



# State of Shared Governance Report

concerning the Student Senates across the  
University System of Maryland

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Delivered to the Chancellor of the  
University System of Maryland Dr. Jay  
Perman on

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# Table of Contents

<b>Table of Contents</b>	<b>1</b>
<b>Introduction and Remarks</b>	<b>4</b>
<b>Findings</b>	<b>5</b>
Bowie State University	5
General Satisfaction with Shared Governance	5
Communication	5
Interactions with Senior Administrators	5
Decision Making	6
Meet & Confer	6
Student Fees	6
Institutional Summary	6
Coppin State University	7
Frostburg State University	8
General Satisfaction with Shared Governance	8
Communication	8
Interactions with Senior Administrators	8
Decision Making	9
Student Fees	9
Institutional Summary	9
Salisbury University	11
General Satisfaction with Shared Governance	11
Communication	11
Interactions with Senior Administrators	12
Decision Making	12
Meet & Confer	12
Student Fees	13
Institutional Summary	13
Towson University	14
University of Baltimore	15
University of Maryland, Baltimore	16
General Satisfaction with Shared Governance	16
Communication	16
Interactions with Senior Administrators	16
Decision Making	16

Meet & Confer	17
Student Fees	17
Institutional Summary	17
University of Maryland, Baltimore County	19
General Satisfaction with Shared Governance	19
Communication	19
Interactions with Senior Administrators	19
Decision Making	20
Student Fees	20
Institutional Summary	20
University of Maryland Center for Environmental Science	22
General Satisfaction with Shared Governance	22
Communication	22
Interactions with Senior Administrators	22
Decision Making	23
Meet & Confer	23
Student Fees	23
Institutional Summary	24
University of Maryland College Park	25
General Satisfaction with Shared Governance	25
Communication	25
Interactions with Senior Administrators	25
Decision Making	25
Meet & Confer	26
Student Fees	26
University of Maryland Eastern Shore	28
General Satisfaction with Shared Governance	28
Communication	28
Interactions with Senior Administrators	28
Decision Making	28
Meet & Confer	29
Student Fees	29
Institutional Summary	29
University of Maryland Global Campus	31
The Universities at Shady Grove	32
General Satisfaction with Shared Governance	32
Communication	32
Interactions with Senior Administrators	33
Decision Making	33

Meet & Confer	34
Student Fees	34
Institutional Summary	34
University System of Maryland, Hagerstown	36
University System of Maryland, Southern Maryland	37

# Introduction and Remarks

The purpose of this survey is to strengthen shared governance within the University System of Maryland. The University System of Maryland Student Council Constitution states that the primary function of the Student Council is “to advise the Chancellor on issues, matters, and policies having a direct bearing on students and student affairs of the System as a whole.” The goal of this report is to advise the Chancellor on the climate of student shared governance at each of the USM campuses from the perspective of student leaders. Our intention is that the report sheds light on the well-functioning aspects of shared governance and areas for improvement. This report also provides the Chancellor with substantive data and feedback on improving shared governance practices within each institution as the Chancellor conducts his performance evaluations of the Presidents.

At the time of writing, the University System of Maryland Student Council has met 8 times. At each of these meetings, a portion of time is dedicated to campus reports from each campus with representatives in attendance. From these reports, we know that there are a great many endeavors underway and processes employed that afford the students across the University System of Maryland a voice in the matters of the current state and future of the USM.

As has been noted in the creation of this report in past years, the one significant difficulty in the compilation of this report is that much of the detailed information collected was solicited from responses with only negative remarks. For this reason, the reader will find responses from USM Undergraduate and Graduate students highlighting negative aspects of student shared governance systems from across the System. We are confident and cognizant of the fact that this is not the only story and will continue in future years to work to provide a more rounded-out report.

Having read all of that: Summaries of the content delivered to the USMSC Executive Council by the survey due-date have been generated and can be found in the Findings section of this document beginning on page 5.

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# Findings

## Bowie State University

The USMSC received a response meant to be representative of **Graduate Students** at BSU. The **GSA Executive Board** was included in the completion of the State of Shared Governance Survey.



### General Satisfaction with Shared Governance

Overall, there are significant concerns about the equality of inclusion of the Graduate Student Association as compared with the Undergraduate Student Government Association. Graduate student Shared Governance feels that "*We are forced to participate in shared governance, but our input is not valued.*" Additionally, processes and structures are **not** clearly defined in governance documents.

### Communication

Students at BSU feel that both Administration and Faculty leadership are accessible to meet with student leaders to hear student concerns; however, they feel that explicit steps are **not** taken to address concerns expressed, sharing "*We have opportunities to address it, but there is little follow-through.*"

Students at BSU feel that there is **no** clear process in place to carry student concerns to the larger administration.

