

Witness Testimony Senate Bill 254.pdf

Uploaded by: Danelle McClanahan

Position: FAV

Witness Testimony Senate Bill 254

I appreciatively support this Senate Bill 254, a strategic diversity management model, because of its impactful, sustainable value for ensuring consistent and effectual diversity, equity, inclusion, and access initiatives to benefit students, faculty, staff, and the community.

Dr. Danelle McClanahan

SB 254 Avis McMillon Testimony Unfunded Mandate.pd

Uploaded by: Avis McMillon

Position: UNF

Senate Bill 254
Avis McMillon
Unfavorable Report
February 9, 2022

I am writing to oppose Senate Bill 254—College of Southern Maryland—Vice President of Equity and Inclusions—Funding and Responsibilities for three reasons: it is an unfunded and unjustified mandate, disregards the current equity and inclusion work at the college, and is a violation of the accreditation standards set by the Middle States Commission on Higher Education which requires the Board of Trustees to be free of outside influence, including political interference.

The College of Southern (CSM) is nationally recognized by the Aspen Institute for achieving outcomes, including equity outcomes, and by *Diverse Issues in Higher Education* for high numbers of minority graduates, especially in STEM fields. The college has been part of the Achieving the Dream network since 2019, a national organization of roughly 300 community colleges, that has as its primary focus the elimination of equity gaps among community college students.

The college is committed to equity, and monitors and reports progress on a DEI Dashboard on the college's website. An Equity and Inclusion Council is part of our participatory governance system, which has representatives from every constituency across the college. Among their charges is ensuring administrative policies are equitable. The specifics of SB 254 impose a structure that is oppositional to our current and well-recognized equity work. It also detracts from the college's current hiring priorities, which include full-time faculty and academic advisors.

As an unfunded mandate, SB 254 would cost approximately \$600,000. A mandate to hire specific employees undermines the fiduciary responsibility of the board of trustees to set budgets and institutional priorities.

I ask the Senate Education, Health, and Environmental Affairs Committee to give SB 254 an unfavorable report.

SB254 Trustee Opposition Testimony Submission -Tru

Uploaded by: Cordelia Postell

Position: UNF



Office of the President

Testimony in Opposition to Senate Bill 255
Cordelia Postell
February 7, 2022

Good afternoon, I am Cordelia Postell and I serve as a Trustee for the College of Southern Maryland. Today I share testimony on behalf of the Board of Trustees for the College of Southern Maryland. It is the firm, resolute, and collective position of the Board of Trustees for the College of Southern Maryland: We do not support Senate Bill 254—College of Southern Maryland—Vice President of Equity and Inclusions—Funding and Responsibilities. This bill is in violation of the fiduciary authority of the Board of Trustees. We believe the constructs of this bill to have been created without consideration of the college’s budget and current work on diversity, equity, and inclusion.

The Board of Trustees derives its authority as an independent governing board in the state of Maryland Education Code §16-606. The Board of Trustees, not the Maryland General Assembly, is responsible for ensuring the college fulfills its mission and aligns its resources behind that mission.

The Board believes Senate Bill 254 to be in violation of Standard 7.2.b of the Middle States Commission on Higher Education, which accredits the College of Southern Maryland as a single entity serving a region. That standard requires that the governing body have primary allegiance to the college and requires it to be free from outside influence, including political influence. Senate Bill 254 could compromise the College of Southern Maryland’s accreditation.

The Board of Trustees believes Senate Bill 254 refutes the college’s current diversity, inclusion, and equity work. The College of Southern Maryland has been nationally recognized by the Aspen Institute and Diverse Issues in Higher Education for its achievement of equity outcomes. The College of Southern Maryland has been a proud member of the Achieving the Dream network since 2019. This national organization of roughly 300 community colleges, has implemented as its primary focus the elimination of equity gaps among community college students.

Equity is everyone’s responsibility, and that importance is made clear by the Board of Trustees. In January 2021, we set four strategic goals for the college for its 2021-2024 strategic plan. Goal number two (#2) is to “Ensure Equity in All Programs and Services.” That goal appears in every annual work plan within each department and business unit of college; further, the college reports its progress annually on a Diversity, Equity, and Inclusion Dashboard published on its website.

LA PLATA • LEONARDTOWN • PRINCE FREDERICK • REGIONAL HUGHESVILLE

Office of the President
Center for Business and Industry, Room 204
8730 Mitchell Road, PO Box 910, La Plata MD 20646-0910
301-934-7625 • www.csmd.edu

<https://www.csmd.edu/about/diversity/institutional-equity/index.html#dashboard>

The board monitors the progress in achieving this strategic goal, and should additional positions be necessary to advance the work, that would be a conversation we, the Board of Trustees of the College of Southern Maryland would have with the president during our budget planning cycle. This is our responsibility, not that of the Maryland General Assembly. Senate Bill 254 would add over \$600,000 annually to the College of Southern Maryland's operating expenses; consequently drawing funding away from much-needed faculty, academic advising positions, and more importantly the sustainable outcomes of our Diversity, Equity, and Inclusion programming.

