



COLLEGE OF INFORMATION STUDIES

iSchool Assembly Minutes

Date: Friday, September 1st, 2023 – 9:30 to 11:00 am

Location: Kim Engineering Building Room 1110

AGENDA

Preliminaries

- Call to order

Quorum recognized.

- Review and approval of minutes from May

Minutes approved without correction.

- Review and approval of this agenda

Agenda approved without correction.

Assembly Items

- Dean's Update [Keith]

New Staff

Chris Beatty: Graduate Program Manager

Cholly Estes: Community Development Advisor

Nuwan Hewabethmage: Academic Program Specialist

Kevin Kenneally: Program Director, University Career Center for INFO

Paris Lane: Research Coordinator

Jen McGovern: Academic Information Program Coordinator

Kyran Richardson: Assistant Director of Sponsored Projects

New Faculty

Fiona Shen-Bayh: Assistant Professor (75% GVPT)

Scott Jackson: Lecturer

Jasmine L. Garland McKinney: Postdoctoral Associate (Advisor: Amelia Gibson)

Jwan Khisro: Postdoctoral Associate (Advisor: Katrina Fenlon)
Hawra Rabaan: Postdoctoral Associate (Advisor: Sheena Erete)
TJ Rainsford: Lecturer and Interim Director, iConsultancy
Anat Szendro Sevilla: Lecturer
Stephanie Valencia-Valencia: Assistant Professor

New iLead members

Aderonke Adiniji: Deputy Chief Information Security Officer, US House of Representatives
Gabriel Cruz: Engineering Manager, PARA Business Systems Consulting
Natalie Edrington: Chief Customer Experience Officer (Assistant Director) at Baltimore County Public Library
John Eubank: Cyber Weapons Broker, Growth and Strategy at REDLattice

Moving on

Jaison Cooper: to Letters & Sciences
Niklas Elmqvist: to the University of Aarhus
Babak Fotouhi: for family issues
Diego Fregolent Mendes de Oliveira: SoDa contract
Gloria Guzmán: UMD
Jo Anne Mealo: UMD
Elaine Rudder
Travis Wagner: to a tenure-track position at the University of Illinois

David Baugh passed away (RIP)

Promotions

Paul Jaeger: UMD Distinguished Scholar and Teacher (November Public Lecture)
Hernisa Kacorri: Associate Professor with tenure
David Weintrop : Associate Professor with tenure (TLPL in the College of Education)
Sergii Skakun: Associate Professor with tenure (GEOG)

New roles

Bridget Faherty: Interim Assistant Dean, Finance and Operations
Katrina Fenlon/Ryan O'Grady: Co-Directors, MLIS
Jen Golbeck: Director, MPS Data Journalism
Chris Hawley: Interim Director, IT and Facilities
Paul Jaeger: Director, Museum Studies and Material Culture and Director, Professional Doctorate
Jesse Klein: Director, GEM
David Loshin: Director of Industrial Relations
Heera Lee and Alex Leith: Co-directors, HCIM
Beth St. Jean: Assistant Director, Professional Doctorate
Jessica Vitak: Director, PhD program

Searches

Tenure track

Paired hire with GVPT (75%)
Data visualization (open rank)

Social Data Science (Open rank)
LIS (Open rank)

Lecturers (4)

Three in:
Sociotechnical
Cybersecurity/cognitive security
Data science
&
Archives

Staff searches

Dean's Office
Assistant Dean of Finance and Administration
Assistant Dean of IT and Facilities

Academic Programs

UG Advisor: Social Data Science
UG Advisor: InfoSci
Academic Systems and Data Specialist
Embedded Mental Health Counselor

Sponsored Projects

Business Manager

Events

Events Coordinator (nonexempt)

HR/Payroll

Assistant Director of HR
Payroll Manager
Payroll Coordinator
HR Coordinator

Faculty Affairs

Faculty Affairs Coordinator

EDI

Director of EDI Education
EDI Manager

Communications

Digital Marketing Specialist

Hiring for EDI

The Dean's Commission for EDI recommended three positions:

Faculty or Staff: Associate Dean for EDI
Staff: Director of Diversity Training and Education
Staff: EDI Manager

The goals are:

Manage and engage in efforts to support and promote the iSchool's internal EDI commitment.
Drive the EDI learning and professional development strategy, lead cultural recognition initiatives, programs, workshops and training, and serve as the liaison between iSchool units.

We plan to move forward with the two staff hires and have a faculty for the ADI-EDI position.