### Interactions with Senior Administrators

Students at BSU feel that the President seeks meaningful student input on issues in which students have an appropriate interest and that the President seldom overturns decisions and recommendations in areas where students have primary responsibility.

Students at BSU **do not** feel that they have a good working relationship with the Vice President of Student Affairs, who is directly responsible for the GSA. Instead, they said, "*We feel that politics between the senior administrator and our faculty advisor have hindered us.*"

## **Decision Making**

Students feel that the BSU administration utilizes student involvement appropriately in planning major institutional changes and strategic planning.

Students at BSU feel that the administrator directly responsible for their shared governance group seldom overturns decisions in areas in which students have primary responsibility.

## **Meet & Confer**

Graduate students at BSU are highly satisfied with the implementation of the Meet & Confer process at BSU. The GSA President meets with the President monthly as part of this process. It should be noted that this is a major improvement from feelings on the Meet & Confer Process at BSU from last year.

## **Student Fees**

Students at BSU feel that the administration consistently consults the appropriate student fee advisory committee (University Council) prior to the establishment or change of any mandatory and non-mandatory fees. However, students **do not** feel that their opinions are valued or listened to during the Student Fee advisory process. Instead, they noted that despite their objections, the vote of the University Council was overruled.

## **Institutional Summary**

*"GSA is very active in campus shared governance. We are often expected to poll our student body, but are frequently not provided with adequate time nor proper tools to obtain sufficient results."*

## Coppin State University

The USMSC received **no** response meant to be representative of students at CSU.



The USMSC Executive Council is excited to work with Dr. Freeman or his designee in order to ensure the compliance of Coppin State University (CSU) with BoR Policy I-6.00 (Policy on Shared Governance in the University System of Maryland). Due to not having a Shared Governance Survey submission and having no participation by student representatives in the USMSC, the USMSC cannot comment on the state of shared governance at CSU.

## **Frostburg State University**

The USMSC received a response meant to be representative of **Undergraduate Students** at FSU. The **SGA Executive Board** was included in the completion of the State of Shared Governance Survey.



### **General Satisfaction with Shared Governance**

Overall, the administration at FSU is very supportive of student involvement in shared governance. However, it is felt that more can be done to have substantive action or steps taken to address any issues illuminated in any issues or topics discussed. It is important to note that the SGA noted that the State of Shared Governance at FSU has improved since last year.

### **Communication**

While not perfect in execution, (1) members of the administration at FSU and student leaders can meet to discuss student concerns and (2) the administration takes explicit steps to address and/or mitigate the concerns. Students at FSU feel the same way with regard to ease of access to faculty leadership. However, faculty leaders seem less likely to work with student leaders at FSU to address and/or mitigate any raised concerns.

Students at FSU feel that there is a clear process in place to carry student concerns to the larger administration.

### **Interactions with Senior Administrators**

Students at FSU feel that the President seeks meaningful student input on issues in which students have an appropriate interest and that the President seldom overturns decisions and recommendations in areas where students have primary responsibility.

Students at FSU feel that they have an excellent working relationship with the Assistant Vice President for Student & Community Involvement, who is directly responsible for the SGA.

## **Decision Making**

Students feel that the FSU administration regularly utilizes student involvement appropriately in planning major institutional changes and in strategic planning. Students also feel that they are routinely heard and valued during administrative search committees; however, they note that occasionally they are not invited to these groups and are therefore not utilized or are circumvented.

Students at FSU feel strongly that the administrator directly responsible for their shared governance group seldom overturns decisions in areas in which students have primary responsibility.

## **Student Fees**

Students at FSU feel strongly that the administration consistently consults the appropriate student fee advisory body (the SGA Executive Officers) prior to the establishment or change of any mandatory fees. There is some additional consultation regarding non-mandatory fees.

Students at FSU feel strongly that their remarks and counsel on the fee determination process are respected and utilized; however, they remarked that *"While the conversations are plentiful and the input that we give to administration is well heard, the timing of the meeting in the semester does not allow for any changes to really be made if there are substantial issues with the increases."*

Students at FSU feel that there is no official (and codified) process or infrastructure for an SFAC or fee-review process with student consultation.

