

UNIVERSITY OF MASSACHUSETTS

AMHERST•BOSTON•DARTMOUTH•LOWELL•WORCESTER

**MINUTES OF THE MEETING OF THE
COMMITTEE ON ACADEMIC AND STUDENT AFFAIRS**

**Tuesday, May 20, 2008; 10:00 a.m.
Amherst Room
225 Franklin Street – 33rd Floor
Boston, Massachusetts**

Committee Members Present: Chair Thomas; Vice Chair DiBiaggio; Trustees Beatrice, Braceras (via conference call), Endich, Kulenovic, Nath, Pearl and Thompson and Tocco; Vice Chair King-Shaw; Chairman Manning

Committee Members Absent: Carlin and Osterhaus-Houle

University Administration: President Wilson; General Counsel Bench; Executive Vice President Julian; Senior Vice President Williams; Vice Presidents Chmura, Gray, and Lenhardt; Chancellors Cole, Motley, MacCormack, Meehan and Collins; Associate Chancellor Moloney; Deputy Chancellor Flotte; Provosts Seymour, Fonteyn, Garro, Abdelal and Pierson; Associate Vice President Harrington; Vice Chancellors Day and Kim; Dean Siegel; Associate Dean Rogoff; Ms. O'Connor, Public Safety

Faculty Representatives: Professor O'Connor; UMass Amherst; Professor May, UMass Amherst; Professor Tirrell, UMass Boston; Ms. Gibbs, Librarian, UMass Dartmouth; Professor Carter, UMass Lowell

Chair Thomas convened the meeting at 10:07 a.m. and indicated that he was honored and is looking forward to serving as Chair of the Committee. He thanked Trustee King-Shaw for his leadership as former Chair of the Committee.

Chair Thomas then provided an overview of today's agenda. There are three action items that require a vote, the Policy and Procedures for Responding to Allegations of Research Misconduct, Appointments to Named Professorships, and Establishment of the School of Education, Public Policy and Civic Engagement, University of Massachusetts Dartmouth. There will also be a panel discussion on Campus Safety, and two informational items which include the Fall 2007 Student Profile and an update on the Nursing Task Force by Trustee Pearl. A formal vote on Appointments with Tenure, UMass Amherst, UMass Boston, UMass Worcester; Awards of Tenure, UMass Amherst, UMass Boston, UMass Dartmouth, UMass Worcester and Transfer of Tenure, UMass Boston will be taken in Executive Session.

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Chair Thomas then asked for a motion to **Consider the Minutes of the Prior Meeting of the Committee.**

It was moved, seconded and

VOTED: To approve the minutes of the February 25, 2008 meeting of the Committee.

Under the **President's Report**, President Wilson first welcomed Chair Thomas to his first meeting as Chair of the Committee. He indicated that the Trustees receive quarterly reports from the campuses, and in June they receive the Annual Report. These reports measure performance and detail the progress of the campuses in meeting the University Trustee Priorities. Reading the full reports gives a much richer sense of the innovative programs underway and the dedication of the Chancellors, Provosts, deans, faculty, and students to fulfilling the University's mission. He then reported on a number of exciting initiatives from the campuses, focusing on three of the Trustee Priorities and University themes. Highlights included:

Strengthen Research; Enhance Student Learning Experience; and Leadership in Public Service:

Amherst

- With more than 80 percent of the world's population dependent on rice as a food staple and with its production dropping drastically in Bangladesh, parts of India and South and East Asia due to toxic levels of arsenic in the soil, the UMass Amherst laboratory of Professor Om Parkash and his team of researchers could help alleviate the current world-wide rice shortage through research using genetic engineering to produce rice plants that block the uptake of arsenic, which promises to increase production and provide safer food supplies for millions. Working with the campus office of Commercial Ventures and Intellectual Property and several interested companies, Professor Parkash is eager to commercialize and bring to market this new hybrid rice.