Four issues

Messaging

Goal: increase awareness of INFO with prospective students, parents, local guidance counselors, employers, alumni, others at UMD, and relevant parties at other universities

Objective 1: Renew our college's messaging especially to our expanding audiences.

Objective 2: Rename the college. We were using Syracuse at our lodestar (note their name). The most common name is Information Science or Information Sciences or Information (Michigan). This will cause changes to social media handles, clothing, etc.

Objective 3: Amend the communication strategy to include additional audiences and messages.

Finances

Our enrollment has grown. (Note CMNS, which is larger than us, limits their program, which we do not do.) Our faculty growth hasn't mirrored that growth in terms of pace. Staff has grown—in 2015, we had 20 faculty and 11 staff. We ran on "social capital and voluntarism." We are "killing ourselves with transactional costs." We need to focus more on growth with faculty. We have a deficit of \$2.8 million this year and a \$1.4 million deficit last year (revenue minus expenditures)—we must get the provost's attention.

The net story is that we have been funding our undergraduate programs using our graduate programs, which was the only way. We can't grow our master's programs fast enough to continue to do this. We need to hire more lecturers and more professors.

Course Modalities

In terms of UG course modality, we have more online courses than Comp Sci or Psychology. This is at a time when the president and provost have been trying to pivot back from COVID; there are also complaints from parents and students. On the other hand, there are students who want to take online classes. We are the "most heavy users of online classes" on campus as a unit. *Why?*

The percentage of online classes has been declining. We have argued that we've used blended modalities as a great way of doing "flipped classrooms." The provost thought this was a good idea, but these classes are expensive to build.

Space

1. Completing HBK 4117/4121 renovations
2. Working with the State for construction of INFO Commons (\$10 million has been appointed and needs to be released; this should be completed within two years)

3. Creating an INFO@AVW pod (AV Williams—4th floor, we're physically there in terms of Dean Marzullo (Tuesdays and Thursdays), HR is moving there, Comms and FINSPO is there.

4. Continuing to work with the Provost's Office concerning our coming together. (We will be taking possession of Hornbake South. It was actually built for us in 1972; by 1974 we had shrunk to 1.5 floors. This will occur after Parcel B is developed.)

Q&A

Q: Adjuncts often have to work online, does that explain what's driving the online modality?

A: Some of this has to do with adjuncts; some has to do with our own faculty who are being asked to do overloads, which also comes at a cost. Some faculty are also remote and would have to fly in. There are also medical exceptions. This is multivariate. Some online classes are to offer one online section for core courses.

Q: Online and hybrid modality. Do we bring up the distributed nature of information careers and the global nature of the profession? Graduates will often take remote or hybrid work, after all.

A: That would require us to take a more detailed look. We'd also have to differentiate ourselves from Comp Sci's practices. We have senior leadership who are facing staff who want to work remotely and faculty who have moved elsewhere. Dean Marzullo wants to make the argument that we do the inverted classroom very well.

Q: What might the policy be for remote faculty?

A: Part of what's driving us is the need for instructors and large classrooms. We are doing an audit. The process for faculty has not been transparent. USM has asked all campuses to develop a workload policy, and this is being driven by that. The Senate and union will weigh in.

Q: What are trends at other iSchools?

A: The Dean regularly meets with other iSchool deans. Washington is very similar to us. UIUC is good for comparison. One year ago, at least, we were an outlier. The Dean also contextualizes that he is only talking about undergraduates. He's fine with the online MLIS and GEM program. It is about the undergraduate experience.

Q: Undergraduate teachers have to teach very large classes; there are fewer than 5 classrooms on campus that have flexible seating for 100 students. Often classes are at least hybrid so that students can meet in teams.

A: The large classrooms are being asked for at a low rate right now, so perhaps those concerns can be assuaged. The 20 or less student classrooms are where the pressure is—sometimes conference rooms are suggested. The idea of a hybrid class or blended model seems like it would work for larger classes, but it is difficult to implement. We are not going with 2U (Syracuse).

Q: Flexibility?

A: Important. But we should act with empirical evidence.

Q: Graduate enrollments affected by negativity towards librarians?

A: Enrollments have remained strong.

Q: Livestreaming or synchronous online lectures as hybrid classes?

A: We will have a Dean's commission on the student experience. Please let the commission know about faculty and staff experiences.

- MILE Maryland Initiative on Literacy and Equity [DJ Bolger]

Grand Challenges Grant (Directors: DJ Bolger, UMD College of Education; Simone Gibson, Morgan State University)

"We are trying to attack literacy on all fronts." There are community partners, instead of the University coming in with a single intervention. (Professor Bolger uses a public health model.)

