umb.edu faculty
2/6/23 9:22 michael.johnson@umb.edu, faculty
2/6/23 9:40 Rania Said, Rania.said@umb.edu, Faculty
2/6/23 9:41 Maria Brincker, Faculty, UMass Boston
2/6/23 9:45 Leila Farsakh, Associate Professor UMB
2/6/23 9:50 Amy E DenOuden
2/6/23 9:54 Christopher.fung@umb.edu, faculty
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2/6/23 10:20 Carney Maley - Faculty carney.maley@umb.edu
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2/6/23 10:35 Heike Schotten, heike.schotten@umb.edu, faculty
2/6/23 10:39 Isabelle.ribeiro@umb.edu, UMB staff
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2/6/23 10:50 Lynnell Thomas, lynnell.thomas@umb.edu, faculty
2/6/23 11:03 Mona Paak-zaad, 2019 Alumna
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2/6/23 11:06 Faculty

2/6/23 11:08 Chris Barcelos, chris.barcelos@umb.edu, UMB Faculty
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2/6/23 11:18 Nada Ali, WGS Faculty
2/6/23 11:21 Shaman Hatley (faculty), shaman.hatley@umb.edu

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Marisol Negrón, American Studies & Latino Studies &
2/6/23 12:12 Director of Latino Studies, UMass Boston
2/6/23 12:22 Priyanka Kabir, PhD, staff at UMB
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2/6/23 12:33 Dept.edu,

2/6/23 13:08 Rebecca Beit-Aharon, student,
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2/6/23 14:01 History
2/6/23 14:10 Barbara A. Worley, faculty, Anthropology
2/6/23 14:17 Tim Hacsí, Tim.hacsí@umb.edu, UMB faculty
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2/6/23 14:20 Department

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2/6/23 16:01 Dolly Daftary
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2/6/23 18:33 UMass Boston Undergraduate Student
2/6/23 20:07 Tahirah Abdullah, Faculty
2/6/23 20:09 Mary Jo Connelly, PSU UMB Organizer
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2/6/23 21:37 Patrick Clarkin, Patrick.clarkin@umb.edu (faculty)
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Margaret Hart, margaret.hart@umb.edu, Professor
2/7/23 9:07 UMass Boston
2/7/23 9:11 Meghan Bailey meghan.bailey@umb.edu Faculty
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2/7/23 9:16 Daniel Finn, daniel.finn@umb.edu, faculty
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2/7/23 9:25 Jerry Soucy, jerry.soucy@gmail, alum
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2/7/23 10:09 paul.nestor@umb.edu faculty
2/7/23 10:14
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2/7/23 12:53 Patricia Krueger-Henney (faculty)
2/7/23 13:49 Ben Johnson, History
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2/7/23 15:55 faculty

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2/8/23 7:59 student
2/8/23 8:01 Jenna Macri; Jenna.macri001@umb.edu; Student
2/8/23 8:15 Andrea Nash, alum and former lecturer
Stephanie Marando-Blanck,
2/8/23 8:16 s.marandoblanck001@umb.edu, graduate student
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2/8/23 8:20 UMass Boston
2/8/23 8:21 Jenny Wu (Doctoral Student, Graduate Assistant)
2/8/23 8:43 Randy Corpuz randy.corpuz@umb.edu (faculty)
2/8/23 8:43 Kara Lustig, staff, kara.lustig@umb.edu
2/8/23 8:47 Caroline L. Coscia
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2/8/23 11:51 Dana Commesso dana.commesso@umb.edu faculty
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2/8/23 22:29 Vanessa Velasquez Alumni
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2/9/23 5:16 (alumnus)
2/9/23 7:32 Linda Liu, linda.liu@umb.edu, faculty
Monica Arkin, monica.arkin001@umb.edu, graduate
2/9/23 9:26 student
Ayesha Irani, Associate Professor of Asian Studies,
2/9/23 10:08 UMass Boston
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2/23/23 12:50 Neeti Shah
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We, the faculty of the Clinical Psychology Doctoral Program, write this letter in urgent solidarity with the faculty, students, and community organizers who have taken on the responsibility of demanding real and sustainable justice in honor of UMB student, Sayed Arif Faisal. In our role as clinical psychologists, a profession that has historically upheld and optimized the very state surveillance and violence that killed Arif, we feel it necessary to provide additional support to the demands outlined by the accompanying open letter.