We, the Board of Trustees of the College of Southern Maryland, urge the members of the Senate Education, Health, and Environmental Affairs Committee not to look favorably on SB 254.

Respectfully submitted,

Ms. Cordelia Postell, Trustee
Charles County

SB 0254_ Dorothea Smith _ Unfavorable.pdf

Uploaded by: CSM Foundation

Position: UNF

Senate Bill 254
Dorothea Smith, CSM Trustee Emeritus
Unfavorable Report
February 9, 2022

I am writing to oppose Senate Bill 254—College of Southern Maryland—Vice President of Equity and Inclusions—Funding and Responsibilities for two reasons: it is an unfunded and unjustified mandate and it completely disregards the current equity and inclusion work at the college.

The College of Southern (CSM) is nationally recognized by the Aspen Institute for achieving outcomes, including equity outcomes, and by *Diverse Issues in Higher Education* for high numbers of minority graduates, especially in STEM fields. The college has been part of the Achieving the Dream network since 2019, a national organization of roughly 300 community colleges, that has as its primary focus the elimination of equity gaps among community college students.

The President’s Cabinet is a talent diverse group of individuals, who ensure that the Board of Trustees’ strategic goal “to ensure equity in all programs and services” permeates all aspects of the college.

The entire college is committed to equity, and monitors and reports progress on a DEI Dashboard on the college’s website. An Equity and Inclusion Council is part of our participatory governance system, which has representatives from every constituency across the college. Among their charges is ensuring administrative policies are equitable. The specifics of SB 254 impose a structure that is oppositional to our current and well-recognized equity work. It also detracts from the college’s current hiring priorities, which include full-time faculty and academic advisors.

SB 254 an unfunded mandate in excess of \$600,000. It is a violation of the accreditation standards set by the Middle States Commission on Higher Education which requires the Board of Trustees to be free of outside influence, including political interference. SB 254 would put into law a mandate to hire specific employees, which undermines the fiduciary responsibility of the board of trustees to set budgets and institutional priorities.

I ask the Senate Education, Health, and Environmental Affairs Committee to give SB 254 an unfavorable report.

Dorothea Smith
3365 Forest Road
Waldorf, Maryland 20601

SB 0254_ Tracy Harris _Unfavorable.pdf

Uploaded by: CSM Foundation

Position: UNF

Senate Bill 0254
Tracy Harris
Unfavorable Report
February 9, 2022

I am writing to oppose Senate Bill 0254—College of Southern Maryland—Vice President of Equity and Inclusions.

Issues of diversity and inclusion are important and pertinent issues on college campuses around the country. CSM has been a leading voice on issues of Diversity and Inclusion for nearly a decade. College staff have successfully work with various constituency groups including students, faculty, staff, and the community to grasp a better understanding of what it means to work and live in an inclusive society. While the intent of this bill may be to add another voice to this dialogue, it does not make sense to mandate such a hire. CSM has a solid track record of serving the citizens of southern Maryland with educational and personal resources to understand the tenets of diversity and inclusion. Funding such a mandate overwhelming at a time when colleges are re-evaluating college resources and how to streamline activities that are results oriented. Two major CSM initiative which focus on diversity and inclusion are the Men of Excellence program (specifically designed to improve the enrollment, retention, and completion rates for men of color), and the work with the Achieving the Dream network which has a core focus on student equity and success. There are other initiatives but just too many to list here. The point is that CSM is open and will continue to serve our diverse community and will do so without a required mandate or bill.

Thus, I would like to recommend the Senate Education, Health, and Environmental Affairs Committee to give SB 0254 an unfavorable report.

Tracy A. Harris, Ph.D.
Vice President, Student Equity and Success

43155 Rosalind's Drive
Hollywood, Maryland 20636

SB 0254_CSM Foundation_Unfavorable.pdf

Uploaded by: CSM Foundation

Position: UNF



College of Southern Maryland
F O U N D A T I O N

Senate Bill 0254
College of Southern Maryland Foundation, Inc.
Unfavorable Report
February 9, 2022

The College of Southern Maryland Foundation serves as the fundraising arm of the college. We are a separate and distinct 501(c)3 organization with an all-volunteer board of members from across all three counties representing every facet of business and industry. We work to connect donors and regional partners in support of our students, faculty, programs, and community by cultivating relationships and stewarding assets consistent with our donors' intent. The Foundation was formed in 1970 to serve and support the mission of the college.

It is the responsibility of a college's president to provide vision for the College and continuous leadership and direction for the planning and operation of all aspects of the College's programs and services. Dr. Maureen Murphy, president of the College of Southern Maryland, fulfills this responsibility remarkably. It was Dr. Murphy who taught the Foundation the credo that, "equality is giving everyone a shoe; equity is giving everyone a shoe that fits."

