A. “STATE OF THE CAMPUS” REMARKS BY CHANCELLOR KUMBLE R. SUBBASWAMY

Kumble Subbaswamy, Chancellor: Thank you, Presiding Officer Hugus, for your return; I am honored to have the first agenda item under your guidance here. Greetings to everyone. Good afternoon. Certainly, thank you for giving me time to speak at this inaugural meeting of the Faculty Senate for the 2017-2018 Academic Year. It’s certainly been an exciting week, as we welcome both our returning students and the Class of 2021, and the campus is now in full swing in case you haven’t noticed. Our new students are continuing our current trend of excellence and accessibility. They are the most academically accomplished class in our history – we keep saying this every year and it continues to be true – arriving with an average high school GPA of 3.89. For our first-year Commonwealth Honors College Students, the average GPA is 4.27. The incoming class is also the most diverse. The ALANA – which is African-American, Latino, Asian-American, and Native American – student population increased from about 29% last year to about 30% this year. The underrepresented minority population – that is the African-American, Latino, and Native American population – increased from 13% to 16%. Men represent 49% of the class and women represent 51%. Along with the first-year class, we welcome nearly 1,150 transfer students, including 370 community college graduates who are now pursuing their Bachelor’s degrees on their flagship campus. Overall, our students come from every district in the Commonwealth. Almost 60% qualify for financial aid and 25% are the first in their family to attend college.

Clearly, we play a critical role in the wellbeing of the Commonwealth and you should all be proud of the opportunity that we offer collectively to our students. Through your commitment to excellence in teaching, research, and mentoring, you play an incredibly significant role in our continued success. We certainly have so much to feel positive about on this campus.

Like all institutions of higher education, we face challenges that would have seemed unimaginable just a few years ago. The horrific events that unfolded over the summer in Charlottesville, Virginia make clear that we’re living in a time when bigotry, racism, anti-Semitism, and hatred have found their way into our mainstream social discourse. I know that, with all of you, we will stand up to this hatred and we will recommit ourselves to ensuring a safe and welcoming living and learning environment for our campus community. The banners that you have seen around campus with the message “Hate has no home at UMass” are part of a broader campaign to foster that supportive environment and make every member of our diverse community feel welcome and safe. But make no mistake: we will pursue these goals while maintaining our commitment to academic freedom and the free exchange of ideas. In this era of fake news and alternative facts, the unfettered exploration of new ideas, grounded in research and scholarship, is more important than ever.

As I enter my sixth academic year as Chancellor, we will remain alert to the challenges ahead while we also remain focused on continuing the unprecedented momentum that our campus has experienced over the past several years. In recent years, as you know, we have moved up on the U.S. News & World Report national ranking, and we are now among the top thirty public universities. Though, as we learned this week, we cannot take our positive trajectory for granted. In the 2018 rankings released on Tuesday, as you may have heard or observed, we slipped from 27th to 29th. So, while we currently remain in the top thirty, it’s clear that we have our work cut out for us to keep our momentum going. This afternoon, I’d like to present our strategy. We know that our student body is the most academically accomplished in our history. We are attracting the best and the brightest
students to campus while remaining committed to our mission of accessibility and our values of diversity, equity, and inclusion. I know many of you have taken note of the current caliber of our students, commenting on their contributions in the classroom, studio, and lab.

While passing along our knowledge to such enthusiastic recipients enriches our own work on a daily basis, our role in educating these young people has an importance that extends far beyond the borders of the campus. It has long been said that Massachusetts thrives despite its lack of natural resources, the cold winters, and the expensive cost of living because of its educated workforce and emphasis on innovation. Recently, the Massachusetts Budget Policy Center produced a study finding that 50.2% of the Massachusetts workforce has Bachelor’s degrees compared to the national average of 35.5%. As in the past, higher education continues to be an economic driver in the state. At the same time, higher education in Massachusetts has evolved considerably. While the Commonwealth has a critical mass of private colleges and universities, over the past few decades, their admissions patterns have changed substantially as they increasingly enroll students from across the country and around the globe. Today, the top eight private research institutions in the Commonwealth educate 72% fewer Massachusetts residents than they did 30 years ago. While the Massachusetts higher education landscape has been changing, public higher education across the country has also shifted. With states falling behind with support for their own public institutions, campuses around the country are actively recruiting out-of-state students for financial stability. Articles in The Washington Post and The New York Times have explored this strategy. The Times notes that the University of Alabama in Tuscaloosa has become the fastest growing flagship in the country by aggressively pursuing out-of-state students. Their enrollment increased by nearly 58% since 2006. How? In 2004, 72% of their first-year students were in-state. By 2014, only 36% were Alabamians. In addition to new sources of revenue, states like Alabama have another motivation for recruiting students beyond their borders. Upon graduation, these new alums are quite likely to stay in the state of their alma mater, starting careers and families, and contributing to the strength of that economy.