Boston

- Twenty-seven UMass Boston undergraduate students, representing a variety of academic disciplines and colleges, presented the results of their original work in oral and poster presentations during the Fourteenth Annual Undergraduate Research Conference this May. Each year, the University Honors Program coordinates UMass Boston's delegation to this conference. A sampling of research topics explored by the UMass Boston students this year included: anxiety in children with autism spectrum disorder, citizenship and race in America, a GIS (Geographic Information System)-based system for Winthrop's first-responders and decision-makers during a flood evacuation, and an investigation of disease using atomic force microscopy.

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Dartmouth

- UMass Dartmouth had its first Clinton Scholarship recipient, Teresa Malouf a junior majoring in history. She will be studying at the American University in Dubai during the Fall 2008 semester. The scholarship covers 100 percent of the program fees and housing for the semester. The Clinton Scholars Program aims to create a partnership for bridging the gap of cultural understanding between America and the Arab world. The program allows up to 10 American students per semester the opportunity to study and live in Dubai, immersing them in the culture and allowing them to observe the economic and democratic development of a modern Arab state. Congratulations to the campus and to Teresa.

Lowell

- UMass Lowell's Francis College of Engineering hosted the sixth annual fair for Assistive Technology Design, which provides high-school students with the opportunity to tackle real-world engineering design problems aimed at helping people with physical disabilities or special needs. This year, 44 design teams and nearly 180 students from 13 high schools across Massachusetts entered projects in the fair. Projects included an adaptive keyboard designed for a paralyzed shooting victim, a visual-enhancement system for a man with a degenerative eye illness, and many more. This exciting program creates a strong academic pipeline and engages the students and faculty from UMass Lowell's College of Engineering in community efforts.

Medical School

- Investigators from the University of Massachusetts Medical School have inhibited a SOD1 gene that causes a subset of genetically inherited ALS, also known as Lou Gehrig's Disease, and potentially create a delay in the onset of end-stage ALS. The research was performed by University of Massachusetts Medical School researchers Tariq M. Rana, PhD and Zuoshang Xu, MD, PhD, both of whom are professors of biochemistry & molecular pharmacology, and their colleagues. It was supported in part by funding by the former parent company of RXi. Both Drs. Rana and Xu serve as scientific advisors for RXi, which in 2007 entered into an agreement with the Medical School to exclusively license the technology described in the published work for potential therapeutic applications.
- The Professors' results were published in the April 2008 issue of the peer-reviewed Journal of Biological Chemistry (JBC). Their paper was selected as the Journal's Paper of the Week, which is based on its editorial board members and editors selecting papers that rank in the top one percent of papers they will review in a year, both for significance and overall importance.

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President Wilson reminded everyone that over the next two weeks, more than 11,000 students will be graduating from across all five campuses of the University. Student Trustee Ruth Thompson is among the 11,000 graduating this year. Chairman Manning and the Committee congratulated Trustee Thompson.

President Wilson thanked the Chancellors and their fantastic teams for their excellent work this academic year.

The next item was the **Senior Vice President's Report**. Senior Vice President Williams reported that this is the time of year that we celebrate the accomplishments of our many graduates—whether with bachelors, masters or doctoral degrees. This is the time to pause to ask what the University of Massachusetts contributes uniquely to the experience of our students—especially our undergraduate students, as we are a research intensive University with a land grant mission. Faculty are the sine qua non of a university. If this is true for the University of Massachusetts—then, the question more appropriately framed becomes what the added values are for our undergraduate students, in particular, who by far comprise the majority of our student population.

Several years ago the Committee on Institutional Cooperation—an academic consortium consisting of the universities of the Big 10 and the University of Chicago engaged through its chief academic officers a discussion about the values accruing to an undergraduate's education by virtue of the vast research enterprise of the University. The subsequent report is called 'Values Added' searchable on Google. The report references distinguishing characteristics often overlooked in evaluating undergraduate education. In our student-centered research intensive University, our students learn the habit of working from problem to solution, sifting through the errors in pursuing a line of inquiry to a satisfactory conclusion—not simply repeating the “same truths,” but expanding their horizons of knowledge.

At UMass, student learning is enhanced by the constant flow of people and ideas from outside the University—people in industry, in business, in government and at other universities worldwide with whom our research scholars interact routinely. Our students experience a plethora of options for concentrations and specialization that really vitalize the more universal points and principles we strive to teach our undergraduates in both general education and more advanced courses.

