

ST MARY'S

COLLEGE of MARYLAND

The National Public Honors College

BOARD OF TRUSTEES ACADEMIC AFFAIRS COMMITTEE

OPEN SESSION REPORT SUMMARY

Date of Meeting: May 12, 2023

Date of Next Meeting: October 13, 2023

Committee Chair: Peter Bruns

Committee Members: Paula Collins, Elizabeth Graves '93, Melanie Hilley '93, Larry Leak '76, Tuajuanda Jordan, Susan Dyer

Executive Staff: Katie Gantz

Faculty Liaison: Libby Williams

Staff Liaison: John Spinicchia

Dashboard Metrics: N/A

Executive Summary:

Discussion Items

Faculty Senate Report

Dean of Faculty Report

Information Items

Minutes of February 3, 2023

Action Item(s) related to specific strategic goals as appropriate:

III. A. Recommendation to Approve 2023 Candidates for Graduation



**BOARD OF TRUSTEES
ACADEMIC AFFAIRS COMMITTEE
MEETING OF MAY 12, 2023**

**OPEN SESSION
AGENDA**

- I. CALL TO ORDER**
- II. DISCUSSION ITEMS**
 - A. Faculty Senate Report
 - B. Dean of Faculty Report
- III. ACTION ITEM**
 - A. Recommendation to Approve 2023 Candidates for Graduation
- IV. INFORMATION ITEM**
 - A. Meeting Minutes of February 3, 2023
- V. MOTION TO CLOSE MEETING**

The committee expects to close a portion of this meeting.

April 2023

Report to the Academic Affairs Committee of the Board of Trustees
Elizabeth Nutt Williams, Faculty Senate President

This report is the last in my three-year term as Faculty Senate President. I begin with three issues that will continue into the coming academic year and conclude with some personal reflections.

Faculty Bylaws Revision

We now have a committee (myself – Psychology, Geoff Bowers – Chemistry/Biochemistry, Andrew Cognard-Black – Sociology, and Kevin Emerson – Biology) who will review the Faculty Bylaws in the fall and make recommendations for changes to the Faculty Senate. Changes are needed to bring the bylaws into accord with current practices. Some changes are minor (e.g., title changes), but other changes are substantive (e.g., changes to faculty committee structures). Once the bylaws changes are approved by the faculty, they will go to the administration and on to the Board of Trustees for final approval.

Communication

In many of my reports to the Board, I have commented on the faculty's desire for more open communication with the administration and the Board. Although I believe improvements have been made, I hope we will continue to make strides toward a more collaborative and productive process. I suggest below three areas of communication that continue to need our attention.

First, as a psychologist, I remain convinced by research that highlights the effectiveness of interpersonal connections. I was very encouraged that faculty have been invited to the Board dinners and have heard wonderful reports about faculty's experiences interacting with Board members. I believe we hear and understand each other better when we have a sense of the other person as an individual (not simply a role or a title). I hope to see more interactions of this kind, particularly now that we seem to be coming out of the pandemic. It is also my understanding that VPAA Katie Gantz is working on a system for inviting Board members to attend classes in the future. Faculty are looking forward to these more informal interactions with Board members.

Second, it is our hope that faculty input is sought regularly and in advance of major decisions affecting campus. Faculty understand they may not be the decision makers in many instances, but we are a small institution and want to not only serve our community but feel like our expertise and critical thinking skills are sought after resources (not only in matters of curriculum). A positive example of this type of communication is that President Jordan asked for faculty input on retention and recruitment in light of the upcoming demographic shift. Although the administration has been working on this issue for some time, President Jordan specifically asked for faculty input before any other major initiatives are announced. The faculty held a meeting dedicated to this issue and hope that our input is useful.

Third, I want to recognize that not all (or even most) communication these days is verbal. In particular, VP David Hautanen recently asked the faculty to review their program websites by considering what families of prospective students might want to know. The faculty very much agree but have found that website updates are unusually difficult to accomplish. We hope that, with the help of VP Carolyn Curry, we can establish a better system for program website updates. It is not helpful for each program to navigate the complexities separately. Several faculty members asked me specifically to let the Board know about this issue, as the faculty want to help and we understand how important our public-facing websites are for recruitment and retention.

