

**Maryland Higher Education Commission
Faculty Advisory Council
Minutes**

April 15, 2025, 1:30 – 3:30 p.m.

In attendance: Jathan Austin, Mary Crowley-Farrell, Joseph Healey, Kathy Jones, Raza Khan, Hali Kilbourne, Brian Lazarus, Angelo Letizia, Andrew Mangle, Heidi McLean Frye, Bridal Pearson, Doris Santamaria-Makang, William Talley, Takisha Toler, Candace Vogelsong, Kimberly Warren, Patricia Westerman

MHEC Staff: Emily Dow, Alex Nguyen, Alix Chaillou

Agenda Item	Discussion	Decision/Next Steps
Call to Order	Takisha Toler called the meeting to order.	
Vote: Proposed April 15, 2025 meeting agenda	The meeting agenda was approved	
Review and Approve Meeting Minutes	Minutes for the <ul style="list-style-type: none">• May 7, 2024• October 15, 2024• November 19, 2024• December 17, 2024 were reviewed. A correction was made to the spelling of Emily's name in the May minutes.	<ul style="list-style-type: none">• Minutes were approved.• Alex N. will post these.
Legislative Updates	Legislative Session was impacted by the budget crunch and changes at the federal level. Highlights from some bills that may be of interest to faculty in the higher education community (this list is not exhaustive): <ol style="list-style-type: none">1. SB 511 / HB 840 Pregnancy and Student Parent Act This bill passed. This bill will require most public four-year institutions to adopt a plan for referring pregnant and parenting students to certain off campus services, such as SNAP benefits, WIC, and child care services. The expectation is that there be a plan, and that the institution follow the plan. The plan should be published to the institution's website on or before August 1, 2026.2. HB 0298 – Demographic Data Collection Did not pass. Would have required the Maryland Higher Education Commission to collect certain data regarding the parental status of students from	

	<p>each public institution of higher education in the State, and would have required public institutions of higher education to collect and report certain demographic data from students.</p> <p>3. HB 531 – College Disability Education Act Did not pass. Would have required all public institutions to establish remote learning accommodations starting in the 2026-2027 academic year. The bill would have allowed MHEC to issue waivers to certain programs or institutions and would have established a grant program to assist in providing services. There would have been penalties for institutions not providing these services. This would have been a big lift for institutions.</p> <p>4. HB 912 - Instructor Training - Accommodations for Students with Disabilities Did not pass. Would have required institutions to provide instructors with training around providing support for students with disabilities. Would have required MHEC to develop a training module that could be used by institutions.</p> <p>5. HB 1138 – Private Career Schools – Advertising Did not pass. Would have authorized the Secretary to allow certain private career schools to advertise before receiving a certificate of approval from MHEC to operate a private career school in the State. MHEC initially opposed this bill because this was seen as a student protection issue. The sponsor amended the bill in response.</p>	
Agency Updates	<p>1. Blueprint Blueprint requires Local Education Agencies (LEAs) and some state agencies, including MHEC, to develop implementation plans. MHEC did this two years ago. MHEC submitted a revised plan for 2025-2027 in August. Feedback from AIB was received in November and MHEC revised the plan. The plan was approved in March.</p> <p>There are two elements of the plan that are relevant to FAC:</p> <p>a. Dual Enrollment There is a need to think through opportunities because of the State's</p>	

	<p>financial crunch. At this point we need to articulate problem statements so we can develop solutions. We need to determine what is a statewide issue and what is a local issue. There is an expectation from AIB that MHEC will engage around dual enrollment.</p> <p>b. College and Career Readiness (CCR) Standards 10th graders will be evaluated to see if they meet CCR standards. If they don't meet the standards, they are expected to receive support in 11th and 12th grade so that they will meet them by graduation. We have been asked by AIB how Community Colleges are providing support for students that do not meet CCR standards. Some LEAs do not want Community College assistance, some are inviting the colleges to help with remedial coursework. MHEC is trying to determine our role in helping to coordinate this and determine best practices.</p> <p>Question: Is there a collaborative meeting between MHEC, MSDE, and AIB?</p> <p>Question: If high school is supposed to be through 12th grade, why are we pushing students to be CCR by 10th grade and then take college classes when many are not mature enough?</p> <p>Emily's response: This goes back to the Kirwin Commission. One of the discrepancies when comparing US education to global education is that globally there is earlier access to career education. This is something we need to do across the state. One feature that is needed for that is early warning indicators. This is the reason behind the 10th grade metric. CCR is probably a misnomer. Meeting the standing is an indication that the student is on a pathway to be CCR by the time they graduate. Students that are not meeting</p>	
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	<p>the CCR standard need to be given extra resources so that they will be CCR by the time they graduate. Additionally, the CCR standard should help address inequity by being an objective standard, instead of having an advisor or faculty member decide a student is ready for AP courses or dual enrollment.</p> <p>How these things will be actualized in each LEA will be different. This information is in the LEA implementation plans.</p> <p>There is an expectation that MHEC try and foster collaboration between LEAs and Community Colleges, but still allow for some local differences.</p> <p>Concern was expressed that students move all the time and there is a lot of local variability.</p> <p>2. MHEC recently put forward a Workforce Needs Analysis to the Commission. It was approved in March. The analysis has four appendices around in demand occupation and emerging fields, and related programs.</p> <p>Emily encourage the FAC to peruse the appendices as they engage in program development and to let colleagues know it exists.</p> <p>There is not a regional analysis included yet, but there will be in the future (2026 or 2027 version). We are defining regions within the state.</p> <p>https://mhec.maryland.gov/Pages/Workforce-Needs-Analysis--Public-Comment.aspx</p>	
Discussion: State Plan and Goals	<p>A new State Plan is due to the General Assembly by July 1, 2026. The Commission's expectation is to have it finished by the start of 2026.</p> <p>The plan is supposed to identify short-term and long-term objectives for higher education in Maryland. The Post 2025 Goals will live in the State Plan.</p>	

