



**Faculty Council**  
[https://www.umb.edu/faculty\\_staff/faculty\\_council](https://www.umb.edu/faculty_staff/faculty_council)  
Monday, December 5, 2022, 1:00-3:00 PM  
Chancellor's Conference Room  
3<sup>rd</sup> floor, Quinn Administrative Bldg.

## Agenda

### I. Approval of the Agenda

### II. Motion to approve the November minutes

### III. Motion from the General Education Committee

**Motion 1: That Gerontology 180, Diversity and Aging, be approved as satisfying the U.S. Diversity requirement. (From the Diversity Subcommittee; in Curriculog.)**

**Course Description:** This course provides an overview of the diversity of the aging population in the United States, and the influence that this diversity has on the lived experience of aging individuals, through a multidisciplinary lens, using a life course and cumulative advantage framework. Key concepts, current research findings, and important policies concerning older adults are discussed. "Diversity" in this course is construed broadly to incorporate race, ethnicity, gender identity and sexual orientation, immigration status, and ability, as well as how these identities interact--intersectionality."

### IV. Motions from the Graduate Studies Committee

#### **Motion #1**

**From: CLA**

**Request to change the pre/co-requisites for SOCIOL 604 Classical Sociological Theory** so that students are graduate students in SOCIOL or have permission of instructor.

**Rationale:** SOCIOL 604 is a required course for sociology graduate students and thus the department would like sociology graduate students to have first preference in registering. Although graduate students from other departments may also be interested in this topic and are welcome, those students would benefit from a conversation with the instructor before registering for the course, as this course focuses on the social construction of sociology as a discipline by reading challenging texts from the 18<sup>th</sup> and 19<sup>th</sup> centuries.

#### **Motion #2**

**From: CSM**

**Request for a new course BIOL 617 Biostatistics and Experimental Design Lab**, a new lab course to accompany BIOL 607 Biostatistics and Experimental Design.

**Rationale:** In teaching BIOL 607 over the years, teaching statistical concepts alongside programming has proven challenging in a lecture-only setting. In 2016, an experimental lab section was run, giving students more time to fully absorb programming concepts. The differences in this cohort of students relative to previous students were enormous. A computing lab is a standard part of many intro graduate statistics courses in other biology programs; it also helps to lay the foundation for additional courses using programming that would rather focus on conceptual material rather than covering the particulars of programming.

**Description:** This lab will cover the practical application of statistical programming for data analysis in biology. It focuses on the fundamentals of implementing statistical techniques required to analyze experimental and survey data. It is meant as a supplement and lab to Biology 607 to allow students to spend time developing mastery of programming and data analytic skills, but can be taken if a student already possesses expertise in the concepts of analysis, but wishes to gain expertise in implementation. It will stress computational techniques for how to deal with modern complex data sets, efficient computation, big data, and algorithmic approaches to likelihood and Bayesian statistical problems. See the lecture and lab website at <http://biol607.github.io> for more.

**Motion #3****From: CSM**

**Request for a new course BIOL 682 Genome Stability: DNA Damage and Repair** on a topic integral to the core graduate program in Molecular Biology. This course will provide students with an in-depth understanding of DNA damage repair processes in cells. The course also provides students skills that help with literature review and data presentation.

**Rationale:** Currently no such DNA-centric course is offered in the Molecular Biology Graduate Program. This is also an ideal course to help students get a better understanding of the mechanism behind many DNA-based techniques used by them during their graduate studies and those that they will use as they venture into independent careers in academia or industry.

**Description:** This course will cover major causes (endogenous and exogenous) of DNA damage in cells, different types of DNA damage, and DNA damage repair pathways in prokaryotic and eukaryotic organisms. We will go over the DNA damage repair pathways that the cell uses, including cell cycle/DNA damage checkpoints, to repair damaged DNA upon exposure to exogenous DNA damage or endogenous DNA damage during natural developmental processes. We will also study how chromatin modification and epigenetics regulates DNA damage repair. CRISPR/Cas9 technology that is based on homologous and non-homologous DNA damage repair will also be covered. Cells have evolved a multitude of mechanisms to recognize and repair different kinds of DNA damage (stalled replication forks, DNA double-strand breaks, DNA mismatches, abasic sites, damaged nucleotides, etc) to preserve genome stability. DNA damage contributes to aging and in higher eukaryotes, such as humans, defective responses to DNA damage can cause genome instability and mutation overload, resulting in a number of diseases. These include cancers, neurodegenerative diseases, developmental syndromes, and many more. In this course, we will also learn how different model systems (including yeast, drosophila, zebra fish, mice and human cells) are studied in the laboratory to answer questions concerning DNA damage and genomic instability.

## **V. 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**

WHEREAS Provost Joseph Berger has circulated a “PRELIMINARY DRAFT” on “Potential Academic Reorganization Overview”, which includes moving the Departments of Economics, Political Science, and Sociology from the College of Liberal Arts to the McCormack Graduate School of Policy and Global Studies.

