Presiding Officer Richard Bogartz called the 748th Regular Meeting of the Faculty Senate to order on April 30, 2015 at 3:30 p.m. in the Integrative Learning Center (ILC), Room S331, began with a moment of silence in honor of Professor Emeritus of Chemistry, George R. Richason, Jr. (1916-2015), and continued by reading “Because I could not stop for Death” by Emily Dickinson:

Because I could not stop for Death –
He kindly stopped for me –
The Carriage held but just Ourselves –
And Immortality.

We slowly drove – He knew no haste
And I had put away
My labor and my leisure too,
For His Civility –

We passed the School, where Children strove
At Recess – in the Ring –
We passed the Fields of Gazing Grain –
We passed the Setting Sun –

Or rather – He passed Us –
The Dews drew quivering and Chill –
For only Gossamer, my Gown –
My Tippet – only Tulle –

We paused before a House that seemed
A Swelling of the Ground –
The Roof was scarcely visible –
The Cornice – in the Ground –

Since then – 'tis Centuries – and yet
Feels shorter than the Day
I first surmised the Horses' Heads
Were toward Eternity –

A. NEW BUSINESS


MOVED: That the Faculty Senate approve the Interdisciplinary Studies Institute, as presented in Sen. Doc. No. 15-044. 30-15

The motion was adopted.

CONSENT AGENDA (ITEMS 2-3)
[A consent agenda may be presented by the Presiding Officer at the beginning of a meeting. Items may be removed from the consent agenda on the request of any one member. Items not removed may be adopted by general consent without debate. Removed items may be taken up either immediately after the consent agenda or placed later on the agenda.]


The motion was adopted.

CONSENT AGENDA (ITEMS 4-5)


MOVED: That the Faculty Senate approve the Revision of the Chemical Engineering Major and adopt the 2017-2018 Academic Calendar, as presented in Sen. Doc. Nos. 15-047 and 15-048.

The motion was adopted.


MOVED: That the Faculty Senate approve the Process for Review of Graduate Certificates, as presented in Sen. Doc. No. 15-049.

The motion was adopted.

7. Special Report of the Nominating Committee concerning Nominations to Faculty Senate Councils and Committees, as presented in Sen. Doc. No. 15-050 with Motion No. 34-15.

MOVED: That the Faculty Senate approve the Nominations to Faculty Senate Councils and Committees, as presented in Sen. Doc. No. 15-050.

The report was amended to add Linda Enghagen to the membership of the General Education Council. The motion was adopted, as amended.

B. OLD BUSINESS


MOVED: That the Faculty Senate adopt the Amendment to the Special Report of the Academic Matters Council concerning the 2016-2017 Academic Calendar, as presented in Sen. Doc. No. 14-029A.

The motion was adopted, as amended.

C. ELECTIONS

PRESIDING OFFICER OF THE FACULTY SENATE

Nominee: Richard Bogartz, Psychological and Brain Sciences

(Further nominations will be accepted from the floor.)

There being no further nominations, Professor Richard Bogartz, Psychological and Brain Sciences, was re-elected Presiding Officer of the Faculty Senate by acclamation.

DELEGATE TO THE BOARD OF TRUSTEES

Nominee: Susan Krauss Whitbourne, Psychological and Brain Sciences

(Further nominations will be accepted from the floor.)
There being no further nominations, Professor Susan Krauss Whitbourne, Psychological and Brain Sciences, was re-elected Delegate to the Board of Trustees by acclamation.

D. **BYLAW CHANGES**


MOVED: That the Faculty Senate approve the Bylaw Changes, as presented in Sen. Doc. No. 15-031B.

23-15

*(This motion was read at the 746th and 747th meetings of the Faculty Senate on March 12 and April 9, 2015, respectively. The final vote will be taken at this meeting.)*

The motion was adopted, as indicated in Sen. Doc. No. 15-031C.

The motion was adopted, as indicated in Sen. Doc. No. 15-031C.

