



University of Massachusetts
Boston
100 Morrissey Blvd.
Boston, MA 02125-3393

University Governance
Faculty Council

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

October 2nd, 2023

Minutes for Monday, October 02, 2023 1:00-3:00

Members present: Nurul Aman (CLA), Gonzalo Bacigalupe (CEHD), Lynne Benson (CLA), Todd Drogy (Honors), Kui Du (CM), Joel Fish (CSM), Sommer Forrester (CLA), Eugene Gallagher (SFE), Priscilla Gazarian (CNHS), Phil Gona (CNHS), Mohsin Habib (CM), Sana Haroon (CLA), Shaman Hatley (CLA), Lisa Marie Heelan-Fancher (CNHS), Tyler Hull (CM) Richard Hunter (CLA), Larry Kaye (CLA), Janna Kellinger (CEHD), Harry Konstantinidis (CLA), Nelson Lande (CLA), Lusa Lo (CEHD), Alex Mueller (CLA), Amit Patel (MGS), Neil Reilly (CSM), Jeffrey Stokes (CNHS), Amy Todd (CLA), Gretchen Umholtz (CLA), Tony Van DerMeer (CLA), Zong-Guo Xia (SFE), Wenfan Yan (CEHD)

Members absent: Paul Dyson (CLA), Edward Ginsberg (CSM), Robert Kim (CM), Abdelkrim Mouhib (CLA), Timothy Oleksiak (CLA), Jason Rodriguez (CLA), Niya Sa (CSM)

Representatives present: Caroline Coscia (FSU), Jonathan Vega-Martinez (GEO), Kaushar Barejiya (USG)

I. Approval of the Agenda

Motion Approved

II. Motion to approve the 09/11/2023 minutes

Motion Approved

III. Motion to Approve New and Reelected Nominees to the Faculty Council Standing Committees

See Attachment #1

Motion Approved

IV. Advisory of the General Education Committee: Pilot Elimination of the March Conventional Writing Proficiency Portfolio Administration (Neal Bruss, Professor of English & Chair of the General Education Committee)

In academic year 2021, the Electronic Writing Proficiency Assessment (EWRAP) was adopted, after approval by the Faculty Council. EWRAP is administered through WISER in conjunction with Intermediate Seminar sections. In academic year 2022, again after approval of the Faculty Council, it was extended to students in Critical Reading and Writing 212, an intensive course to teach the capabilities required for EWRAP to students with difficulty satisfying the Writing Proficiency Requirement. It was extended as well to students identified by the Ross Center. In consequence, the number of students taking the conventional portfolio option has decreased. In particular, the March administration has decreased from 276 in 2018 to 60 in 2023. The Undergraduate Studies staff thus has requested that the March 2024 portfolio administration be eliminated, under two conditions:

First, that the elimination be conducted under the following elimination plan, quoted from the proposal attached to this memo:

Since this change will undoubtedly affect some students intending to graduate in May 2024, we plan to disseminate information starting in early fall 2023 to those students with 75+ credits who have not yet met the requirement by an email and SMS campaign (with the assistance of the Registrar's Office and Enrollment Management). We will also reach out to the college-based advising centers to enlist the help of individual advisors. Even with these measures, there will be some students who will attempt to register for the March WPE in order to fulfill the requirement for a May 2024 graduation. Students in this small group will be directed to Writing Proficiency staff to discuss their individual circumstances. WPE staff will have a conversation with each student and take a careful look at the student's record to determine the feasibility of them completing their degree in May. If a student still has a number of requirements left to do over the summer, they can attempt the June WPE. *Students with extenuating circumstances may be allowed to submit a portfolio – WPE staff will have a reading set ready and will review each student's request on a case-by-case basis.* [Emphasis added.]

Second, that the March 2024 portfolio elimination be conducted as a pilot, with data gathered and presented to the Faculty Council for further consideration.

Joint meetings of the Writing Proficiency Subcommittee and the General Education Committee during the week of September 11 discussed the proposal and voted

unanimously to support it. The elimination of the March 2024 conventional portfolio administration falls in an area between procedure and policy, but the drafters of the proposal (Associate Vice Provost for Inclusive Excellence Lynnell Thomas, Director of Undergraduate Studies Tim Blackman, and Associate Director Betsy Gomez, as well as the members of the two General Education Committees), wished to bring the pilot to the Council's attention.

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

(All materials available for review in Curriculog) From: CSM

Request for changes to the Biology (PhD) – Environmental Biology program:

- 1) to increase the required core courses from just BIOL 650 to include BIOL 607 Biostatistics and Experimental Design (3 credits) and BIOL 617 Biostatistics and Experimental Design Laboratory (1 credit)
- 2) to change the elective choices from 9 credits chosen from a subset of Environmental Biology graduate courses and 12 credits from any of the remaining 600-level graduate courses offered in Biology to 17 credits from any of the remaining 600-level courses. Students will still take four 1-credit Current Literature courses, keeping their total credits for pre-research courses at 28.

Rationale: 1) all Environmental Biology PhD students should be well versed in contemporary biostatistical techniques and experimental design. This will make it easier to cover advanced topics in other graduate courses and better prepare students to be successful in their fields 2) students would be better served by allowing them (along with their Advisor and dissertation committee) the flexibility to tailor a set of courses suited to their backgrounds and their research interests. This change also reduces the common problem that certain courses aren't available because a faculty member is no longer teaching the course or has retired, and allows new courses added to the suite of 600-level courses to be used to fulfill PhD requirements.

Motion Approved

VI. Resolution to Adopt the Guidelines for Conducting a Holistic Evaluation of Teaching (Priscilla Gazarian, Associate Professor & Chair of the Department of Nursing, Member of the Task Force on the Holistic Evaluation of Teaching & the Faculty Council Executive Committee; Brian White, Associate Professor of Biology & Member of the Task Force on the Holistic Evaluation of Teaching; Rajini Srikanth, Professor of English & Dean of Faculty)

Whereas faculty at the University of Massachusetts Boston (UMass Boston) take pride in sustaining a rich learning environment for students, grounded in the principles of inclusive pedagogy*, and seek to continuously refine their teaching,

Whereas faculty value student feedback on their teaching, and such feedback is required by The Red Book,

Whereas research has shown that many Student Evaluations of Teaching (SET) instruments have in-built biases that disadvantage certain categories of faculty,

Whereas comparative quantitative data on teaching evaluations derived from in-built biases in SET instruments are likely to have a disproportionate impact on major personnel decisions,

Whereas research has shown that the most meaningful evaluations of teaching are holistic in nature and do not rely solely on Student Evaluations of Teaching,

Whereas the FSU agreements states that each department, program or other analogous unit shall develop or adopt one or several modes appropriate to the process of evaluating teaching in that unit, as well as procedures for the administration of student evaluations of teaching,

Whereas the Task Force on the Holistic Evaluation of Teaching has spent more than a year in researching and discussing practices of holistic evaluation of teaching being implemented in several universities across the country,

Whereas several departments already employ many facets of the holistic evaluation of teaching,

Be it resolved that the Faculty Council recommends the adoption of the following guidelines for conducting a holistic evaluation of teaching (drawn from the recommendations on the Task Force on the Holistic Evaluation of Teaching):

Impress upon students that we seek to continually refine our teaching and, in that endeavor, we seek and value their feedback on our pedagogy. In other words, convey to them that their feedback is crucial to our ongoing development as instructors.

Provide a sufficient period of time for students to complete their course evaluation (whether in person or online) and send reminders (for the online evaluations, in particular), to maximize the number of students completing the evaluations.

Conduct a brief and informal (but anonymized) evaluation, perhaps 4 weeks into the semester, in order to make adjustments to pedagogy, based on student feedback. This practice also demonstrates to students that we “hear” them and are responsive to their suggestions and concerns.

Ascertain that the questions on departmental evaluations elicit responses about the *quality of instruction* and the *achievement of learning outcomes* articulated for the course.

~~Consider employing a scoring spectrum ranging from “Excellent” through “Poor” (with other choices along the spectrum being “above average,” “average,” and “below average”) or a numerical scale of 1–5 (with 1 representing “excellent” and 5 representing “poor”).~~

Consider employing a scoring spectrum ranging from “Outstanding” through “Poor” (with other choices along the spectrum being “Very Good,” “Good,” “Fair”) or a numerical scale of 1 – 5.