Shared Governance Review

I also want to update you on our planned shared governance review. I have met with VPAA Katie Gantz and David Taylor (Executive Associate to the President) several times. We have identified a number of outside experts in the shared governance process. We will make recommendations to President Jordan with the goal of inviting two experts to conduct the review and provide recommendations in Fall 2023 (as part of our Middle States self study).

Final Thoughts

As I prepare to step down as Faculty Senate President, I want to thank the Board for considering the issues I have raised over the last three years. When I agreed to run for Senate President, I thought the pandemic would be the most challenging issue facing us. Instead, I found that issues of program prioritization, academic administrative restructuring, and faculty attrition and morale have been the most prominent and most challenging issues the faculty have faced. I hope that, despite the incredible hurdles placed before us, I have served the faculty well and represented the variety of their opinions and concerns to the Board. I also hope that I have helped the Board understand the faculty during a time when, given the pandemic, we were limited in our ability to build and sustain personal connections. Personally, I am grateful for the connections I have been able to make with individuals in the faculty, the administration, and the Board and hope that those connections continue to grow and strengthen.

Finally, I want to let you know that the incoming Faculty Senate President is Todd Eberly (Political Science and Public Policy). I have known Todd for over 15 years and have the greatest respect for him. I know that he will do an outstanding job as Faculty Senate President. Our new Vice President is Sarah Latchney (moving from her at-large senator position to the VP role). Sarah is an incredibly service-oriented junior faculty member in Biology and will also do an outstanding job. She has big shoes to fill, though, as Geoff Bowers is finishing his term as Vice President. Geoff has been an incredible asset to the Senate – he leads with an attitude of appreciation and a willingness to fully explore issues, to critically examine arguments, and to ask the hard questions. He has been my go-to sounding board for two years, and, I am delighted to say, someone I now consider a friend for life. He has my deep gratitude for his service.

Thank you all very much for all you do for our institution. Please let me know if I can be of service in the future.

Respectfully submitted,
Libby Nutt Williams, Ph.D.



**BOARD OF TRUSTEES
ACADEMIC AFFAIRS COMMITTEE
MAY 12, 2023**

**REPORT OF THE VICE PRESIDENT FOR ACADEMIC AFFAIRS
AND DEAN OF FACULTY**

I. New Program Enrollment Updates

The four new majors added to the program array in AY21 and 22 continue to show strong growth, with enrollments in Business and Marine Science surpassing all projections.