E. **NEW COURSES**

<table>
<thead>
<tr>
<th>COURSE</th>
<th>TITLE</th>
<th>CREDITS</th>
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<tbody>
<tr>
<td>ACCOUNTG 423</td>
<td>“Advanced Financial Accounting”</td>
<td>3</td>
</tr>
<tr>
<td>ARABIC 301</td>
<td>“Four-Skilled Third-Year Arabic I”</td>
<td>6</td>
</tr>
<tr>
<td>ARABIC 302</td>
<td>“Four-Skilled Third-Year Arabic II”</td>
<td>6</td>
</tr>
<tr>
<td>CHEM-ENG 231</td>
<td>“Math Modeling”</td>
<td>3</td>
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<tr>
<td>COMM 271</td>
<td>“Humor in Society”</td>
<td>4</td>
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<tr>
<td>COMP-LIT 233</td>
<td>“Fantasy &amp; World Literature”</td>
<td>4</td>
</tr>
<tr>
<td>COMPSCI 335</td>
<td>“Inside the Box: How Computers Work”</td>
<td>3</td>
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<tr>
<td>COMPSCI 373</td>
<td>“Introduction to Computer Graphics”</td>
<td>3</td>
</tr>
<tr>
<td>GERMAN 367</td>
<td>“Women and Filmmaking”</td>
<td>4</td>
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<tr>
<td>HISTORY 364</td>
<td>“History of Health Care in Medicine in the US”</td>
<td>4</td>
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<tr>
<td>HONORS 322</td>
<td>“Criminal Law and Justice in the US”</td>
<td>4</td>
</tr>
<tr>
<td>KIN 245</td>
<td>“Health Fitness Management”</td>
<td>3</td>
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<tr>
<td>KIN 247</td>
<td>“Physical Activity in Health and Disease”</td>
<td>3</td>
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<tr>
<td>KIN 343</td>
<td>“Principles/Practice of Personal Training and Strength and Conditioning”</td>
<td>3</td>
</tr>
<tr>
<td>SPANISH 472</td>
<td>“Phenological Evolution from Latin to Spanish”</td>
<td>3</td>
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<tr>
<td>STOCKSCH 288</td>
<td>“Land Use Policies and Sustainable Farming: Creating Opportunities and Avoiding Conflicts”</td>
<td>3</td>
</tr>
<tr>
<td>STOCKSCH 355</td>
<td>“Community Food Systems”</td>
<td>3</td>
</tr>
<tr>
<td>STOCKSCH 362</td>
<td>“Vocational Agricultural Education”</td>
<td>3</td>
</tr>
<tr>
<td>STOCKSCH 384</td>
<td>“Introduction to Plant Physiology”</td>
<td>3</td>
</tr>
<tr>
<td>STOCKSCH 485</td>
<td>“Sustainable Food and Farming Senior Capstone”</td>
<td>3</td>
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MOVED: That the Faculty Senate approve the courses ACCOUNTG 423, ARABIC 301 and 302, CHEM-ENG 231, COMM 271, COMP-LIT 233, COMPSCI 335 and 373, GERMAN 367, HISTORY 364, HONORS 322, KIN 245, 247 and 343, SPANISH 472, and STOCKSCH 258, 288, 355, 362, 384 and 485, as recommended by the Academic Matters Council.

The motion was adopted.

<table>
<thead>
<tr>
<th>COURSE</th>
<th>TITLE</th>
<th>CREDITS</th>
</tr>
</thead>
<tbody>
<tr>
<td>BCT 521</td>
<td>“Environmental Control Systems”</td>
<td>4</td>
</tr>
<tr>
<td>CAT 521</td>
<td>“Modern Catalan Literature”</td>
<td>3</td>
</tr>
</tbody>
</table>

MOVED: That the Faculty Senate approve the courses BCT 521 and CAT 521, as recommended by the Academic Matters and Graduate Councils.