Now, consider that U.S. News & World Report recently ranked Massachusetts the best state to live and work in with the best public education system in the country. Additionally, Massachusetts is routinely ranked in the top three nationally in per-capita income. So, many Massachusetts high school students are both well prepared for their post-secondary education and financially well off. You can see where I am going with this. Our national peer public universities see Massachusetts high school graduates, such as the ones we welcomed to campus last week, as some of their most attractive recruitment targets. We find ourselves then at a critical juncture as the private colleges and universities of the Commonwealth enroll fewer and fewer Massachusetts students and our national peer public institutions welcome those same students to their campuses and their economies; Massachusetts faces a potential brain-drain, one which could compromise the state’s successful tradition of a well-educated workforce that fuels the innovation economy.

What can be done to avoid this brain-drain? The citizens of Massachusetts should be given a public flagship option that rivals our national peer competitors in delivering an accessible world-class education. Right now, we are a top-thirty public university. I firmly believe that by combining our current momentum with the right amount of support, we can continue moving this campus forward and become the top-twenty national public research university that the people of Massachusetts need and deserve. We do, however, have a significant challenge in realizing our top-twenty vision. Over the past few years, we have done so much work on our campus, making use of every resource at our disposal, and I’m so proud of our success, but the reality is that we have come just about as far as we can on our own.

Now we find ourselves at a fork in the road. In one direction, we successfully find new resources, new sources of support, and we continue our momentum moving towards the top-twenty vision. In
the other direction, without new support, we accept the fact that we may have reached our pinnacle as
the flagship of this Commonwealth and, as some policy makers in the state have suggested, we cease
our ambitions and resign ourselves to staying in our lane. Let me be very clear about this suggestion:
I reject it. We remain committed to the path of momentum. Generating the support to stay on our
path of momentum will require a three-pronged approach with responsibilities shared among the
extended University community, the Commonwealth, and our students and families. The first prong
requires a partnership between the Commonwealth and the campus with committed state resources to
hire more faculty and address our still-aging facilities inventory. For too long this campus has been
asked to borrow money to fix the aging academic and research facilities that were built by the state.
We need the Commonwealth to address the deferred maintenance needs on this campus. This first
prong of the approach also requires a campus commitment to significantly increasing revenue
through Continuing and Professional Education and online offerings and for our schools and colleges
to explore new revenue opportunities. On both counts, we are actively engaged in this process. The
second prong involves expanding our culture of philanthropy; building on the success of UMass
Rising, we will enlist our expanded University community in a campaign dedicated to our top-twenty
vision. And, finally, the third prong involves our students and families. While we cannot ask our
highest-need students to continuously shoulder increases in tuition and fees, can we ask our students
and families for shared responsibility for this advancement? As we provide them with the top-twenty
public university that they deserve, can we ask them to leverage that additional state support? One
approach that might be implemented, that many other states have implemented, is that of a “flagship
fee,” allowing us to generate some revenue we need to hire additional faculty, upgrade our aging
facilities, and compete with our national peer and aspirational universities. Currently, the four
undergraduate programs in the UMass university system have fairly comparable costs of attendance.
If students choose to attend their flagship campus to take advantage of our breadth and depth of
expanded resources, a flagship fee supports that campus differential; that’s one model. This fee
would only be implemented if matched with state support and if we demonstrate a flagship level of
performance for graduation rates, student success, and other key metrics.

I know that there are other conversations concerning public college affordability in the
Commonwealth that are underway and you will hear a little bit about it later on. Various forms and
concepts of debt-free public college are being discussed nationally and in neighboring states like
New York and Rhode Island. And, the “Fair Share Amendment” will likely be a proposal on the state
ballot in 2018. Given the current fiscal realities of the Commonwealth, this amendment likely
presents the next opportunity for reinvestment in public higher education. If the ballot question
passes, it could possibly raise $1.9 billion each year specifically to fund investments in education and
transportation, but we have no certainty either that the “Fair Share Amendment” or some form debt-
free college will become real, and, if either does become real, the funds the flagship campus
Massachusetts needs and deserves will not necessarily be available. The “Fair Share Amendment”
and debt-free college initiatives are focused on accessibility for all deserving students. If either is
realized our campus will possibly assume the obligation for free or reduced cost which will reduce
our revenue and we accept this possibility; as a public land-grant university, we applaud any effort to
increase access. It’s fundamental to our mission but, at the same time, we must remain focused on
maintaining our quality as well. We must continue advocating for a purposeful investment by the
state, allowing us to hire more faculty and improve our facilities.

We therefore have two tracks we are advocating for: access and quality. We cannot sacrifice one for
the other; we need both. That’s our vision, and that’s what I believe the state needs: a top-twenty
public university that serves all deserving students of the Commonwealth. So, as we find ourselves at
the “top-twenty fork in the road,” what do we do? In the midst of a nationally changing higher
education landscape, we must demonstrate to our elected officials, the expanded UMass community,
the business sector, and the families of Massachusetts the critical importance of having a top-twenty
flagship university in their Commonwealth. We must demonstrate that our focus on the top twenty is
not about winning a ranking; it’s about investing in the future of the Commonwealth. Five years after graduating from UMass Amherst, 58% of our alumni are still living in Massachusetts. They are a well-educated workforce who will continue our tradition of a strong innovation economy. When we successfully demonstrate to our constituencies the critical importance of a world-class flagship university’s place in the success of the Commonwealth, and when they embrace our top-twenty vision through shared responsibility, then we will have the opportunity to take the path of momentum and continue our ascent. Thank you and Go UMass.