Declared Majors in New Programs

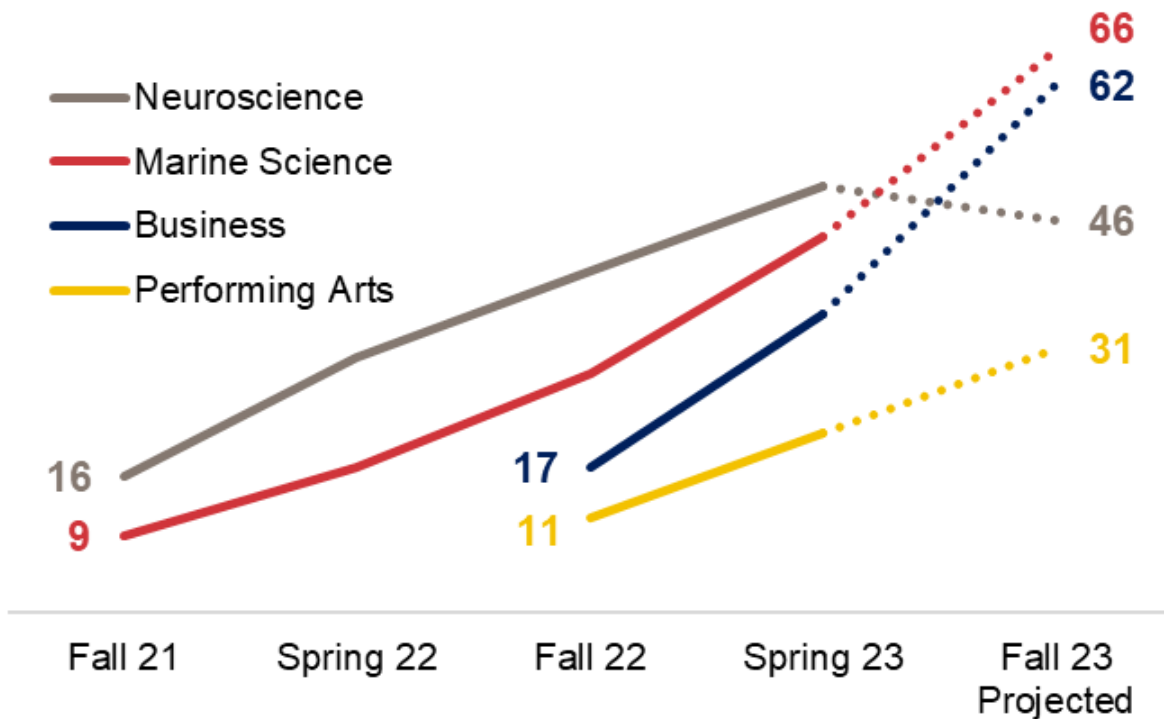


Figure 1: New Programs Growth from Fall 2021 to Fall 2023

Figure 1 represents the number of declared majors each semester at census date. Note that the Fall 2023 values are projections representing a combination of returning and new incoming students.

Performing Arts also shows healthy expansion, projected to triple in declared majors from Fall 2022 to Fall 2023. Neuroscience demonstrates a normal pattern for more mature programs: a decline from the spring to the fall as students graduate in the spring. Virtually all other (established) majors show a decline from spring to fall as they lose graduates, and then an increase from fall to spring as they recruit declared majors. As the only new program to have previously existed as a minor before gaining status as a major, Neuroscience has historically attracted students who later add it as a second field of study, rather than attracting incoming first-year students to declare it in their first year.

Presently, all our neuroscientists have joint appointments that require divided attention and energies between two programs. As discussed below, the ability to grow the Neuroscience program will hinge on our ability to successfully recruit dedicated (“core”) faculty leadership to guide the next phase of enrollment building.

II. Hiring and Line Decisions

I am pleased to report that 11 of the 12 tenure-track searches undertaken this academic year are complete (the Educational Studies search did not produce a viable candidate and has been converted to a search for a one-year visiting position). The FY23 hiring cycle has been successful on two particular fronts: first, due to a strategy of more aggressive opening salaries, our progress was markedly better than last year’s cycle, in which 3 of the 11 searches were unsuccessful. Second, 36% of this year’s tenure-track hires are faculty from underrepresented groups. This is meaningful progress in our efforts to add greater diversity to the faculty.

Relatedly, the close of this hiring cycle marks the completion of the two-year Ross Fellows cluster hire initiative. In fall 2023, we will have the full cohort of six scholars on campus (Anthropology, Biology, Environmental Studies, History, Psychology, Theater) with the goal of better supporting our diverse students.

FY24 tenure-track line proposals have been evaluated, and next semester, 10 departments will initiate searches for 12 tenure-track positions to begin in fall 2024: Business (2 positions); Computer Science; Economics; Educational Studies; Library faculty (2 positions); Mathematics; Marine Science; Neuroscience; Physics; and Psychology. Of particular note is the open-rank search in Neuroscience. The program is at a key inflection point in its growth and needs a dedicated faculty line to facilitate more efficient and focused efforts to recruit students. The option to hire a program-dedicated neuroscientist with tenure would create a *de facto* department chair and a focus on enrollment-building, as with the hires of Drs. Silvio Borrero and Elka Porter in Business and Marine Science.

Figure 2 below summarizes the current size of all programs, indicating the number of ongoing tenured/tenure-track faculty in yellow, tenure-track faculty completing their first

year in dark blue, number of tenure-track faculty newly hired for fall 2023 in light blue, and number of tenure-track faculty searches approved for contracts beginning fall 2024 in gray.