## **Institutional Summary**

*"As an Executive Board, we feel that the overall state of shared governance is great at FSU. SGA leadership is almost always called to the table, and although there have been several instances over the past several years where this hasn't been the case, there have been no major issues this year. We greatly value our seats on the University Advisory Council and appreciate the fact that the administration is always open to discussing things when needed. We worked collaboratively with the Faculty Senate this semester to pass a policy for students that has been two years in the making.*

*As president of the Undergraduate SGA at Frostburg State University, I truly hope that neither the administration nor the SGA takes this valuable relationship for granted.*

*The willingness to include SGA on decisions and give us a seat at the table allows us to effectively serve as a bridge between the administration and the student body. ”*

## Salisbury University

The USMSC received two responses meant to be representative of **Undergraduate Students** and **Graduate Students** at SU. The reflections of the **SGA Chief of Staff** and the **GSA President**, respectively, are reflected in the completion of the State of Shared Governance Survey.



### **General Satisfaction with Shared Governance**

**Undergraduate students** at SU feel strongly that the administration supports student involvement in shared governance. While they feel that processes and structures are not clearly defined in governance documents, they are on the fence regarding the value that is placed on and action steps that are taken to address student concerns brought up.

**Graduate students** at SU feel that the administration is neither supportive or unsupportive of student involvement in shared governance. They **do not** feel that processes and structures are clearly outlined in governance documents, but they do feel that there are steps taken to address concerns that are brought up. They also feel that shared governance has not changed from last year to this year.

### **Communication**

**Undergraduate students** feel strongly that both members of the SU Administration and members of the SU faculty are accessible to meet to discuss student concerns that both take explicit steps to address and/or mitigate any concerns raised. They also expressed concern regarding the existence of a clear process to carry issues raised by students to the larger administration.

**Graduate students** at SU feel that both members of the SU Administration and members of the SU faculty are **not** accessible to meet to discuss student concerns nor take explicit steps to address and/or mitigate any concerns raised. They expressed difficulty working around availabilities from administrators as well as a significant lack of interest in hearing and addressing student concerns from faculty.

## Interactions with Senior Administrators

Both **graduate** and **undergraduate students** feel that the President seeks meaningful student input on issues in which students have an appropriate interest and that the President seldom overturns decisions and recommendations in areas where students have primary responsibility.

*Note: This is felt less strongly by graduate students.*

**Undergraduate students** at SU feel that they have a good working relationship with the Vice President for Student Affairs.

**Graduate students** at SU feel that they have a complicated working relationship with the Dean for Graduate Studies & Research.

## Decision Making

**Undergraduate students** at SU feel included in search committees for senior administrators. They feel that the administrator directly responsible for their shared governance group seldom overturns decisions in areas in which students have primary responsibility. They also feel that the SU administration utilizes student involvement appropriately in planning major institutional changes and strategic planning.

**Graduate students** at SU **do not** feel included or valued in search committees for senior administrators (*Note: they do note that search committees have 1 to 2 students*). They also **do not** feel that the SU administration utilizes student involvement appropriately in planning major institutional changes and strategic planning. They feel that the administrator directly responsible for their shared governance group seldom overturns decisions in areas in which students have primary responsibility.

## Meet & Confer

Though they have met once through the year, graduate students at SU are **on the fence** concerning the efficacy or their satisfaction with the implementation of the Meet & Confer process at SU. They generally feel that concerns are sometimes addressed after being brought to the administration. Their main area of concern is GA Stipends.

## **Student Fees**

*Author Note: SU demonstrates a significant disparity in this section between graduate and undergraduate experiences with the student fee process. Undergraduate students ranked their satisfaction (1-10, 1 being lowest) at an 8, while the graduate students ranked it at 1.*

**Undergraduate students** at SU feel that the administration consistently consults the student fee advisory committee (SFAC) or responsible body prior to the establishment or change of any mandatory and non-mandatory fees. Students at SU feel that their remarks and counsel on the fee determination process is respected and utilized.

**Graduate students** at SU **do not** feel that the administration consistently consults the appropriate student fee advisory committee (SFAC) or responsible body prior to the establishment or change of any mandatory or non-mandatory fees. They **do not** feel that they have the opportunity for input in this area, therefore, they also **do not** feel that their input is valued.

## **Institutional Summary**

### **Undergraduate Students**

*"Shared governance at Salisbury University is done very well aside from the few hiccups here and there. Largely, the administration is open to student opinions and encourages them. Student leaders are invited to attend most meetings regarding campus issues. All task forces/search committees always contain graduate and undergraduate student leaders, whose opinions are highly regarded, and their suggestions are often taken into consideration. The President also started hosting town halls to gain more student feedback on campus issues and implement changes to the administration to appease students with concerns. Most changes made to administration or some process on campus are discussed at length with student leaders prior to being implemented."*

### **Graduate Students**

*"Faculty is the primary shared governance body that complains and is heard. Students are an afterthought."*

## Towson University

The USMSC received **no** response meant to be representative of students at TU.



