**University of Baltimore – University Faculty Senate**

Meeting Minutes: February 5, 2014

Attendance:

**Senators:** Joseph Wood (Provost) Jose Anderson (Law) Stephanie Gibson (CPA) Christine Spencer (CPA) Jack Bates (CAS) Cassandra Havard (Law), George Julnes (CPA), JC Weiss (MSB), Robert Bogomolny (UB President), Stanley Kemp (CAS), Julie Simon (CAS - CUSF), Dennis Pitta (MSB), Jon Brenner (Adjunct), Catherine Johnson (Library – UFS Vice President), Dan Gerlowski (MSB- UFS President)

Meeting called to order by Dan Gerlowski at approximately 1202 pm.

1. Document Approvals
   1. January minutes—**minutes approved unanimously**
   2. Approval of agenda – **minutes approved unanimously**
2. Law School faculty resolution
   1. Motion for a resolution condemning the recent ASA resolution regarding academic boycott of Israeli scholars and universities
   2. **Motion carries unanimously**
3. Faculty Salary study

a. based on the middle ground of compensation for comparison   
 b. Uses CUPS-HR data to assess market competitiveness of UB salaries  
 c. Almost all of the schools are at 100% or higher of market median scores except the law school which is at 95 %  
 d. Overall, UB salaries are at 101% of the comparative median  
 e. Data are valid for comparison as of 4 1 14  
 f. Assistant professor is where competitiveness happens for market demand forces  
 g. Compensation rates vary strongly between disciplines, but this reflects market forces  
 h. Develop an implementation plan that goes over 3 to 5 years over which the faculty salary program will be developed and identified gaps are addressed

1. President’s Update
   1. Salary survey very interesting;
   2. One hundred percent of the faculty that need adjustment per the salary survey will be done in consultation with the deans. The exceptions, if any will be faculty whose salaries are impacted negatively for performance reasons.
   3. Library Redesign Project
      1. Firm has been selected. All bids submitted were above our budgeted amount.
      2. Fundraising campaign has begun to bridge difference between available funds and needed funds.
   4. Postal Building
      1. Close to entering into contract
      2. Has been a seven year project headed by Steve Cassard, intervention of legislators (e.g. McCloskey, Cummings) saved negotiations
   5. Dean Searches
      1. Moving forward
   6. Merit Pay
      1. 3% cola 2.5% merit
      2. Big accomplishment to get the salary increases that we have
      3. G. Next Year’s Budget – Given anticipated enrollments and state funding we can expect any revenue increases will need to fund this year’s salary increases.
2. UFS President/Officer Election
   1. Is the current president available to run again due to adoption of new constitution last year?
      1. **Motion that current president be able to run passed unanimously**
3. Identification of budget priorities
   1. Identification of UFS budget priorities to university budget committee
   2. Goal 1: Student Success
   3. Goal 2: UB as a preferred workplace
   4. Goal 3: Institutional research
   5. **Motion to endorse this document passed** with Senators able to suggest refinements and ideas in writing to Gerlowski and Johnson within 2 days. Final document circulated to UFS and then to GSC and University Budget Committee.
4. Governance Pathway – Foundational pathways A meeting was held with the Dean of CAS, the Provost, and UFS regarding identification of the path through governance needed by the refinement of our foundational (formerly referred to as developmental) math and reading work.
5. Presidential search committee update
   1. Not much to report due to confidentiality of the process
   2. Link on top webpage of ubalt.edu site available with updates
   3. An email from the search committee chair is forthcoming with more to follow as news becomes available.
6. Academic Policy Committee
   1. Combined effort between APC and Academic Policy Drafting group to re-write the University’s “policy on policies and curricula change”.
7. CUSF Report
   1. There are 7 bill areas that will affect USM
   2. Including in- state tuition status for veterans if they have ever lived in the state of Maryland, Social media use restriction in the classroom, and non- duplication of programs bill that would send disputes into judicial system
   3. The latter would have strong chilling effect on the development of new programs; those present urged to contact local legislators. The CUSF reps will forward to senators documents describing these bills and encourage us, as senators, to contact our representatives letting them know of our feelings and support (or lack thereof) for the bills.

**Meeting adjourned at 1:46 pm**