B. BRIEF UPDATE ON THE “FAIR SHARE AMENDMENT” BY PROFESSOR MAX PAGE

Professor Max Page: Good afternoon, everyone. Welcome back to another year of educating the Commonwealth’s future. It’s especially exciting this fall – I’m not sure why – but it feels especially good. I want to do two things in the short time that I have: one is to remind you what the “Fair Share Amendment” is and then to tell you why you as individuals, the Faculty Senate as a body, and the administration as the administrative leaders of the campus need to get on board with this and also cannot sit on the sidelines of this battle. Many of you know, and here is information about what the “Fair Share Amendment” is. It is an additional tax. It is a constitutional amendment that would change our tax code so there would be one additional level of taxation. Those making over a million dollars a year, not including total wealth, not your house, but those making over a million dollars in income a year would be charged an additional 4% surcharge on that income; it affects about nineteen-thousand families in the entire Commonwealth and, as I look around, I think, no one in this room. It would generate up to between $1.9 billion, as the Chancellor said, and $2.2 billion estimated every single year. That’s one great thing. Part two is that it is dedicated to public transportation including roads and bridges, public education kindergarten through higher education, and the affordability of public higher education; of three parts, we are included in two of them. Blushing a little, I can say we can take some credit for this; the MSP, our union here, and the larger union we’re part of, the Massachusetts Teachers Association (MTA), were key in that. The fact that public higher education is written into this is, frankly, partly because Barbara Madeloni, President of the MTA, and I were sitting there when we were writing the words. We made very sure that public higher education was not left on the sidelines. So, this is the best opportunity in a generation, or maybe two, at least since most of us came to this university, to bring a big infusion of money to the campus from the state. We’ve been talking about this forever; we have always said that we are living under austerity budgeting and we need more money from the state. This is the best change we’ve had in a generation. However, not all is one yet. A lot has happened to bring it to this place. It is now an initiative that will be before the voters in November of 2018. That’s the last of a series of steps it took to get there. We are at the last stage. If the people vote for it in November of 2018, with 50% plus one vote, it becomes part of our constitution and becomes permanent law.

However, there are reasons why you cannot sit on the sidelines and hope that other people will take care of it. First, if you sit on the sidelines as individuals, as administrators, and as a Faculty Senate body, we might lose. If the people are presented with a proposal to vastly increase money spent on public higher education and the leaders of the flagship campus cannot support that, the people might wonder why they are actually voting for it. That’s one reason why you can’t sit on the sidelines. The second is that, while we might win the battle anyway in November of 2018, we might lose the larger war because once the amendment is passed in November of 2018, the legislature must then allocate the new $2 billion that’s available. They could put $1.99 billion into roads, bridges, and public transportation – that lobby is very powerful. They could also put a lot of into K-12 education, which of course I support very much and believe it deserves a lot of money. Of those three areas, public higher education is not the most powerful political element of the three, so we need to be very vocal about the need for a fair share of the fair share. So, this body needs to take a stand in favor of the “Fair Share Amendment.” The body needs to encourage its members, the faculty of this campus, the staff and students, to take a stance. You have to ask your administration to take a strong stand in favor of it and also ask the Board of Trustees. If anything is one of their jobs, it is advocating for the funds needed to provide an outstanding quality education accessible to all as the Chancellor discussed; it’s one of their main jobs. I presented this to them and said, “Please take a stand in favor of this, your best chance in a generation to secure funds for our University,” and nothing has happened yet. A little push from the Faculty Senate might help, as well. So, I’m glad to take questions. I really want to urge that you not just
listen and vote well in November of 2018, but that this body, the Faculty Senate of the flagship campus, the top of the heap of the whole twenty-nine-campus system, takes a very strong chance for this, the best opportunity we’ve had in a generation. Thanks.

**Senator Curt Conner:** Isn’t it true that the money from all of the lottery ticket and Mega Millions sales in the state was supposed to go to higher education and we get none of it?

**Professor Page:** Senator Conner, I’ve missed you. So, that’s a good question, a legitimate question, because, in fact, there is distrust about Beacon Hill and what they will do with the money. I will say very clearly that the reason this amendment was written the way it was, with very clear places of dedication, with a statement in the amendment that the money is not to replace other money – in other words, there’s the idea that they give us $500 million from this pot and take $500 million for somewhere else – it is written into the amendment that that should not happen. This is politics. This is Beacon Hill. All kinds of things can happen. However, this is the reason why we need to not be on the sidelines, because after November we’re going to need to go up there and say, “Hey, we get a good chunk of that and you can’t just replace our other money with this money.” So, it is an ongoing battle; it’s never going to be set and done, but this is by far the strongest way to do it because it will be built into the Constitution. They have to respond and say, “This is where the money is going,” and it has to fall into those three categories.