The graduate students drawn to major research universities—these apprentice scholars and scientists (as the report refers to them) are also often the teaching assistants whose enthusiasm for their own work finds expression in their teaching and, therefore, can become a further motivator for undergraduates in the pursuit of knowledge. Our undergraduate students experience the definite benefits of the research infrastructure, whether it is the wealth of libraries, laboratories, technology, or other facilities. The infrastructure of a research intensive university such as the University of Massachusetts enhances a student's awareness of the scope of human inquiry, knowledge, and experience.

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Senior Vice President Williams continued her report by indicating that she had read nearly sixty tenure files describing the fullness of the profiles of our University of Massachusetts faculty. In some instances the files describe collaborative research publications with undergraduate students as well as graduate students; enhancing the student's learning experience. Such phrases as public trust, moral vocation, and societal obligation come readily to mind as we review in these materials the research/teaching/service integrated mission of the University. These are the kind of faculty that ensure for all our students, but for our undergraduate students in particular, the values added of the sort characterized by the Committee on Institutional Cooperation.

The passion for our work and the celebration of our students' accomplishments this time of year is surpassed only by the compassion we experience individually and collectively for our fellow human beings in Myanmar and China—and anywhere there is fear, injustice, pain, and suffering. Striving to fulfill our purposes (regardless of our roles and places) and to be better human beings can we contribute positively to right the imbalances we experience. Congratulations to all of our graduates.

Chancellor Motley then announced that this is Provost Fonteyn's last CASA meeting and thanked him for his six years of service at the Boston campus. He is leaving to become President of Green Mountain College in Vermont. Winston Langley will serve as Interim Provost.

Chair Thomas introduced the first item for action, **Policy on Responsible Conduct of Research and Scholarly Activities**.

It was moved, seconded and

VOTED: To recommend that the Board take the following action:

To rescind individual campus policies on scientific misconduct (including T98-093 and T91-035A, etc.) and to approve the system-wide Policy and Procedures for Responding to Allegations of Research Misconduct as defined in T08-010.

The next item was **Appointments to Named Professorships, UMass Amherst**. Provost Seymour reported that the appointment to the Murray Chair is based on an internal campus search which occurs on a rotating basis every 2-3 years. The focus of this position is to try to increase the number of honor students to get involved in research. The Rudd Chair is based on an external search and its focus is to enhance the research activities in psychology in particular, adoption research.

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It was moved, seconded and

VOTED: To recommend that the Board take the following action:

To concur with the President in the appointment of Dr. Patricia Wadsworth to the Terrance Murray Commonwealth College Honors Professorship at the University of Massachusetts Amherst.

And further,

To concur with the President in the appointment of Dr. Harold D. Grotevant to the Rudd Family Foundation Chair in Environmental Psychology at the University of Massachusetts Amherst. (Doc. T08-043)

The next item was **College of Education, Public Policy and Civic Engagement, UMass Dartmouth**. Chancellor MacCormack reported that this is a proposal to realign existing programs into a new administrative structure that brings together education, public policy, and STEM initiatives as well as establish a center for civic engagement. This is not a proposal for a new program. This is a second step in the process to enhance the effectiveness of our educational programs and ultimately make a difference in educational attainment in our region. A Committee representing stakeholders provided advice on how to effectively organize programs in different colleges and centers and recommended the formation of an interdisciplinary school, including public policy. This proposal is unanimously approved by the Faculty Council. The Strategic Plan recommends that by 2012 students graduating from UMass Dartmouth should have a service learning experience, which will be the focus of the center for civic engagement.

Vice Chair King-Shaw asked if this is a graduate school of education and public policy, and if transfers of faculty are promotions or lateral movements. This is a graduate school of education and public policy. The transfers of faculty are all lateral movements and the request for transfer will be brought to the Board at its next meeting.