For AFR reviews, DPCs invite and comment on the teaching materials (syllabi and assignments) in addition to the teaching evaluations of their colleagues. This practice is especially important for faculty in their pre-tenure years so that they receive formative feedback on their teaching materials.

Adopt the practice of classroom observations by peers and mentors, as there is strong evidence to suggest that this practice stimulates discussion of effective pedagogy among colleagues and contributes to the improvement of teaching. Reciprocal classroom observations, in particular, facilitate meaningful dialogues among colleagues. At any stage of a faculty member’s career, classroom observations provide valuable opportunities for discussion of impactful pedagogical techniques; for pre-tenured faculty, they can provide rich insights into how best to implement effective pedagogical techniques for our students. The Office for Faculty Development can help departments implement thoughtful and responsible observation practices.

During the Spring 2023 semester, the Office for Faculty Development visited 10 departments to answer questions about the holistic evaluation of teaching recommendations of the task force. Several of these departments have started their own “tailored” approaches to this process. The OFD will maintain a google doc of these approaches for the university community.

*Inclusive pedagogy refers to the mindset and practices in classrooms, curricula, and assessments in which students’ multiple identities and life-experiences are valued for their crucial impact on the learning process and to the students’ meaningful participation as engaged learners.

Discussion: One council member noted that the phrasing “Excellence” is often avoided because it has use in the Red Book pertaining to tenure. Other words can be used in place to make sure that there are no complications because of this use.

Another council member asked if these guidelines were meant as a suggestion, or a mandate, because if they are not, they will not be adopted by departments. It was noted that this is a suggestion and is not a policy unless it is applied by the administration.

Concern was also made about how the university does rely heavily on a NTT workload and that the changes could affect the NTT population. It was noted that all of these recommendations are meant to support and strengthen, not to be punitive or evaluative. There has also been valuable NTT representation and input on this committee.

Friendly amendment made to replace the word excellent, see strikethrough paragraph above.

19 in favor, 3 against, 4 abstain.

Motion passed with friendly amendment.

VII. Resolution on Including Language in Syllabi that Addresses Student Use of AI Tools (Alexander Mueller, Professor of English & Member of the Faculty Council Executive Committee; Nir Eisikovits, Professor of Philosophy & Director of the Center for Applied Ethics; Rajini Srikanth, Professor of English & Dean of Faculty)

Whereas AI tools have become increasingly accessible and easy to use;

Whereas students are actively using AI tools for completing course assignments;

Whereas large language models are still not calibrated to tell the difference between true and false statements and that makes their use in an academic setting problematic and subject to heightened scrutiny;

Whereas the unattributed use of AI tools has become increasingly difficult to detect in student work;

Whereas AI tools may be used in productive and pedagogically-sound ways, depending on their particular use, context, and purpose;

Whereas AI tools may be used in unproductive and pedagogically-unsound ways, depending on their particular use, context, and purpose;

Whereas the policies for the use of AI tools will vary across university classrooms, depending on the course and the instructor;

~~Be it resolved that the Faculty Council recommends the adoption of one of the two following statements in all course syllabi:~~

Be it resolved that the Faculty Council recommends that all syllabi include some statement concerning the use of AI tools in the course. Here are two possible examples:

- AI is prohibited: In this class, all work submitted by students must be generated by the students themselves, whether working individually or in groups. Students should not have another person or entity do the writing of any portion of an assignment; this includes hiring a person or a company to write assignments and using AI tools like ChatGPT. All work submitted must contain citations for any material that has been quoted or referenced. If students are unsure about whether or not a source is appropriate to use in the assignment, they should contact the instructor.
- AI is allowed with attribution: Use of AI tools, including ChatGPT, is permitted in this course on certain assignments [either detail assignments or types of assignments here, or clarify how they will know which ones!]. To adhere to our scholarly values and to the Student Code of Conduct, students must cite any AI-generated material that informed their work; citations should include not

only in-text citations and listing in the references, but also the full text of cited ChatGPT (or other Large Language Model (LLM) generator) as an appendix to the assignment. Using an AI tool to generate content without proper attribution qualifies as academic dishonesty. Students are also responsible for making sure that any AI generated text does not contain false or erroneous information. If students are unsure about whether or not a source is appropriate to use in the assignment, they should contact the instructor.

Be it further resolved that, since this is a fast moving technology and a quickly evolving pedagogical question, the Faculty Council should revisit this resolution in a year's time.

(A white paper on **Emerging Technologies & Higher Education** drafted by the Institute for Ethics and Emerging Technologies in cooperation with the Applied Ethics Center at UMass Boston and published by the Institute for Ethics and Emerging Technologies in 2023 is attached.)

Discussion: One member noted that neither of these prompts capture the potential interactions of GPT4. If anything, it is limiting the perceptions that we have on AI. Another member also noted that having a "provisional resolution" on this may be only applicable for the next six months. It's always a moving technology.

Friendly amendment made to replace the limitation of two options, instead to provide two examples. See strikethrough paragraph above.

21 in favor, 1 against, 3 abstain.

Motion passed with friendly amendment.

VIII. Report of the Ad Hoc Bylaws Committee & Open Discussion on the Amendment of the By-laws of the UMass Boston Faculty Council (Neal Bruss & Joel Fish, Co-Chairs)

The Constitution of the Faculty Council (also as Article 1A of the Bylaws of the Faculty Council)

<https://www.umb.edu/faculty-staff/faculty-council/bylaws-and-constitution/>

11. By-laws

The Faculty Council shall adopt, amend, or rescind the by-laws of the Faculty Council by a two-thirds vote of those present and voting at a meeting where the proposed action has appeared on the published agenda. All votes on the by-laws shall be by written ballot unless those present rule otherwise by a two-thirds majority.

Bylaws of the Faculty Council

<https://www.umb.edu/faculty-staff/faculty-council/bylaws-and-constitution/>

12. Floor Action on Committee Reports

A. A copy of each report of all standing committees and ad hoc committees shall be sent to each Faculty Council member at least six working days before its presentation. The report shall contain a summary of the matters considered, a list of recommendations, and in the form of motions, for Council action and, where appropriate, reference to prior Council actions and policies.

B. Committee recommendations shall be subject to Council action except, when the Council empowers a committee to act for it, in which case the committee's annual report shall include a full account of actions taken.

C. When a committee report is under consideration by the Council, all of its members shall have speaking privileges.

Faculty Council

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

Monday, February 7, 2022 1:00-3:00 Zoom Webinar

Minutes for February 7, 2022

VI. Motion from the Executive Committee

Moved: the Faculty Council shall constitute an ad hoc committee charged with reviewing and recommending revisions to the by-laws in order to (1) harmonize them with the newly-amended Constitution and (2) bring them up to date with existing practices.

Proposed Committee Members* (all have agreed to serve):

- Sharon Lamb, CEHD (Counseling & School Psychology)
- Shoshanna Ehrlich, CLA (Women's, Gender, & Sexuality Studies)
- Phil Troped, CNHS (Exercise & Health Sciences)
- Caroline Coscia, CLA (Political Science)
- Joel Fish, CSM (Mathematics)
- Wei Zhang, CM (Management, Science and Information Systems)

*the FC EC continues to search for representatives from the McCormack Graduate School and the School for the Environment, and reserves the right to add one or more members from these units to this committee should a volunteer become available.

Vote: Zoom poll 22 IN FAVOR; 0 OPPOSED; 1 ABSTENTION; MOTION CARRIES.

Leadership & Membership of the Ad-Hoc Bylaws Committee (confirmed by Co-Chair Joel Fish, on Wed 3/22/2023 8:15 AM)

Neal Bruss (CLA) Co-Chair

Joel Fish (CSM) Co-Chair
Carolina Coscia (CLA)
John Duff (SFE)
Sharon Lamb (CEHD)
Philip Troped (MCNHS)
Wei Zhang (CM)

From: Neal Bruss
Sent: Wednesday, May 4, 2022 3:53 PM
To:
Subject: Request for Review of Charge to Faculty Council Budget and Long-Range Planning Committee

I'm writing on behalf of the Faculty Council's Ad-Hoc Bylaws Revision Committee. (The other member are Carolina Coscia, CLA; John Duff, SFE; Shoshanna Ehrlich, CLA; Joel Fish, CSM; Sharon Lamb, CEHD; Philip Troped, SFE; and Wei Zhang, CM.) We are writing to all members of standing committees with committee charges in the current bylaws. We ask that you review the charge to your committee, in section 16 of the current bylaws, and send us any suggestions for revision. Please send any response to neal.bruss@umb.edu.

