



COLLEGE OF INFORMATION

Date: Friday, December 6th, 2024 – 9:30 to 11:00 am

Location: Juan Ramon Jimenez Hall, Room 0220

AGENDA

Preliminaries

Quorum recognized

- Call to order
- Review and approval of minutes from September

Minutes approved without correction.

- Review and approval of this agenda

Agenda approved without correction

Assembly Items

Dean's Update [Keith Marzullo]

Good morning! Dean Marzullo would like to highlight some personnel changes:

- Myriam Paul is joining us as Assistant Director of Sponsored projects; one of the fastest hires
- Tetyana Bezbania is now the Director of Undergraduate Operations
- Kibbi Henderson has moved to her own startup but will continue lecturing for us
- Katy Lawley is starting her own startup
- Nancy Murray is moving to Undergraduate Studies
- Kourney Roussey is moving to JHU
- Angela Rogers-KouKoui is moving to the National Museum of African American History and Culture as the head archivist; will continue to teach for us.

We will soon have a new presidential administration, and it is likely there will be changes. We will find opportunities and confront challenges. We've been discussing it, all colleges and departments at the University, leadership at the University and Big10, everyone is talking about it. Higher ed professionals are trying to get our heads around what will happen.

We have a mission statement:

We improve lives and opportunities for people through information. With groundbreaking research and innovative academic programs, we strengthen information institutions, foster responsible information use, increase information reliability, and ensure equitable access to information. We harness data and technology for social, economic, and environmental good. We prepare the next generation of information professionals and thought leaders. We harness information for the benefit of all.

- that has been our mission for 8 years, and it will continue to be. If you have any concerns, thoughts, or

just want to talk about what might happen - his door is open, come talk.

Question: Considering the travel restrictions that were in place during the last Trump administration, should we remind students to be in the country before the new administration begins?

Dean Marzullo states that he hasn't heard any discussion about that yet.

Workday: On Nov. 15, workday went live. It has been an adventure of 3 weeks, things are getting better all the time. Dean Marzullo thanks us all for riding through this transition - we knew it wasn't going to be easy, and we were right. It is going to get better as we continue to work on it. Transitions like this are hard, thanks to all for your continued understanding during this transition.

Dealing with growth - we're all quite aware of growth in the college, work load, program stewardship, faculty growth, APT meetings, etc. We will need to address this structurally, and usually this is done by departmentalization. Departmentalizing is an option, but not the only option - we are exploring options. There are many unintended consequences of this sort of thing. For the last few months, we've been discussing the feasibility of this, what this might look like, talking to other deans on campus, talking to deans of other iSchools, etc. How are we going to move this forward? First we are going to involve the College Advisory Committee - members include: beth bonsignore, Tammy Clegg, Jonathan Lazar, Polly O'Rourke (chair), Rochelle Robinson, Anat Szendro-Sevilla, Craig Taylor, and Caro Williams-Pierce.. You can talk to them, or any of the deans. Next year, we'll be having a town hall or two to discuss concerns or what this might look like. This is both an exciting and also a scary concept, and by no means is this a "done deal", but we have reached a size where we have to do something because the workload is killing us.

Maryland Day [Sarah Grun]

There are some Maryland Day deadlines coming up. Maryland Day is April 25, 2025, from 10am-4pm. It's the largest event that the University hosts during the year. We typically see anywhere between 50-80,000 folks on campus. Proposals are due December 12, and all volunteers all get a Maryland Day t-shirt and Sarah's eternal gratitude.

Rachael Bennett has moved over to CMNS; Sarah appreciates your patience during the transition while she takes over her events,

DEI Survey [Ron Padron]

We've been working on the DEI strategic plan for the college - big thank you to everyone who has volunteered to be a part of, or lead, a working group.

We're in a data collection-phase right now - trying to get as much information about folks' ideas, experiences, etc. as possible. We have the Ivy report, the Climate & Belonging survey done recently, and Angel is working on some focus groups - we're still actively recruiting students for this, right now we have 36 students but we'd love many more to be involved.

[This survey has been shared by the DEI team](#), and they are requesting feedback - this is an invitation, not an expectation, but the more voices we have contributing to this process, the more robust our strategic plan will be, so please fill this out if you haven't already.

MIM Redesign Update [Doug Oard]

At the beginning of the semester, we told you we were going to blow up the MIM program. It's still going to be the MIM program - we're just here to report back to tell you what we've learned and to get your

feedback, and to share next steps. This is NOT an approval process - we aren't starting a new degree program. The full committee is here in the room today.