Chair Thomas asked about the economic impact of making this transition. Chancellor MacCormack responded that we are targeting for further increases if development of programs continues as planned over a five year period. There will be some objections but these are the normal reallocation of resources. The potential game plan is to keep the relationship or the interface with the University and the community so that we can develop a pipeline-we have now focused on the south coast

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It was moved, seconded and

VOTED: To recommend that the Board take the following action:

To approve the establishment of the School of Education, Public Policy and Civic Engagement at the University of Massachusetts Dartmouth. (Doc. T08-044)

The next item for **Discussion** was **Campus Safety**. Chair Thomas had requested that campus safety be incorporated into the CASA discussion in light of events that have taken place in recent days and the last five years on college campuses with respect to public safety and campus safety breaches. We have to be concerned with how we establish safety protocols on the campuses.

Vice President Lenhardt provided a brief overview of the Public Safety Task Force created two years ago. He also reported that the Internal Audit department produced two reports, one on business continuity and one on emergency preparedness. There have been a number of meetings on emergency preparedness including mock training drills hosted by the International Association of Law Enforcement Administrators. A Risk Management Council for the University was established. The Council meets regularly with campus representatives and is co-chaired by Vice Presidents Gray and Lenhardt. Business continuity is one of the primary areas. Analysis of risk has involved fraud and academic reputation.

Prevention is the most important issue and dealing with in terms of mental health, public safety response, etc. A mock safety drill will be held in July with senior management. Vice President Gray has been working with all public higher education on emergency messaging systems. We are also part of the Health and Homeland Alert Network. We will hear today about stressed students and staff which is one of the areas to concentrate on. The campuses have been investing in new systems of lighting, policy and video cameras. We are part of the Board of Higher Education Public Safety Task Force and participate on the Legislative Task Force on Public Safety.

Vice Chancellor Day from the Boston campus indicated that a very broad approach has been taken on the campus safety issue. The issue has intensified over the last year but it is not a new conversation. The number of students who fall to such things as suicide, crime, etc. are larger than those who are affected by large tragedies such as Virginia Tech and Northern Illinois. We need to be planning for a broad range of things rather than one specific possible incident. UMass Boston has a Safety Planning Committee with institution-wide representation and is chaired by the Vice Chancellor for Administration and Finance. Subcommittees deal with more specific issues such as campus awareness, communications, distressed or distressing students, distressed or distressing staff and faculty, etc. An alert system, safety website, emergency response guide, and safety awareness campaign have been established. Thirty two faculty and staff have been trained through IACLEA (International Association of Campus Law Enforcement

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Administrators Training). Two student Task Forces have been established under the leadership of Joyce Morgan, Assistant Dean of Students and Edna Pressler, Director of the Counseling Center. There are plans to conduct sessions on media training, FERPA and other relevant legal issues. A number of projects have been completed – threat and vulnerability needs assessment, enhanced emergency operations plan, creation of continuity of operations plan.

Vice Chair King-Shaw asked how the campus is protecting private health information and adhering to HIPPA laws. The people serving on the task forces are deliberate about conversations and those who are involved in them. We will not engage in certain kinds of conversations in order not to violate rights unless a student has waived certain rights. The CARE teams have a clear understanding of what they can and cannot discuss.

Ms. O'Connor from the Amherst reported that similar initiatives to those at the Boston campus are underway. An Emergency Preparedness Continuity Manager was recently hired. A text messaging system has been tested and students and parents will be encouraged to participate in the program. Drills will be conducted this summer, including one at the health center involving an active threat. A table top exercise will be conducted focused on hazardous waste incident which will be extended to the local community. UMass police have been extensively trained in active shooter situations. An Assessment Risk Team chaired by JoAnne Vanin, Dean of Students has been developed. This is a multidisciplinary team that reviews students who are at risk. A workplace violence team is also in place. The Amherst campus is also involved in the Board of Higher Education Task Force on Safety and is working on developing a training program for law enforcement and campus administrators on June 25th. The campus has received a three year, \$225,000 grant from the federal government to assess and train caretakers on suicide. We have trained over 500 people so far. An extensive program has been developed which works with students who are identified as having a problem with alcohol and has reduced the number of alcohol related crimes on campuses. Significant investment has been made in the police force, an extensive camera security system is in place, and every new building gets assessed for security.