We know this is a busy time of year, and do not need your response until the end of May. We want to benefit from your experience of one year or longer, anticipating that the membership of your committee may change next year. Thanks very much in advance for your response.

Faculty Council Meeting on Monday, November 7, 2022

VII: A Progress Report of the Ad Hoc Committee on the Revision of the Faculty Council Bylaws

(The Annual Report from the Ad Hoc Bylaws Committee for Academic Year 2022-2023 and the recommended Changes of the By-laws are attached.)

Bylaws haven't been touched on in about 20 years. Wanted to match recent updates. Found that A LOT needed to be changed. What is provided is a bit of a comparison of before and after.

IX. Known Obstacles to Student Success in Math at UMass Boston (Joel W. Fish, Associate Professor of Mathematics & Member of the Faculty Council Executive Committee)

Tabled for next meeting.

X. Updates on the Motions/Resolutions of the Faculty Council

1. Criminal and Disciplinary History Disclosures (October 3, 2022)
2. Continuing Development of Africana Studies (November 7, 2022)

3. Academic Reorganization (December 5, 2022)
4. Salary Top-Up Program for Prestigious Fellowships (December 5, 2022)
5. Mental Health, Gun Violence, Police Brutality, and Systemic Racism (March 6, 2023)
6. Departments/Units Control, Edit, and Maintain Their Webpages (September 11, 2023) (The official response from Chancellor Marcelo Suárez-Orozco is attached.)

Tabled for next meeting.

XI. 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*
- Faculty Representative to the Board of Trustees – Sana Haroon
 - *Report Attached*
- Representative from the Faculty Staff Union – Caroline Coscia
 - *Report Attached*
 - Membership - MTA, they are the reason for our raises. Dues money pay for MTA. Only 85% of Tenured faculty are part of FSU. Please join the FSU.
- Representatives from the Graduate Employee Organization – Jonathan Vega-Martinez
 - *Report Attached*
- Representative from the Graduate Student Association – Delaney Bowen
- Representative from the Undergraduate Student Government – Kaushar Barejiya & Kaley Whipkey

XIII. New Business

Request for the full report on Africana Studies that was published by outside lawyers.

XIV. Motion to Adjourn

Adjourned

Attachment #1

The Constitution of the Faculty Council

<https://www.umb.edu/faculty-staff/faculty-council/bylaws-and-constitution/>

9E. Membership on committees shall be for two-year terms, so scheduled as to ensure continuity of membership.

The Bylaws of the Faculty Council

10C. When Committees of a new session are to be formed, the Council Executive Committee shall nominate to the Council a single slate of voting members for each Committee.

10D. Except, as otherwise provided, the term of office of faculty members on all committees shall be one year.

Academic Affairs Committee

- o Steve Ackerman, Honors College (Chair)
- o Robert Kim, CM
- o One-Ki Daniel Lee, CM
- o Ling Shi, MCNHS
- o Jeff Stokes, MCNHS
- o Victoria Weston, CLA
- o Valerie Corrente, Provost's Office (Registrar) ex officio

Academic Technology Committee

- o Lusa Lo, CEHD (Chair)
- o Suha Ballout, MCNHS
- o Kenneth Fletcher, CSM
- o Janna Kellinger, CEHD
- o Jonathan Kim, CM
- o Wenhua Shi, CLA
- o Qian Song, MCNHS/MGS (On Parental Leave)
- o Brian White, CSM
- o Zong-Guo Xia, SFE
- o TBA, Student Representative
- o Travis Johnston, FSU Representative
- o Yueqing Chen, Healey Library (Head of Library Systems and Discovery Services), ex officio
- o Jeffrey A. Dusenberry, ITS (Director of Research Computing), ex officio
- o Apurva Mehta, ITS (Associate Chief Info Officer), ex officio
- o Andrew Perumal, Provost's Office, ex officio

Budget and Long-Range Planning Committee

- o Alice Carter, CLA (Chair)
- o Michael Ahn, CLA/MGS

- o Nurul Aman, CLA
- o Libby Fay, CLA
- o Joel Fish, CSM
- o Laura Hayman, MCNHS
- o Sharon Lamb, CEHD
- o Laurie Milliken, MCNHS
- o Zong-Guo Xia, SFE
- o Yijia (Eddie) Zhao, CM
- o Michael Mahan, PSU Representative
- o Joseph B. Berger, Provost and Vice Chancellor for Academic Affairs, ex officio
- o Thomas Miller, Associate Vice Chancellor Academic Administration & Finance, ex officio
- o Mya Mangawang, Vice Provost, ex officio
- o Kathleen Kirleis, Vice Chancellor for Administration and Finance, ex officio
- o Chris Giuliani, Associate Vice Chancellor for Administration and Finance, ex officio

Financial Aid, Admissions, and Records Committee

- o Richard Hung, SFE (Chair)
- o Mona Abo-Zena, CEHD
- o Serra Acar, CEHD
- o Cuf Ferguson, CLA
- o Werner Kunz, CM
- o Hannah Sevian, CSM
- o John Drew, Vice Chancellor for Enrollment Management, ex officio

Graduate Studies Committee

- o Andre Maharaj, CEHD (Chair)
- o Silvia Dorado Banacloche, CM
- o Laura Bozeman, CEHD/SGISD
- o Phil Gona, MCNHS
- o John Fulton, CLA
- o Harry Konstantinidis, CLA
- o Heather MacIndoe, CLA/MGS (On Sabbatical Leave)
- o Brook Moyers, CSM
- o Patricia Paugh, CEHD
- o James Soldner, CEHD
- o Michael Tlusty, SFE (On Sabbatical Leave in AY 2023-2024)
- o Tracy Baynard, Associate Vice Provost for Graduate Education, ex officio

Library Committee

- o Sabreen Darwish, MCNHS (Chair)
- o Jaqueline Avila, MCNHS
- o Brenda D. Clausell-Rigsby, MCNHS
- o Tejaswini Dalvi, CEHD

- o Tyler Hull, CM
- o Qingjiang Li, CSM
- o Neil Reilly, CSM
- o Karen Ross, CLA/MGS (While on sabbatical leave, Mehr Latif will be serving.)
- o Gretchen Umholtz, CLA
- o Apurva Mehta, Associate CIO, ex officio
- o Stephanie Walker, Dean of University Libraries, ex officio

Research Committee

- o Rosalyn Negrón, CLA (Chair)
- o Douglas Bolender, CLA
- o Dolly Daftary, CEHD
- o Dan Dowling, CSM
- o Jay Junghun Lee, CM
- o Dan Remein, CLA
- o Jeffrey Stokes, MCNHS/MGS
- o Manu Thakkar, MCNHS
- o Jesse Farmer, SFE
- o Sun Kim, CES Subcommittee Representative

Community Engaged Scholarship (CES) Sub-Committee

- o Sommer Forrester, CLA (Co-Chair)
- o Antonio Raciti, SFE (Co-Chair)
- o Mona Abo-Zena, CEHD
- o Alessia Contu, CM
- o Michael Johnson, CLA/MGS
- o Sun Kim, MCNHS
- o Da Hei Ku, CEHD
- o Jackie Lageson, CLA
- o Ana Lindsay, MCNHS
- o Lusa Lo, CEHD
- o Charles Wibiralske, CSM
- o Cynthia Orellana, Provost's office (Director, Office of Community Partnerships), ex officio

Joint Athletics Committee*

- o Dana Commesso, MCNHS (Chair)
- o Steve Ackerman, Honors College
- o Matt Brown, CLA
- o Vin Cannato, CLA
- o Eugene Gallagher, SFE
- o Sangwan Kim, CM
- o Laurie Milliken, MCNHS
- o Labib Rouhana, CSM

o Eben Weitzman, CLA/MGS

*Under review by the Ad Hoc Bylaws Committee

Joint Discipline & Grievance Committee

- o Jacqueline Fawcett, MCNHS (Chair)
- o Laura Bozeman, CEHD/SGISD
- o Sarah Hamblin, CLA
- o Steven Jackson, CSM
- o Maria John, CLA
- o Robert Kim, CM
- o David Patterson, CLA
- o Lisa Rivera, CLA
- o Chandra Yelleswarapu, CSM
- o Eddie Zhao, CM

