

**Maryland Higher Education Commission  
Faculty Advisory Council  
Minutes  
March 4, 2025, 1:30 – 3:30 p.m.**

**In attendance:** Jathan Austin, Mary Crowley-Farrell, Joseph Healey, Kathy Jones, Raza Khan, Brian Lazarus, Angelo Letizia, Andrew Mangle, Heidi McLean Frye, Nancy O’Neill, Bridal Pearson, Laura Pope, Douglas Roberts, Osei Robertson, Atma Sahu, Annette Savoy, Fadia Shaya, William Talley, Takisha Toler, 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 March 4, 2025 meeting agenda	The meeting agenda was approved	
Review Meeting Minutes	Minutes for the <ul style="list-style-type: none"><li>• May 7, 2024</li><li>• October 15, 2024</li><li>• November 19, 2024</li><li>• December 17, 2024</li></ul> meetings were distributed by email this morning. Please review and we can vote on these at the next meeting.	Correction to December minutes: Annette Savoy was present.  Representatives should review minutes from past meetings
Agency Updates	<ol style="list-style-type: none"><li>1. Emily introduced MHEC staff members Alex Nguyen and Alix Chaillou who are providing administrative support to the Council. Alex Nguyen has updated the website with current membership lists, etc. (<a href="https://mhec.maryland.gov/Pages/Faculty%20Advisory%20Council/MHEC-Faculty-Advisory-Council.aspx">https://mhec.maryland.gov/Pages/Faculty%20Advisory%20Council/MHEC-Faculty-Advisory-Council.aspx</a>) and assists with scheduling meetings and distributing materials. Alix Chaillou is recording minutes for the meetings.</li><li>2. There are two new staff members at the agency:<ul style="list-style-type: none"><li>• Deputy Secretary, Elena Quiroz-Livanis, started in November. She came from the Massachusetts Department of Higher Education.</li><li>• Chief of Staff, Tiffany Majors, started in January. She came from the Maryland non-profit world.</li></ul></li></ol>	

	<p>3. The agency recently moved to new offices at 217 E. Redwood Street, Baltimore, MD 21202.</p> <p>4. It is currently legislative session. MHEC is supporting House Bill 912 which would require training for faculty around delivering content to students with disabilities (<a href="https://mgaleg.maryland.gov/mgawebsite/Legislation/Details/HB0912">https://mgaleg.maryland.gov/mgawebsite/Legislation/Details/HB0912</a>). This bill would require MHEC to develop statewide model trainings to share with institutions and would require institutions to deliver training to all faculty. Institutions do not have to use the MHEC provided training. The bill has its first committee hearing tomorrow. The fiscal policy note for the bill does not appear to note any funding for institutions.</p> <p>There were questions about whether this would apply to supplemental instruction or Teaching Assistants. Emily noted that the bill mentions teaching assistants, but does not define that term. MHEC would foresee putting out guidance to that intent is that anyone that is working with students would receive the training.</p> <p>Emily noted that legislative session will have concluded when the FAC meets again. She will provide the Council with an update on what legislation has passed and what the agency will be doing to implement that legislation.</p> <p>5. Blueprint Two years ago, MHEC created implementation plans for Blueprint initiatives. These were refreshed for an August 15, 2024 deadline. AIB provided feedback on these and we have revised and resubmitted them. This is a three-year implementation plan that includes expanding access to Teacher's Fellowship, CCR standards, and expanding dual enrollment opportunities. Students will be tested for CCR by the end of 10<sup>th</sup> grade. Those that do not achieve CCR will receive extra support so they will be CCR by the time they graduate. AIB wants to know how community colleges are helping with this. Towards the end of spring or beginning of summer we will likely</p>	<p>Emily will provide an update on what legislation has passed and what MHEC will be doing to implement that legislation at the next FAC meeting.</p>
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	<p>convene LEAs and community colleges to discuss. LEA plans can be viewed online - <a href="https://aib.maryland.gov/Pages/aboutaib.aspx">https://aib.maryland.gov/Pages/aboutaib.aspx</a></p> <p>6. Program Approval Process MHEC will be doing a deep dive around the new requirement for letters of intent for proposed new graduate programs. The purpose of these is to provide some early alerts around potential duplication. The letter of intent process will be developed through the program review advisory council. We are working on what these letters will entail, but they should include a general program description and elements that we consider in the duplication process. There is a requirement that we share the letters of intent with campuses or post to our website. We have not yet determined which will be done. This process will likely be implemented over the summer.</p> <p>Emily reminded representatives that when undergraduate programs are submitted MHEC is checking for articulation agreements. We are looking for a degree plan that is an agreement between a four year and community college that states if you start in this program at the community college and transfer here, you will receive a specific number of credits and be able to graduate in two years. We are also looking for a commitment from senior leadership that the degree plan will be supported. These agreements must be public facing and our understanding is the Artsys will be the public facing version of the agreements. An umbrella agreement does not replace an articulation agreement.</p> <p>7. Federal Changes MHEC does not have anything specific to share around recent federal changes. We are aware of the Executive Order around DEI and the related Dear Colleague Letter. We are aware that campuses are doing their own risk assessment in light of these changes. We are thinking through how to best support our campuses and what this means for a statewide response.</p> <p>Members noted that colleges are waiting on guidance from MHEC, MAAC, and MSCHE and</p>	
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	<p>asked if the MHEC legal team has a window for providing guidance.</p> <p>Emily noted that MHEC is aware of inquiries around this and that Massachusetts has circulated joint guidance between their AAG and Governor's office, but that they are the only state that has issued such guidance. We are also aware that every campus has access to an AAG or General Counsel and that they are providing support to their campuses through these discussions. We have also heard that grants have been cancelled as a result of these orders so we are trying to keep tabs on the impacts to campus operations and initiatives.</p> <p>A question was asked as to whether we have thought about any crises planning around our students that may be impacted. Emily said she would take this question back to the Secretary.</p> <p>It was suggested to reach out to your campus counseling center and have them come by the department or school to be available for some kind of activity so that students can debrief or whatever is needed.</p> <p>Towson University's Faculty Resource Center is working with HR to develop a session around this. Patricia Westerman offered to share the PowerPoint they use with Emily in case it will help others.</p>	<p>Emily will ask the Secretary if thought has been given to any crises planning around students that may be impacted.</p> <p>Patricia Westerman will share the PowerPoint from Towson University's Faculty Resource Center and HR session with Emily.</p>
Discussion: Goals Reflection Report	<p>There were no responses in the shared document.</p> <p>Emily noted that the Lumina Foundation had previously put forward data on their 2025 goal on certificate and degree attainment. They put out a report entitled "Stronger Nation". Recently they announced they were moving to using 'credential of value' as their metric. They are defining this as a credential that leads to 15% more than the national median salary or wage of a high school graduate. MHEC has not necessarily adopted this definition, and would be interested in FAC weighing in on what 'value' is for Maryland.</p>	