Trustee Pearl indicated that these are extensive and intense guidelines for students in case of a threat and asked if there is training for students. There is training and a web page that provides information to people has been developed. Chair Thomas asked how we are doing with respect to minority hires. It is very hard to recruit and retain diverse workforce in western Massachusetts, but we have been working to do so. A student cadet force has been created to recruit at community colleges. Trustee DiBiaggio indicated that there is a difference between being a police officer and a cadet on a campus or in a community. It was noted that we focus on problem solving and community policing and are now in the process of training people across the campus regarding safety measures.

Vice Chancellor Kim from the Dartmouth campus reported that table top exercises and ICS training have also been conducted on the campus. There are two ongoing networks that meet on a weekly basis: 1) A Monday morning debrief group comprised of a number of officers meet to

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review and discuss what happened over the weekend and next steps; 2) SAGE (Student Alertness Group Engagement) is a campus-wide network that allows faculty and staff to register online concerns about a student. This group meets weekly to coordinate interventions. Other updates include: staffing in public safety has increased, communications and radio signal systems continue to be updated, campus safety upgrades continue, the shuttle bus service has been expanded, and a CCTV system is underway.

Trustee Tocco referred to a past incident on the Amherst campus with a vendor holding an access pass to dorms and asked if there is a protocol for vendors having access and how do we protect students against vendors. At the Lowell campus vendors must have a picture ID which gives them access, and they must be registered and known to the police department. A similar type of protocol exists on every campus. Trustee DiBiaggio asked if we have a system that avoids a similar incident as Virginia Tech. The system at the Dartmouth campus will do that. This year a three year pilot program evolved after Virginia Tech. A question was then raised as to security of the Dartmouth campus website connected with the SAGE network. This is a secured website and referrals can be done by phone as well if someone is concerned. Chair Thomas suggestion periodic examination of the firewall for the website.

Dean Siegel from the Lowell campus reported that campus safety and crisis management recommend aggression and behavior management. The model used at UMass Lowell has three basic elements. First, the crisis management group which was formed as part of business continuity plan. The group's responsibilities are to develop protocol procedures, emergency preparedness, crisis response, coordinate the emergency alert system, conduct mock drills, training education, and MOU to local hospitals transport and city and government agencies. The second element is the STARS team which is responsible for early intervention, addressing student behavior at risks. The group meets every Monday morning. Its primary responsibility is personal safety, classroom disruptions, risky behavior and mental health issues. In most cases, institutions across the country are reacting and the goal is aggression management to identify students who are at risk of hurting themselves or others ahead of time. Communication is critical to the success in managing risk crisis on campus. Chancellor Meehan appointed a Faculty Safety Committee this year. Faculty engagement is the most important element of connection with the students, and we are working to engage faculty to be part of the safety network on campus. The Faculty Committee has focused on classroom safety, transport issues, disruptive behaviors, emergency notification and faculty training and preparedness. As a result of the network, the campus has had 74 referrals to the STAR team, many by faculty through a special phone number. In addition, the STARS team has developed relationships with a number of peripheral groups. We also engage in staff and community awareness and training.

Associate Dean Rogoff from the Worcester campus reported that a major difference with the Medical School is that there is an active major medical center connected with the school. There are three graduate schools and it is smaller than other campuses. Because the medical school is on the campus of a major medical center, it must be open at all times. Threat assessment is considered in three areas; natural disasters, incident precipitated by student or incidents

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precipitated by patients or family members. We share our security with the security for the hospital system. Police officers are trained with the Worcester police. There is a universal identification card requirement, and there is limited access after hours. Forms of communication include an overhead paging system, a pilot mass messaging system is under development, and an emergency management website is under development. Being a smaller campus, there is frequent communication between faculty, advising system, public safety and deans; the Workplace Violence Committee (hospital and medical school) meets monthly; student counseling services are available; a professionalism incident reporting system is in place; CORI checks are planned for all students; emergency wallet cards are distributed; and there is limited public information about students. There is an Interlocking Emergency Management Committee for the school and the hospital, an emergency mental health service, and an evacuation drill.

