

University Advisory Council Meeting Minutes
 Friday, November 8, 2024
 1:30 p.m. | President’s Conference Room

Name	Attended	Name	Attended	Name	Attended
Craddock, Emma	✓	Michalski, Rachel	absent	Trey, Nick	✓
Delia, Al	✓	Nightengale, Amy	absent	VanSkiver, Donnell	✓
Donoway, Troy	✓	Nixon, Bradford	✓	Walsh, Jennifer	✓
Dunmyre, Justin	absent	Nowaczyk, Ronald	absent	Wilhelm, Sara	✓
Epstein, Jenna	✓	Short, John	✓	Weill, Larry	✓
Fike, Harry	✓	Toro, Hailie	absent	Wynder, Robin	✓
Lombardi, John	✓	Travis, Artie	✓		

- I. Call to Order 1:32 p.m.
 - II. Approval of October Minutes: **APPROVED**
 - III. Old Business
 - A. Review of Amendments to UAC Bylaws
 - 1. Amended bylaws unanimously **APPROVED** via verbal vote with additional amendments (attached)
 - a. Suggested edit to II.1.f to read "Three members of the Graduate Student Association (which may be inclusive of the Graduate Student Association President) appointed by the President of the Graduate Student Association."
ACTION: Motioned by Artie Travis; Seconded by Jenna Epstein; Motion passed unanimously.
 - b. Suggested edit to II.1.c-f made from the floor by John Lombardi to include "or designee" changing the language to each to "Three members of the [Governance Unit] or designee..."
ACTION: Motioned by Larry Weill; Seconded by John Short; Motion passed unanimously.
 - A. Faculty Senate proposal on “Freedom of Speech and Expression Statement of Values” (attached)
 - 1. Changes have been received for the Free Speech and Assembly policy from the Executive Cabinet. **ACTION: Brad Nixon** will be comparing this policy to the Freedom of Speech and Expression Statement of Values. Do we need both the policy and statement?
 - B. Update on Email Distribution List Discussions
 - 1. **ACTION:** Defer to February meeting as a meeting is scheduled to discuss this on Monday.
 - 2. Staff Senate has drafted a possible resolution which is currently being discussed.
- IV. New Business
 - A. None
- V. Adjournment 2:05 p.m.

Next meeting: February 14, 2025

Submitted by: Donnell H. VanSkiver, CAP, MEP, OM
Executive Administrative Assistant III

University Advisory Council Bylaws

I. Scope and Purpose

The Frostburg State University Advisory Council (Council) is a deliberative and broadly representative forum that exists to consider the activities of the University in all of its phases, with particular attention to the educational objectives of the University and those matters that affect the common interests of faculty, staff, and students. The Council may recommend general policies and otherwise advise the President of the University and can initiate policy proposals as well as to express its judgment on those submitted to it by the President and other administrative officers of the University.

In the Council's deliberative role, an important function of the Council is to transform the interests of its various constituency groups into policies to be initiated or evaluated for recommendation to the President that are consistent with the interest of the University as a whole. Also in this role, the Council participates in the institutional planning and assessment cycle as described in the [Institutional Effectiveness Plan](#).

In its representative role, an important function of the Council is to inform the officers of the University, as well as the constituencies of the University at-large, of the range and strength of views held by members of the University community.

II. Membership

1. Composition

The Council shall be composed of the University officers and representatives of the faculty, students, and staff, all of whom shall be voting members of the Council, as follows:

- a. The President of the University (ex officio)
- b. The Executive Cabinet of the University, whose members are determined by the President of the University and may, from time to time, be altered with notification by the President to the Council. (ex officio)
- c. Three members of the Faculty Senate, or designee, (which may be inclusive of the Chair of the Faculty Senate) appointed by the Chair of the Faculty Senate.

- d. Three members of the Staff Senate, or designee, (which may be inclusive of the Chair of the Staff Senate) appointed by the Chair of the Staff Senate.
 - e. Three members of the Student Government Association, or designee, (which may be inclusive of the President of the Student Government Association and any members of the Executive Board of the Student Government Association) appointed by the President of the Student Government Association.
 - f. Three members of the Graduate Student Association, or designee, (which may be inclusive of the President of the Graduate Student Association) appointed by the President of the Graduate Student Association.
2. Terms of Office
The terms for all members, other than the Vice Presidents, shall be for one year. Terms shall begin on July 1 of each year.
 3. Vacancies
If a vacancy is created by a status change or resignation of a member, a successor member will be appointed by the appropriate body.
 4. Duties
Membership on the Council requires a readiness to attend meetings of the Council regularly and to participate fully in its business. It is the continuous obligation of the members of the Council to report to the members of their constituencies about the discussions, decisions, and recommendations of the Council and to solicit questions and suggestions from them for presentation to the Council.
 5. Recall
The faculty, staff, and student members shall be subject to recall by procedures developed by the Faculty Senate, Staff Senate, Student Government Association, and Graduate Student Association as appropriate.

III. Meetings

1. Stated Meetings
The normal schedule of the stated meetings of the Council shall be as set by the President of the University at the beginning of each semester.
2. Special Meetings
A special meeting shall be called whenever requested by the President, or by petition of one-third of the total membership of the Council.

3. Agenda
Suggestions for agenda items shall be submitted in writing to the President's Office.
4. Quorum
A quorum shall be a simple majority of the members of the Council.
5. Additional Attendees
The Council may from time to time invite additional individuals with particular expertise to help the Council carry out its responsibilities. These individuals shall not be voting members.

IV. Committees

1. Standing Committees
University-wide committees that do not report to an existing administrative or senatorial body shall report to the Council. The Council will publish a list of these committees on its [website](#).
2. Ad hoc Committees
The Council may create time-defined committees to address specific campus issues and report to the Council. These committees should include membership from faculty, staff, students, and administration whenever possible.