The USMSC Executive Council is excited to work with Dr. Hurte or his designee in order to ensure the compliance of Towson University (TU) with BoR Policy I-6.00 (Policy on Shared Governance in the University System of Maryland). Due to not having a Shared Governance Survey submission and having little to no participation by student representatives in the USMSC, the USMSC cannot comment on the state of shared governance at TU.

## University of Baltimore

The USMSC received **no** response meant to be representative of students at UB.



Anecdotally, through participation in the USMSC throughout the year, the state of shared governance at UB seems somewhat strong. There have been some concerns in regards to working with administration retroactively rather than proactively, but these were seemingly isolated cases and not indicative of a larger pattern.

Due to not having a Shared Governance Survey submission by student representatives to the USMSC, the USMSC cannot comment further on the state of shared governance at UB.

## University of Maryland, Baltimore

The USMSC received a response meant to be representative of **both Undergraduate and Graduate Students** at UMB. The **USGA Executive Board** was included in the completion of the State of Shared Governance Survey.



### **General Satisfaction with Shared Governance**

The administration at UMB is supportive of student involvement in shared governance. Students feel that their input is valued and that actions are taken to address concerns raised by students. However, students feel that processes and structures are not necessarily clearly defined in governance documents. Overall, students feel that shared governance has improved from last year's State of Shared Governance Report.

### **Communication**

Students at UMB feel that members of both the administration and faculty are accessible and able to meet with student leaders to discuss student concerns. Additionally, it is felt that the administration and faculty take explicit steps to address and/or mitigate the concerns. Students at UMB feel that there is a clear process in place to carry student concerns to the larger administration.

### **Interactions with Senior Administrators**

Students at UMB feel strongly that the President constantly seeks meaningful student input on issues that students have an appropriate interest in. Students also feel strongly that the President seldom overturns decisions and recommendations in areas where students have primary responsibility. Finally, students at UMB feel that they have an excellent working relationship with the Assistant Vice President of Student Affairs.

### **Decision Making**

Students are **on the fence** regarding their feelings regarding the fact that the UMB administration utilizes student involvement appropriately in planning major institutional changes and in strategic planning. Additionally, students at UMB feel

both included in search committees for senior administrators and feel strongly that their opinions are valued on these search committees.

Students at UMB feel that the administrator directly responsible for their shared governance group seldom overturns decisions in areas in which students have a primary responsibility.

## Meet & Confer

Graduate students at UMB are generally very satisfied with the implementation of the Meet & Confer process at UMB. Graduate Assistants (GAs) through the Graduate Student Government met with administrators at least three times in FY20 to satisfy compliance with the Meet & Confer policy. They also felt that their concerns were addressed and mitigated by the administrators with whom they met. The main areas of concern raised at these meetings are as follows:

- Graduate Assistant Stipends
- Grievance Policies
- Health Insurance

## Student Fees

Students at UMB feel strongly that the administration consistently consults the UMB Student Fees Committee prior to the establishment or change of any mandatory and non-mandatory fees through a “*yearly process [that] works very well*”. Students at UMB feel strongly that their remarks and counsel on the fee determination process is respected and utilized.

*Important Note: Students at UMB indicated that despite the effective process that exists, there was **one instance** where mandatory fees were increased without student consultation and **one instance** where non-mandatory fees were increased without student consultation.*

## Institutional Summary

*“Overall...[shared governance] works very well [as] everything is streamlined. [The] USGA Senate decides the budget for student activities for the year, and the administration works with us to make the events successful. Student feedback and input of USGA are taken into consideration when new policies are implemented. We had an issue of the Student Health Insurance being changed without student input for 2019-2020. We now have a Student Health Insurance Advisory Board (comprised of*

*students) that is working with UMB Leadership on policies for 2020-2021 and onwards. The Meet and Confer Committee has not experienced any issues with their meetings."*

## University of Maryland, Baltimore County

The USMSC received a response meant to be representative of **Undergraduate Students** at UMB. The **SGA Executive Board and Speaker of the Senate** were included in the completion of the State of Shared Governance Survey.



### **General Satisfaction with Shared Governance**

Undergraduate students at UMBC generally feel satisfied with the current state of shared governance. They feel that the administration, in general, is supportive and that there are opportunities to provide feedback. Additionally, they feel that the procedures and structures are clearly defined in institutional documents. Finally, students indicated that the state of shared governance has **improved** since last year's State of Shared Governance Report.

### **Communication**

Students at UMBC feel that the administration is accessible and is willing to hear student concerns. Further, these administrators take explicit steps to address or otherwise mitigate these concerns. Additionally, students noted that there is a clear process in place to carry issues raised by student shared governance entities to the larger administration.