The motion was adopted.
F. PRESENTATION BY ROBERT FELDMAN, CHAIR, DIVERSITY STRATEGIC PLANNING STEERING COMMITTEE

“ACTION STEPS FLOWING FROM THE DIVERSITY STRATEGIC PLAN” (QUESTIONS AND DISCUSSION TO FOLLOW)


Laura Doyle, Professor of English: Thank you to Bob and everyone on the Task Force. It is a powerful report; the progress is dramatic and wonderful. I know how much work it has been, so thank you very much.

My question concerns the faculty dimension, and has to do with what is going on in terms of tenure and promotion. This month, four tenure-track faculty were denied tenure at our institution, in some cases despite recommendation for tenure by PCs, chairs, and deans. These cases raise a number of questions about procedure; among them are affirmative action questions. Of the four faculty denied tenure, one is a Latino man, one is an African American woman, and one is a white woman in a Science discipline in which women are underrepresented.

So the questions for the Diversity Task Force are: Will you be taking an interest in these cases? This is currently happening. What would be the role of the Diversity Task Force? Might, for instance, the Task Force have a role in any grievances that might be filed?

Chair Feldman: I do not know any of the specifics, so I cannot speak to that. Our Task Force is pretty much disbanded at this moment. One of the questions the Chancellor is going to face is, where are questions – legitimate questions – such as these addressed? We have talked about several initiatives. For example, the Chancellor’s Committee on Diversity may be the main venue for these questions. I can assure you that they will be addressed, and things will be looked into.

Senator Tom Lindeman: I chaired the first committee that attempted to draft a diversity plan for this campus, back under Chancellor David Scott. It had almost moved into reality, and had begun to go into practice. The subsequent chancellor killed the program and fired the staff.

I am delighted to see this new effort take place. One comment I would make about it is that I hope no one thinks this has simply to do with campus climate, campus politics, or Commonwealth politics. Instead, I hope it is understood as essential to what a 21st-century education has to be. If the graduates of this University have not encountered diversity and learned some skills of coping with it, they cannot count themselves educated. I think it would be well if the draft were amended somewhere to say something like that.

Chair Feldman: If it doesn’t say that explicitly, it certainly was our intent to say something like that. Point well taken; we will change it.

Senator Richard Bogartz: Percent changes with small numbers can be very misleading. When I look at the increase at Commonwealth Honors College from one to six African American students, and from eight to fifteen Hispanic students, I do not find that an amazing improvement; I would be disappointed with that. It is in the right direction, and I do not mean to dismiss or demean the work that has been going on and the intent. I think we need to get our expectations much, much higher. It is unfortunate that the improvement was only this much, and we really need to do better.

Chair Feldman: I agree that we need to do better. I still think it is a very large accomplishment. The amount of effort that went into moving the needle even this much was extraordinary. I do not think anyone says this is enough and this is where we should end up. But it is encouraging that we are moving in the right direction.

Senator Marinos Vouvakis: When I looked at your report, I could not see anything specific about what we will do about increasing diversity in our administration. I look around and see white males, not only on our administration but also on our Faculty Senate. Yes, we are talking about students. But students look up to us. We teach and recruit our students. If they see white males, we will recruit white males. I would like to see stronger language in this report with respect to administration and faculty hires of more underrepresented minorities.

Chair Feldman: I rarely try to speak for the Chancellor, but I will in this case. I think he would completely agree with what you are suggesting. He is absolutely, 100% committed to moving in that direction. I think that is a central value that he holds, and he is trying to do that.
Jeremy Tibbetts, Representative of the Student Government Association: First, thank you for giving this presentation. In terms of the increases in the number of students – six Black students and 15 Hispanic students – enrolled in the Honors College, do you have an idea of why there was an increase from previous years?

