



Faculty Council

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

Monday, May 1, 2023, 1:00-3:00 PM

Chancellor's Conference Room

3rd floor, Quinn Administration Building

Agenda

I. Approval of the Agenda

II. Motion to Approve the 04/03/2023 Minutes

III. Motions from the General Education Committee (Neal Bruss, Chair)

Motion #1: That Modern Languages, Literatures, and Cultures [MLLC] 345L, Dreams and Visions, be approved as satisfying the World Cultures Distribution.

WISER Course Description: This comparative literature course focuses on dreams and visions as a cultural phenomenon and introduces students to key authors, genres, and movements in world media history. Adopting a comparative approach, students are led to explore exemplary works from French, German, Italian, and other European literature as cultural practices that shape our understanding of society, history, and culture. Students will investigate the concept of dreams from antiquity to modern psychoanalysis, discuss prophetic dreams and nightmares, and reflect on the connection between dreams and society, exploring French, Italian, German, and other global media cultures. Taught in English.

[Please note: MLLC 345L, FRENCH 3456, GERMAN 345L, AND ITALIAN 345L ARE THE SAME COURSE.]

General Education Capabilities: Verbal Reasoning (Critical Thinking) and Critical Reading and Analysis.

Motion #2: That Environmental Science 150, Introduction to Climate Change, be approved as satisfying the Natural Sciences Distribution.

WISER Course Description: Introduction to Climate Change covers the processes involved in Earth's climate and the history of climate up to the present day, with a key goal of gaining insight into ongoing climate change and the future. Students will develop a basic but robust understanding of the major controls on climate, in part as a foundation for considering climate-related issues in various disciplines and areas of human concern. We will also nurture a sense of curiosity and wonder about this amazing planet that we call home.

This course is designed to be accessible to students concentrating in the social sciences, humanities, or arts. At the same time, science and engineering-oriented students will find this course to be a usefully broad introduction to climate change, providing context for more specialized courses of study. For all students, our goal is to enrich your intellectual life and help you become an informed citizen.

General Education Capabilities: Quantitative Reasoning and the Use of Technology to Further Learning

Motion #3: That English [ENGL] 186G, Exploring Thomson Island: On the Ground and in the Archives, be approved as a First-Year Seminar.

WISER Course Description: Visible from UMass Boston's campus, Thompson Island is an extraordinary environment in which to explore a specific place and how it has evolved over time. Through readings, discussions, and boat trips guided by experts in relevant disciplines, this course explores ways of seeing, investigating and "knowing." Using a creative approach to history, the course engages with original documents and secondary sources to help answer the question: Why is Thompson Island worthy of our attention? The course reconstructs the Island's historic and educational uses from the political, social, cultural, and scientific artifacts of the past, and hones the skills of making meaning from them as well as of developing good practices of environmental and archival stewardship.

Motion 4: That the proposed implementation guideline for the Mathematics Distribution be circulated by the General Education Committee for comment to the colleges, departments, and faculty, through their deans and senates, with a request for comment by October 1, 2023. Those comments would be reviewed and noted by the General Education Committee. The proposed guideline, noting or incorporating those comments, would be returned to the Council as a motion for adoption.

The implementation guideline is as follows:

Two thirds of the content and assessment of courses proposed for the Mathematics Distribution be at the college level as described in the College Board's Advanced Placement mathematics courses but with the possibility of partial exceptions.¹

In the request for comment, faculty would be asked to name possible exceptions to the proposed guideline, for example, areas of college mathematics not covered in the Advanced Placement courses.

Discussion: Criteria for the Mathematics Distribution are set in University of Massachusetts Boston, *DISTRIBUTION AREA DESCRIPTIONS AND CRITERIA FOR COURSE CONTENT IN DISTRIBUTION COURSES (Revised 2006)*

A proposal for the Mathematics Distribution must begin with the criteria set by the Faculty Council in 2006: A significant part of the course should be aimed at the mastery and/or application of mathematical principles (i.e., doing mathematics).

The course should promote mathematical thinking and inquiry. To this end, the course should regularly require students to explain their reasoning and apply mathematical principles. Students should also be asked to make conjectures and explore and analyze mathematical problems.