Student Members:*

- o Jennifer Morgan (PhD in Nursing)
- o Vincent Briselli (MS in Chemistry)
- o Sachin Gupta (PhD in Physics)
- o Martin Simmons (Undergraduate in Nursing)
- o Tavi Makwana (Graduate Student in Finance)
- o Evans F. Kyei (PhD in Nursing)
- o Timothy (Percy) Truong (Undergraduate in English)
- o Gabrielle Carvalho (Undergraduate in Exercise & Health Sciences)
- o MP Carver (MA in English)
- o Jamie.Donenfeld (Graduate Student in Psychology)
- o Azure Parker (Graduate Student in CEHD)
- o Shawn De Veau, Associate Vice Chancellor/Dean of Students, ex officio

*Looking for additional undergraduate students

General Education Committee*

- o Neal Bruss, CLA (English), Chair of the General Education Committee
- o Serra Acar, CEHD (Early Childhood Education and Care)
- o Cassandra Alexopoulos, CLA (Communication)
- o Rachel Drew, MCNHS (Exercise and Health Science)
- o Lynne LeBlanc, CLA (Classics and Religious Studies)
- o Yijia Eddie Zhao, CM (Accounting and Finance)

Subcommittee Chairs and General Education Officers

- o Leila Davis, CLA (Economics), Chair, Distribution Subcommittee
- o Chris Barcelos, CLA (Women's, Gender, and Sexuality Studies), Chair, Diversity Subcommittee

- o Chair, Quantitative Reasoning Subcommittee, pending election
- o Chair, Writing Proficiency Subcommittee, pending election
- o Chair, Seminars Assessment Subcommittee, pending election
- o Hadi Banat, Director, English as a Second Language Program, CLA (English)
- o Lauren Bowen, Director, Composition Program, CLA (English)
- o Lauren Sullivan, Coordinator, Intermediate Seminars, CLA (Anthropology)
- o Betsabe Gomez, Associate Director, Writing Proficiency
- o Lynnell Thomas, Associate Vice Provost for Inclusive Excellence, Undergraduate Studies, *ex officio*

*** *The underlined names are newly elected & nominated. All others were confirmed at the 09/11/2023 meeting of the Faculty Council.***

Distribution Subcommittee

- o Neal Bruss, CLA (English)
- o Lorenzo Buonanno, CLA (Art)
- o Ting Chen, CM (Accounting and Finance)
- o Patrick Clarkin, CLA (Anthropology)
- o Leila Davis, CLA (Economics)
- o Shuai Jin, CLA (Political Science)
- o Nino Kebabze, CLA (Latin American and Iberian Studies)
- o Sheldon Kovitz, CSM (Mathematics)
- o Lisa Rivera, CLA (Philosophy)
- o Aimee D'Avignon, CEHD, Director, Office of Student Success, *ex officio*

Diversity Subcommittee

- o Daniela Balenzátegui, CLA (Anthropology)
- o Chris Barcelos, CLA (Women's Gender, and Sexuality Studies)
- o Mayra Cadorin Vidal, CSM (Biology)
- o Cheryl Ching, CEHD (Leadership in Education)
- o Azizah Jor'Dan, MCNHS (Exercise and Health Sciences)
- o Shaman Hatley, CLA (Asian Studies)
- o Denise Patmon, CEHD (Leadership in Education)
- o David Pruett, CLA (Performing Arts, Music)
- o Aimee D'Avignon, CEHD, Director, Student Success Center, *ex officio*

Quantitative Reasoning Subcommittee

- o Elizabeth Brown, CLA (Sociology)
- o Jie Chen, Graduate Studies (University Senior Statistician)
- o Joao de Souza, CLA (Economics)
- o Arthur Eisenkraft, CSM (Physics), CEHD (Curriculum & Instruction), and Honors College
- o Eric Grinberg, CSM (Mathematics)
- o Albert Kuo, CSM (Biology)
- o Georgia Mavrommati, SFE

- o Josephine Namayanja, CM (Management Science and Information Systems)
- o Laurel Wainwright, CLA (Psychology)
- o Jeffrey Stokes, MCNHS (Gerontology)
- o Elizabeth S. Sweet, CLA (Anthropology)
- o Lin Zhu, CLA (Communication)
- o Karen Crouse, CSM (Mathematics)

Seminars Assessment Subcommittee

- o Meredith Gunning, CLA (Philosophy)
- o Virginia Karlis, CLA (English)
- o Meesh McCarthy, Undergraduate Studies
- o Michael Motia, CLA (Classics and Religious Studies)
- o Denise Patmon, CEHD (Leadership in Education)
- o Neal Bruss, Coordinator, First-Year Seminars, Convener, CLA (English)
- o Lauren Sullivan, Coordinator, Intermediate Seminars, CLA (Anthropology)

Writing Proficiency Subcommittee

- o Deborah Budden, CLA (English)
- o John Hess, CLA (English)
- o Manu Thrakal, MCNHS (Nursing) (Fall 2023 Sabbatical)
- o Bryan Williams, Undergraduate Studies
- o Kathryn Archard, CM, Director, Writing Programs
- o Hadi Banat, CLA (English), Director of English as a Second Language, Academic Support Programs
- o Lauren Bowen, Director, First-Year Composition, CLA (English)
- o Neal Bruss, Coordinator, First-Year Seminars, CLA (English)
- o Betsabe Gomez, Undergraduate Studies, Associate Director, Writing Proficiency
- o Maria Carvajal Regidor, Director, University Writing Center
- o Lauren Sullivan, Coordinator, Intermediate Seminars, CLA (Anthropology)
- o Raul Ybarra, CLA (English)

Note: *The Executive Committee still seeks nominees for additional vacant seats; additional confirmations are forthcoming.

Annual Report from the Faculty Council ad hoc Bylaws Committee

Academic Year 2022-2023

Date: June 7, 2023

Members: Joel Fish (co-chair), Neal Bruss (co-chair), Caroline Coscia, John Duff, Sharon Lamb, Philip Troped, Wei Zhang,

The committee has spent the past three semesters revising the Faculty Council Bylaws, which supplement the Faculty Council Constitution and provide more specific details about the structure and functions of this deliberative body. This annual report shall provide the recommended changes to the Faculty Council Bylaws (which are substantial), provide some justification and guiding principles, and raise several issues which Faculty Council needs to resolve before adopting the suggested changes.

Recommended Changes:

The bylaws have not been significantly altered in the past twenty years, so substantial revision was needed. The new proposed bylaws can be found in the companion two-column document, which contains a side-by-side comparison of the proposed bylaws in the left column and the current bylaws in the right column. The proposed changes are largely complete and ready for debate and discussion; however, some additional future work will be needed to align the practical functioning of current standing committees with their respective sections of the bylaws. An overview of the recommended changes is provided below.

Overview of Recommended Changes:

1. A preamble has been added.
2. The section on Elections to the Council has been significantly extended due to the most recent change to the Constitution.
3. A new section has been added on Documentation (agendas, minutes, and reports) and how they should be handled.
4. A new section has been added on Decorum.
5. The previous bylaws had several separate sections pertaining to committees (Definitions, Duties, Membership, Ad Hoc Committees, and Floor Actions on Committee Reports). These have all been combined into a single new section: Faculty Council Committees, with subsections: Responsibilities, Formation and Dissolution, Membership, and Procedures.
6. The section on the Council Executive Committee has been shortened and reorganized to have three subsections: Intermediary Functions, Organizational Responsibilities, and Committee on Committees.
7. The section on the Institutional Review Board for the Protection of Human Subjects Committee has been removed.
8. The section on the Joint Sexual Harassment Hearing Board has been removed.
9. The section on the Research Committee has been added (as well as a Community Engaged Research Subcommittee)

10. The section on the General Education Committee has been added.
11. The section on the Elections Committee has been added.
12. Smaller changes of potential interest:
 - The senior administration has been removed as having ex-officio positions, as per the most recent constitutional amendment.
 - An executive session provision has been added.
 - Faculty Council committees may propose seconded motions to Faculty Council, but such motions require a recorded vote from the proposing committee.
 - Ad hoc committees must be formed by a Faculty Council motion that includes the ad hoc committee's charge, expected duration, membership structure etc.