C. **PRESENTATION BY JULIE BUEHLER, VICE CHANCELLOR FOR INFORMATION SERVICES AND SECURITY AND CHIEF INFORMATION OFFICER AND MATTHEW DALTON, CHIEF INFORMATION SECURITY OFFICER**

(QUESTIONS AND DISCUSSION TO FOLLOW)

**Julie Buehler, Vice Chancellor for Information Services and Security:** Thank you. Matthew Dalton, our Chief Information Security Officer, is here. We were trying to fit this presentation in at the end of our last academic year but we missed the moment so I thought that it was important to have Matthew come tell you where we are with information security policy. Some of you remember that when we were doing the IT information security plan our policies were very aged; most were last updated in the 1990’s and no longer meet our needs. We have updated some and we have more to do; Matthew will tell you all about that.

**Matthew Dalton, Chief Security Information Officer:** Thank you for inviting me to talk with you about where we are with our policy development. We were before you previously about our acceptable use and confidentiality policies. This is expanding upon that to provide a framework for how we approach the securing of our critical information and research data assets within the University. This is part of a larger strategy that we’re working on across the UMass system; on all of the campuses and at the system level we are revitalizing all IT policies. You may be aware that when we were doing the IT information security plan our policies were very aged; most were last updated in the 1990’s and no longer meet our needs. We have updated some and we have more to do; Matthew will tell you all about that.

**MJ Peterson, Secretary of the Faculty Senate:** Could you give people a sense how, when the policy is adopted, that will change things that they need to do or that IT will be doing? Some policies get adopted but don’t change your life very much while other policies get adopted and send everything up into the air. Where will we be on this?
Chief Information Security Officer Dalton: That’s an excellent question. Many of the practices that are in the policies we have already been doing such as the foundational information security controls – putting antivirus software on all of the desktops – we’ve been dedicating resources to working with individuals across the University in order to incorporate those over the last few years. Some of these measures are putting frameworks together so that the way that we approach information security from a research context would look familiar to somebody who looks at information security from a medical context. In some areas, we’re putting more structure around them. A lot of granting agencies are requiring more information security components to the research. A lot of medical information is requiring more compliance objectives. But, in other areas, things won’t change that much. So it really depends on the context. If you’re working with more regulated data or more contractual data, that’s where you might see more changes. The answer “it depends” isn’t too comforting but that really is where we’re approaching this from.

Vice Chancellor Buehler: Yes, we want to have the right controls depending on the type of data. If it’s highly confidential, we want to have more but, if it’s public information, we want to have less and make it more available. We are seeing trends in the industry where, ten or fifteen years ago, one might say “information security… the IT department is responsible.” Today, the more modern way to look at it is that information security should be treated like cash. So, everyone on this campus – every visitor, every guest, every student, every faculty, every staff – has a responsibility to help us secure the information at the appropriate level depending on what it is. So, that’s the biggest change that I see, that people shouldn’t be comfortable thinking that’s it’s being taken care of elsewhere and that they should be more aware of it.

D. ANNOUNCEMENTS

1. Principal Administrative Officers

John McCarthy, Acting Provost and Senior Vice Chancellor for Academic Affairs: A few weeks ago, I was at our community breakfast and they had a wonderful student speaker who began by saying, “I’m a millennial, so I’m going to read my speech off of my phone.” Well, I’m a baby-boomer, and I have a three-by-five index card.

I want to welcome all of you back to a new academic year. I also want to welcome at least one of our new Deans, Tricia Serio, Dean of the College of Natural Sciences. We are joined now by sixty-one new faculty, four of them recruited two years ago; the remaining fifty-seven were recruited last year. Of those fifty-seven, twenty-five are women and, I think, thirty-six of them are in the four Arts and Sciences colleges. The balance are in the professional schools. The racial and ethnic diversity of that group is quite good. In one sense, I believe, 48% of them are ALANA. On the other hand, we’d like to do better than the 11% who are members of the historically underrepresented minority groups. At a campus that has just enrolled 16% of our freshman as new students, I think that we can do better than that 11% over time. That’s going to be one of my foci of attention as Provost.

I’ve been Provost now for seven weeks. I’m at the point now when I no longer feel odd when somebody addresses me as Provost; I’m now comfortable with that. I like my office a lot; I’ve gotten rid of the heavy, dark furniture that was in there and it feels like a familiar place to me. Last year, especially last spring, I spent a lot of time looking for a job somewhere else. I got gold status, starting from zero, in a couple months, on my frequent flyer card because I was really travelling a lot. I visited a lot of universities around the country and the status of the University of Massachusetts Amherst at those universities is truly remarkable. We are held in very high regard almost everywhere in the United States… except in the Commonwealth of Massachusetts; that’s something that we are working hard on and where we can do much better. One of my goals as Provost is to build us up in that respect in the Commonwealth. I think that one way that we’re going to do that is through our research and graduate education achievements.