The course should foster an appreciation of the value of mathematics, whether it be practical, aesthetic, or intellectual.

¹ The guideline was developed in consultation with the Mathematics Department's Curriculum Committee.

The implementation guideline is proposed to address two limitations of these criteria:

The criteria were not accompanied by guidelines for reviewing proposals. Until two proposals for the Mathematics Distribution were made in AY 2021, the lack of guidelines had not been an issue.

The need to specify some percentage of college mathematics, as opposed to developmental (or pre-college) mathematics, arose in 2013, when the University ceased offering courses whose content consisted primarily of developmental mathematics. It would follow that the Tan Document's "significant part of the course . . . aimed at the mastery and/or application of mathematical principles (i.e., doing mathematics)" should be college-level mathematics.

The Distribution Subcommittee and the General Education Committee does not recommend setting the minimum level of college math with the lowest-numbered University courses now carrying the math distribution. Instead, the committees recommend using as a standard the College Board's Advanced Placement courses. AP offers four mathematics courses: in pre-calculus, two levels of calculus, and statistics. The AP courses are proposed for a standard because they offer a wider range of content than the University's lowest-numbered math distribution courses.

The AP courses are described, in detail, at "AP Courses and Exams," <https://apstudents.collegeboard.org/course-index-page>

For example, the AP Statistics course has nine units:

- (1) Exploring One-Variable Data;
- (2) Exploring Two-Variable Data;
- (3) Collecting Data;
- (4) Probability, Random Variables, and Probability Distributions;
- (5) Sampling Distributions;
- (6) Inference for Categorical Data: Proportions;
- (7) Inference for Quantitative Data: Means;
- (8) Inference for Categorical Data: Chi-Square; and
- (9) Inference for Quantitative Data: Slopes.

Each unit heading expands to show possible topics covered within it. For example, the AP Statistics course description lists the following possible topics for Unit 4, Probability, Random Variables, and Probability Distributions:

- Using simulation to estimate probabilities
- Calculating the probability of a random event
- Random variables and probability distributions
- The binomial distribution
- The geometric distribution

UMass Boston Mathematics Distribution proposals would refer specifically to syllabus content and assessments in terms of AP course content. However, as comprehensive as the AP course may be, the proposed Implementation guideline would include the option for exceptions based on material in a proposed course that is not mentioned in the Advanced Placement course descriptions but, arguably, is at the college level.

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

Motion #1 (All materials available for review in Curriculog) **From: CLA**

Request for a program change: to drop the GRE as an admissions requirement from the Latin and Classical Humanities MA program.

Rationale: GRE performance correlates more strongly with demographic factors (race, gender, socio-economic status) than with skills relevant to research; if used as a key admissions metric, GRE scores unfairly exclude traditionally underrepresented groups. Cost can also be prohibitive for those students who come from low-income families.

Motion #2 (All materials available for review in Curriculog) **From: MCNHS**

Request for a program change: to require one year of clinical practice as a nurse practitioner for admission to the 12-credit Family Nurse Practitioner Post-Master's Certificate.

Rationale: Students with clinical practice as a NP have a stronger foundation in advanced health assessment, advanced pathophysiology and advanced pharmacology (these courses were previously taken in the students' master's program and are core concepts in the 12 credit post-master's certificate program) than applicants entering the program that have not yet practiced as a nurse practitioner.

V. Statement on the Refusal of the UMass Boston administration to Bargain Openly and Transparently

The Board of Trustees' Statement on University Governance (Trustee Document T73-098, as amended) clearly indicates that "*The faculty will have primary responsibility for matters of faculty status, such as appointments, reappointments, promotions, tenure, and salary adjustments.*"

An outstanding faculty is the backbone and lifeblood of any distinguished academic institution. In Fall 2022, UMass Boston had 1,134 full-time and par-time employees classified as faculty. Over 90% of our faculty are represented by the Faculty Staff Union. The Administration also recognizes the Faculty Staff Union (FSU) as the exclusive representative for the purposes of bargaining for all matters pertaining to wages, hours, standards of productivity and performance and other terms or conditions of employment for our bargaining-unit faculty and librarians. The Faculty Staff Union and its bargaining team represent the interests, rights, benefits, and working conditions for a highly diverse group of educators, scholars, innovators, and advanced practitioners, including (<https://www.fsu.umb.edu/content/fsu-contract>)