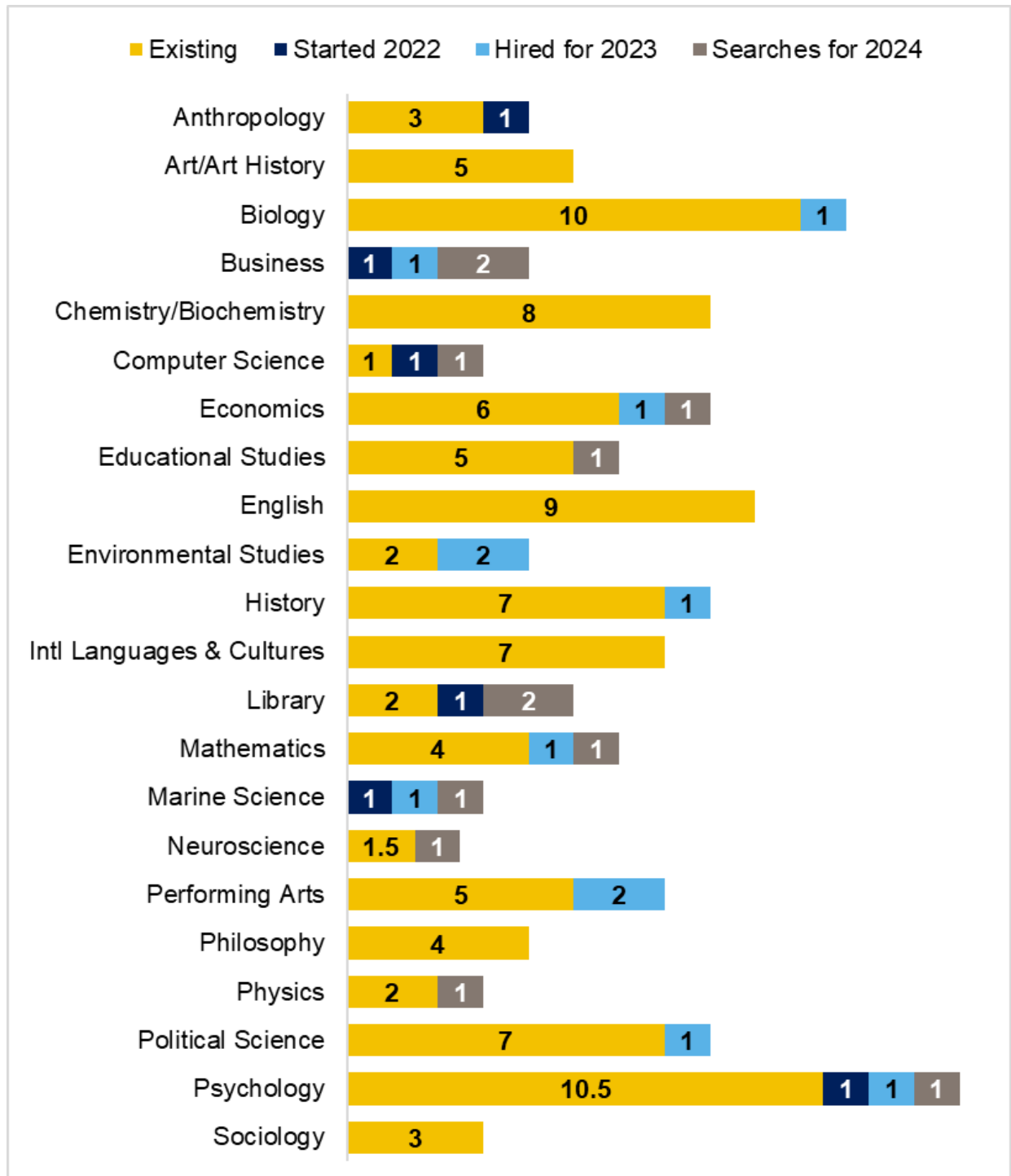


Figure 2: Program Size

NB: While the Art History program was formally discontinued as of Fall 2021, the program name remains visible as part of “Art and Art History” until Spring 2024, by which time we will have graduated the remaining 5 majors in the program. Additionally, this chart reflects the impending personnel shift that will occur contingent upon the Board’s final vote on tenure and promotion decisions, which will reassign Dr. Cassie Gurbisz from Environmental Studies to Marine Science upon her return from her AY23-24 sabbatical.

III. Salary Analysis and Compression

One of the outcomes of a busy year of hiring has been an elevated focus on market-driven salaries. As noted in previous committee discussions, concerns over faculty salary compression have remained an ongoing topic. Academic Affairs had to walk a line between offering sufficiently competitive salaries to successfully recruit new hires and maintaining the recently calibrated pay scales that reflect rank and seniority within each department.