Another really strong focus will have to be on student success, particularly on our four and six-year graduation rates. I’ve been meeting with Carol Barr and Enku Gelaye and Eric Moschella about that. This is going to be a very high priority. I think that this is a very important move if only because improving those four and six-year graduation rates is a tremendous financial boon to students and their families. If you go to
school for a couple of years and don’t finish, you’re not in that 50.2% of the Massachusetts labor force that has a Bachelor’s degree; you’re at a significant disadvantage. So, we really want to retain those students, bring them to their degrees, and get them out into the labor force that much sooner because that also makes a big difference to them financially.

I am doing my best to work across our boundaries, working with the other Vice Chancellors here in the front row as well as Vice Chancellor Gelaye; I think that that is going to be essential for Academic Affairs going forward. We’re all part of this team and we need to work together. I’m going to be reviewing some new initiatives that have come up in the last several years and making some decisions about whether they need to change or can be continued or whatever. As I mentioned, I’m going to focus heavily on recruitment and retention of faculty from underrepresented groups working closely with the Deans as well as our new Associate Chancellor for Equity and Inclusion Anna Branch. The Chancellor mentioned the fact that we need to develop new revenue sources. I think that’s something that we need to pay attention to, all of us; it’s going to be very important going forward. We hope very much that the “Fair Share Amendment” will pass and that the state will provide us with additional funds, but I think that we always need to be looking out for what we can do on our own, so I will be talking to the Deans and others about the need to develop new revenue sources.

I started my administrative career in the Faculty Senate; I probably joined the Senate around 1988 or ’89 and was a member most of the time until I became a full-time administrator and then returned when I became a Dean. I believe very strongly in the role of the Faculty Senate and of shared governance; I’m committed to that and to transparency. Thank you.

**Julie Buehler, Vice Chancellor for Information Services and Security:** Good afternoon again. The IT team has been doing a lot of work across campus and hopefully you’re starting to see some significant improvements in the classroom, particularly with WiFi, but I have one major project that I’m very, very excited to tell you about: we are now operating out of our new data center. Let me just tell you a little more about that. What does it mean for faculty that we have a new data center? I’m going to read you a couple of metrics then tell you what it really means. Virtual servers are five times faster. We have six times the storage capacity. Network connectivity is one-hundred times faster. We have better fire protection, better cooling, better compliance. So, that all sounds good on paper but what it really means for you is improved service. There were a lot of times when servers were failing. In the old system, we had to wait for them to fail, then diagnose them, and then we had to try to bring them back up. The down-time for faculty was too long. Now, because we are in a modern center, we can see when there starts to be a problem. And, not only can we do that but, as we build up more data, we can see what September looks like normally and compare it. This is the third time that I’ve brought a new data center into operation in my career. The first year is hard because even though we’ve done a lot of testing, nothing is like when you have a full load and all of the students back. So, this academic year, if you notice any problems such as something that seems slower than usual, please call us and let us know so that we can make adjustments and do fine-tuning.

I also want to point out what a major project this was. We’ve moved over 600 systems in the last year and we had a lot of help from faculty, staff, and students who were testing with us to make sure that things worked and worked with us on timeframes to take things down. Here’s the point that’s really amazing to me. I kept saying that you do this about once every few decades. When we actually opened the center, we had staff look to see when we had last opened a data center on campus; this is the digital heartbeat which controls your communications, student systems, building access systems, police systems, UHS systems. Do you have any idea of the last time we set up a major center like this? 1968. Some of you remember the picture. We have built the new one so that we can modularly expand it as the campus needs it. That means that we didn’t overspend but we rightly spent. Also, we have hybrid services, so some is on-site and some is in the cloud and that’s very intentional. So, thank you to all those who helped us test. I ask for extra patience this year. If we have a bump in the road, we will fine-tune and adjust and we will keep you informed. Thanks.
Andrew Mangels, Vice Chancellor for Administration and Finance: Good afternoon. I have a couple of announcements about some key staff changes in Administration and Finance over the summer. Bob Liebowitz, who was the Controller, retired, and Norm Gousy has been promoted to Interim Controller. I’m also excited to announce that Bill Brady has accepted the position of Assistant Vice Chancellor for Human Resources. Bill will be joining us a week from Monday; he comes to us from the University of Oregon and, prior to that, from the state college system in Minnesota. Bill is replacing Marie Bowen who left us last year. Last, I’d just like to give a shout-out to all of the Administration and Finance people, particularly in Facilities and Maintenance, who did an awesome job over the summer doing tons of renovations, paving, repairs. They helped out with the moves of people out of Hills, which is slated for demolition this year. I think it’s boarded up now. There was some significant repair work done on the Parking Garage. So, these are some not-so glamorous things that happened over the summer, but the staff is great. It’s been great working with all of you. I thank you for all of your cooperation with your departments moving things around and helping them do all of this work. The campus looks beautiful; we’ve had a lot of rain this year, unlike last year, but I just wanted to thank all of you and the staff.

Michael Malone, Vice Chancellor for Research and Engagement: Good afternoon. I have two brief announcements. First, we have a new Associate Vice Chancellor for Research and Engagement, Martina Nieswandt, who joins us from the College of Education. Welcome, Martina. I have the sponsored research numbers for last year: they are just about $164 million. This is other peoples’ money so we like to spend this money; Vice Chancellor Mangels particularly likes that. That’s up by about $4 million, $2 million direct and $2 million indirect, thanks to a lot of hard work by faculty and staff. We’re keeping a close eye on the federal budget so far as it is visible to us. You can make sense of it. So, the future is a bit more uncertain than it was, but so far, so good.