2.1.1 Tenure Track Faculty:

- Professor;
- Associate Professor;
- Assistant Professor;
- Instructor

2.1.2 Non-tenure-track Faculty:

- Clinical Professor and Clinical Lecturer, all ranks;
- Extension Professor, all ranks;
- Lecturer, all ranks;
- Librarian, all ranks;
- Program Director (not otherwise excluded);

- Research Professor, all ranks;
- All other Non-tenure-track Faculty (not otherwise excluded).

2.1.3 Faculty in the following units or under the following special conditions:

- Coaches or others in the Athletics Department with faculty titles
- Faculty on Terminal Contracts;
- Non-tenure-track Faculty who are less than half-time, at the beginning of their second consecutive year of employment;
- Visiting Faculty, all ranks, after two consecutive years of employment at the University, at the beginning of their third consecutive year of employment;
- Faculty funded from grants or sponsored projects and subject to the conditions and limitations of the controlling grant or sponsored project;
- Faculty members of the campus governance and Personnel Committees.

The Faculty Staff Union policy dictates that “*The FSU bargaining team will by default allow all FSU members to attend all main- and side-table bargaining sessions, whether negotiating the Collective Bargaining Agreement (CBA) or a CBA-related Memoranda of Understanding (MOA).*” The Department of Labor Relations of the Commonwealth of Massachusetts has determined that refusing to bargain because of the presence of a silent, expanded team violated Section 10 (a)(5), and derivatively, Section 10(a)(1) of Massachusetts General Law Chapter 150E. In addition, expanded bargaining has also been considered as a major positive innovation, a basic right, and the best practice adopted by all kinds of unions across the country.

We are deeply troubled to learn that the UMass Boston administration has decided to go backwards for collective bargaining, that is, to abandon the modality of expanded bargaining with 30 silent observers, using a Zoom webinar format, which led to a successful ratification of our 2020-2023 contract. Expanded bargaining is transparent, democratic, and fully consistent with the best practices for shared governance.

Thus, the Faculty Council affirms and supports the FSU’s urgent and reasonable request to bargain, in an expanded format, so that all faculty may have access to participate in the process. We strongly demand the basic respect and human decency for our faculty, the Faculty Staff Union, and the expanded bargaining team. We must negotiate openly, transparently, fairly, and respectfully.

VI. Updates on the Motions and Resolutions of the Faculty Council

October 3, 2022, 1:00-3:00 PM

Motion from Sociology Faculty – Kevin Wozniak and Andrea Leverentz on “Criminal and Disciplinary History Disclosures”

From: Joseph B Berger <Joseph.Berger@umb.edu>

Sent: Tuesday, October 11, 2022 7:41 AM

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

Cc: Priscilla K Gazarian <Priscilla.Gazarian@umb.edu>; Pamela Nadash <Pamela.Nadash@umb.edu>; Elizabeth L Sweet <Betsy.Sweet@umb.edu>; Amy Todd <Amy.Todd@umb.edu>

Subject: RE: Motion Passed by the Faculty Council at Its 10/03/2022 Meeting

Dear Zong-Guo,

Thank you for informing of the motion. I am already looking into it, will share your motion and questions with the appropriate offices, and will keep Faculty Council updated on what we find out. We will make a decision on how best to proceed by November 1, 2022.

Best,

Joe

Provost's Remarks Faculty Council November 7, 2022

“Thank you to Faculty Council as a whole and to the Financial Aid, Admissions, and Records Committee, for the motion and subsequent questions and insights regarding the inclusion of Criminal and Disciplinary History Disclosure questions on UMass Boston graduate admissions forms. We have looked further into this and given the multiple perspectives on this and the importance of the issue, we will be launching a working group that includes faculty members and administrators to *make a final recommendation by the end of March* regarding whether to remove these questions, retain these questions, or amend these questions.”