In the past, salary equity review requests have been handled ad hoc, with the onus on the faculty member to “make a case” for an adjustment. In short, in any workplace environment, salary compression breeds resentment and the sense of being undervalued, and we are cognizant of the erosive effects of salary compression and the danger it poses to faculty retention.

As approved by VP for Business and Finance Paul Pusecker and President Jordan, we will initiate a process in FY24 to ensure that all faculty undergo a recurring cycle of base salary analysis for the purposes of compression adjustments. At the time of all formal periods of review by Academic Affairs as defined by the bylaws, the faculty member will automatically and simultaneously be put forward for a salary inversion analysis by a team from the Business Office and Office of Human Resources.

For tenured/tenure-track faculty, these periods are pre-tenure evaluation; tenure evaluation; three-year post-tenure review(s); evaluation for promotion to full professor; and five-year post-tenure review(s). For lecturers, the formal period of review is the chair’s evaluation that initiates each contract renewal.

Any salary adjustments resulting from these analyses are separate from cost-of-living adjustments (COLA), merit salary increases, promotions or reclassifications. While the aim is more equitable compensation, this process also acknowledges that in a dynamic hiring environment, establishing perfect equity is impossible. Instead, this initiative will pledge to pursue good faith individual salary enhancements in an incremental and ongoing fashion. As has always been the case for all merit increases, the award of salary inversion adjustments is subject to the availability of funds, and their approval is the purview of the Vice President of Business and Finance in consultation with the President.

IV. New Administrative Structure Updates

Since February, Academic Affairs has made substantive progress preparing to roll out the new administrative structure in the fall. All programs have identified a chair and the three associate deans have set up one-on-one meetings with each incoming chair to determine how best to support the program with an emphasis on a few key elements (as the faculty go off contract over the summer). This includes personnel (any incoming tenure-track hires to connect with and adjuncts to recruit); facilities upkeep or repairs; and budget reconciliation to close FY23 (start-up funds roll-overs, outstanding invoices, etc.). Associate Deans also used those meetings to ask department chairs how they might collectively define some short- and long-term goals from the first month to the end of the fall semester.

Academic Fiscal Administrators:

In deciding how best to configure the staff support for the new administrative structure, Academic Affairs, in concert with the VP for Business and Finance and the Director of Human Resources, have updated the existing model of fiscal associates – one per academic building – and replaced that position with an academic fiscal administrator (AFA) – one per Associate Dean. Three of these new positions will be created and searched for internally, and each paired with an Associate Dean to support the full array of departmental and administrative budgets assigned to them. The benefits from this shift will include greater continuity in processes between departments and Academic Affairs; heightened accountability with well-tracked documentation; professional development and advancement for the fiscal associates; and decreased errors through centralized operations with HR, the Business Office, and Research and Sponsored Programs.

V. Collaboration with the Defense Acquisition University

After informal conversations with faculty and the Associate Dean at the Defense Acquisition University (DAU) in Lexington Park, SMCM and the DAU have initiated an MOU for the purpose of maintaining an appropriate collaborative relationship for the exchange of information concerning acquisition programs, activities and responsibilities, with the goal of strengthening the DAU and University/College relationship; addressing knowledge gaps; and improving the acquisition workforce's capabilities.

In both March and April, the DAU graciously extended places to our Computer Science students, free of charge, in their 2.5-day Cyber Training Workshops. All parties were pleased with this exchange, and our SMCM students performed well. The most recent Cyber Range Workshop included four more SMCM students, and the DAU instructor followed up to report:

Once again the St Mary's College students were in the top portion of the class. Their knowledge and skills are a good fit for our course as they demonstrated their ability to grasp the concepts we instructed and they performed the hands-on exercises in a manner consistent with our DoD Cyberspace Workforce students. In addition, they

were engaging and polite. Overall a welcome addition to our classes. Let's continue this relationship with St. Mary's College.