Guiding Principles:

- Faculty Council Guidebook/FAQ Governance documents like the Constitution and Bylaws are often less than transparent to those unfamiliar with them, and added exposition within the documents tends to muddle their message rather than clarify it. As such, it would be greatly beneficial to future Councilors and faculty at large if a companion document such as a guidebook and/or a FAQ was created which helped explain the governance documents in more common language.
- Distinguishing the Bylaws from the Constitution. There are two governing documents for Faculty Council: The Constitution, which establishes purposes, power, responsibilities, and some minimum structure of the deliberative body, and the Bylaws, which establishes internal organizational structure. This distinction then limited the content which could be added to the Bylaws by our committee. For example, this committee recommends that the Chairs of standing Faculty Council committees be deemed non-voting ex-officio members of the Faculty Council if they are not already members of the Council. However, such an empowerment belongs in the Constitution.
- Non-duplication. In the previous version of the Bylaws, it was very common to find the same or similar charges in both the Bylaws and Constitution. Such duplication (often with low fidelity) was deemed both unnecessary and undesirable, and hence removed.
- Brevity. Extraneous language has been removed from the Bylaws without compromising purpose or structure.
- Scope and structure of the Council's Authority. The Faculty Council is the deliberative body which represents the faculty at large and which makes recommendations to the administration. More specifically, *committees* of the Faculty Council do *not* represent the faculty and therefore cannot make recommendations on behalf of the Faculty Council unless empowered by the Council to do so. This holds for standing, joint, and ad hoc committees, as well as the Executive Committee. As such, the role of Council committees is to submit recommendations and reports to Faculty Council so that the Council may take action. Such recommendations include making seconded motions.
- Balancing prescription and description. Although the Bylaws are intended to prescribe organizational structures and internal powers and responsibilities, they must also be drafted in accordance with the practicality of how the broader deliberative body regularly functions.

Future work needed:

- **Faculty Council Guidebook/FAQ** Governance documents (like the Constitution and Bylaws) are often less than transparent to those unfamiliar with them, and added exposition within the documents tends muddle their message rather than clarify it. As such, it would be greatly beneficial to future Councilors (and faculty at large) if a companion document (like a guidebook and/or a FAQ) was created which helped explain the governance documents in more common language.
- **Improving the sections on standing committees in the bylaws.** Although the Bylaws Committee sent out surveys to the various Faculty Council Committees for feedback on their respective sections, significant questions remain. In future work, the next Bylaws Committee should attend meetings with the respective committees and discuss those portions of the bylaws so as to clarify their meaning and as to align the text of the Bylaws with the actual practices of the committees.

Points Requiring Faculty Council Discussion and Decisions:

- **Constitutional Amendment:** The Bylaws Committee recommends the following be added to our governance documents: “Committee Chairs who are not Councilors shall be deemed ex-officio Councilors.” However, this committee believes that this should be added to the Constitution.
- **Constitutional Amendment:** Section 9 of the Faculty Council Constitution needs to be updated to reflect minimum requirements which each committee must satisfy. For example the requirement that “...each college must have at least one representative on each committee...” (from Paragraph 9D) seems to overly burden smaller colleges and schools. Additionally, at present each standing committee section of the Bylaws references Paragraph 10C of the Bylaws, which in turns references Paragraph 9 of the Constitution. This could be made more transparent with an appropriate change to the Constitution.
- **Status of the Quality of Life Committee:** Does this committee exist? If not, should it? Or should it be removed from the Bylaws.
- **Ad Hoc Committee Dissolution:** Faculty Council needs to decide the manner in which ad hoc committees are dissolved (so as to prevent zombie committees from never ending). The Council could choose to require that ad hoc committees only can be dissolved with a Council vote (which means Faculty Council needs to do annual “housekeeping” to dissolve ad hoc committees), or there could be an automatic procedure (like after a final report is given). The Faculty Council should make this decision.
- **Timeline for committee membership:** Faculty Council needs to decide at what point faculty membership on a given committee officially ends, and when the slate of new members is constructed and voted on. One possibility is that the slate of nominees for committee membership is constructed during the Spring term, and voted on in the May meeting, but that these nominees are not officially on their respective committees until September 1st. This gives out-going committee members time to complete work over the summer if needed (for example, to write their annual report), while incoming

members can get up to speed over that summer if necessary. One benefit of this framework is that standing committees know exactly who comprises their membership the moment the academic year begins. Two potential downsides are that turnover for committee membership is out of sync with turnover on Faculty Council (which the Constitution dictates is in May), and it allows the out-going Executive Committee to set the committee membership for the incoming Faculty Council. Other arrangements are possible. However, Faculty Council should decide the proper procedure and provide the timeline in the Bylaws.

- **Definition of Council Session:** The Faculty Council should decide on the definition of a Council Session; that is, what marks the beginning and end of a year of Council actions. This could be the end of the first May meeting, or it could be the moment new Councilors are seated in the May meeting, or it could be September 1st, or the first meeting in September.
- **Restrictions on eligibility to vote to fill at-large seats.** Details below:

Regarding the election of Councilors, Section 5.C.2 of the Faculty Council Constitution (see here: <https://bit.ly/3F8senj>) states that

“Eight members shall be elected at-large in staggered terms to represent full professors (two members), associate professors (two members), assistant professors (two members) and non-tenure track faculty (two members) on the principle of one person one vote.”

The language of the Constitution is ambiguous in the sense that it is unclear if, for example, tenure-track (TT) faculty get to vote on which non-tenure-track (NTT) faculty are elected for the NTT at-large seats. More generally, Faculty Council should decide whether:

1. all faculty (subject to the constraints of Section 5.A) have the right to vote to elect any and every rank of the at-large seats, or
2. faculty (subject to the constraints of Section 5.A) may only vote to elect members for at-large seats if the nominee has the same rank (NTT, associate professor, etc) as the voting faculty member.

There are arguments in favor of either option, and Faculty Council should decide which is preferred so that this can be incorporated into the Bylaws. In the most recent election, we implemented option (2), however this was an ad hoc decision made in the moment, and it was made without Faculty Council approval. Moreover, it was discovered that this option was significantly more complicated to implement than the first option and it increases the burden on the elections committee to implement.

Enrollment Update

Our new undergraduate and graduate enrollment numbers have come in consistent with Fall 2022.

- Our overall University headcount increased slightly this fall compared to Fall 2022 headcount. Final fall enrollment numbers will be presented at our Campus Update meeting on October 11, 2023.
- In-state enrollment was down slightly for new first-year and transfer students but gains in out-of-state and international enrollment helped meet enrollment goals.
- International master's enrollment was down considerably as compared to last year due to enrollment caps in high-demand programs. In-state master's enrollment, however, was up significantly as compared to Fall 2022 numbers.
- Applications are open for Spring 2024, Summer 2024 and Fall 2024 entry terms. Undergraduate and graduate staff are actively working to recruit new students and review applications.
- Undergraduate Admissions hosted the first of two Fall Open House programs on Saturday, September 30th. Faculty from all academic colleges were represented at the event. A second large-scale Open House will be on Saturday, October 21st.

Secretary Tutwiler Delivers Fall 2023 Convocation Address

On September 14th, we opened the new academic year with a keynote address by the Honorable Patrick Tutwiler, the Commonwealth's Secretary of Education. Secretary Tutwiler offered inspirational remarks and touched on his personal journey to become an educator and administrator with a 360-degree understanding of public education. A tireless champion of educational equity, Secretary Tutwiler spoke of placing students and their best interests at the center, listening to the stories of students and their families, and elevating the most underserved students – an educational worldview that reflects UMass Boston's priorities in the public education space. The Secretary challenged our students to trust the knowledge and skills gained at UMass Boston and run toward being part of the solution to today's challenges. I look forward to collaborating – *and running* – with Secretary Tutwiler on important initiatives that will benefit students across the Commonwealth.

Transformational Gift to Endow Directorship of Gastón Institute

Following up on last month's report in which I shared the wonderful news of a \$10 million commitment from Massachusetts General Brigham to create new pathways for disadvantaged Manning College nursing students and a \$4 million gift to establish the Paul English Institute for Applied Artificial Intelligence, I am very pleased to share that Bob and Diane Hildreth, great friends and supporters of the University, have recently committed \$3 million to UMass Boston to endow the directorship of the Gastón Institute for Latino Community Development and Public Policy. This magnificent investment enhances the Gastón Institute's mission of impactful research, scholarship, and advocacy for our Latinx community on our own campus, within our city, and across the Commonwealth. Bob Hildreth is a longtime member of UMass Boston's Board of Visitors, and several years ago Diane and he established an endowed scholarship fund that will be supporting, in perpetuity, some of our most talented and deserving students.