FACULTY COUNCIL REPORT Provost Joseph Berger Monday, April 3, 2023

“Criminal and Disciplinary History Disclosures – we have checked with the Office of General Counsel, and we have discretion at the campus-level. Building upon this, we are looking at these questions with Enrollment Management and I plan on attending the May meeting of the Financial Aid, Admissions, and Records Committee.”

November 7, 2022, 1:00-3:00 PM

(1) Motion from the Holistic Evaluation of Teaching Task Force (Rajini Srikanth, Dean of Faculty)

*“The Task Force on the Holistic Evaluation of Teaching moves that during the Fall 22 and early part of the Spring '23 semesters the various departments within each college discuss the recommendations of the task force for a cluster of approaches to provide holistic evaluation of teaching, and we strongly encourage departments to articulate by **April 30th, 2023** a plan for how best to discuss, engage with, and consider implementation of the recommendations within their department and the support and resources needed to do so. A subcommittee of task force members will be available to consult on departmental plans.”*

(2) Resolution on Continuing Development of Africana Studies

FACULTY COUNCIL REPORT Provost Joseph Berger Monday, April 3, 2023

“Holistic Evaluation of Teaching - Dean of Faculty Rajini Srikanth is working with a limited number of departments that have volunteered to explore the use of holistic evaluation. As discussed in Faculty Council, this is strictly voluntary and we will use these initial explorations to inform further consultation about how best to evaluate teaching.”

From: Joseph B Berger <Joseph.Berger@umb.edu>

Sent: Monday, November 7, 2022 8:32 PM

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

Cc: Priscilla K Gazarian <Priscilla.Gazarian@umb.edu>; Pamela Nadash <Pamela.Nadash@umb.edu>; Elizabeth L Sweet <Betsy.Sweet@umb.edu>; Amy Todd <Amy.Todd@umb.edu>; Zong-Guo Xia <ZongGuo.Xia@umb.edu>

Subject: Re: Faculty Council Resolution on Continuing Development of Africana Studies

Dear Zong-Guo,

Thank you for passing this resolution on to me. I acknowledge receipt and look forward to rapidly providing a response.

Best,

Joe

FACULTY COUNCIL REPORT Provost Joseph Berger Monday, April 3, 2023

Africana Studies and the Trotter Institute

“The Africana Studies search for three faculty hires (two senior and one open rank position) remains an institutional priority.

... the search for the Director of the Trotter Institute is making good progress. The search committee is interviewing semi-finalists and we will be bringing finalists to campus in the very near future. We are also hiring a new staff position to support the Trotter Institute and the other CANALA centers and institutes. I am grateful for Michael Johnson and Mickaella Perina’s leadership on the Trotter Transition Committee and am pleased that Michael is stepping into the role of interim director of the Trotter until we bring the new director on board in a few months.”

<https://employmentopportunities.umb.edu/boston/en-us/job/518437/assistantassociatefull-professor-africana-studies-multiple-positions>

Assistant/Associate/Full Professor (**Africana Studies**) (multiple positions)

Apply now Job no: 518437

Position Type: Faculty Full Time

Campus: UMass Boston

Department: Africana Studies

Pay Grade: 05

Date opened: **03 Apr 2023** Eastern Daylight Time

Applications close:

Review of applications will begin on **April 25, 2023** and will continue on a rolling basis until positions are filled.

<https://employmentopportunities.umb.edu/boston/en-us/job/516264/director-of-trotter-institute>

Director of Trotter Institute

Apply now Job no: 516264

Position Type: Faculty Full Time

Campus: UMass Boston

Department: Trotter Institute

Pay Grade: No Pay Grade

Date opened: **21 Nov 2022** Eastern Standard Time

Applications close:

The position is open until filled and applications will be reviewed upon receipt.

December 5, 2022, 1:00-3:00 PM

(1) Resolution on Moving Three Academic Departments (Economic, Political Science and Sociology) from the College of Liberal Arts to the McCormack Graduate School of Policy and Global Studies

(2) Recommendation of the Faculty Council Research Committee on a “Salary Top-up Policy”

FACULTY COUNCIL REPORT Provost Joseph Berger Monday, February 6, 2023

- The Gerontology Department and Institute will move to MCNHS effective July 1, 2023.
- A still-to-be determined joint committee/working group on CLA-MGS organization will be convened to make recommendations to me regarding the best ways to structure the relationship between CLA and MGS. ... The committee will commence work in February and provide recommendations to me by May 5, 2023.