Low functional literacy means reduced life expectancy and higher health care costs. There are also higher societal costs.

What are we doing? Adult literacy is recognized as a civil right. Research-based practices are presently not reaching out to practitioners and communities. Further, it is siloed.

This project is asset-based, so will utilize research-practice partnerships, and bring the community directly into the inquiry process. Further, in terms of learning, it will look to integrate undergraduate and professional training and the classroom and community. The graduate training aims to be interdisciplinary, team-based, and community-focused.

This project is meant to be sustainable.

- COI Conflicts of Interest, Division of Research [Beth Brittan-Powell]

"We pride ourselves on our customer service."

<https://research.umd.edu/coi>

COI@umd.edu

KCOI <https://usmd.kuali.co/coi/>

If you have consulting gigs or other outside activities, the COI office has office hours and can talk you through submitting a disclosure (Electronic system). Federal agency guidelines have been shifting in the last year and a half. There's more need to disclose at the time of proposal—NSF wants a disclosure on file at the time of proposal that's annually updated. The electronic system should make that easier.

For questions, reach out to the COI email: coi@umd.edu.

- INFO PostDocs [Katrina Fenlon, Sheena Erete]

Katrina Fenton

We've had a partnership with the National Agricultural Library; we've focused on building out educational programs for students. We are hosting a postdoc to do research independently and to work on data access policies at the National Agricultural Libraries.

Dr. Juwan Khisro (PhD Gothenburg in Informatics) has been a lecturer and researcher.

Digital transformation: "What is water?" David Foster Wallace, Kenyon Commencement Address. This is the story of digital transformation.

In 1990s, people met IT only at the office, and then it became an integral part of life, not least for us to be in contact with one another. "We just keep checking the weather" and listening to music. Meanwhile, "the borderline between IT and reality has melted."

Digital transformation: a dual approach for business development that is used for automation and innovation activities. It means faster work with reduced costs. This includes digital government in the form of access policies. AI can contribute to digital government.

The context for this work is the National Agricultural Library.

Sheena Erete

Dr. Hawra Rabaan (PhD in Social Work)

Dr. Rabaan studies domestic violence within marginalized communities with participatory research. Dr. Rabaan looks for alternative justice models and intersectionality, and to Islamic feminism. This is social inquiry as a means not an end, and it is reflexive.

For Muslim women, Saudi women in particular, domestic violence is a public safety and public health crisis and is "very prevalent." 53% of American Muslims have faced abuse. The majority of them are immigrants. There is, additionally, historic Islamophobia and systemic racism.

The three phases of the work:

1. Semi-structured interviews
2. Participatory interviews
3. Focus groups and concept validation (for survivor-centered design for US-based Muslim DV survivors)

There are challenges. Mainstream service providers are often not culturally responsive; community leaders (imams) often don't have training and project their own beliefs.

Alternative Justice Theories:

Restorative Justice

Transformative Justice

Survivor-Centered Transformative Justice (both the system and the community)

Dr. Rabaan is developing a landing webpage for survivors in multiple language that would provide spiritual perspectives. Dr. Rabaan's UMD aspirations also include ethical and value centered AI.

- iAppreciate YOU Campaign [Sarah Grun]

go.umd.edu/INFOAppreciation

INFO iAppreciateYOU cards are an easy way to thank, congratulate, or recognize an INFO colleague on either a job well done or a special occasion.

Q: Sarah is appreciated. But who can be appreciated?

A: Faculty, staff, postdocs, and PhD students. Not undergraduate/graduate employees or INFO students.

Q: Could this be sent out every month?

A: Good idea.

- INFO Staff Team Introductions [Bridget Faherty]