2. The Secretary of the Faculty Senate

MJ Peterson, Secretary of the Faculty Senate: It’s fall. We’re here. We’re ready to go. We are doing something of an easy start this year; we don’t have a major issue coming up at today’s meeting but we will have a number of significant questions coming up, later in the fall, including that whole proposal from the College of Social and Behavioral Sciences that was postponed from the spring and related issues. There is continuing work on the conversion to the new General Education Diversity requirement. We did the foundations of it by approving the new learning objectives last May but now those objectives have to be put into policy guidelines and courses need to be configured. That is a significant enough venture that it was agreed from the beginning that the new requirement would not go into effect until Fall 2018. The General Education Council is already at work on the additional steps that need to be done to get us into the new place on time and, since this does not involve any actual physical construction, on budget.

I want to introduce our new Office Manager and Assistant to the Secretary, Jeanne Vasu. She joined the Office in August. Many of you know that, for many years, Anne Benz was in the position and Anne retired. Now, some of you, I know, are going to be a little perturbed at me at this moment; you’re going to say “Why didn’t you tell us last May so that we could commemorate this in the Senate?” Well, I didn’t exactly know what date she was retiring and she wanted it that way. So, whatever anger you have should be directed at me. I own it; Anne does not. Anne is busy making a transition and moving south to be with her family after a long time of service and I wish her a well-deserved, very happy retirement. I hope you join me in that.

There was a round of applause.

We have two new Senators starting with us. One of them I know is probably not here yet because he’s still in class; this happens. We have Ina Ganguli from the Economics Department. She is an expert in labor economics, development economics, and economics of high-tech. We also have Wilmore Webley from Microbiology who is very interested in a particular class of bacteria. What is their life-cycle? How do they infect things? How can you detect them before they cause the bad things that they cause like blindness and respiratory illness and other diseases that you don’t really want to have. So, Wilmore is trying to find ways to either develop a vaccine or at least faster identification if not a cure.
Now, with the leave of the Presiding Officer I will just roll right into the announcements from the Chair of the Rules Committee. Professor Gross is not here today and this is also on me because he agreed to go to a conference back in the spring when the meeting schedule still suggested that the first meeting of the Senate would be on September 7. The Rules Committee decided a bit later that we really shouldn’t try to meet the first week of the semester; that’s just a little too insane. We’ll meet the second week. Dave said, “That’s a good idea except that I’m not going to be here. Sorry, guys.” So, that’s not on Dave. This is what he would be saying to you if he were here. The Rules Committee met three times over the summer, in June, July, and August. It approved a set of courses and changes to programs; those are on your agenda for the Senate to affirm. The Rules Committee also discussed a number of issues. We discussed the budget horizon for the state with a good deal of insight from the faculty delegates to the Board of Trustees who had listened very carefully to what the Board was up to. Sometimes the Board doesn’t know itself but this time it did. Also, as Chief Information Security Officer Dalton mentioned, we had a long discussion about the information security policy and made a number of suggestions about how to formulate it so that ordinary human beings can read it. It’s very important that these things be communicated well because these days information security begins with the ordinary user, not with the IT administrator and that’s the point that both Vice Chancellor Buehler and Chief Information Security Officer Dalton were making. We then looked at various other issues and also planned this meeting and began the planning of the October meeting. That is the combined report of the Secretary and the Chair of the Rules Committee.

4. The Faculty Delegates to the Board of Trustees

Farshid Hajir, Delegate to the Board of Trustees: Thank you for this chance to tell you a little about my experience so far as your delegate to the Board of Trustees. I want to thank Associate Delegate Marilyn Billings, and also Professor Susan Whitbourne who served for a long time in this position, for helping me get my bearings. I’ve been to about a half-dozen meetings now. There are four subcommittees at least: the Committees on Academic and Student Affairs (CASA), Administration and Finance, Advancement, and Audit. I’ve been to one full Board meeting and there’s another Board meeting next week. So, I have quite a few notes which I will not read to you but I will tell you a little summary of some of the most important things. There was a proposal from the Board of Higher Education to get a first pass at approving all new programs and there was an extremely strong and forceful opposition from the entire UMass community including from the Rules Committee. I thought that that discussion went extremely well at the Board of Trustees.

Recently, CASA discussed student success at all the different campuses; from our campus Provost McCarthy and Vice Provost and Dean of Undergraduate Education Carol Barr presented results from our campus. I don’t remember the exact statistics but our campus has made tremendous improvements in four-year and six-year graduation rates over the last few years. I think it’s important to note that a lot of the strategic investments that were made by the University administration during that time very clearly had the effect that we were aiming for, including the hiring of many academic advisors in various colleges.