	<p>We are prepared to move forward with an attainment goal. This attainment will likely include certificates because we recognize that some certificates are really valuable.</p> <p>We are prepared to move forward with a completion goal to reflect that colleges and universities are educating the populace regardless of whether those graduates stay in Maryland. This goal would be for Credentials of Value. This term has not yet been defined. The questions of value to whom and for what purpose continue to float to the surface of the discussion. Lumina says you have a credential of value if you are making 15% more than the national average of a HS graduate.</p> <p>We are going in a different direction than we have in other state plans. We are really engaging with business and industry. We are gathering information from industry to ascertain what they think about higher education and what they want an entry level employee to have.</p> <p>Concern was expressed that higher education will become a credential mill.</p> <p>Reservations were expressed that Lumina's definition only looks at the financial advantage of credentials. It does not look at personal growth. Civic engagement has no economic value. Lifelong learning does not necessarily have any economic value. The Arts do not always have economic value. We are moving towards valuing skills over knowledge. But higher education puts knowledge first.</p> <p>It was noted that there are ways to measure civic engagement monetarily and not monetarily. Emily requested Angelo share those resources.</p> <p>It was noted that higher education should not just be job training and that an educated populace does not mean a well-paid populace. Plenty of Ph.D.'s are low earners. If we want an educated populace, salary is the wrong metric.</p> <p>It was noted that in 5-10 years many companies may not care so much about skills because AI has skills, but will need creative and caring people because that is where machines struggle. A big problem with maintaining hires is that they are not using critical thinking and soft skills. A company can teach a skill, but they don't teach critical</p>	<p>Angelo Letizia will send Emily resources to measure Civic Engagement.</p>
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	<p>thinking and intuitive skills. Many people are quitting because ‘work in not perfect’; they don’t work through issues well and quit easily.</p> <p>It was noted that in the long run Liberal Arts graduates do make money because of their critical thinking, adaptability, and soft skills.</p> <p>Emily noted that we continue to grapple with the idea of value.</p>	
Election Planning	<p>As May will be our last meeting, we need to plan for elections.</p> <p>While Takisha Toler has stepped up to serve as Chair in the absence of this year’s elected Chair, she is technically the Chair-elect. Takisha indicated she is comfortable serving as Chair next year.</p> <p>The Council will need to elect a Chair-elect and a Secretary. If you are interested or want to nominate someone, email Emily.</p> <p>If you are in your third year or if you took over someone else’s appointment and they would be in their third year, you may be reappointed if you would like. Email your senior leadership and have them email Emily that they would like to reappoint you.</p> <p>Copy Alex Nguyen on these emails to Emily.</p>	<p>Emily will send a reminder around April 22 -29 about emailing her with nominations for a Chair-elect and Secretary.</p> <p>Members in their third year may contact their senior leadership and have them email Emily to be reappointed to the Council.</p>
Other Business	<p>Takisha requested time at the next meeting to discuss topics for next year.</p> <p>A question was asked about the FAC’s annual report to the Commission.</p> <p>Emily indicated that there will be a report. That since the majority of FAC conversations have been about the post-2025 goals, we could write a simple report saying that at this time there are no major recommendations, and highlight the conversations about the goals, we could have Takisha verbally provide an oral report to the Commission to highlight the conversations from the past year, or we could do a deeper report which may not be of value without any recommendations.</p>	

Approved by the Faculty Advisory Council on May 13, 2025

	<p>It was suggested that we snip out one or two bullets from each set of minutes, like a one page summary, for Takisha to share orally and then share the minutes as an addendum.</p> <p>Emily said that we could prepare this for the next meeting for FAC to review and approve.</p> <p>Takisha noted that FAC had a small subgroup that was pulling information on one of the topics that arose last year and this might need to also be included in the report. FAC members believe that this was on moving away from credit hours to a unit that reflects time commitment, especially given the discrepancy between 12 credit full-time and 15 credit financial aid requirements. Takisha will look through the minutes for more information on this.</p>	<p><i>Someone</i> will prepare a one-page summary based on this year's minutes.</p> <p>Takisha will look through this year's minutes for information on the small subgroup that formed around a topic from last year.</p>
Adjournment	Takisha Toler adjourned the meeting.	

Respectfully submitted,

Alix Chaillou

Future Meeting Dates:

May 13, 2025, 1:30 – 3:30 p.m.