It is well documented that policing, as a vehicle for state violence, exacts cascading psychological effects on our most vulnerable people. Policing, in the context of the United States, has its roots in anti-Black oppression and the violent ways police interact with communities adhere to this tradition (Hill, 2016). Further, this tradition of oppression continues to dangerously intersect with the perpetual surveillance on Muslim communities (Awad et al., 2019). Victims of police violence experience increased rates of suicidality, depression, PTSD, and anxiety (DeVylder et al., 2017; DeVylder et al., 2020). These psychological consequences also result from standard police encounters (McLeod et al., 2020) or a family member having a police encounter (Turney, 2021), as well as increasing the likelihood of future police contact and thus additional mental health consequences (Del Toro et al., 2019). Unlike standard, interpersonal violence, state violence has widespread communal and racially traumatizing consequences. Studies show that police violence has “spillover” negative effects on mental health within communities, with these effects being more pronounced among those who are most impacted (e.g., Bor et al., 2018, Galovski et al., 2016). As such, acknowledgment of and communal healing and restorative practices related to these events is essential in an anti-racist, health promoting community.

As in the case of Arif, these risks are elevated among those in need of serious mental health support. At least a quarter of fatal police shootings are of individuals with mental illness, with some estimates as high as 58% (Bouchard, 2012; DeGue et al., 2016). The police’s consistent and violent ineptitude at providing community care has led to consistent calls to divest from policing for those in mental health crises, as well as divesting from and abolishing policing as a community safety strategy overall (Auguste et al., 2023; Bowleg et al., 2022; Kaba, 2021). While abolition has been met with some skepticism due to the moderate efficacy police have in lowering violent crime, this must be held up against the aforementioned psychological torment experienced by communities in response (e.g., Pessimistic Police Abolition, 2023). Further, any relative efficacy must also be held up against the multitude of reported instances of police and federal officials actively sabotaging alternative interventions and movements (e.g., Toppa & Masilungan, 2023; Aaronson, 2023). Rather, radically leaning into models of community care and mental health support with demonstrated efficacy and community buy-in are essential (Auguste et al., 2023). Some examples of these models are:

- Crisis Assistance Helping Out On The Streets (CAHOOTS) – This mental health crisis unit in Eugene Oregon has successfully responded to 99% of crisis calls without the need for police intervention.
- Denver Support Team Assisted Response (STAR) – Police assistance was not required for any of the hundreds of calls they fielded in their first 6 months. The STAR program prevented more than 1,000 criminal offenses during their first 6 month window.

- Crisis Response Unit (CRU) – This program out of Olympia Washington offers an additional example of mental health assistance as behavioral health specialists collaborate with community members to enhance trust and build relationships.

We hope to see an immediate response to these requests from our community and would appreciate the opportunity (and the resources) to work with partners on campus to create a community of care rather than a community of rhetoric and fear.

Sincerely,

Faculty of the Clinical Psychology Doctoral Program

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Healey-Driscoll Administration Signals Strong Commitment to Invest in the University of Massachusetts

In their first budget proposal last week, Governor Healey and Lt. Governor Driscoll made a bold statement about the importance of the University of Massachusetts to the socio-economic future of the Commonwealth. These transformational investments would expand access to our world-class education and enhance the impact of our statewide research enterprise. I will continue to advocate for UMass Boston with the new Administration. To read more about these investments and the Healey-Driscoll Administration's commitment to UMass, please read further here: <https://umass.info/3J1QLMA>

Enrollment

Both Graduate and Undergraduate Admissions are hitting peak times for application submission and processing for fall 2023.

The published first year undergraduate admission application deadline for fall has just passed. However, as a campus committed to serving diverse populations, including those who are first in their family to go to college and those with fewer resources, we will continue to accept applications on a rolling basis so a small number of applications will continue to trickle in. We are currently up 5% in first year applications with the growth coming from out-of-state and international students. Several rounds of admits have gone out and we are up 16% in acceptances. Deposits are currently up 9% and that entire increase is attributable to an increase in international student interest.