Most recently, this week, I went to the Administration and Finance meeting. There was a presentation on a five-year financial plan. Some of the assumptions which I thought would be important to mention here are that salary costs are expected to rise by 1.5% - that’s what went into the model – and tuition increases of somewhere between 2.5% and 3%, with out-of-state tuition being higher. Regarding budgets, I wanted to point out two things. One was that President Meehan made a very strong comment about how the Amherst campus has absorbed a lot of cuts over the last few years; he doesn’t want to see that continue and he’d like to make sure that UMass Amherst retains its quality. During this very long conversation about budget models for the next five years, Chancellor Subbaswamy was the one who injected a note, which I was hoping would come in somewhere, which is that it’s fine to make lots of models but if those models don’t have any accompanying discussion about the quality of education then they’re not giving you the full picture. So, the Chancellor’s statements in his opening remarks were heard strongly at the Board of Trustee’s Committee on Administration and Finance meeting. So, the last comment I want to make is more of an editorial comment, more of my opinion, that I want to relate to the Faculty Senate. It’s very clear to me that over the next few years, there’s going to be tremendous pressure on all of the campuses to produce as much revenue as they can, through Continuing and Professional Education, through efforts in
philanthropy and increasing the endowment, or whatever other methods that we can come up with. So, I think that it’s very important for us as the faculty to be informed and engaged with all of those efforts. Thank you.

5. The Representative of the Massachusetts Society of Professors

Eve Weinbaum, President of the Massachusetts Society of Professors: Thank you. I want to just give you a quick update on some things that your faculty and librarians union is working on this fall. As you probably know, we spent a lot of time last year trying to negotiate a new contract; we worked closely with the administration and spent many, many hours. We did not get the economic parameters from the Governor’s Office so things were held up because of that. We’re hoping that we will get those numbers very shortly and we’ll be able to continue making progress in those negotiations but, in case you’re wondering why you didn’t see a raise in your pay as of July 1, that’s why. We’re working on it and we’re hopeful that whatever raises we do get will be retroactive to July 1. The MSP is also spending a lot of time working on two ballot initiatives and you will see petitions going around; we will be asking you to sign on so that these show up on the statewide ballot next fall. One is for an increase in the minimum wage; the proposal would increase the wage by one dollar over the next four years, eventually going up to fifteen dollars per hour, and then index the minimum wage to the rate of inflation after that. That is a proposal that has already been passed in other cities and counties and we’re really hoping that Massachusetts will take a lead and support low-wage workers. The other ballot initiative is for paid family and medical leave. We are lucky that, as faculty and librarians, we have a great union that negotiated good parental leave and family and medical leave for us but, even on this campus, staff don’t have the same benefits that we do and, across the state, about 87% of workers have no access to paid leave if they have a child who gets sick or for their own illness or for the birth of a child. So, those are two ballot initiatives and please sign on to those petitions. If we get them on the ballot, you’ll hear more about those campaigns for next fall.

There will be a meeting of all unions on September 26 at noon in the Cape Cod Lounge. That will be to talk about what’s going on with our contracts and think about how we can educate the Board of Trustees and work with the Governor’s Office to win more funding for UMass and to get better contracts. We also have been working on issues around immigration and we were grateful to see the Chancellor’s excellent email about the DACA program and the support that he and President Meehan have provided to students who came here as “dreamers” under DACA. We have also been working with a couple of groups doing support work for immigrants and mobilizing around immigration rights; we are going to hold a training on October 15 in the Campus Center for anyone who is interested in working on immigration rights and learning more about the issues and how you can get involved. Thank you.

8. The Student Trustee

Derek Dunlea, Student Trustee: Hello. For those of you who don’t know me, my name is Derek Dunlea and I am the student trustee for UMass Amherst as of July and I will be serving until the end of the fiscal year. There’s a lot I want to do on the Board but the most important thing for me is to be an active member of the Board who is representing student interests and trying to relay as much information from these meetings that I can so that the student body can be as involved and up-to-date as they can on Board matters.

I’d also like to work with the Faculty Senate. You all do such a great job of allowing us to be voting members on your Council and Committees, we have tremendous rights and, personally, I feel like, in the past few years, student involvement hasn’t been as much as it should be at these Councils and Committees. We actually have a completely new officer for external relations in the undergraduate student government. Her name is Sarah Nordberg and she is specifically scheduling things so that, basically, every Council and Committee should have student representation. If you are a Council Chair or if you are on a Council and you do not see a student at that meeting, please email me or Sarah Nordberg because we want to make sure students are involved when we are allowed to be involved. So, reach out if you have any questions on Board matters or things that are upcoming; please do not hesitate to email me. I want to meet everybody that I can.
If I can’t attend a meeting or if I can’t go somewhere, I’m going to be very honest about it. Sadly, I still have to take eighteen credits during my senior year; I still have to be a student, so I can’t attend everything but that’s the wonder of the undergraduate student government. We have, basically, about eighty officers in our student government so that means that there should always be somebody who is interested and wants to engage with all of you. So, once again, please do not hesitate to reach out to me. I hold office hours constantly in the SGA Office, in the GSS Office on the Campus Center ninth floor, and also at the CMASS Office in Wilder Hall. Thank you.