WHEREAS the potential impact of such radical organizational restructuring will most directly and severely affect the Departments of Economics, Political Science, and Sociology, and will also unquestionably extend much beyond these departments and the College of Liberal Arts and the McCormack Graduate School of Policy and Global Studies.

WHEREAS although the exploration of academic restructuring officially began on December 2, 2019 (almost three years ago), significant changes have occurred since then, such as the appointments of a new Provost and most of our College/School/Library Deans.

WHEREAS the particular option selected for further exploration (moving three academic departments from CLA to MGS) had the second lowest ranking among the 26 voting members of the Academic Reorganization Task Force, with 13 (over 72%) out of a total of 18 members who actually voted rejecting the choice of even including this scenario in their report for further consideration.

WHEREAS the option currently under discussion also deviates significantly from the Idea NO: 13 as described in the Final Report of the Academic Reorganization Task Force, officially released on April 20, 2021.

WHEREAS such radical and consequential organizational changes will require a carefully designed and comprehensive study on its potential benefits and undesirable consequences, its impact on knowledge discovery, student success, the work life, productivity and retention of our outstanding faculty, its financial implications for the units directly involved and for the University as a whole, and many other relevant issues.

Therefore, Be It Resolved, that

The Faculty Council fully endorses and strongly supports the following motion on “the Provost’s current proposal to partition the College of Liberal Arts and move Economic, Political Science and Sociology to McCormack Graduate School of Policy and Global Studies”, passed unanimously by the Faculty Senate of the College of Liberal Arts at its meeting on November 14, 2022.

### **Resolution to halt reorganization decision**

In response to the preliminary Academic Reorganization proposal - to partition the CLA and move Economics, Political Science and Sociology out of CLA and to a new conjoined unit with MGS - the following resolution was passed unanimously by the CLA Senate:

*Whereas, any proposal to reorganize academic departments into different colleges is a fundamental change to the university status quo that would cause great disruption, and*

*Whereas, Administration's current proposal to remove the departments of economics, political science, and sociology from CLA and move them into MGS runs contrary to the recommendations endorsed by the faculty-led Academic Reorganization Taskforce in 2021, and*

*Whereas, neither the departments that are being proposed for removal nor the departments proposed to remain in CLA have received concrete information on how the current proposal would address concerns with the reorganization's impact on a wide range of academic, institutional, and personnel issues, and*

*Whereas, the faculty of the departments being proposed for removal have not yet had the opportunity to collectively confer with the affected MGS programs and faculty, and*

*Whereas, the Budget and Long-Range Planning Committee of the Faculty Council has not yet had the opportunity to thoroughly review the budgetary implications of the proposed reorganization,*

*Be It Resolved, that the CLA Senate calls upon the Provost to halt any academic reorganization changes until 1) the Provost has provided sufficient information for all stakeholders to entertain the costs and benefits of the reorganization; 2) the CLA faculty have had the opportunity to collectively discuss the proposed reorganization in a public venue; 3) the CLA and MGS faculty have had the opportunity to collectively discuss the proposed reorganization in a public venue; 4) the Budget and Long-Range Planning Committee has submitted its assessment of and recommendations regarding the proposed reorganization; and 5) the CLA faculty have the opportunity to vote on the matter after the above 1-4 have occurred.*

## **VI. Recommendation of the Faculty Council Research Committee on a “Salary Top-up Policy”**

Please see the attached document.

## **VII. A Progress Report of the Ad Hoc Committee on the Revision of the Faculty Council Bylaws**

### **VIII. 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 – Marlene Kim

- 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 – Dhruv Naik
- j. Representative from the Graduate Student Assembly – Delaney Bowen

#### **IX. Special Election for One Executive Committee Seat**

#### **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 Fall 2022 will take place on Monday, December 12<sup>th</sup>, 1:00-3:00 p.m. Please join us!*

**UMass Boston**  
**Salary Top-up Policy**  
**November 2022**

**RECOMMENDATION FOR FACULTY COUNCIL REVIEW**

The objective of the policy is to provide an incentive for tenure-line faculty to apply for extramural fellowships by ensuring that additional salary funds are made available when the fellowship award does not cover the full salary. Faculty should consider taking advantage of the many opportunities for research and postdoctoral training support available through foundations, government, nonprofit organizations, universities, and other sources. Many fellowship opportunities offer salary support that is less than the faculty member's normal salary for an equivalent period of time. If the award is less than 50% of the faculty member's 9-month salary, the faculty person will be encouraged to seek multiple fellowship opportunities that might be combined or alternative sources of funding to supplement the award. Alternatively, faculty should apply for these fellowships to coincide with their normal sabbatical eligibility.