Undergraduate Transfer admission is off to a strong start and currently is up 2%. Late spring into the summer is when we see the majority of our fall transfer students applying.

Master's level applications are strong across all residencies but seeing the largest surge in international applications. Master's applications are currently up 125% and admits are up 142%. We anticipate this flattening out over the course of the cycle, and due to program capacity limits and challenges international students face in securing visas, it does not necessarily mean we will see commensurable increases in fall enrollments. Applications for our PhD programs are up 12% with most programs releasing decisions over the next few months.

Finally, the university has partnered with ReUp, a mission-aligned company that provides personalized support to students who have stopped out and have yet to earn a degree. ReUp has over 50 campus partners and provides outreach and continuing support to reengage students through reenrollment and degree completion. Our work with ReUp kicked-off last week and is slated to impact fall 2023 enrollment.

Student Affairs

After several months of assessment and evaluation, Vice Chancellor for Student Affairs Karen Ferrer-Muñiz has named Shawn De Veau as the permanent Associate Vice Chancellor for Student Affairs/Dean of Students, effective January 17, 2023. Shawn is a highly respected member of our campus community and the student affairs profession, with 25 plus years of experience. The Dean of Students role is especially significant as it should provide collaborative and compassionate leadership in promoting student safety and growth.

Student belonging efforts continue to progress. Efforts have recently included a robust spring semester welcome week, with several events reporting hundreds of attendees. Resident Assistants held over 62 “Kickstarter” programs over the first three weeks of the semester. And New Student & Family Programs helped roll out the blue carpet to more than 500 undergraduate and nearly 100 graduate students during retooled winter orientation programming.

Fireside Chat on *For the Times*

Late last month, UMass Boston hosted a panel of campus and community leaders for a thoughtful discussion of *For the Times*, our strategic plan. The discussion – moderated by WCVB’s CityLine host Karen Holmes Ward – centered on how *For the Times* opens opportunities for partnerships and community engagement. We highlighted the many ways *For the Times* continues to position UMass Boston to stand with our communities and be relevant in the lives of our citizens – whether through our partnerships with the Boston Public Schools, the Green New Deal, the business community (MathWorks; New Balance, etc.), and so many others. It was gratifying to hear perspectives on our strategic plan from external stakeholders, many of whom look to UMass Boston as our city’s anchor institution.

Early Care and Education Workforce Center

And finally, UMass Boston continues its rise as a national leader in the field of early education. I am pleased to report that our Institute for Early Education Leadership was one of six partners awarded a grant by the U.S. Department of Health & Human Services last month to launch a National Early Care and Education Workforce Center. We expect the Center will pioneer new areas of research and practice around the relationship between early education, upward mobility, and preparing the future workforce.

FACULTY COUNCIL REPORT

Provost Joseph Berger

Monday, March 6, 2023

I regret that I am unable to attend due to travel for university business. I am pleased, however, to be able to offer the following report:

Academic Reorganization

As I reported last month, we are proceeding with the formation of a CLA-MGS Reorganization Design Team. I have received nominations from the College of Liberal Arts, The McCormack Graduate School of Public Policy and Global Studies, and the Faculty Council Budget and Long-range Planning Committee. I deeply appreciate the work done by colleagues to make those nominations and I am grateful to the dedicated individuals who have been nominated. The Design Team is being broadly charged to develop recommendations regarding the best ways to formally restructure the relationship between CLA and MGS. Ultimately, and as conceived, the work of the team will focus on strengthening the immediate and long-term success of both CLA and MGS. A much more detailed charge will be provided at the team's first meeting. I will work closely with this group of colleagues, so that we can learn from and with each other throughout the process. The work is expected to conclude in early May.

