

**Maryland Higher Education Commission
Faculty Advisory Council
Minutes
December 17, 2024, 1:30 – 3:30 p.m.**

In attendance: Jathan Austin, Dana Bunnell-Young, Mary Crowley-Farrell, Kathy Jones, Raza Khan, Angelo Letizia, Jane Lincove, Andrew Mangle, Laura Pope, Douglas Roberts, Osei Robertson, Atma Sahu, Doris Santa Maria Makang, Annette Savoy, William Talley, Takisha Toler, Kimberly Warren, Candace Vogelsong, Patricia Westerman, Miles Young **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 Dec. 17, 2024 meeting agenda	The meeting agenda was approved	
Overview: Draft post- 2025 Goals and Reflections Prompt	<p>Current goal set in 2013: At least 55% of Maryland’s adults ages 25-64 will hold at least an Associate’s Degree by the year 2025.</p> <p>Most recent reporting indicates that we will get close, but will not meet this goal. (If we include certificates, we would be at 58.4% already.)</p> <p>In 2013 we set targets for the number of degrees needing to be produced by all Maryland colleges and universities to attain this goal. Institutions have met and exceeded these targets, however, migration trends have impacted the attainment of this goal because it is a population goal. More people with degrees are leaving Maryland versus coming in to Maryland.</p> <p>Additionally, even though we are close to meeting the goal, we have significant equity gaps, particular with regard to race.</p> <p>We have taken several steps to establish new goals.</p> <ol style="list-style-type: none">1. In Spring 2024 we conducted an initial survey that targeted 5 broad topics<ul style="list-style-type: none">-Equity-Meaningful Credentials-Production vs. population goals-Industry-goals-Research	

	<ol style="list-style-type: none">2. In Summer 2024, we continued one-on-one discussion and worked with HCM Strategists to refine the language.3. In Fall 2024 we surveyed campus presidents for reflections on the draft goals. <p>Proposed New goals: It is the goal of the State that...</p> <ul style="list-style-type: none">• Postsecondary completion gaps are eliminated.• At least 65% of Marylanders aged 25-64 will have a certificate or degree by 2035 (Attainment Goal)• MHEC will establish an annual goal for the number of students completing a credential of value. (A definition of credential of value is still being worked on.) (Production Goal)• Institutions of Higher Education establish research and innovation goals that are aligned with Maryland's strength, strategic vision, and workforce sectors. (Research and Innovation) <p>We need to define "credential of value." Some things being considered are that it would lead to a living wage, would be part of a broader career path, or would be aligned with key industries in Maryland.</p> <p>A member of the Council noted that the Governor has identified five areas as important to Maryland. Members noted how credential of value is defined will have an impact on program funding and approvals. If we define it based on these (or other) specific areas, we may end up underfunding other programs and lose students because we do not have the program they need.</p> <p><u>Next steps:</u> These goals will inform the next State Plan for Higher Education.</p> <p>Presidents are to submit a reflection report for their campuses by the end of January.</p> <p>State wide virtual and in-person convenings are scheduled for:</p> <ul style="list-style-type: none">• April 24 (in-person)• May 8• May 22• June 5 (in-person)• June 12	
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Approved by the Faculty Advisory Council on April 15, 2025

	<p>the achievement of these goals. We will return to this discussion to prepare a response from the Council during the January meeting.</p> <p>Emily shared a link to Lumina’s report on Statewide goals: https://www.luminafoundation.org/stronger-nation/report/#/progress</p>	<p>Council so they can contribute.</p> <ul style="list-style-type: none">• Takisha will draft a form for faculty to provide a written response to allow or contributions from faculty that cannot meet in person prior to our January meeting.
Adjournment	Takisha Toler adjourned the meeting.	

Respectfully submitted,

Alix Chaillou

Future Meeting Dates:

January 21, 2025, 1:30 – 2:00 p.m.

April 15, 2025, 1:30 – 2:00 p.m.

May 13, 2025, 1:30 – 2:00 p.m.