Students at UMBC feel that it is often **difficult** to engage with faculty leadership. When able, they **do not** feel that issues raised are addressed or mitigated by faculty leadership. Students noted that "*Students find it difficult to communicate directly with Faculty leadership; however, student shared governance leadership often finds it easier to raise concerns and see the steps that are being taken by Faculty leadership.*"

### **Interactions with Senior Administrators**

Students at UMBC feel that the President seeks meaningful student input on issues that students have an appropriate interest in and that the President seldom overturns decisions and recommendations in areas where students have primary responsibility. Students feel that they have a complicated relationship with the Vice President of Student Affairs, the administrator directly over their organization.

## **Decision Making**

Undergraduate students at UMBC feel student opinions are utilized in planning major institutional changes and strategic planning. However, students **do not** feel included in senior administrator searches, nor do they feel that their input is respected or utilized. They noted that *"UMBC undergraduate leadership is often asked to sit on search committees for positions such as the SGA Advisor and Academic Advising positions, but are rarely included on search committees for senior administrators...[preventing] undergraduates from having meaningful input into who is being hired for senior administration positions."*

Furthermore, students also **do not** feel regularly supported by the administrator directly responsible for their governance organization and that this administrator **does** sometimes overturn their decisions in matters primarily relating to students.

## **Student Fees**

Students at UMBC feel that they are consulted on the implementation of mandatory and non-mandatory fees and that their input is valued as part of the process. They note that *"The Student Activity Fee Review Board often works collaboratively with SGA in order to aid in ensuring our budget demonstrates our needs and wants for the fiscal year."*

Despite their positive feelings regarding the Student Fee process, students at UMBC noted the following **concern** regarding the 2019-2020 fee process: *"During the budget presentation for the 2019-2020 fiscal year, there was a delay in the communication and approval of our budget. This delay required newly elected officers to respond to the comments and suggestions on the budget presented by last year's leadership. The SGA's newly elected leadership and officers were therefore required to vote on their own pay which presented a conflict of interest. This delay also meant that other organizations such as the UMBC Finance Board were unable to meet its own deadline in funding clubs by July 1st as the budget was not approved until the beginning of August."*

## **Institutional Summary**

*"Shared governance at UMBC has been good over the past year. However, we do feel that there can be some improvement in some areas of the shared governance process. One area would be the communication of any changes or addition of new policies or positions that could affect the way in which the Student Government Association*

*operates or would operate. Another area would be the need for decisions that could impact SGA operations (such as the passing of the SGA budget) to be conducted in a timely manner and allow student leaders to prepare for any delays in its passage. Shared governance at UMBC lacks outreach to the student body and should attempt to improve the ways in which meaningful responses are gathered from the student voice.*

*During COVID-19 the Shared Governance Student Leaders have been frequently been contacted about the various initiatives and decisions the University was taking or dealing with regarding students and fully receptive to feedback. In a time where student input and feedback are most important, it was constantly included in all matters involving students and continues to be the case throughout the rest of the semester.”*

## **University of Maryland Center for Environmental Science**

The USMSC received a response meant to be representative of **Graduate Students** at UMCES. The **Individual Labs** were each consulted in the **Chair** and **Co-Chair's** completion of the State of Shared Governance Survey.



### **General Satisfaction with Shared Governance**

Students feel that the administration at UMCES is very supportive of student involvement in shared governance. They also feel that students have the opportunity to provide feedback on the state of shared governance and that substantive action is taken to address any issues illuminated in this feedback. Furthermore, processes and structures are seen to be clearly defined in governance documents. Finally, students note that the state of shared governance has improved since the last writing of this report.

### **Communication**

UMCES students feel that members of the administration at UMCES and student leaders can meet to discuss student concerns and the administration takes explicit steps to address and/or mitigate the concerns. Students at UMCES feel the same way with regard to ease of access to faculty leadership as well as their responsiveness to student concerns to an even greater degree. Students at UMCES feel that there is a clear process in place to carry student concerns to the larger administration.

### **Interactions with Senior Administrators**

Students at UMCES feel that the President seeks meaningful student input on issues that students have an appropriate interest in and that the President seldom overturns decisions and recommendations in areas where students have primary responsibility. Students at UMCES feel that they have an excellent working relationship with both the Vice President for Education and Assistant Vice President for Education.

## **Decision Making**

Students feel that the UMCES administration utilizes student involvement appropriately in planning major institutional changes and, to a lesser extent, strategic planning.

Students at UMCES feel included in senior administrator searches, which is an improvement from last year's report. However, there are still lingering concerns regarding the value placed on student input during these searches.

Students at UMCES feel that the administrator directly responsible for their shared governance group seldom overturns decisions in areas in which students have a primary responsibility.