Academic Team

Kate Izsak: Associate Dean of Academic Affairs

Vedat Diker: Executive Director for Academics

Jeff Water: Director of Graduate Programs

Ron Padrón: Director of Undergraduate Programs

Tetyana Bezbabna: Assistant Director, BSc InfoSci, Shady Grove

Chris Beatty: Graduate Program Manger

Emily Dacquisto: Program Manager, PhD Program

Emilia Azar: Program Coordinator, MIM + CPIM, CIRPS, GEM, Data Journalism

Joseph Sherren: Program Coordinator, MLIS

Tatyana Yevgrafova: Program Coordinator, HCIM

Dustin Smith: Senior Graduate Advisor

Neil Dhingra: Graduate Academic Advisor

Fabian Faccio: Undergraduate Advising Manager

Diana Bridgett: Undergraduate Advisor

Sara Brookins: Undergraduate Advisor

Cholly Estes: Undergraduate Advisor

Madeline Georgevich: Undergraduate Advisor

Charlene Ploetz Savoy: Undergraduate Advisor

Jacob Davidson: Undergraduate Advisor, Shady Grove

Corie Brown: Undergraduate Program Coordinator

Nuwan Hewabethmage: Academic Program Specialist

Jennifer McGovern: Academic Information Coordinator

Anthony Ross: Academic Program Specialist

Kevin Kenneally: Program Director, UCC & INFO

Max Balagtas-Badoy: Academic Program Specialist, iConsultancy

Contact us through the Jira portal: umdischool.atlassian.net/servicedesk/customer/portal/7

Visit the Confluence knowledge base: umdischool.atlassian.net/wiki/spaces/AP/overview

Communications—remember their email address ischoolcomm@umd.edu

Development Team

Chief Development officer, Nancy Murray

Katie Ambacher, Program Coordinator

2023-24 priorities

Building out the Info Commons

Undergraduate Support-4-year scholarships

Faculty Support--Endowed professorships

Graduate Support--Endowed fellowships

Events Team

Sarah Grun, Manager, Strategic Initiatives & Projects

Rachael Bennett, Coordinator, Event Management

There's been a shift from a form to a consultation meeting to start to discuss booking space, catering, connections to INFO and campus resources, and DIY resources. ischoolevents@umd.edu

They will get the date for Commencement and let you know as soon as possible.

Faculty Affairs

Naielia Allen, Faculty Affairs Manager

Dr. Mega Subramaniam, Associate Dean for Faculty

What do they do?

Job ads; search committee composition and support; interview process; new faculty orientation, including an adjunct faculty orientation; initial contract and contract renewals. They also work on faculty promotion and tenure—committee creation and support and working with the APT committee. Furthermore—post-tenure reviews, TTK/PTK Annual/Merit Review committees. Finally, mentoring plans, assignments, and reimagining—the “joyful part” of Mega’s work.

Besides the above: record management for faculty, support for APT chair, lead development of faculty-related policies and guidelines. Secondary appointments. Adjunct/Affiliate hire approval. Graduate Faculty membership, whether renewals or otherwise. Liaison with UMD Office of Faculty Affairs and ADVANCE.

FinSpOp Finance, Operations, Sponsored Projects

Every faculty member has a business manager; the list will be sent out next week. There will be a proposal request form, a webform, that will send out an email to all of them and allow for work recalibration.

Workday is coming on November 15—this will change *everything* we do here.

The HR team has as many vacancies as people working for it. They ask for our patience—they'll have to triage for payment, insurance, etc.

Claudia Aragon: HR Admin Specialist
Sareil Brookins: HR & DEI Coordinator
Daisy Mason: Payroll Coordinator
Kibbi Henderson: Director of HR

IT services

Chris Hawley: Assistant Director
Allan Oliveros: IT Operations Manager
Josh Dayrit: IT Support Specialist
Chris Stark: IT Engineer
Bryan Hwang: Systems Administrator
Rochelle Robinson: Senior Web Developer
Matt Krishnan: Web Services Developer

Best way to contact is the email address ischooltechsupport@umd.edu
If a grant proposal requires technology, contact them before grant submission.

Facilities

Cecilia Penn-Diallo: Facilities Coordinator
James Battle: Facilities Assistant Facilities Planning (office assignments, renovations, facilities planning)
Chris Hawley: Interim Director IT & Facilities
Olu Akinola: Facilities Project Manager (Fall 2022)

Research Support Team

Susan Winter: Associate Dean for Research
Polly O'Rourke: Director of Research Development
Luis Cortes: Research Support Manager & IRB Liaison
Paris Lane: Research Coordinator & HCIL/Interest Group Support

"Make your research dreams come true." This includes answering IRB questions. Funding master's thesis students' research and travel. Any questions about research—come talk to us. They are available virtually and in-person.

Announcements

Box for notes—Renee Hill

APT postponed till 1:30 in this room—Jen Golbeck

Two career events this week—David Loshin: FTI Consulting (virtual event on 6th at noon); Evi (Thursday, live event with a hookup for Shady Grove students, location to be determined).

Daniel Green—All faculty, AAUP happy hour at Marriot Common, next week on Thursday.

Susannah Paletz—OTTRS (Organization Teams & Technology Society (OTTRS) Interest Group), please let her know to get involved.

Adjournment

Motion to adjourn. Accepted.