Senator Susan K. Whitbourne: Alexandrina Deschamps was hired as Associate Dean. Prior to that, she had been doing a lot of recruiting. She has made it her mission to recruit. There have been fantastic open houses and direct one-on-one efforts, such as finding guidance counselors and teachers, and reaching out to qualified students.

SGA Representative Tibbetts: You mentioned advocacy, inclusion, and support clusters in your presentation, and diversity, equity, and inclusion trainings. In terms of Residence Life, could you give me an idea of what that would consist of and when it will be implemented?

Shelly Perdomo, Interim Assistant Vice Chancellor for Advocacy, Inclusion, and Support Programs: We are in the process of meeting with our Residence Life colleagues and our leadership from Student Affairs and Campus Life to start planning that. We will have more information for you. We are in the developmental phases. We are waiting for the semester to wrap up before we start delving into...

SGA Representative Tibbetts: You don’t have a date for when that is going to be implemented?

Interim Assistant Vice Chancellor Perdomo: It will be moving forward for the fall.

SGA Representative Tibbetts: You mentioned an active inclusion campaign through UMatter @ UMass.

Interim Assistant Vice Chancellor Perdomo: We are working with our UMatter leadership team to look at how, as an institution, we can start engaging in a campaign around connection through active inclusion; really looking at how we can foster inclusive behaviors, look at environmental messaging, reduce microaggressions and bias. We do not have things in place yet, but we are in the process of developing that. We will be engaging Academic Affairs as well, but we are in the developmental phases of that. That is going to be the theme for UMatter for next year. It is “Connection through Active Inclusion,” which connects very closely with our common read as well.

SGA Representative Tibbetts: Is there any more detail on the Senior Completion Support Program?

Carol Barr, Vice Provost for Undergraduate and Continuing Education: I do not have all the details. I do know that Financial Aid is working with the Bursar’s Office, identifying students who are very close to graduation and may have an outstanding bill, Bursar’s bill, etc., and trying to figure out some loan or additional assistance options so we do not lose students because of financial concerns resulting in not being able to pay their bills, especially if they are close to graduation. So, it is designed to help students who are close to graduating with loan debt or a bill that they need to pay to continue; to be able to complete their education so they can graduate. I will have more specifics at a future meeting.

SGA Representative Tibbetts: You also mentioned holistic criteria for admissions beyond GPA and standardized scores. Can you elaborate on what you mean by holistic criteria?

Vice Provost Barr: I do not have all of the specifics. This is James Roche’s area – overseeing admissions. It is not just GPA- and SAT-focused. It is looking at a bigger picture.

Chair Feldman: It is moving away from focusing solely on mechanical criteria. We are going to look at the entire student, and if, in one specific area, they are not as strong as we typically admit students, we can consider other factors. So, we are looking at students more broadly.

Senator A Yemisi Jimoh: My question regards numbers. I am always curious about how numbers are being used. When I look at the number of Black students being admitted in Commonwealth Honors College and the number of Black students coming into the University, my question is, is there some way to distinguish whether those are international students or whether they are African American students? That is a very important consideration in terms of diversity.

Bryan Harvey, Associate Chancellor and Chief Planning Officer: In all cases, throughout the report, we have tried to have definitions that are clear and that you will be able to find on the various websites. All of these references to diversity refer to US citizens who report. That is the federal reporting standard. You will never see international and ethnic and racial diversity numbers mixed up. Sometimes you will see one; sometimes you will see the other. But Black, in this case, always means Black or African Americans who report; US citizens among the population.
Senator Jimoh: US citizens or US citizenship? Are we talking about Green Card holders or US-born students?

Associate Chancellor Harvey: The federal reporting standard is US citizens. Marilyn Blaustein, Assistant Provost for Institutional Research, states that legal immigrants who hold temporary resident cards are included in the statistics.

Senator Jimoh: I think we need to work with that and figure it more finely because it really does make a difference.