## **Meet & Confer**

Graduate students at UMCES are satisfied with the implementation of the Meet & Confer process at UMCES. Graduate assistants (GAs) through the full Graduate Council met with administrators at least three times in FY20, satisfying compliance with the Meet & Confer policy. They report that they felt that their concerns were addressed and explicit steps were taken to mitigate them, though not perfectly. Their main areas of concern are as follows:

- Graduate Assistant hours/per week expectations
- Collective Bargaining
- Comprehensive Exam Guidelines
- Shared Governance

## **Student Fees**

UMCES students are able to apply to have their fees from the University of Maryland College Park waived through the MEES Program Office at College Park. This year, they noted the following observation regarding the implementation of this process: *"There can be some issues in making sure things are waived. A new form was introduced this year that changed the process and there was some confusion there because it was a new process at the beginning of the semester. It could have been announced or advertised a bit better, but everything was hectic with personnel changes and the beginning of the new semester."*

## **Institutional Summary**

*"Overall, shared governance at UM CES is strong. Generally at each lab, there is a positive experience, students are included in search committees, faculty meetings, administrative council meetings, and lab directors are open to meeting with the students. We have open lines of communication with the Vice President for Education's office, the President's office, and other senior administration as well."*

## University of Maryland College Park

The USMSC received a response meant to be representative of **Graduate Students** at UMCP. The **GSG President** with consultation from **GSG Senators and involved students** in the completion of the State of Shared Governance Survey.



### **General Satisfaction with Shared Governance**

Graduate students at UMCP feel that the administration is supportive of shared governance, but that shared governance is not necessarily working well overall. Students also feel that structures and processes that allow for shared governance on campus are well-defined. Finally, students feel that overall, shared governance has generally improved since last year's State of Shared Governance Report.

### **Communication**

Students feel that, with the exception of the Provost, the administration is accessible to hear student concerns and takes steps to mitigate these concerns. They feel also that faculty leadership is accessible to hear and take steps to mitigate student concerns. Finally, students feel that there is a clear process in place to carry issues raised by students to the larger administration.

### **Interactions with Senior Administrators**

Graduate students at UMCP feel that the President **does** seek meaningful student input on issues that students have an appropriate interest in. Students also feel that the President sometimes overturns decisions and recommendations in areas where students have a primary responsibility, which they note primarily comes in the realm of student fees. Finally, the graduate students at UMCP feel that they have a good working relationship with the Vice President of Student Affairs, who is directly responsible for their organization, as well as the Graduate School team and Dean, the President, and many of the other Vice Presidents and Deans.

### **Decision Making**

Students at UMCP feel that the administration utilizes student involvement appropriately in planning major institutional changes and in strategic planning.

They also feel that they are consistently recruited for senior administration searches and that their input is respected and utilized in these administrative searches.

Finally, students at UMCP feel that the administrator directly responsible for their shared governance group seldom overturns decisions in areas in which students have a primary responsibility.

## Meet & Confer

Graduate students at UMCP are unsatisfied with the implementation of the Meet & Confer process at UMCP. Graduate assistants (GAs), through the GA Advisory Committee, met with administrators twice in FY20, in compliance with the Meet & Confer policy. They also felt that their concerns were **not** addressed or mitigated by the administrators with whom they met. They report: “[*The success of this process depends both on the administrator and what the concern is. Dean Fetter is trying to help, but there are principled differences at times. The Provost is less present and has little follow-through. The follow-through that exists happens from the [Graduate] Dean and not from the Provost. [This is also] not proactive. The process is inherently flawed as we know as it is "meet and confer" and not "meet, confer, follow-through" (no accountability.)*”

Their main areas of concern are as follows:

- Graduate Assistant Stipends
- Graduate Assistant hours/per week expectations
- Grievance Policies
- Health Insurance
- “Leave” Policies
- Policies and Practices Inconsistencies
- Having to deal with the "whims" of advisors and supervisors
- Being dismissed and devalued
- Title IX Issues

## Student Fees

Students at UMCP **do not** feel that the administration consistently consults the Committee for the Review of Student Fees, the body responsible for student consultations on fees, prior to the establishment or change of any mandatory fee. Students note **two instances this year** of mandatory fees being changed without consultation. Students **do** feel, however, that they are consulted with any changes to non-mandatory fees.

Graduates feel that their input is not respected or utilized on the Committee for the Review of Student Fees. They note that "*The consultation is dismissed/ignored too often and/or without the advisory groups understanding why votes and recommendations are not followed or acted upon*" while also noting that "*The Comptroller is amazing. [Other] units vary, [and the students with the Committee for the Review of Student Fees] feel dismissed a lot.*"

## University of Maryland Eastern Shore

The USMSC received a response meant to be representative of **Graduate Students** at UMES. The reflections of the **GSA President** are represented in the completion of the State of Shared Governance Survey.