	<p>It was noted that defining value as salary will be a point of contention and could really impact the liberal arts.</p> <p>It was suggested that we take the word equity out of the goals because that could impact federal funding to institutions. We need to come up with another way to achieve what we want without saying this.</p> <p>It was noted that credential of value is an industry term that doesn't have a place in academics.</p> <p>A question was asked of how institutions and state leaders could better support faculty in implementing inclusive, high-impact teaching practices that contribute to student success. If high impact practices are going to be a priority, then we need to build a case for institutions to support this.</p> <p>It was noted that digital badging is something that speaks to students and they can show others.</p> <p>It was noted that we can show how the liberal arts do lead to earning. Georgetown University does studies on this and may have data. <a href="https://cew.georgetown.edu/">https://cew.georgetown.edu/</a> <a href="https://cew.georgetown.edu/cew-reports/collegeroi/">https://cew.georgetown.edu/cew-reports/collegeroi/</a></p> <p>It was noticed that life-long learning was not very pronounced within the goals and this is the key to workforce development. Emily asked how can we capture the community benefit around professional development that is often offered by colleges and universities.</p> <p>Specific to the Population (attainment) goal –</p> <p>it was noted that this kind of goal is impacted by a national leader that promotes not needing a college degree for employment.</p> <p>It was noted that when using the term credential of value, we should specify to whom the value is bestowed, the state or the student.</p> <p>Emily noted that the term credential of value was being used in part to give recognition to non-degree education that is already occurring.</p>	
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	<p>It was noted that some institutions focus on time to hiring post-graduation as opposed to salary because that varies.</p> <p>Specific to the Research Goal –</p> <p>Emily noted that this is an opportunity to recognize that institutions do more than graduate students. They create knowledge and output scholarship. We have heard from campuses that there is fear that they will be held to high research dollar expectations, but she does not believe this is the case. Rather we are trying to recognize that this is another aspect of what colleges and universities offer. We don't want to short change the contributions of universities that do a lot in this area.</p> <p>It was noted that institutions don't choose their research interests based on the State Plan, but that those come from the researchers on their campuses. If the state gives money to the research for those that align with the State Plan, but there is not an expectation that everyone's research maps onto the State Plan, then this would be disingenuous.</p> <p>It was suggested that we say "We are going to apply the knowledge from our respective disciplines to improve life in Maryland."</p>	
Adjournment	Takisha Toler adjourned the meeting.	

Respectfully submitted,

Alix Chaillou

**Future Meeting Dates:**

April 15, 2025, 1:30 – 3:30 p.m.

May 13, 2025, 1:30 – 3:30 p.m.