This SMCM/DAU partnership may produce outcomes such as DAU faculty contributing semester-long course content to the Business and/or Computer Science programs, co-writing articles of interest on acquisition issues, challenges, and best practices for publication in university/college and academic journals, including DAU's Defense Acquisition Magazine; attending, participating in and potentially co-sponsoring university/college days, symposiums and other acquisition-learning events to include input on forums and topics; and providing keynote speakers, guest speakers, and panel members where feasible.

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BOARD OF TRUSTEES ACADEMIC AFFAIRS COMMITTEE MEETING OF MAY 12, 2023

ACTION ITEM III.A.

RECOMMENDATION TO APPROVE 2023 CANDIDATES FOR GRADUATION

RECOMMENDED ACTION:

On recommendation of the Vice President for Academic Affairs and Dean of Faculty, and with the concurrence of the faculty, the candidates for the degree of Bachelor of Arts, Bachelor of Science, and Master of Arts in Teaching are recommended for approval.

RATIONALE

By action of the Maryland State Legislature in 1964 St. Mary's College of Maryland was authorized to become a public, four-year college with its own Board of Trustees. The Board of Trustees is vested with all the powers, rights and privileges attending the responsibility of full governance of St. Mary's College of Maryland. The College Bylaws enumerate the duties, powers, and responsibilities of the Board of Trustees, officers of the College and the faculty. The Board of Trustees has the authority to approve all earned degrees through the faculty and President as they shall recommend.

ST MARY'S

COLLEGE of MARYLAND

The National Public Honors College

BOARD OF TRUSTEES ACADEMIC AFFAIRS COMMITTEE

OPEN SESSION MINUTES

Date of Meeting: February 3, 2023

Status of Minutes: Approved April 1, 2023

Committee Members Present: Peter Bruns (Committee Chair), Paula Collins, Susan Dyer, Tuajuanda Jordan, Larry Leak '76

Committee Members Present via Zoom: Melanie Hilley '92, Glen Ives, Jessie Price '92

Committee Members Absent: N/A

Executive Staff: Katie Gantz

Faculty Liaison: Libby Williams

Staff Liaison: John Spinicchia

Others Present: Nick Abrams '99, Katy Arnett, Bhargavi Bandi, Betsy Barreto, John Bell '95, Alice Bonner, Geoff Bowers, Anne Marie Brady, Mary Broadwater, Jeff Byrd, Carolyn Curry, Peg Duchesne '77, Jennifer Falkowski, Judy Fillius '79, Elizabeth Graves '93, David Hautanen, Sven Holmes, Jerri Howland, Glen Ives, Brayan Ruiz Lopez '24, Kaylah Lovitts, Robert Maddox, Doug Mayer '04, Paul Pusecker, Bill Roberts, Dereck Rovaris, Mai Savelle, Shanen Sherrer, David Taylor, Danielle Troyan '92, Ray Wernecke, John Wobensmith '93, Isabella Woel-Popovich

Executive Summary

Academic Affairs Committee Chair Peter Bruns called the meeting to order at 9:32 a.m.

Faculty Senate Report

Faculty Senate President Libby Williams provided a brief introduction to the Faculty Senate Report then proceeded to open the floor to the Board for questions. Committee Chair Bruns asked for an update on the Faculty By-Laws to which Dr. Williams shared that as a result of Academic [Administrative] Restructuring, the Faculty Senate is in the midst of making larger changes to the Faculty By-Laws. Some of the changes include reviewing the way the standing Senate operates, and their standing charges. Trustee Leak asked about the status of faculty concerns. Dr. Williams assured him that there are no new concerns and that shared governance remains the same concern for faculty. However, Dr. Williams felt optimistic toward alleviating that concern in part due to the new process recommended by President Jordan that is being worked on between Vice President Katie Gantz and Board of Trustees Liaison David Taylor. Furthermore, Dr. Williams confirmed that not all Faculty Senators would turn over at the same

time, and that the change in Senators would be staggered, which allows for remaining members to continue the progress being made.