Two decisions were made in the last month - the first is to continue MIM admissions; keep the MIM program and unpause decisions. The second decision was regarding the proposed Trust & Safety program - this was pitched to the faculty in early November, and we have decided to put this on hold for the moment because of the changes we're expecting to endure as a result of the election - this is no longer the time to take risks. Trust & Safety isn't gone, it's just deferred.

We are here to talk today because we want the MIM program to be as central to what we're doing as the Undergrad programs, as central as HCIM and MLIS. Currently it is not. We want your feedback on how to do this because this is proceeding at break-neck pace.

MIM currently lives at the intersection between INFORMATION and ORGANIZATIONS. There are currently 5 focus areas:

- Data Science & Analytics – most popular focus area
- Cyber Threat Intelligence
- Information Risk Management
- Game and Entertainment Analytics
- Smart Cities and Connected Communities

There's 5 required courses, and the program gets approximately 30 new students per year. This number is too small. It isn't losing money, but what can we do to make that number 60?

For the MIM Refresh, starting Fall 2025, the focus is on creating a strong "Track" structure - instead of "here's a list of courses" we say "what track? Here's your list" - unfortunately the University doesn't allow tracks on your degree. Kate has an idea to possibly get tracks on transcript, but that's still TBD. There will be a "roll your own" option. We have 3 goals - focus, growth, and rigor.

This is the plan at this point but things have been changing rapidly, so don't fall in love with the names - they've changed a bunch and will continue to change.

Data Analytics			
Fall 1	Spring 1	Fall 2	Spring 2
Full-Stack Development	Data Integration and Preparation	Big Data Infrastructure	Capstone
Information Environments	Transforming Unstructured Content	Visual Analytics	Management of Information Services
Data Science Foundations	Data Science Techniques	Data Governance and Data Quality	Research Frontiers in Data Science
Cybersecurity Risk Management			
Fall 1	Spring 1	Fall 2	Spring 2
Full-Stack Development	Networked Infrastructure	Information Risk Management	Capstone
Information Environments	Cybersecurity Technology	Usable Security	Management of Information Services
Cybersecurity Foundations	Information Governance	Decision Making for Cybersecurity	System Dynamics of Cyber Attacks
Thesis Option			
Fall 1	Spring 1	Fall 2	Spring 2
Full-Stack Development	Independent Study	Thesis Research	Thesis Research
Information Environments	Any Course	Any Course	Management of Information Services
Research Methods	Any Course	Any Course	Any Course
Individual Program Plan			
Fall 1	Spring 1	Fall 2	Spring 2
Full-Stack Development	Any Course	Any Course	Capstone
Information Environments	Any Course	Any Course	Management of Information Services
Any Course	Any Course	Any Course	Any Course

–One of the tracks will be called "Data SOMETHING". Blue is core - 4 core courses, used to be 3, everyone takes that even if you roll your own. We are going to have to have some conversations with the HCIM folks about sharing courses.

–Networked Infrastructure & Cybersecurity Technology will have a co-requisite structure - really it's a 6-credit course with 2 co-instructors that have to be taught together.

–What makes us different from engineering? This is the technology of cybersecurity - you need a course in how to prevent attacks through people. Many of these courses don't exist in the engineering program. We have some good electives in the undergraduate program - and if it's a 400-level course, grad students can take it.

Additions

Track	Course Num	Course Title	First Offering	Poss Instructor
Both	INST6xx	Full-Stack Development	Fall 2025	Scott Jackson
Data	INST6xx	Transforming Unstructured Content	Spring 2026	Doug Oard
Cyber	INST6xx	Networked Infrastructure	Spring 2026	Dennis Frezzo
Cyber	INST6xx	Cybersecurity Technology	Spring 2026	Tom McGuire
Cyber	INST7xx	Usable Security	Fall 2026	Susan Campbell
Cyber	INST7xx	System Dynamics for Strategic Cyber Attacks	Spring 2027	Charlie Harry

Deletions

Course Num	Course Title	Reason	Last Offering	Instructor
INFM603	Information Technology and Organizational Context	Core Redesign	Fall 2024	Doug Oard
INFM605	Users and Use Context	Core Redesign	Spring 2025	Wakas Shah
INFM620	Strategic Information Management	Track Redesign	Fall 2025	Ping Wang

Some goals of this redesign:

–Continuity - we talked to iLead, told them we were going to blow up the MIM to do Trust & Safety, and they said we should keep MIM. We got that advice because 4 members of iLead are MIM grads. Their idea was that there is value to continuity - this redesign produces that.