E. QUESTION PERIOD

Senator Marta Calás: I assume that I can ask any question and I’m trying to see where the new Provost is sitting. I see you. I’m sorry that I am going to inaugurate your new position with this kind of question but I don’t think that it can wait. This past week, I received, like everybody else did, this announcement about the National Center for Faculty Development and Diversity institutional membership, which came, signed by the Provost, from the Provost’s Office. Those of you who have been in the Senate will remember that, when the campus climate survey was done, we had a discussion in the Senate about it, and what troubled me at that moment was the identitarian nature of the survey. I even made the point that being a diverse person or a minority, or whatever way you want to say it, is a relational thing; it is not that I call myself a minority but it is others who call me a minority. In many ways, that is structurally located in the institutions, and it is also a relational activity. I am not alone by being a person of color; I am, because of that relationship that attaches that rubric to me, not alone. This document and becoming a member of this institution, whatever it is, on the one hand, has a lot of elements about making the problem an individualized problem. You can come to it as an individual member. It says that, by becoming an institutional member, the institution gains access to a lot of resources. The resources are things like mentoring, and then there is a note that it is not only for faculty or students of color but all in need of general mentoring and other resources to support transition throughout their career. I would say that perhaps the one who needs mentoring is the person who makes me a minority and not the other way around. So, for whom is this institutional membership? Who are the persons who are supposed to receive benefits from using those resources?

I could say many other things about this, but it also has another element to it that has happened, very conveniently, with many institutions these days, public and private, and businesses of all kinds. That is to outsource, to outsource the problem to someone else. Becoming a member of this center, which has more than 400 member institutions across the country, is not really taking the problem and looking very hard at it and what we are doing, but actually letting somebody else provide the solutions for the problems that we have. We know how these type of activities happen; they focus on the numbers that they have and therefore not on the real, immediate, nitty-gritty things. Anybody who knows a little bit about how cultures and organizations develop, particular to the everyday life of organizations and the relationships that we create, understands this. These are basically recipes that are already on the books for the most basic of possibilities. It may make a lot of people feel good about things, but I really think that, if this is the only solution that we are going to have to the problems that we have, I really think that we will be missing the most important opportunity that we had as a result of that survey. Thank you so much.

John McCarthy, Acting Provost and Senior Vice Chancellor for Academic Affairs: I thank Senator Calás for her thoughts about this. The National Center for Faculty Development and Diversity is something for which we had a trial membership a few years ago and a number of faculty and graduate students found it to be extremely helpful. I see a few nods. It’s a very well regarded resource that is of assistance to a number of people. I myself became sort of addicted to the weekly emails from Kerry Ann Rockquemore who is the Director of the National Center and I always found them useful and enjoyable and they helped to guide my work. So, this is not the response to the Climate Survey; this is one of dozens of things that are going to be happening. It is not the outsourcing of mentoring. Indeed, the annual Provost’s letter on promotion and tenure, that went out today from my Office, which you’ll see shortly if you’re a chair of a department or chair of a personnel committee, strongly emphasizes the need for faculty to look to their younger colleagues and provide them with mentoring at pre-tenure and associate-professor levels. This is not something that we’re outsourcing; we’re trying to provide as many resources as we can and this is one that many people have found to be valuable.
F. APPROVAL OF ACTIONS TAKEN BY THE RULES COMMITTEE ON BEHALF OF THE
FACULTY SENATE OVER THE COURSE OF SUMMER 2017

Secretary Peterson: The contents of this motion are four courses, which came out of the Graduate Council and Academic Matters Council later than May 4. The courses had been in process for a long time and the Rules Committee felt it was appropriate to approve them over the summer because some of the departments hoped to teach them in September. The other proposals are for modifications of academic programs and if we approved them over the summer they could go into effect somewhat earlier and there was a strong desire for that as well. None of them seemed to raise any serious questions to us and that is why we ventured to use our power to act for the Senate over the summer.


MOTION: That the Faculty Senate affirm the actions taken by the Rules Committee, on behalf of the Faculty Senate, over the Summer 2017, as listed on this agenda, Item F.

The motion was adopted.

G. ELECTIONS

1. Associate Delegate to the Board of Trustees

Nominee: Marilyn Billings, Library

Senator Billings was elected by acclamation.

2. Two At-Large Members of the Rules Committee

Nominees: Rebecca Spencer, Psychological and Brain Sciences
           Wilmore Webley, Microbiology

Senators Spencer and Webley were elected by acclamation.

3. Chair of the Rules Committee

Nominee: David Gross, Biochemistry and Molecular Biology

Senator Gross was elected by acclamation.
H. OLD BUSINESS

Amendment to the Special Report of the Nominating Committee concerning Nominations to Faculty Senate Councils and Committees, as presented in Sen. Doc. No. 17-068A.

MOTION: That the Faculty Senate approve the Amendment to the Special Report of the Nominating Committee concerning Nominations to Faculty Senate Councils and Committees, as presented in Sen. Doc. No. 17-068A.

The motion was adopted.

The 770th Regular Meeting of the Faculty Senate adjourned at 4:49 p.m. on September 14, 2017.