Dorchester Bay City Project Approved by BPDA

In a win for Dorchester, Boston, and UMass Boston, the Boston Planning & Development Agency (BPDA) voted to approve zoning for the Dorchester Bay City project at its September 14th meeting. With the successful vote, the BPDA gave the green light for the next steps in a mixed-use development that promises to further revitalize Columbia Point, advance a shared vision of smart, sustainable growth, and generate broad economic benefits for our community.

Upon closing, the approval of this project will generate \$192 million in revenue, and it will be exclusively for UMass Boston to help fund the completion of the SDQD work, invest in ongoing campus building improvements, and fund key capital priorities in our new Campus Master Plan, which is aligned with our *For the Times* strategic plan. In addition, the Dorchester Bay City development will, over time, provide internship and co-op opportunities for UMass Boston students in the life sciences, health care, and STEM ecosystem that is likely to take shape in the area. I think we can all agree that UMass Boston's support for the project will translate into many strategic benefits for the University going forward.

Campus Master Plan/Energy and Carbon Master Plan Launched

Last week, we introduced the new Campus Master Plan to the Beacon community, launching a series of plans to improve our campus environment so that it is better aligned with our mission, and with priorities in our *For the Times* strategic plan: impactful teaching and research in the service of Boston, the Commonwealth, and the greater good; our resolve to be a leading anti-racist, health-promoting institution; our devotion to holistic student success; and our commitment to a sustainable world. This week, we will hold a second presentation of UMass Boston's Energy and Carbon Master Plan which details a range of measures we will pursue on our path to a carbon neutral campus. In the months ahead, we look forward to a wider campus discussion about the two plans.

Congressman Lynch Visits UMass Boston for meeting with Boston VA Director

Last week, along with our Provost, Joe Berger, and our Manning College Dean Bo, I was honored to host Congressman Lynch and Boston Veterans Affairs (VA) Director Vincent Ng and his colleagues for a discussion about how we can partner with the VA both clinically and in cutting-edge research. We are moving forward with the VA on co-developing a scholarship proposal for our nursing students who would satisfy their clinical requirements at the Boston VA before transitioning into a career at the VA. We are optimistic about this potential partnership that will benefit our nursing because of the rich history our Manning College colleagues have in previously working with Director Ng and his colleagues. Further, as I have noted before, we are fortunate to have Congressman Lynch serving us in Washington. He is a wonderful ally and friend to UMass Boston whose commitment to our campus is evidenced by securing us over \$4 million in discretionary federal spending the last two years, with an additional \$1 million already proposed for the coming year's budget.

UMass Boston Hosts Tribal and Indigenous Health Summit

Also last week, UMass Boston was honored to host the 2023 Tribal and Indigenous Health Summit on our campus. I was happy to provide welcoming remarks at this event, which was co-sponsored by the Massachusetts Department of Public Health, the University of Massachusetts Medical School, and Tufts University, among others. This convening brought together several tribal leaders and representatives from the region to examine how health inequities continue to impact Native American and Indigenous communities in Massachusetts and across New England, and what approaches may help move the needle on them. The summit served two important purposes for UMass Boston: first, it advanced our research and public advocacy agenda around the Grand Scholarly Challenge of Bridging Divides in Health Equity; and second, it strengthened our partnerships with local Native American tribes, as well as with state government, community organizations, and other anti-racist, health promoting institutions. It was a very successful day with outstanding participation from tribal leaders, organizations, and the Massachusetts Department of Public Health. The Summit itself was well received by all, including the sponsors and external partners mentioned above. Dr. Cedric Woods, Director of UMass Boston's Institute for New England Native American Studies, was very appreciative of the support from the University's senior leadership team.

Passage of Tuition Equity Law in New State Budget

UMass Boston has long been a leader in equitable access to high quality education and as part of that commitment has been a staunch supporter and academic home for undocumented residents. On this topic, I have testified before the State Legislature and have been a fierce advocate on behalf of our students in my meetings with Governor Healey and her administration, and several other elected officials. On that note, I am pleased to share that the Commonwealth has recently implemented the Tuition Equity Law that provides in-state tuition at its public colleges and universities (along with access to some state-funded financial aid) to all undocumented students who meet certain requirements including the completion of at least three years of high school in Massachusetts on the way to earning a high school degree or equivalent. The implementation of this law is long overdue and benefits our students, our University, and our local communities. As Governor Healey succinctly put it, "This is a big step forward for students who have been growing up here, learning here, living here, working hard here, following their dreams right here in Massachusetts. It's nothing more than what is fair and what is right."

Campus Update on October 11th

I look forward to providing further updates to faculty, staff, and students at our Campus Update meeting on Wednesday, October 11th at 3 pm in the Campus Center Ballroom. I hope to see you there.

Provost's Update to Faculty Council October 2, 2023

Holistic Student Success

As I noted last month, we are continuing to advance several initiatives and systemic improvements that we made as part of our strategic commitment to holistic student success last year. Further updates include:

1. We have now begun implementing the recommendations of the Advising Alignment for Student Success Working Group through a variety of efforts including establishing the standards for the consistent and comprehensive use of Advising Case Management tools across all advising units.
2. As part of the implementation of the new HelioCampus platform, last week, we held our first training sessions to introduce the Student Success and Enrollment dashboards. We will continue Helio's roll-out in the coming weeks and months to further augment data capacities to provide insights into supporting our students and their success.
3. Last year we began working in earnest with the Mathematics department and other key partners to launch the "Initiative to Enhance Student Success through Mathematics (IESSM)". This initiative has engaged stakeholders from Mathematics, faculty from departments in which math is a core requirement for students' success, staff from advising and student support areas who are knowledgeable about the landscape of student development and inclusive curricular design, as well as the CSM Dean's Office and the Provost's Office. Our current work includes:
 - Data collection and assessment;
 - Research, professional development, and faculty resources regarding effective models;
 - Research and data-informed curricular assessment and revision, and
 - Enhancement of support services.

Informed by our initial assessments, this year, we will continue this important work with more refined focus. Our future efforts will include:

- Developing a plan for better, more purposeful, and responsible use of ALEKS as a diagnostic tool. This includes proctored testing;
- Revising curricular offerings that include a more student-centered, active learning approach;
- Instituting a plan for the utilization of TAs to support early-career Math courses;
- Enhancing the engagement of undergraduate peer assistants in tutoring and other activities geared toward student success;
- Coordinating regular meetings involving department leadership to chart the delivery of instruction and support across all sections in key math courses and success of students;
- Visiting universities that have had demonstrated success in reducing DFWI rates and improving student success in early-career math; and
- Convening a summer workshop for faculty to plan for initial implementation.

Faculty Hiring

We have launched the first-ever, multi-year faculty hiring plan. We are conducting 34 searches (including a limited number of searches carried over from last year) this year and have committed to launching another 46 searches over the next two years. Given that this is a three-year rolling hiring plan, our task now is to update the plan by:

- Making minor adjustments within Years 2 and 3 – these adjustments will not result in changes in the number of searches within a particular college/school for a particular year. Each college/school does, however, have the opportunity to re-prioritize or modify the specific positions to be searched for each year.
- Adding searches for what will now be the third year of the plan (i.e. searches to be conducted during AY 2026-27).

The overall purpose of this multi-year planning process is to enable the campus to strategically grow the faculty ranks as we advance our new ten-year, mission-driven strategic plans “For the Times.” A multi-year hiring plan will allow us to build programs, enhance departments, and position all academic units more purposefully for greater success in future years.

We are also providing new guidance and language to be used by search committees as a remain dedicated to the values of diversity, equity and inclusion in the face of the new legal challenges emanating from this summer’s Supreme Court decision. The following paragraph includes the language that we will be using in faculty search advertisements going forward:

UMass Boston is an urban public research university with a teaching soul, whose impact is both local and global. We are the third most diverse university in the country - more than 60% of our undergraduate students come from minoritized communities and groups and more than half of our students are the first in their families to attend a college or university. Thus, our students come to us from richly diverse life experiences and backgrounds; they bring to our classrooms and research settings the robust range of perspectives growing out of the socio-cultural, economic, and historical contexts in which they have lived, along with the challenges they encounter, engage, and strive to overcome. We invite applications from candidates who engage the diverse life experiences of our student body, who appreciate that students bring their holistic selves into the academic setting, and who recognize and articulate how their own life experiences and backgrounds have shaped their journeys, practices, and commitments as researchers, scholars, and educators.