### **General Satisfaction with Shared Governance**

Students feel that the administration at UMES is supportive of student involvement in shared governance and that substantive action is taken to address any issues illuminated in student feedback raised with administration. Furthermore, students feel that processes and structures are seen to be clearly defined in governance documents. Finally, students at UMES noted that the state of shared governance at UMES has improved since last year's State of Shared Governance Report.

### **Communication**

UMES students feel that both members of the administration and members of faculty leadership at UMES are accessible to meet with student leaders to discuss student concerns and that both the administration and faculty leadership take explicit steps to address and/or mitigate the concerns raised. Additionally, students at UMES feel that there is a clear process in place to carry student concerns to the larger administration.

### **Interactions with Senior Administrators**

Students at UMES feel strongly that the President seeks meaningful student input on issues in which students have an appropriate interest but not a primary responsibility. They also feel that the President seldom overturns decisions and recommendations in areas where students have primary responsibility. Students at UMES also feel that they have an excellent working relationship with the Dean of Graduate Studies

### **Decision Making**

Students feel that the UMES administration utilizes student involvement appropriately in planning major institutional changes and strategic planning.

Students at UMES **do not** feel included and respected in search committees for senior administrators, noting they have "*little to no [inclusion]*."

Students at UMES feel that the administrator directly responsible for their shared governance group seldom overturns decisions in areas in which students have a primary responsibility.

## Meet & Confer

Graduate students at UMES are fairly satisfied with the implementation of the Meet & Confer process at UMES. Graduate assistants (GAs), through the Graduate Student Government, met with administrators at least three times in FY20 in compliance with the Meet & Confer policy. They report that they felt that their concerns were addressed and explicit steps were taken to mitigate them. Their main areas of concern are as follows:

- Graduate Assistant Stipends
- Graduate Assistant hours/per week expectations
- Grievance policies

## Student Fees

Students at UMES feel that the administration generally consults the appropriate student fee advisory committee or other responsible body prior to the establishment or change of any mandatory fees or non-mandatory fees; however, they are unclear as to what body this is. Students indicated **three instances** when mandatory fees were increased **without** student consultation, as well as **three instances** when non-mandatory fees were increased **without** student consultation.

Students at UMES feel that their remarks and counsel on the fee determination process is generally respected and utilized, and generally feel satisfied with the student fee consultation process; however, they note that they are still working to improve this process moving forward.

## Institutional Summary

*"With having a new set of administration within the last year we are working diligently to make sure shared governance is in place. We are all trying to make the transition as easy as possible and establish relationships between all parties. It is a work in progress but improvements have already been made on behalf of the students. The administration is trying their hardest and putting their best foot forward to make*

*sure student government's voices and concerns are heard and plans are executed effectively."*

## University of Maryland Global Campus

The USMSC received **no** response meant to be representative of students at UMGC.

The USMSC Executive Council is excited to work with Dr. Freeman or his designee in order to ensure the compliance of the University of Maryland Global Campus (UMGC) with BoR Policy I-6.00 (Policy on Shared Governance in the University System of Maryland). Due to not having a Shared Governance Survey submission and having no participation by student representatives in the USMSC, the USMSC cannot comment on the state of shared governance at UMGC.



## The Universities at Shady Grove

The USMSC received two responses meant to be representative of **Undergraduate Students** and **Graduate Students** at USG. The reflections of the **Undergraduate Student Council Executive Board** and the **Graduate Student Association**, respectively, are reflected in the completion of the State of Shared Governance Survey.



### **General Satisfaction with Shared Governance**

**Undergraduate students** at USG feel that the administration supports student involvement in shared governance. While they are unsure about whether or not processes and structures are clearly defined in governance documents, they are on the fence regarding the value that is placed on and action steps that are taken to address student concerns brought up. Finally, they are unsure regarding the change in the state of shared governance on their campus since last year's State of Shared Governance Report.

**Graduate students** at USG feel that the administration is supportive of student involvement in shared governance. They also feel that processes and structures are clearly outlined in governance documents, and they feel strongly that there are explicit steps and actions taken to address concerns that are brought up. Finally, students feel that the state of shared governance has improved from last year's State of Shared Governance Report.

### **Communication**

**Undergraduate students** feel strongly that members of the SU Administration and feel that members of the SU faculty are accessible to meet to discuss student concerns; however, they are **on the fence** regarding whether or not both groups of individuals take explicit steps to address and/or mitigate any concerns raised. Undergraduate students also felt that there are clear processes to carry issues raised by students to the larger administration.