Sponsored Research Update

I am pleased to share an update on sponsored research activity through the second quarter of the 2023 Fiscal Year. Half-way through the fiscal year, we are on pace to exceed last year's record year in terms of:

- Number of proposals submitted - up 19% from last year's trajectory.
- Amount of new awards in dollars. We are currently at \$50,658,784; this compares with \$67,663,268 for all of FY22– which was our highest one-year total ever.
- Direct expenditures. We are also ahead of pace to surpass direct expenditures for the year as we have already exceeded \$28 million for FY23 whereas we were only at \$23.7 million at this stage in FY22.

Building better support and infrastructure for research has been a priority for me as I greatly appreciate all of the hard work of the principal investigators, research teams, centers and institutes, research administrators, and deans who have contributed to this impressive positive trajectory. I also appreciate all of the enhancements made in and by ORSP including the revamped GRANTS forum that was launched last year, the implementation of KUALI, the Open Scholar pilot, and the hiring of new talented staff to support ongoing and future success.

Provost's Book and Major Composition Party

On March 2, we hosted the "Provost's Book and Major Composition Party" to celebrate our faculty authors, editors, and composers, who had a book published or major composition released in AY21 – 22. Thank you to Dean of Faculty Rajini Srikanth and Denise Patmon, Director of the Office for Faculty Development, for their exemplary work in organizing this celebratory convening and congratulations to all. For an overview of the books and compositions we celebrated, please see:

<https://sites.google.com/view/provostsbookparty2022/provosts-book-party-2023?authuser=0>

FACULTY COUNCIL REPORT

Provost Joseph Berger

Monday, March 6, 2023

Distinguished Professor for Asian American Studies

As I noted in my memo to the campus community last week, I am delighted to announce the appointment of Professor Shirley Tang as the Inaugural Endowed Distinguished Professor for Asian American Studies, a newly created professorship funded by a recent \$6 million gift to UMass Boston.

This anonymous gift recognizes UMass Boston's role as a leader among Asian American and Native American Pacific Islander-Serving Institutions (AANAPISI) and builds on our excellence in Asian American Studies curriculum, pedagogy, programming, and scholarship. The new funding aims to attract and retain outstanding faculty members who make significant contributions to UMass Boston's Asian American Studies Program, and support, enhance, and drive strategic initiatives in the field.

Dr. Tang has demonstrated clear, sustained leadership in Asian American Studies with a deeply held sense of mission and purpose, and a commitment to student- and community-centered knowledge coproduction, research, and documentation. Professor Tang is uniquely qualified to be the inaugural Distinguished Professor for Asian American Studies at UMass Boston.

I hope you will join me in congratulating Professor Tang on this extraordinary achievement.

Commencement Activities

For the 2023 Commencement, there will be three ceremonies (please see information about each ceremony below). Please note that attendance at Commencement by faculty on active appointments is defined as a minimum faculty responsibility by the FSU collective bargaining agreement, article 15.13. Faculty should please plan accordingly so as to ensure they can fulfill this responsibility and celebrate students fully at this culminating moment in their educational paths. Students and their families and friends appreciate our attendance deeply.

The Doctoral Hooding ceremony will be held on **Wednesday, May 24, 2023, at 10:00 a.m.**, for students receiving a **doctoral degree**. This ceremony will take place in the **Campus Center Ballroom, 3rd Floor**. Only faculty who are hooding doctoral candidates will take part in the formal ceremony. Other faculty members who are not hooding may march in the academic procession and sit in a reserved section in the ballroom. All faculty must RSVP for this event.

The Graduate Commencement ceremony will be held on **Wednesday, May 24, 2023, at 3:00 p.m.**, for students receiving **doctoral and master's degrees, certificates of advanced graduate study (CAGS and EDS), and post-master's certificates**. This ceremony will take place at the Campus Center Lawn.

The Undergraduate Commencement ceremony will be held on **Thursday, May 25, 2023, at 9:30 a.m.**, for students receiving **bachelor's degrees**. This ceremony will take place at the Campus Center Lawn.