We will also use the following prompt for statements from applicants for search committees that wish to solicit such information:

UMass Boston is the third most diverse university in the country, with more than 60% of our undergraduate students coming from minoritized communities and groups and more than half of our students are the first in their families to attend a college or university. Thus, our students come to us from richly diverse life experiences and backgrounds; they bring to our classrooms and research settings the robust range of perspectives growing out of the socio-cultural,

economic, and historical contexts in which they have lived, along with the challenges they encounter, engage, and strive to overcome.

Given this context, please articulate how your approach to teaching, advising, and mentoring:

- will engage with the diverse life experiences of students,
- will reflect an appreciation for the ways in which students bring their holistic selves into the academic setting, and
- will reflect how your own life experiences and background shapes your practices and commitments as an instructor, mentor, researcher, and scholar.

System-wide Webinar

The University of Massachusetts' System Office is hosting a webinar on Tuesday, October 3rd from 12pm to 12:45pm regarding the multi-faceted efforts to prepare for and respond to the recent U.S. Supreme Court decision banning universities and colleges from making admissions decisions solely based on race.

Registration Link: https://umassp.zoom.us/webinar/register/WN_kAa7nloIQameoVf0yJEoQw

Faculty Lounge

As I noted in my last report, we have re-opened the University Club. Having done so, we remain open to feedback about how the options and service might be enhanced or expanded. Thus, Vice Chancellor Kathleen Kirleis and I will be convening a small working group, with faculty representation, to gather further feedback and ideas about how to enhance the University Club experience and usage going forward.

Kathleen Kirleis, Vice-Chancellor for Administration and Finance

Faculty Council Report - October 2, 2023

I would like to report on the following items:

1. Board of Trustees activity – The Administration and Finance Committee met on September 20th. Preliminary unaudited results for FY23 were reported for all campuses and I am pleased to report that our campus reported a positive operating margin for the sixth consecutive year, with last year’s preliminary results reported at 2.9%. I am grateful to all in our campus community who have worked so diligently over the past year to support our mission through the careful stewardship of the university’s budgeted resources that flow from student tuition and fees and the state appropriation. This year’s results will enable the campus to be ready to navigate the strong headwinds in front of us, including a decreasing number of traditional college- aged students, continuing shifts in the economy after the COVID pandemic and an impending shutdown of the federal government.

More details on last year’s preliminary results were also discussed at this year’s inaugural meeting of the Budget and Long Range Planning Committee on September 20th.

The University updates its capital plan biannually and was due for an update at September’s A&F Committee meeting, where the Five Year FY2024-FY2028 Capital Plan was adopted. Our campus had 31 projects included in the plan at a value of \$279M, which was 13% of the overall university plan. The university’s new Campus Master Plan and Energy and Carbon Master Plan were also submitted to the committee.

The Board of Trustees met on September 21st and approved the university to submit next year’s budget request when it is required to be submitted to the state and the changes to the university’s capital plan. UMB didn’t have any actions that needed to be voted on.

2. As part of the university’s Student Success efforts, Vice-Chancellor for Enrollment Management John Drew and I sponsored a Plan to Pay project this fall to support students to have a plan to pay for their tuition and fees before the start of the semester. Financial aid was awarded earlier than previous years and bills were generated in early July to give students more time to make their plans to pay their bills. I am pleased to report that as a result of these efforts, as of September 14, 8,030 students had filed FAFSA’s, up from 1,130 students from last year’s 6,900 total and 2,798 students had enrolled in the university’s payment plan, up 461 students from last year’s 2,337 students who enrolled. The project’s working group will be continuing to look at the overall payment process for future semesters to build on this work to further support student success.
3. The Campus Master Plan update was launched on September 28th with a presentation of the updated plan in the Alumni Lounge. Thank you to the faculty who served on the Master Plan Working Group: Libby Fay, Rosemary Samia, Yong-Chul Shin and David Timmons. A summary of the new campus master plan and the entire plan can be found on the university web site at [Campus Master Plan - UMass Boston \(umb.edu\)](https://www.umb.edu/campus-master-plan).

4. The campus Energy and Carbon Master Plan was released today (Monday, October 2nd) with a presentation of the plan in the Alumni Lounge. The goal of the new Energy and Carbon Master Plan is to provide a pathway that gets UMass Boston to net-zero and to a more resilient campus by 2050 by:

- Reducing energy consumption and enhancing resiliency in existing buildings.
- Building energy efficient and resilient new buildings.
- Switching fuel sources by electrifying Central Building and expanding sea-water heat pumps.
- And utilizing renewable energy, on and offsite.

I would like to extend a special thanks to the Chancellor's Sustainability Committee for their assistance and support in the development of this plan. This new plan will also be able to be found on the campus website.

5. There will be a Campus Update on October 11th that will include a Financial Update. I encourage all who are able to attend to come to the session to learn about the university's FY23 preliminary results, FY24's adopted budget, subsequent state funding and the FY24-28 capital budget.

6. I will be hosting a Lunch and Learn on Thursday, October 19th from 12-1 pm to discuss the university's construction projects. Please join us to learn the latest about the SDQD project, scheduled to be completed at the end of November and the campus' other capital projects. It will be recorded so that all who are unable to attend can review it later.

7. The campus will be updating its Five Year Forecast for the Board of Trustees' December meeting. This exercise is a multi-year operating budget plan that will include the requirement of meeting the 2% operating margin by FY2025. The updated forecast will be due to the President's Office on October 20th.

8. The first quarter closed on September 30th. After financial reporting for the quarter is completed later this month, the projection for the remaining portion of the year will be updated, including the identification of funding for some one-time strategic investments to support the university's Strategic Plan.

Report on the September 2023 meetings held at the Mt Ida campus of UMass Amherst
Sana Haroon, UMass Boston Faculty Council Representative to the Board of Trustees

- 1. The Joint Meeting of the Committee on Academic and Student Affairs & Committee on Administration and Finance Sept 20, 2023**
- 2. The Meeting of the Board of Trustees Sept 21, 2023**

1. The Joint Meeting of the Committee on Academic and Student Affairs & Committee on Administration and Finance, Sept 20, 2023

Chair's Report, presented by Chair O'Brien

After a brief introduction to the matters under consideration by the two committees, the Chair provided some broader context and commentary on need for the University of Massachusetts to undergo detailed assessment by rating agencies. A good financial rating will lead to a favorable interest rate and larger pool of investors the 2% operating margin requirement will support the rating. Managing future financing streams is of critical importance given the rising interest rates. The financial considerations facing the university are not the operating margin alone but strengthening the balance sheet, we are highly leveraged.

President Meehan's Report

In his opening remarks and at other key moments during these meetings President Meehan referred often to the site for the meetings, the Mt Ida campus, as a valuable asset. There are plans to build a community of collaborators at the Mt Ida campus and that makes it a key asset in the UMass Amherst strategy. It is also an asset as it was acquired at a reasonable price and the grounds and buildings have immense value.

UMass is a contributor of talent to the Mass pipeline of talent. However we are facing strong headwinds and need innovative strategies to confront.

UMass came through the last fiscal year in strong financial condition. The system saved \$112M this financial year, every campus did considerably better than budget. (Note: UMass Boston anticipated a 0.1% deficit but posted a 2.9% operating margin. More on this in the A&F discussion below)

Considerations underpinning the FY 2023-24 budget:

- Unprecedented salary increases of 8%
- Fringe benefit increase of 11%
- The costs of these total 90M. (This is 90M in excess of the funds which will be provided in the supplemental state budget. This number/the burden of this cost was referred to several times during the meetings).

UMass needs to pay good salaries to attract and retain good faculty and stay competitive, but the salary increases present a major challenge. UMass needs to advocate to the state for a cost sharing agreement.

Report on Academic and Student Affairs

1. The committee reported the list of appointments to named professorships and endowed chairs at UMass Chan Medical School
2. The committee voted to appoint former Chancellor Subbaswamy of UMass Amherst, Chancellor Emeritus.

Report of the Committee on Administration and Finance

1. There are ten risks facing the system. The most significant are:
 - Enrollment
 - Financial Sustainability
 - Facilities/Deferred Maintenance
 - International Activities

Also

- Information security
 - Student mental health
- ... (hard to catch everything the slides move fast!)