**Graduate students** at SU feel strongly that both members of the USG administration and faculty are accessible to meet to discuss student concerns and that both groups of individuals take explicit steps to address and/or mitigate any concerns raised. Graduate students also felt that there are clear processes to carry issues raised by students to the larger administration.

## Interactions with Senior Administrators

Both **graduate** and **undergraduate students** feel that the President seeks meaningful student input on issues in which students have an appropriate interest and that the President seldom overturns decisions and recommendations in areas where students have primary responsibility.

**Undergraduate students** at USG feel that they have an excellent working relationship with the Director of the Center for Student Engagement and Financial Resources.

**Graduate students** at USG feel that they have an excellent working relationship with the Advisor of the Graduate Student Association.

## Decision Making

**Undergraduate students** at USG feel both very included and very valued in search committees for senior administrators. They feel that the administrator directly responsible for their shared governance group seldom overturns decisions in areas in which students have primary responsibility. They also feel that the USG administration utilizes student involvement appropriately in both planning major institutional changes and strategic planning.

**Graduate students** at USG feel somewhat included or valued in search committees for senior administrators noting *"The Graduate Student Association (GSA) makes a large effort to include student shared governance on many topics affecting the Universities of Shady Grove community, however, while serving as an Institutional Representatives for the GSA, we have not yet been involved in search committee guidance on senior administrators."* They do, however, feel that the USG administration utilizes student involvement appropriately in planning major institutional changes and strategic planning. Finally, they feel that the administrator directly responsible for their shared governance group seldom overturns decisions in areas in which students have primary responsibility.

## **Meet & Confer**

**Graduate students** at USG do not have strong comments on the Meet & Confer process at USG. Instead, they note that they *"have not discussed this process as a group before and as a whole are not particularly familiar with it."*

## **Student Fees**

**Undergraduate students** at USG feel that the administration regularly consults the student fee advisory committee (SFAC) or responsible body prior to the establishment or change of any mandatory and non-mandatory fees. However, students at USG are **on the fence** regarding whether or not their remarks and counsel on the fee determination process is respected and utilized. Instead, they note that *"we were consulted solely for our vote to be included but not necessarily to be considered."*

**Graduate students** at USG feel that the administration generally consults the appropriate student fee advisory committee (SFAC) or responsible body prior to the establishment or change of any mandatory or non-mandatory fees. They noted, however, **one instance each** when mandatory and non-mandatory fees have been changed without student consultation. Students at USG feel that their remarks and counsel on the fee determination process is respected and utilized.

## **Institutional Summary**

### **Undergraduate Students**

*"Overall, shared governance could optimize student leadership input in decisions which impact our collegial experience (days of the week, hours of the day, student services provided on campus)."*

### **Graduate Students**

*"I have served on the Graduate Student Association (GSA) for two semesters with the exception of one semester where my course load and workload were too busy to accommodate the schedule. During that time, both Shelby the GSA program leader, management institutions, and the undergraduate student council have made many successful efforts to promote shared governance and ensure that both undergraduate and graduate student voices are heard in the decision-making process of ongoing events at the Universities of Shady Grove. I never felt ignored in the process of student*

*fee advisory and instead felt very informed as to on-going changes in many aspects of student life."*

*"I've really enjoyed being a part of the GSA so far. It's nice being directly involved in what goes on around campus. I've really enjoyed the opportunity to meet new people, plan fun events, and advocate for my fellow students. I've always felt as though I'm given plenty of opportunities to have my voice heard."*

## University System of Maryland, Hagerstown

The USMSC received **no** response meant to be representative of students at USMH.



The USMSC Executive Council is excited to work with Ms. Illyn or her designee in order to ensure the compliance of the University

System of Maryland, Hagerstown (USMH) with BoR Policy I-6.00 (Policy on Shared Governance in the University System of Maryland). Due to not having a Shared Governance Survey submission and having no participation by student representatives in the USMSC, the USMSC cannot comment on the state of shared governance at USMH.

## **University System of Maryland, Southern Maryland**

The USMSC  
received no  
response meant  
to be representative of students at USMSM.

**UNIVERSITY SYSTEM OF MARYLAND  
AT SOUTHERN MARYLAND**



UNIVERSITY SYSTEM  
*of* MARYLAND

The USMSC Executive Council is excited to work to ensure the compliance of the University System of Maryland at Southern Maryland (USMSM) with BoR Policy I-6.00 (Policy on Shared Governance in the University System of Maryland). Due to not having a Shared Governance Survey submission and having no participation by student representatives in the USMSC, the USMSC cannot comment on the state of shared governance at USMSM.