FACULTY COUNCIL REPORT Provost Joseph Berger Monday, March 6, 2023

Academic Reorganization

As I reported last month, we are proceeding with the formation of a CLA-MGS Reorganization Design Team. I have received nominations from the College of Liberal Arts, The McCormack Graduate School of Public Policy and Global Studies, and the Faculty Council Budget and Long-range Planning Committee. I deeply appreciate the work done by colleagues to make those nominations and I am grateful to the dedicated individuals who have been nominated. The Design Team is being broadly charged to develop recommendations regarding the best ways to formally restructure the relationship between CLA and MGS. Ultimately, and as conceived, the work of the team will focus on strengthening the immediate and long-term success of both CLA and MGS. A much more detailed charge will be provided at the team’s first meeting. I will work closely with this group of colleagues, so that we can learn from and with each other throughout the process. The work is expected to conclude in early May.

FACULTY COUNCIL REPORT Provost Joseph Berger Monday, April 3, 2023

CLA-MGS Design Team

The Design Team has been meeting for the last three weeks under the leadership of Reef Youngreen and Stacy VanDeveer with facilitation from Susan Gauss. I appreciate the work and dedication of the Design Team members and look forward to our ongoing work together through **May 12**.

From: Joseph B Berger

Sent: Thursday, April 6, 2023 7:13 AM

To: Shannon McHugh

Cc: Pratima Prasad; Fiona L O'Connor; Zong-Guo Xia

Subject: RE: **Salary Top-Up Program for Prestigious Fellowships**

Dear Shannon,

Thank you, **we are in the process of implementing the new policy**. I will review and get back to you.

Best,

Joe

March 6, 2023, 1:00-3:00 PM

**A Resolution to Confront Mental Health, Gun Violence, Police Brutality, and Systemic Racism
(Garrett Smith, Deputy Chancellor; Karen Ferrer-Muñiz, Vice Chancellor for Student Affairs)**

VII. Reports – maximum of 10 minutes

- a. Chancellor – Marcelo Suárez-Orozco
- b. Provost and Vice Chancellor for Academic Affairs – Joseph Berger
- c. Vice Chancellor for Administration & Finance – Kathleen Kirleis
- d. Faculty Representative to the Board of Trustees – Roberta Wollons
- e. Representative from the Faculty Staff Union – Caroline Coscia
- f. Representative from the Professional Staff Union – Michael Mahan
- g. Representative from the Classified Staff Union – Alexa MacPherson or Amanda Achin
- h. Representatives from the Graduate Employee Organization – Chidimma Ozor Commer or Jonathan Vega-Martinez
- i. Representative from the Undergraduate Student Government –Julia Olszewski (President) and Christelle Joseph (Vice President)
- j. Representative from the Graduate Student Assembly – Delaney Bowen

VIII. Seating of the New FC Members

The Constitution of the Faculty Council

Approved by the Board of Trustees September 30, 2021; Amended November 9, 2020.

“The first regular meeting of the Faculty Council shall take place during the month of May. The Chair shall convene the meeting and seat the new Council. An outgoing Chair of the Executive Committee shall conduct elections for a new Chair. The new Chair shall preside thereafter and conduct elections for the remaining Council officers.”

IX. Election for 1 Seat on the Executive Committee

X. New Business

XI. Motion to Adjourn

Following the wonderful tradition of the Faculty Council, the last Faculty Council (FC) meeting of the semester will be the Open Meeting. This meeting will be faculty-only (chairs welcome!) and the agenda is “open,” meaning it is determined by meeting attendees and the concerns they bring forward to discuss with the FC and its Executive Committee (EC).

The Open Meeting for Spring will take place in the Chancellor’s Conference Room (3rd floor, Quinn Administration Building) on Monday, May 8th, 2023, 1:00-3:00 p.m. Please join us!