~Enrollment:

- Data is useful; enrollment demographics
- Application planning and sharing pilot run by Amherst and Dartmouth was useful
- There is ongoing research on successful models
- Update tuition discount reporting
- Strategic planning analytics etc.

~Financial Sustainability:

- Need for Availability of consistency of data that is helpful
- Sparc Pro: Accountability tool
- Use of budget forecasting tool UMPlan

~Facilities/Deferred Maintenance

- Address growing deferred maintenance (detailed numbers follow below, totals 4.8B)
- Track use of state funds, timely use
- Develop a framework for using resources, invest in backlog
- Get better info in hands of campus leaders, add additional data

~ International Activities (the following were not explained in any detail)

- Compliance with international activities

- Tax management
- International employment parameters
- Project Fastlane, travel in the international area

2. FY '23 Financial Highlights

- The whole system is projecting better than budget. This is due to:
- Grant activities
- Better than expected State Appropriation
- Higher vacancy levels than assumed in budget

UMass Boston

Budgeted: Total revenues of 470,49; Total expenses of 470,497;

Projected 0% Operating Margin

FY23 actuals: 500,391 Revenues, 491391 Expenses

Actual margin 2.9%

3. Procurement:

- The university established a system-wide procurement system called SPARC-pro, a new financial accountability tool,
- Tracks cycle time of contract, indicates contracts expiring, utilization of university contracts across the system.

4. Highlights of the FY 24 University Budget (Approved)

- 4.1B FY24 budget
- 1.8% operating margin
- Modest tuition increases (Tuition increases cannot cover it all (would lead to 21% increase)
- ***We are seeing part of the impact of employee wage and benefit increase***
There is a system-wide focus on reducing salaries (60% of costs)
126M total wage increase
Total fringe increase 62M
State funds about half of this increase
Effective increase in wages is 6% this year
90M needs to be funded by UMass
- Some state stimulus money remaining. That's one-time. Not sufficient.
- Revenue categories: 23% Net Tuition and Fees, State Appropriations 27%, Grants 19%
- Expenses: Salaries and fringe 60%
- State Budget: FY24 Total UMass Appropriation=687M
 - Fair Share Amendment: 1B appropriated for transportation and education
 - 523M for all Education
 - 229M for Higher Education

~Boston Student FTEs are down:

Compare:

- *12,855 FY 2023;*
- *12,962 FY 2024*
-0.4

5. The Committee Presented the Five-Year Capital Plan FY2024-FY2028 Capital Plan for approval.

Highlights of the Capital Plan:

- 137 projects, \$2.2Bn
- Using the UMass Building Authority’s commercial paper to fund these projects; there is \$3Bn outstanding debt
- 55% of the plan addresses deferred maintenance of 4.8 Bn
- FY 23 Inflation led to increase of backlog from 3.9Bn to 4.8Bn
- Deferred maintenance spending dropped in 2021, has not recovered

Projects for Vote by the Board Included

- Traditional Project Vote 1, UMass Amherst (North Campus Energy Exchange Center) \$24M
Asking for approval of the full project but also pursuing the tax credit
Campus is not concerned about the affordability of the project, it is set within debt metrics.
- Traditional Projects Vote 2, UMass Chan Medical School (Medical School – Basic Wing Mechanical Penthouse; Basic Wing Substations, Risers and Electrical Room Replacements; and Student Wing Substation, Risers and Electrical Room Replacements)

Actions Taken by the Board

- UMass Chan Endowed Chairs/Professorships: Approved
- Appointment of Chancellor Emeritus, UMass Amherst: Discussion of Achievements of Chancellor Subbraswamy: Motion carried.

Presented for Review for Vote in the December Meeting

A policy that amends the “Personnel Policy for Non-Unit Staff (T94-023), it rescinds the “Reduction in Force Policy, Non-Unit Staff: Amherst, Boston, Dartmouth, Lowell and the President’s Office”.

Executive Session

Subjects for discussion:

- Tenure and honorary degrees
- Discussion of lease of transfer of property*

What to Expect at the BoT December Meeting

- Q1 FY’24 and financial forecasts
- December: five year campus forecasts, audited accounts

II. Report on the Meeting of the Board of Trustees, Sept 21, 2023

Chair's Report

- Inter-campus collaboration is good. The system has grown exponentially over the last twenty years.
- Dartmouth and Amherst shared admissions applications among campuses, they are developing short and long term strategies for collaboration.
- Governance committee members met this morning, agreed 2023-24 Board offices and leadership.

Report of Student Trustee of UMass Amherst

- New chancellors, Dr Javier Reyes.
- Success of First Gen students, addressing inequities, diversity and inclusion, all priorities
- Remains the #1 research university in New England. Want to enable interdisciplinary research and student participation in research.
- Want UMass to remain a radical vehicle for social change, educating the future leaders of the Commonwealth. Remains a ladder of social mobility.
- UMass faculty deserve additional tenure track positions and compensation.
- Collaboration with military contractors is unethical. We do not want them on our campus.
- Be revolutionary.

President's Address

- More on thinking about Mt Ida as an asset.
- ***Received maximum value for Bayside, it will bring in 200M in revenue***
 - Balancing economic environmental and quality of life prerogatives***
 - President Meehan instructed the Building authority to put the property on the market, to the advantage of its neighbors, internship opportunities, empowering students,***
 - UMass Boston students are the future of the Massachusetts economy.***
 - Mt Ida and Dorchester Bay project are bold ventures which will pay off with education impacts and economic impacts including workforce development.***
- Chancellor Emeritus Subbraswamy is leading a systemwide artificial intelligence group. Need intense discussions on the use of AI tools and minimizing their abuse. The role of the system working group is to ensure address of issues.
- Want to ensure that University remains true to its diversity equity and inclusion mission while complying with the law. Webinar on __ for all the system

Reports from Committee on Academic and Student Affairs and Committee on A&F

See detailed notes above

**Faculty Staff Union (FSU) Report
October 2, 2023, Faculty Council Meeting**

Election: Voting Begins October 4th

Voting to fill three (3) tenured seats on the FSU Executive Committee begins on Wednesday, October 4th. Only tenured faculty who are FSU dues paying members are eligible to vote.

For more information, including the candidate slate and their 150-word statements, [see this link](#)

Anti-Racism Grants: Applications being accepted to October 20th.

The FSU is accepting applications for our Anti-Racism grant program. For more information, please see [our website](#).

Covid: Member concerns

Faculty members have reported an increase in the number of their students reporting absence due to covid. We are concerned for the safety of all community members.

On September 28th we sent an email to the Director of Health Services raising concerns on new cases and asking for Health Services to send a university communication on current policies specifically what to do if you test positive and how to report your results to UMB.

We will inform you when we receive a response.

Save the Date: Two upcoming events.

Tuesday, October 17th from 2:00 to 3:30PM is a Fall Semester Member Meeting. Join us to hear about our activities including a review and status of coalition bargaining (CSU, DCU and PSU) related to parking and transportation. The coalition proposal includes MBTA subsidies. The meeting will be hybrid.

Wednesday, November 1st Forum on Endowment and Grants Processing. Do you deal with endowments and grants? Are you paid from these sources? If so, please join us for a discussion related to how these funds are used.

From: Jonathan Vega Martinez <Jonathan.VegaMart001@umb.edu>

Sent: Monday, October 2, 2023 12:33 PM

To: Zong-Guo Xia <ZongGuo.Xia@umb.edu>

Subject: Re: Provost Report for Faculty Council

Hi Zong-Guo,

I apologize for the lateness, but here is GEO's report for faculty council. I look forward to seeing you all later today!

Hello Everyone,

Hope you are all doing well. The GEO has been working hard. We've launched our emergency fund, and have begun preparing for bargaining. Since last meeting, we've had a few faculty members contact us regarding collaborating to develop managerial training and we've had some productive conversations. Because faculty are the direct supervisors to graduate students, we recognize that there is the potential for conflict between Faculty self-governance institutions and the GEO. In an effort to prevent problems before they arise, our goal is to aid Faculty in developing their own series of best practices. In doing so, we hope to ensure that the comradery and solidarity we all have developed can be preserved even after leadership of our respective organizations change.

Best,

Jonathan Vega Martinez (he/him)

PhD Student Sociology

GEO Organizing Committee

[Office Hours Sign-Up](#)