- UMass Boston has closed out the second quarter and the results are positive. The information that will be reported to the Board of Trustees' Administration and Finance Committee next month is:

Boston: Revenue & Expenses

(dollars in thousands)

Revenues	Budget	Q2	Projection	Variance (Pro to Bud)	
	FY 2023	FY2023	FY2023	\$	%
Gross Tuition & Fees	258,097	131,511	259,684	1,587	0.6%
Tuition Discounts	(78,350)	(43,341)	(87,545)	(9,185)	11.7%
Net Tuition & Fees	179,736	88,170	172,138	(7,598)	-4.2%
Grants	61,799	34,636	73,027	11,227	18.2%
Sales & Service, Educational	1,652	977	1,904	252	15.3%
Auxiliary Enterprises	12,756	7,251	14,399	1,643	12.9%
Other Operating	2,586	1,763	3,027	441	17.0%
State	171,424	77,927	187,862	16,438	9.6%
Other Non Operating	40,544	26,057	45,289	4,745	11.7%
Total Revenues	470,496	236,781	497,645	27,149	5.8%
Expenses					
Salary & Fringe	289,333	137,266	298,591	9,257	3.2%
Non-Personnel	108,864	56,707	119,352	10,488	9.6%
Scholarships & Fellowships	20,593	9,184	17,773	(2,821)	-13.7%
Depreciation	33,919	17,403	35,627	1,708	5.0%
Interest	17,787	9,607	19,343	1,556	8.7%
Total Expenses	470,496	230,167	490,686	20,189	4.3%
Operating Margin					
UMass OM Calc Revenues	470,496	236,781	497,645	27,149	5.8%
Total Expenses	470,496	230,167	490,686	20,189	4.3%
Surplus / (Deficit)	(0)	6,614	6,959	6,959	
UMass OM Calc	0.0%	2.8%	1.4%		

OM: exceeds budget

Revenue:

- Tuition increase driven by change in student residency mix and pricing structure changes
 - Tuition Discounts driven by increases in State funds, Shorelight scholarships (Int'l students), unrestricted & restricted aid
- Grant increase based on higher trending this year
- Auxiliary increase is due to increase in dining and parking activity
- State increase is driven by additional funds for financial aid, inflation, and new discretionary

Expenses:

- Salaries & Fringe increase driven by grant activity, higher than planned student employees and lower vacancy savings
- Non-personnel increase driven by grant activity and cost of Shorelight contract
- Scholarships and fellowships should be viewed in conjunction with discounting

These results have been provided to the Budget and Long Range Planning Committee and I believe will be on the agenda for their next meeting on March 29th. The Q2 results will allow the campus to continue work as planned during this fiscal year without any midyear changes to budgets.

- The state budget process is now underway, with the Governor having released her proposed budget for FY24 this past week. The proposed budget included many items of support for higher education. The Governor's proposed use of the new Fair Share Act funds also was put forth. Her proposed budget is presently being reviewed and more information will be forthcoming on it as the state process progresses. Next the House and Senate will release their budgets as part of the FY24 budget process.
- As reported last month, the campus' FY24 budget planning process is underway. The budget is being planned using our strategic plan and the current incremental budget process. The Provost's Office continues to work with the colleges about this planning in Academic Affairs. Tuition and mandatory fees for FY24 will be going to the Board for approval at their April

meeting. This approval allows students to know the cost of their education for the upcoming academic year, as well as their financial aid awards sooner than if the rates were approved in June. Our rest of our campus submission is due on March 30th and the entire operating budget for the campus will be going to the Board of Trustees for approval at their June meeting.

4. Work on the Beacon Budget Model (“BBM”) progresses. There was an initial introductory meeting held with all Associate and Assistant Deans on February 15th about the BBM project. Work on the model framework has also continued with the deans and Budget and Long Range Planning Committee. The framework document discussed last month has now been provided to the Faculty Budget and Long Range Planning Committee for their review and feedback.

Regarding the project timeline, as noted last month, plans are to continue to build and share the model this semester and begin a parallel year process beginning in FY2024. The new model will be implemented only after a start date has been clearly conveyed to the campus community.

5. Active threat drill - On Friday, March 17, UMass Boston will conduct a full-scale emergency preparedness exercise in the Campus Center. The building will be closed to the public from 6 a.m. to 1 p.m. The exercise will take place from 8:30 a.m. to 1 p.m.