SGA Representative Tibbetts: At an Undergraduate Experience Council summary of your diversity strategic plan, you mentioned an effort to create a single pipeline to report, for example, microaggressive or discriminatory behaviors. The idea was that you could go through the UMass website, rather than the Ombuds Office or chairs of your departments. I was wondering if there was any progress on that?

Chair Feldman: This concern was raised by many of us on the Task Force. We were trying to look at data and figure out what the reporting pipeline and process are for complaints and concerns. It is not clear. It is actually found on many places on the website, but it is not clear where you start if you are a student or faculty or staff. We now have someone who is about to start in the Chancellor’s Office, who is going to be dedicated to working on the diversity matters website. Additionally, part of her charge will be to work on developing that particular place to go. It is a double problem. People do not know where to find the information if they want to report something. It is also extremely difficult to find the data; we have lots and lots of data about diversity and inclusiveness. It is just hard to figure out where it is. So we are going to work on both of those things.

SGA Representative Tibbetts: Is that the Assistant Provost for Diversity?

Chair Feldman: It will be someone in the Chancellor’s Office.

SGA Representative Tibbetts: There are a lot of great strategies in here; a lot of great ideas. I really hope they all come to fruition. In my conversations, the things that most frustrated undergraduate students were that there weren’t any timelines or set dates for when things were going to happen. They are awesome ideas. But the worst thing that can happen, because there are no set dates, is that they just won’t be accomplished. This presentation, however, is testimony that at least some of them have gotten done. The other thing is the lines of accountability. There are some things that are just floating. Who is going to make sure that this happens? Who is following up on this person?

Chair Feldman: We are at a point where the Chancellor is going to make some decisions about priorities and what is going to happen next; what the structure will be, what kinds of things will be moving forward. Ultimately, he is responsible, and we acknowledge that. He wants and takes that responsibility very seriously. I think you will see, going forward, a series of changes and accomplishments that are going to represent progress.

Ernest May, Secretary of the Faculty Senate: Something that has not been mentioned... I think it would be quite impressive to provide some kind of summary of the investments that have been made because they are very significant. The amount of money that has been invested and is coming is not a small matter, and there are many competing priorities on campus. There is indication in this report that there has already been significant investment made, both in scholarships and hiring; things that actually do change the budget and show where our values lie.

MOVED: That the Faculty Senate receive the Diversity Strategic Planning Steering Committee Report as an appropriate first step and reasonable basis for ongoing planning and improvement, and endorse the specific recommendations to date.

The motion was adopted.

G. ANNOUNCEMENTS

2. The Secretary of the Faculty Senate

Ernest May, Secretary of the Faculty Senate: I want to thank everyone for a year of very productive work. These reports are an example of things that have been jointly done with the administration. The councils and committees have, of course, been very active.

Next week’s meeting will be action packed, starting out with an Athletic Council report, which is always fun. We have a recommendation to approve a School of Public Policy and a Center for Entrepreneurship (the Berthiaume Center). We have reports from JTFSO, the Joint Task Force on Strategic Oversight, and JTFRA, the Joint Task Force on Resource Allocation.
We have so many moving parts going. There was a JTF SO meeting this morning. We have gotten to a point in Chancellor Subbaswamy’s chancellorship where many great things are coming to the surface in the approved form. Now the fun begins of trying to determine what the funded form will be. So I iterate about ten initiatives here that are all very worthy of full funding: Diversity, the Life Sciences Institute, the College of Information and Computer Sciences, the School of Public Policy, the Berthiaume Center for Entrepreneurship, 1-A Football, the First-Year Seminar program, pay raises, the Commonwealth Honors College expansion, the initiative to raise UMass Amherst’s *US News and World Report* rankings from 30 to 20, and support services, such as IT. If we were facing a wonderful budget year, this would be easy. But we are facing a relatively constrained budget year. This is going to be difficult. So I encourage everyone to come and hear what JTFRA has to say about resource allocation and a new system on May 7.

According to *The Boston Globe*, there will be a Trustee meeting tomorrow, with the purpose of appointing a new President.