Chair Dyer asked about the status of faculty workload concerns and whether they were being addressed as the work on Academic [Administrative] Restructuring continues. Dr. Williams is hopeful that with the revisions to the Faculty By-Laws it will streamline and alleviate workload concerns for faculty. Chair Dyer asked for an update on faculty retention and whether Dr. Williams foresees an issue with retention as a result of the housing situation in the local community. Dr. Williams responded that while cost of living, cost of housing, and location for dual career couples all factor into retention, she believes that the faculty come to St. Mary's because they love the institution and that if there were improvements for those factors, there were bound to have positive outcomes for retention. Chair Dyer then shared that the Board is looking forward to hearing about the work coming out of Shared Governance. Trustee Fillius asked about the status of identifying external consultants with expertise in shared governance to provide insight. President Jordan said it was a little early in the process to do so but that they plan to do so as they continue to progress.

Vice President of Faculty Report

Newly-appointed Vice President for Academic Affairs and Dean of Faculty Katie Gantz presented her report to the Board. Vice President Gantz was met with a standing ovation from the Board for her newly appointed position. Vice President Gantz opened with annual program snapshots that looked at ways to incorporate department complexities and identified new ways to calculate revenue for future snapshots. This analysis was made possible with the help of the Director of Institutional Research Anne Marie Brady. Chair Dyer then spoke on the work from Task Force 3 and the transition of focus from departments to programs as the logical means to track student interest. Director Brady concurred with Chair Dyer's statement, and spoke to the difficulty of determining program-specific expenses that are really meaningful, because money is spent by departments, not programs. Revenue is assigned on credit hours offered by the program, and not assigned by the number of faculty or students in the program. Board members discussed the nuance of programs versus departments and cross disciplinary areas. Director Brady acknowledged that she excluded cross-disciplinary study areas, because she felt it was difficult to represent them accurately. President Jordan acknowledged that this general type of revenue modeling has never been done before, but once we [SMCM] do, it will be a substantial contribution to the field.

Vice President Gantz shared an analysis of this year's department snapshots and spoke to the clear patterns that emerged. Nearly every department reported lower expenses in FY22 than FY21, largely attributable to FY21 being the first year of the pandemic when professional travel and purchasing decreased. So, FY22 will serve as a relatively normal baseline for spending patterns.

Vice President Gantz presented the annual program snapshot review process. The first version was distributed in May, and the faculty were asked to respond to central questions, whether they agreed with the assessment or whether the data were obscuring the most transparent representation of the program. The faculty responses prompted Academic Affairs to assemble an

ad hoc committee to rethink the metrics and process in an effort to generate a fuller and fairer picture of the programmatic health. Chaired by Director Brady, the committee included Professors Amy Henderon, Charles Musgrove, Randy Larsen, Jennifer Tickle, Jeff Byrd, with a few more faculty members to come, and Trustees Peter Bruns and John Bell. This committee will help define data, benchmarks, data and process. In coming years the snapshots will be distributed in November, Chairs will respond to VPAA review in January, and the outcomes will be shared in the Spring BOT meeting.

Vice President Gantz provided updates on the curriculum and announced that growth rates for the four newest programs, Neuroscience, Marine Science, Business, and Performing Arts, are all very strong. Business and Performing Arts have doubled their majors from fall to spring.

Faculty Hiring is currently in progress with twelve different tenure track hires in progress. So far, there are already four finalized contracts, including two of the remaining four Ross Fellows. Vice President Gantz thanked the faculty and staff for their engagement and support with hiring. Chair Bruns asked Vice President Gantz to clarify the difference between the Ross Fellows program and regular Tenure Track faculty hires. Vice President Gantz shared that the Ross Fellows are faculty recruited for specific disciplinary expertise who have been selected for their experience in supporting underrepresented groups. The long-term goal is to build a hub of pedagogical expertise that can help faculty continue their work with strong, inclusive pedagogy. Chair Bruns inquired as to whether the requirements of the Ross Fellows would be an extra layer of work for the selected assistant professors, to which Vice President Gantz assured him that the requirements of the Ross Fellows do not add an extra burden on these assistant professors as they are aware of the requirements and self-selected to fulfill these roles. President Jordan shared that the Ross Fellows are beneficial to the College and will attract more students over the long term. Trustee Leak asked Vice President Gantz to speak further to the candidate pool and how robust the interest was in working at St. Mary's. Vice President Gantz shared that overall the candidate pool has been very robust, and cited the Math/CS department as an example of a department that was overwhelmed with great candidates this year. This has been considered a rich year for hiring and Academic Affairs is very happy with the turnout. In response to a question asking whether this was indicative of Data Science, Vice President Gantz acknowledged that they are still trying to solve that hiring puzzle.