V. Amendments

These bylaws may be amended by a majority vote of the members of the Council in attendance in the presence of an actual quorum at any meeting if the proposed changes have been distributed in writing to the members of the Council at least ten business days in advance of that meeting.

Revised: November 8, 2024

Updates to Suggested Edits of UAC Bylaws | November 8, 2024

II. Membership

6. Composition

The Council shall be composed of the University officers and representatives of the faculty, students, and staff, all of whom shall be voting members of the Council, as follows:

- g. The President of the University (ex officio)
- h. The Executive Cabinet of the University, whose members are determined by the President of the University and may, from time to time, be altered with notification by the President to the Council. (ex officio)
- i. Three members of the Faculty Senate (which may be inclusive of the Chair of the Faculty Senate) appointed by the Chair of the Faculty Senate.
- j. Three members of the Staff Senate (which may be inclusive of the Chair of the Staff Senate) appointed by the Chair of the Staff Senate.
- k. Three members of the Student Government Association (which may be inclusive of any members of the Executive Board of the Student Government Association) appointed by the President of the Student Government Association.
- l. **ORIGINAL LANGUAGE:** The Chair of the Graduate Council (ex officio)
SUGGESTED EDIT 1: A student representative of the Graduate Council.
SUGGESTED EDIT 2 (Voted electronically as new language with all other amendments): Three students from the Graduate Student Association appointed by the President of the Graduate Student Association.
UPDATED SUGGESTED EDIT 1: (Voted in person as new language 11/8/24) Three members of the Graduate Student Association (which may be inclusive of the President of the Graduate Student Association) appointed by the President of the Graduate Student Association.
UPDATED SUGGESTED EDIT 2: The President of the Graduate Student Association.

Freedom of Speech and Expression Statement of Values

The free exchange of ideas and information is central to higher education's foremost obligation of fostering both intellectual development and the discovery and dissemination of knowledge. Scholarship and learning can only flourish in an environment in which the unfettered expression of all ideas is nurtured. To that end, Frostburg State University (FSU) is committed to promoting and protecting every person's freedom to express their views, however controversial, in a lawful manner.

With certain exceptions, such as threats of physical violence and unlawful harassment, free speech is protected by the United States Constitution. The State of Maryland and FSU share the commitment to free speech that is imbedded in our nation's constitution. Any effort to limit protected speech based solely on content is a violation of FSU's legal and academic responsibilities and is therefore impermissible.

FSU's duty to advance facts and the truth--as well as our commitment to the students, faculty, and staff who comprise the FSU community--can also impose an obligation to condemn, confront, or correct speech that is hateful or discriminatory. Institutional leaders and other campus community members may counter speech designed to denigrate others or undermine evidence-based scholarship with additional speech. Offensive speech cannot be banned, but it can—and often should—be challenged.

A healthy and thriving community also depends on the civility of its members towards one another. Although offensive speech cannot be prohibited, FSU community members have a responsibility to demonstrate mutual respect for their peers and colleagues. Concerns about civility and mutual respect cannot, however, be used as a justification for stifling discussion of ideas, however offensive or disagreeable those ideas may be to some members of the FSU community.

As a community of scholars and learners, FSU is committed to fostering vigorous debate based on facts and evidence. With that in mind, and in keeping with the University System of Maryland's civic education and engagement initiative, FSU should inculcate among students an appreciation for the importance of free speech, as well as an understanding of how to communicate effectively and respectfully regarding contentious issues.

Finally, the physical safety of all FSU students, faculty, and staff is paramount. FSU's campus serves as a home, center of learning and scholarship, community hub, and workplace. Neither unlawful harassment nor violence, nor the threat of violence, can be tolerated. In safeguarding the physical safety of every member of the FSU community, regardless of their background or views, we can enable, rather than stifle, the process of free inquiry and intellectual exchange that is at the heart of any academic enterprise.

In considering their obligations to support free speech and expression, while promoting civility and ensuring every person's physical safety, FSU should be guided by the following principles.

Promoting Free Speech and Free Expression

FSU institutions has an obligation to protect every person's freedom to speak and to hear all views. Hateful speech that does not rise to the level of a true threat or unlawful harassment cannot be banned.

FSU has no obligation to protect any person from exposure to speech with which they might disagree. Exposure to all perspectives, including those that may be deemed disagreeable or even offensive, can be an essential part of the educational experience and can help foster a greater understanding of how to respect a person while communicating a differing opinion.

FSU may restrict time, place, and manner of speech under uniformly applied guidelines, but cannot restrict protected speech based on content.

Protecting and Fostering Community

FSU must protect the physical safety of all community members, react to threats of violence or destruction, and penalize unlawful conduct. They must also work to prevent and respond to unlawful harassment that is based on race, color, sex, gender identity or expression, sexual orientation, marital status, age, national origin, political affiliation, physical or mental disability, religion, protected veteran status, genetic information, or any other legally protected class.

Institutional leaders may take positions on the content of speech, particularly if the speech is uncivil and/or designed to denigrate other community members based on race, color, sex, gender identity or expression, sexual orientation, marital status, age, national origin, political affiliation, physical or mental disability, religion, protected veteran status, genetic information, personal appearance, or any other legally protected class.

FSU may respond to offensive, but permitted, speech by fostering opportunities for other speakers with contrary viewpoints. Offensive speech is combatted most effectively not through speech bans, but through additional speech and communication.

FSU should provide support services to community members negatively impacted by offensive, but permitted, speech.

In accordance with applicable law, FSU must track and annually report on hate crimes.