Faculty may apply to the Provost's "top-up" salary funding that will fill up to the gap between the fellowship salary and the portion of the full-time equivalent salary the faculty member would earn if fulfilling regular full-time duties under the following limited circumstances:

1. The purpose of the fellowship should be clearly designed to allow the faculty member to make significant advances on an identifiable research project, develop new skills or new knowledge directly relevant to the faculty member's research agenda or teaching plans, to make significant contributions to academic or community organizations based on the faculty member's area of expertise, or to engage in course or curriculum development.
2. In the case of fellowships aimed at supporting research, the faculty member should be demonstrably research active.
3. Priority will be given to prestigious and competitive fellowships that are nationally- or internationally-visible. A representative, non-exhaustive fellowship list is enclosed below. Fellowships not on this list may be submitted for review by an ad hoc college-level committee with relevant disciplinary expertise.
4. Proposals for fellowship salary gap support will have less priority if the faculty member has received salary gap support in the past three years or if the faculty member is in a field in which one can be expected to seek salary support through research grants.
5. Salary gap support is designed to assist faculty in accepting fellowships designed to contribute materially toward their progress in research and teaching. It is not intended to supplement consultancies or temporary jobs for which the primary activity is not manifestly research or development of capacity in research or teaching.

Under normal circumstances, fellowship salary gap support will be limited in the following ways:

1. The sum of regular academic salary, fellowship salary, research grant salary support and fellowship salary gap support cannot total more than the full-time equivalent academic-year base salary.
2. For fellowships taken in conjunction with a sabbatical:
  - A) For year-long fellowships taken in conjunction with a semester-long sabbatical, salary gap funding may be sought for up to 25% of the academic-year salary.
  - B) For year-long fellowships taken in conjunction with a year-long sabbatical, salary gap funding may be sought for up to 50% of the academic-year salary.

3. For fellowships not taken in conjunction with a sabbatical:
  - A.) For a fellowship with a stated duration of less than a semester (for example, one month), the Provost will consider salary gap funding only for the period of the fellowship.
  - B.) For a fellowship with a duration of one semester the Provost will consider salary gap funding of up to 25% of the academic-year base salary.
  - C.) For a fellowship with a duration of one academic or calendar year the Provost will consider salary gap funding of up to 50% of the academic-year base salary.

**Note:** The suggested limits allow for the top-up funds to be entirely derived from the university's salary savings with sufficient head room to allow for any costs associated with replacement hires.

3. Any award funding received that is in excess of these base expenses would be considered income. Thus, the amount needed to top up a faculty salary will be calculated by subtracting the award stipend income from the base salary for the period of the proposed leave.
4. Fellowship salary gap support larger than the amounts specified here will be considered only in the case of the most nationally- and internationally prestigious and competitive awards, such as Guggenheim, ACLS, NEH, and Fulbright.

Proposals for fellowship salary gap support should be included as part of a proposal for leave of absence or sabbatical. The salary gap proposal should provide full details needed for consideration within the terms of this policy: an explanation of the fellowship, its terms, the goals of taking the fellowship, the financial request, and any other relevant information.

University policy allows leaves to be authorized for no more than one year at a time and expects faculty to be in residence for at least two years of full-time service between leaves of any kind. To receive top-up funds, faculty must inform their chairs as soon as they receive the award(s) and forward a copy/ies of the award letter(s) to the chair. The chair must forward a copy/ies of the award letter(s) to the relevant divisional dean who in turn informs the Provost.

If an external award does not cover fringe benefits, faculty members are strongly encouraged to receive this award as a direct payment. If a faculty member opts to receive payment through University payroll rather than directly from the funding agency on an award that does not cover fringe, the cost of fringe expenses will be deducted from the award, effectively reducing the award amount by about a third (the fringe rate changes from year to year).

Faculty who are paid directly by a fellowship or grant agency do not receive contributions to retirement savings for the portion of salary covered by the award. However, faculty will continue to receive fringe benefits, including medical benefits, since they will be on a leave at partial salary (either a paid University leave paired with the award, and/or the top up); premiums will be paid from the portion of the salary.

Faculty accepting salary gap support must agree to return to full-time service for at least one year following the conclusion of the leave period. This is aligned with University policy on paid sabbatical policy. Any leaves with full or partial pay will require a signed agreement that the faculty member will return to the University after the completion of the leave. The faculty member must agree to reimburse the University for all pay received during the leave of absence if they leave employment prior to the completion of one additional year on the faculty.

## List of Representative Fellowships

- American Academy of Arts and Sciences Visiting Scholar Program
- American Council of Learned Societies Individual Fellowships
- Andrew W. Mellon Foundation New Direction Fellowship
- Center for Advanced Study in the Behavioral Sciences (Stanford)
- Folger Institute Long Term Research Fellowship
- Ford Foundation
- Getty Foundation Residential Grants
- Guggenheim Fellowship
- Hoover Institute Fellowship
- Humboldt Fellowship
- Huntington Library
- Institute for Advanced Study
- Institute for International Education (Fulbright)
- Katz Center for Advanced Judaic Studies (U Penn)
- Library of Congress
- Max Planck Institutes
- National Endowment for Humanities
- National Humanities Center
- New York Public Library Cullman Center
- Perimeter Institute
- Russell Sage Visiting Scholars Program
- Social Science Research Council
- Stanford Humanities Center
- Radcliffe Institute for Advanced Study at Harvard
- Woodrow Wilson Foundation-Career Enhancement Fellowships for Junior Faculty