Trustee DiBiaggio asked if there are any issues with animal rights groups. There are issues, but those areas are very limited. We also have to worry about demonstrations. Trustee Pearl asked if the prisoner population come with their own guards. This is more on the hospital side which has a protection system for patients; we need to decide what to do about students and whether they can be in a situation with a prisoner as patient. Chair Thomas asked if a SORI will be conducted in addition to a CORI. National effort includes both.

Chair Thomas thanked the presenters for their presentations. He encouraged the Committee to read the materials and address any questions, comments, suggestions to Vice President Lenhardt who will then share them with the campuses. Chairman Manning thanked Trustee Tocco for putting an emphasis on campus safety.

Under the **Information Items**, Chair Thomas asked that the **Fall 2007 Student Profile** be discussed at the August meeting of the Committee. Suggestions were made to include benchmarks or targets for each of the data presented...it would be helpful to put the profiles in a context; enrollment changes over time; student perspective on campus safety; and information about whether or not we are crowding out low income students. Chair Thomas indicated that perhaps the campuses could do focus groups and provide information to the Committee. Senior Vice President Williams indicated that the Committee will be receiving the Annual Report in June and asked the members to review the report and provide questions for the August meeting.

The next item was the **Nursing Task Force Update**. Trustee Pearl thanked Associate Vice President Harrington and the Task Force members. A report has been distributed to the Committee. The Task Force met twice and worked out the charge; we concluded that we should meet with members of nursing schools and come up with series of questions for the nursing schools.

The Task Force met on May 5th with campus deans and representatives and distributed a map of nursing schools and number of degrees awarded for 2006-2007. The report highlights that UMass Dartmouth is the only school in the region to award a BS. The Amherst, Lowell and Worcester campuses produce the only Ph.D. degrees in nursing in the region though the actual

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numbers are low. UMass Boston confers 12% of the Ph.D. nurses in the region but produces the second most master's degree students. The nursing program at UMass has a niche in the diversity of its student body – 39% of its students are diverse. It has two HRSA grants to increase diversity further and is partnered with Partners HealthCare to support 19 student leaders as a way to increase the diversity of the workforce. The Task Force also talked about system goals; there have been no conversations about system goals but rather campus goals and missions. There are some issues that the Task Force should pursue – campus differentiation of mission and particular niche/emphasis of campuses programs; diversity is a priority; facilitating the use of online programs across all campuses; and partnerships with health care employers and other agencies. Hiring of faculty is the primary challenge of the University system. We need to have an aggressive recruiting plan for nursing faculty, and need to increase the enrollment of nursing students. Other states have looked at this issue. We need a concrete collaborative plan. The Task Force will be coming up with particular issues and goals.

Trustee Tocco indicated that there is legislation working its way through the administration on the impact of the nursing ratio at every institution and we should be monitoring that. He then asked if there has been any discussion about the impact that would have. It would behoove the University to have a plan.

Chair Thomas announced that the Committee would enter into **Executive Session** to consider **Appointments with Tenure, UMass Amherst, UMass Boston, UMass Worcester** and **Awards of Tenure, UMass Amherst, UMass Boston, UMass Dartmouth, UMass Worcester** and **Transfer of Tenure, UMass Boston** and **Honorary Degree, UMass Amherst.**

The Committee will not reconvene in Open Session, and the Secretary will call the Roll.

It was moved, seconded and

VOTED: To enter into **Executive Session** for the purpose of considering **Appointments with Tenure, UMass Amherst, UMass Boston, UMass Worcester** and **Awards of Tenure, UMass Amherst, UMass Boston, UMass Dartmouth, UMass Worcester** and **Transfer of Tenure, UMass Boston** and **Honorary Degree, UMass Amherst.**

Chair Thomas voted for the motion as did Vice Chair DiBiaggio and Trustees Nath, Pearl, Thompson and Tocco; Vice Chair King-Shaw and Chairman Manning

The time was 12:01 p.m.

Zunilka Barrett
Assistant Secretary to the Board