Since 2012, the university has conducted emergency preparedness active threat exercises on a nearly annual basis, except during the pandemic. The Office of Emergency Management and UMass Boston Police collaborate to plan and conduct these exercises to provide broad participation by the campus community. These exercises allow our police officers to practice active threat response in a university building and provide students, faculty, and staff with an opportunity to participate in an important emergency preparedness activity.

The exercises also provide the university with the opportunity to regularly evaluate emergency protocols, ensuring a coordinated, timely, and effective response in the event of real threats to the campus.

In addition to drills like this one, there are other preparation steps that are available to the campus community, including:

- a. UMass Boston has an Active Threat Training Video that is encouraged to be viewed by all members of the campus community. It can be viewed at the following link:

[UMass Boston Active Threat Training Video](#)

- b. UMass Boston has a training program called “Staying Safe on Campus – Active Threat”. This one-hour training for students, faculty and staff provides a brief overview of safety awareness topics; personal safety, campus shooter response, evacuation, and other emergency protocols including those for people needing assistance. This training is often carried out for departments or classes, but also made available to the campus community at announced times during the semester. If your department or class is interested in such training, please contact Justin Comeau in the Office of Emergency Management to schedule a time for the training.

Prof. Roberta Wollons
Representative to the Board of Trustees
Report to the Faculty Council, March 6, 2023

There was only one meeting in February.

On February 16, the Board of Trustees met remotely to vote on the appointment of Dr. Javier A. Reyes as Chancellor of the University of Massachusetts Amherst.

Respectfully submitted,
Roberta Wollons

From: Caroline Coscia <Caroline.Coscia@umb.edu>
Sent: Monday, February 27, 2023 11:24 AM
To: Zong-Guo Xia <ZongGuo.Xia@umb.edu>
Subject: Re: Your Report for the Faculty Council Meeting on 03/06/2023

Faculty Staff Union report

FSU Executive Committee Elections

Spring is the time for the election of members to the FSU Executive Committee. Nominations close on February 27th. At the time of writing this report, nominations were still open.

Watch for emails with the candidate slate and voting instructions from the FSU Elections Committee email.

Collective Bargaining for our successor agreement (2023-2026)

Your Core Bargaining Team is hard at work preparing for our first bargaining session on March 29th with the administration.

Watch for email updates from the Core Bargaining Team email account.

Member Communication

Nuts & Bolts is our Monday member email whose purpose is to provide you with information on specific union/contract issues.

The last three issues included:

Feb 27th: On-Line Course Development fees

Feb 13th: RES Funds

Feb 6th: Medical and Parental Leave

MTA Higher Education Petition

Thank you to all who signed the petition for higher raises. Over 8500 public higher education faculty and staff signed. The petition is being given to Governor Healey.

Caroline L. Coscia
Faculty Staff Union (FSU) President 2022-2024
Senior Lecturer II, Political Science Department
University of Massachusetts Boston
Caroline.coscia@umb.edu



**Graduate Student Assembly
at UMass Boston**

Faculty Council Update: March

1. **Graduate Research Symposium:**

We at GSA in collaboration with Dr. Bala Sundaram, Dean of Graduate Studies, are organizing a research symposium platform for the students to display their ongoing/future research work as 2-min Soundbites. It is also a fantastic opportunity to network & collaborate with other researchers in different fields/disciplines. We would also like to extend the invite to the faculties as well to attend this event as well as nominate students who might be interested in taking part.

2023
**GRADUATE
RESEARCH
SYMPOSIUM**

Hosted by:
Graduate Student
Assembly
&
Office of Graduate
Studies

Discover graduate
research on campus

Register here :

All majors welcome!

Generate interest in
your research topic

2 minute "Sound-bites"

Networking
opportunity

UMass
Boston

2. **Peer Mentorship Initiative:**

We are hoping to implement a peer mentorship program that will help incoming/new students with useful resources and training to get through graduate school and ready for stepping into the industry. Experienced graduate students mentoring the new/incoming graduate students for soft skills (leadership, communication & collaboration, etc.). Mentoring with research work, projects, or academics.