3. **The Chair of the Rules Committee**

* MJ Peterson, Chair of the Rules Committee: * Just a reminder that next week’s action-packed meeting will not be held in this lovely space. We will be back in Herter Hall.

It has been a long New England winter and, in the best UMass spirit, we have managed to prevail. I am sure we will finish up with high energy next week.

H. **QUESTION PERIOD**

*Senator W. Curt Conner:* Bryan, since you are here, we requested some information at the last meeting – both myself and the MSP. We are going to talk about resource allocation at the next meeting. Could you provide us with the amount we spent 10 years ago and the current amount of money we spend on administration versus faculty salaries? We would like to see what the ratio was 10 years ago and what it is now. We would like that information before we discuss resource allocation. So this is a request for you, not now, but at the meeting next week, to provide that information.

*Associate Chancellor Harvey:* I am always happy to provide information. If I need to enlist others, I will do so. I think what would be most helpful would be to have a little guidance on how you want to look at it. To say the ratio of administration to faculty can be looked at in a number of ways. The two ways I can think of are number of employees, which is fairly easy to get 10 years back, and dollars. I am not sure, in the next week, that we can figure out where dollars were. We will take a stab at doing something.

*Senator Conner:* Dollars, as you pointed out to me last year, are readily available on the website – Massachusetts Pocketbook, or whatever it is.

*Associate Chancellor Harvey:* Open Checkbook.

*Senator Conner:* And you can go there and find out now and the last four years’ figures. We need to get at least a 10-year picture of what was there – the number of dollars spent on administration. That means everything from the Chancellor down to the deans, and their associates, and their assistants, etc., to understand. This question came up. Now that we are trying to allocate resources, we should consider whether we are putting it into administration or faculty salaries and hires.

*Associate Chancellor Harvey:* We will try to do that. I am cautioning that Open Checkbook didn’t exist 10 years ago. To answer that question, you would have to have a list of those people considered administrators then. I am not sure that is lying around. I think we can look at staffing ratios or something, and come up with what we can as quickly as possible.

*Senator Conner:* You can go to the Library and get it. Yes, there is a whole book.

*Senator Frank Hugus:* My question is for the Chancellor, or Provost, or MSP Representative… In any case, I want to know what is going on with personnel procedures this year? I ask because I am the co-chair of the personnel committee of my department, Languages, Literatures, and Cultures, and we have had a difficult time getting information on nominal increases from the administration so that we can act on them. Furthermore, we were asked, several weeks ago, how long it would take us to come up with merit increases, and yet we have not even received any information about what we are supposed to do regarding merit increases. Then, of course, there is the turmoil that surrounded a lot of search committees last semester and this semester, and turmoil surrounding tenure decisions,
being asked in mid-stream to provide more letters of support, etc. So this is my general concern. Formulating this into a question, I would say, “What is going on?”

*Senator Steven D. Brewer:* I just wanted to observe that today is a “Monday,” so a number of people, including Dr. Phillis, cannot be with us because they have to teach today.

*Senator Tom Lindeman:* About a year ago at this time, the Faculty Senate voted me the one and only honorary member. This year has been so busy – so much business after 5:30 p.m. – that I have not risen until this time to say, “Thank you very much.” I appreciate the honor. Though we all know colleagues who regard the Senate as so inconsequential that those of us who serve on it are regarded by some as either certifiably insane or so stupid we shouldn’t be here, I would depart from that conviction. I have learned over the decades I have been coming to Senate meetings that it is a very interesting forum, and that sooner or later almost every significant issue arises here. I try to make it a point, particularly, never to miss the question sessions. For some years, I have attempted to secure the popcorn concession for the Senate. Don’t you think it would enhance our meetings if we could deliberate on such weighty matters as come before us while munching on popcorn? Thank you very much.

The 748th Regular Meeting of the Faculty Senate stood adjourned at 4:42 p.m. on April 30, 2015.