–Growth, Diversity, and Rigor

–Develop faculty communities around MIM tracks

How can faculty get involved? We need committees, and we need to think about the governance of this program. We need track committees. We need people to develop courses, and we need people to teach these courses. Please reach out to any members of the committee if you'd like to be involved (Doug Oard, Cody Buntain, Giovanni Luca Ciampaglia, Preeti Lakhole, David Loshin, Susan Winter)

Question: for the 400-level courses, you mention that students want rigor, but do students have thoughts about the rigor with regards to taking a 400-level course?

Answer: Half of the current MIM students are either 4+1, or are grad students with UG degrees, so some of them have seen the undergrad program. Using the undergraduate program for the long-term is a bad idea, but supplementing the program in this way could work short-term - this is why there's only 1 undergrad course in the main plan and there's a plan to replace that one course a year later.

Question: The list includes lots of great courses, but where are the courses on **ethics**?

Answer: This is a good question. We'll look into this, and we can consider replacing our 1 undergraduate course with a course on ethics.

Question: Regarding ways to get involved - can we add a position for "Community Builder"? There's a lot of hunger from students for community, they want to engage with their network. There needs to be someone who can do this.

Answer: Excellent point - we had a discussion with the students last night. On the faculty side we need community, and on the student side we need to continuously rebuild community. We need broader support. There is no MIM committee currently - there is just a "blow up the MIM committee"

Comment: I really encourage adding some EXPLICIT references to AI as part of the program, because it is out there 24/7 for MIM graduates.

Answer: We'll have to consider this.

Question: Regarding the implementation timeline - opening admissions has created some problems because faculty/staff are getting questions about what's changed, and we don't have a good answer for that. So, can we get some clarity on that?

Answer: Yes, we're working to redo the website with the new vision.

Question: In some of the MIM courses, we already teach ethics informally through examples, but it's a good idea to have an explicit course - talking about fairness could be important. Maybe we need an ethics course and one on fairness & accountability. We also touch it in courses - "data science" courses often teach machine learning.

Answer: We want to change about a third of the course titles - but if we do that right now we're going to create a lot of work.

Faculty Approval of Student Timesheets [Bridget & Kyran]

Anything where you need to hire someone or pay people - talk to your business manager! Before you even think about spending money, talk to your business manager. Workday has been live for 13 days. This has been a lot for everyone - it's been difficult for everyone, a little grace goes a long way.

SupOrgs and Time Entry for hourly employees

- In Workday, all positions are hired into the supervisory organization of the manager of the position
- If you are teaching a course and you have someone working for you, when they are hired, they are put into your "SupOrg" - as a result, you must approve their hours
 - If you're hourly, you have to input your hours, and if supervisors don't approve them, it jeopardizes paying our most vulnerable population
- How to do that - go into your workday inbox. Everybody SHOULD check their workday inbox once a day. If there's a business task for you, it's in your workday inbox.
- If you type into the search bar "**REVIEW TIME**" it'll pull this up, you can batch approve them.
- Workers w/ 2 positions:
 - Hourly workers who have 2 positions in workday will have all of their business processes routed to both managers
 - If the action in your inbox is for their other job - ignore it!
 - If the action is for the job you oversee, review and take action accordingly
- If a worker has 2 hourly positions where one is time entry and one is time swipe, the worker will be locked out of the time entry function in workday for BOTH positions
 - The worker must submit a "Request for Time Entry" - they submit their hours, manager then has to use this information to manually enter time on their behalf

Question: Is this a feature or bug of Workday? **Answer:** From what we understand, this is how the system is designed - they are trying to put things into the system to make this easier, but we don't know how or if this will ever be fixed.

Question: If a professor is planning to hire some students for a project, hourly positions - this could end up creating a lot of work, taking a lot of time to input hours manually into Workday - does the college have any plans to help instructors with this? **Answer:** Time entry approval is not something that is "delegatable" within Workday - we were exploring this with an instructor who is going to be on leave who has an hourly worker - unfortunately there is NO way that you can delegate this task. The leadership in the Provost's office is aware of the issue and they encourage us to keep being vocal about

how much of an issue this is.