Vice President Gantz reported that there was forward motion on Administrative Restructuring. She announced that the modified structure was announced to faculty at the Faculty Senate meeting as well as circulated in the Academic Affairs Faculty Newsletter this past week. She shared that there are two givens: first, Academic Affairs recognizes our long-standing structure of short-term department chairs is not functional. They did not intend to revert to that system. With that in mind, Academic Affairs second given was that whatever change they considered, they were committed to working within the parameters that the Board had approved and the President built on. In other words, there is no additional cost to this change. The fundamental concept underpinning this change is how we define the work of the Chairs; specifically, the guiding principle will be that the chair's role is defined by disciplinary leadership.

Vice President Gantz discussed the new Chair responsibilities and provided an overview of the current responsibilities and where they will change in the future. The next steps of this process

include a department planning period, chair selection process, spring conversations, associate deans meeting with the Chairs, and a Fall Retreat. Chair Bruns asked Vice President Gantz how many Chairs existed before and after this change, and Vice President Gantz replied that there are currently twenty-three Chairs and three Coordinators for a total of twenty-six. However, the new model that is being presented brings it down to twenty-one Chairs.

Trustee Duchesne asked Vice President Gantz to clarify the Chair Selection process. Vice President Gantz shared that the department nominates an individual on which their department votes on, and then it is presented to the VPAA/Dean of Faculty, for approval. On the rare occurrence the nomination is denied, the Dean of Faculty would return to the department and discuss a solution. Chair Bruns asked for confirmation of his understanding that associate deans would not have a role in this process to which Vice President Gantz confirmed that was correct. Trustee Fillius asked if this process would honor Task Force 3's mission of removing workload from the Faculty to which Vice President Gantz confirmed this as well, and that the associate deans and the Associate VPAA will be an enormous advantage to the day-to-day work life of our faculty.

President Jordan said this was to honor the goals of returning the faculty to the classroom and to remove administrative workload. Trustee Holmes asked Dr. Williams if the faculty believe this to be true and if they understand and appreciate the goal. Dr. Williams shared that Vice President Gantz presented this to the Faculty Senate on Wednesday, and at the Senate there were questions, but that she doesn't know if there will be further questions from the faculty. Dr. Williams reiterated that Vice President Gantz has done a good job of communicating the changes that have come out of the feedback from the faculty. Dr. Williams personally thinks that the modifications are positive. President Jordan acknowledged Vice President Gantz's hard work and clear communication to the faculty, assured the Board that the faculty seem positive and the majority of faculty seem ready to move forward. Trustee Leak stated that this continues to honor the vision of returning faculty to the classroom and commended the Faculty Senate and Academic Affairs on their hard work.

Action Item:

III.A. N/A

Committee Action Taken/Action in Progress:

N/A

Recommendation to the Board:

N/A

A motion was made and seconded to adjourn the open session. The open session meeting adjourned at 10:29 a.m.

A motion was made to close the meeting pursuant to Md. Code Ann., Gen. Prov., § 3-305(b) and specifically (1) (i) The appointment, employment, assignment, promotion, discipline, demotion, compensation, removal, resignation, or performance evaluation of appointees, employees, or officials over whom it has jurisdiction; or (ii) Any other personnel matter that affects one or

more specific individuals. The motion was properly seconded and by unanimous vote was approved.

Closed Session Summation:

The closed session of the committee began at 10:30 a.m. The following persons were in attendance: Nick Abrams '99, Betsy Barreto, John Bell '95, Alice Bonner, Mary Broadwater, Peter Bruns, Paula Collins, Peg Duchesne '77, Susan Dyer, Judy Fillius '79, Katie Gantz, Elizabeth Graves '93, Melanie Hilley '92, Sven Holmes, Glen Ives, Tuajuanda Jordan, Larry Leak '76, Doug Mayer '04, Jessie Price '92, Mai Savelle, David Taylor, Danielle Troyan '92, Ray Wernecke, John Wobensmith '93. The committee addressed faculty personnel action items, faculty development paid leave, pre-tenure course releases, emeriti status, change of assignments and faculty retirements. The meeting concluded at 10:42 a.m.