Student Representative emphasizes - PLEASE DO NOT FORGET TO APPROVE HOURS - it's a recurring problem that students miss paychecks and it's a huge problem if you can't make rent because someone forgot to approve your hours. Perhaps this is something to put in the statement of mutual expectations with your hourly student employees.

Question - can you please clarify the timeline? What's the student deadline for submitting hours, and what's the instructor's deadline for approving them? **Answer:** The cycles always start on a Sunday and end on a Saturday. Employees are paid 1 pay period behind FT staff. 9 days after the pay period ends is when students must submit their hours by then. PHR used to send out emails reminding supervisors to approve hours; we haven't seen that come through from Workday yet, though. Can UHR send out reminders? If not, can INFO send reminders?

Comment regarding "mass-management best practice" - when managing UTAs, set up a recurring calendar appointment every-other-Friday to remind UTAs to input their hours and invited all the UTAs to it, and also set up a recurring calendar appointment for supervisor to go in and approve their hours and see who hasn't submitted them.

Comment from Zoom - Would it be worth having a college calendar (like we do for events) for critical deadlines like approving hourly worker hours? Rather than having 90 people try to make a calendar reminder?

Postdoc Introduction [Anthonia Carter]

Towards Designing Equitable Resource Allocation Systems

My research investigates the underlying mechanisms driving resource and funding allocation decisions. My work motivates the design of effective and equitable interventions for advancing the economic mobility of historically resource-constrained communities.

My research agenda is split into three parts:

1. Factors influencing venture funding decisions (Doctoral work)
2. A community-based approach to improving access to public transportation and food (Postdoctoral work)
3. Designing and evaluating socio-technical interventions (future work)

Research question: Did the display of the #BlackLivesMatter (#BLM) hashtag on a crowdfunding platform website after George Floyd's murder in 2020 have any effect on improving outcomes experienced by Black entrepreneurs?

Data and Analysis: Archival Kickstarter Data (2019-21) / Difference in Differences

Results: While #BLM on Kickstarter portrayed an inclusive environment for Black creators to create campaigns, it did not similarly affect backers, encouraging them to fund Black-led projects

Conclusion: This work highlights the need for systemic-driven initiatives over individual-level interface design changes in addressing societal problems such as discrimination against Black creators seeking crowdfunding.

Future goals - design and evaluate socio-technical interventions that improve the economic mobility of historically resource-constrained communities and encourage resource providers to allocate with diversity in mind.

Two University Senator TTK Elections

We are in dire need of 2 tenure-line faculty, we need these filled for spring. Being on the senate is an exciting opportunity to learn about how the University works, the capabilities and limitations of the senate, interesting to hear concerns other units bring and the discussions that follow. The meetings are 2 hours long, usually 3:15pm-5pm on Wednesdays this semester - hybrid, but strong encouragement to come in-person, but some all-virtual meetings. There's a little bit of prep, they'll send around an agenda with materials that you review in advance. As a representative of the INFO college, you are there to listen and take in anything that might be relevant to the college and then notes are disseminated to the college. Of the 3 senators, you take turns sending notes to the college. As a senator, you get to vote on

resolutions. If there is an issue to bring up on behalf of the college, the senators are the ones to bring that “new business” forward to the University Senate. Tammy adds that she was nominated for the Athletics committee but that spun the web to do the work she’s doing now, so this service can lead to other opportunities. Being a part of the senate, you really get an understanding of how those things work - this is how you get involved locally. There are ways as senators to perk up, ask questions, and influence how folks vote. There are also cookies and coffee at the senate meetings.

Election Results

- **Caro Williams-Pierce - 44 votes**
- **Cody Buntain - 45 votes**
- Katrina Fenlon - 3 votes
- Dan Greene - 2 votes
- Wei Ai - 1 vote
- Ping Wang - 1 vote
- Jonathan Lazar - 1 vote
- Doug Oard - 1 vote

Announcements

- AIM has an internal regrating competition, an email will be sent, we need a letter of intent to be sent to Polly and Susan W. by January 15.
- AIM SEED awards and Course Development grants - new courses that you might want to get funded that are somewhat AI-related - let Sheena know if you have any questions about it
- If students ask you for “incompletes” you are not obligated to do it, and if you have students who started the semester off well but have since dropped off, let Tetyana Bezbabna know for Undergrad or Jeff Waters for Grad so that we can make sure to do a wellness check.

Adjournment

- Motion to adjourn. Accepted.