To that end, Dr. Murphy approached the Foundation about establishing an endowed "Distinguished Professorship for Equity in Education." She believes so strongly in the power of education as the most powerful tool for social justice, that she donated a remarkable \$20,000 towards the creation of the endowment and was matched by 50 donors to a current value of \$40,850. Here is the inspiring description:

Distinguished Professor for Equity in Education

The College of Southern Maryland is social justice through education. It exists solely to provide programs and services that support the social and economic mobility of people in the Southern Maryland region. It is equity in action, and the root of that action is in the classroom, irrespective of discipline, in the interaction between professors and students.

This is hard work and requires the continual support and professional development of excellent and committed faculty. One means to facilitate that professional development is through the Distinguished Professor for Equity in Education program.

The Distinguished Professor for Equity in Education is an honor granted to an exemplary professor of any discipline at the College of Southern Maryland. The goal of the Distinguished Professor program is to recognize faculty excellence and promote further faculty excellence through funds for faculty professional development.

The Distinguished Professor for Equity in Education is responsible for coordinating an annual lecture on a topic related to equity, which shall be open to the public, as well as working with the Provost to provide additional professional development opportunities for faculty, which may include seminars, conferences, webinars, lectures, and other activities, to include the challenges begun in 2019 by the Office of Equity and Inclusive Diversity.

The Distinguished Professor is funded through the College of Southern Maryland Foundation. The income generated by the endowment does not augment the Distinguished professor's compensation, but rather augments the college's ability to provide faculty professional development and outreach to the college community.

This is just one example of how the College of Southern Maryland is dedicated to equity and inclusion. The Foundation and the college president are leading and funding the fight. The idea that contravening legislation is needed is preposterous. An unfunded mandate that does not reflect or honor the current diversity, equity, and inclusion work at the college not only violates our governing board's autonomy, is reprehensible at its core.

Sincerely,

The College of Southern Maryland Foundation, Inc. Board of Directors

Kimberly Rosenfield '21

Chair

First Vice President - Morgan Stanley Wealth Management
Charles County

Randall Williams

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Charles County

Gary Simpson

Principal Agent/Owner - Simpson's Olde Towne Insurance
Charles County

Natalie Cotton '10

Govt. Affairs & Community Relations - SMECO
Charles County

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Calvert County

Brenda Lowe

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Dixie Miller

Educational & Business Consultant – Dixie Miller PRESENTS, LLC
Calvert County

Eric Vrem

Executive Vice President of Operations - Health Prime
Charles County

David Osterhouse

Senior Associate - Mudd, Lakes and Moreland, LLC
Calvert County

Joanna Yakaitis

Principal/ Director, Contract Pursuit Proposal Team - Booz Allen Hamilton
Calvert County

Trey Proctor

Vice President - G.S. Proctor & Associates, Inc.
Charles County

SB254 _Joseph Shannon _ Unfavorable.pdf

Uploaded by: CSM Foundation

Position: UNF

Senate Bill 254
Joseph F Shannon Jr. CSM Trustee Emeritus
Unfavorable Report
February 9, 2022

I am writing to oppose Senate Bill 254—College of Southern Maryland—Vice President of Equity and Inclusions—Funding and Responsibilities for two reasons: it is an unfunded and unjustified mandate and it completely disregards the current equity and inclusion work at the college.

CSM has always been at the point of the spear in dealing with Diversity issues. When Hunters Brooke Development was torched by racial arsonist in December 2004, over two dozen houses under construction were destroyed. It was CSM working with Senator Middleton and the Charles County elected officials to begin a dialogue of hope and confront the community's fears about race. To this day it is considered to be the worst arson event in Maryland history.

That spirit continues today. The College of Southern (CSM) is nationally recognized by the Aspen Institute for achieving outcomes, including equity outcomes, and by *Diverse Issues in Higher Education* for high numbers of minority graduates, especially in STEM fields. The college has been part of the Achieving the Dream network since 2019, a national organization of roughly 300 community colleges, that has as its primary focus the elimination of equity gaps among community college students.

I ask the Senate Education, Health, and Environmental Affairs Committee to give SB 254 an unfavorable report.

SB 254 DiNatale UNFAVORABLE Testimony.pdf

Uploaded by: Dr. Lois DiNatale

Position: UNF

Senate Bill 254
Dr. Lois E. DiNatale
Unfavorable Report
February 9, 2022

I am writing to oppose Senate Bill 254—College of Southern Maryland—Vice President of Equity and Inclusions—Funding and Responsibilities for two reasons: it is an unfunded and unjustified mandate and it completely disregards the current equity and inclusion work at the college.

The College of Southern (CSM) is nationally recognized by the Aspen Institute for achieving outcomes, including equity outcomes, and by *Diverse Issues in Higher Education* for high numbers of minority graduates, especially in STEM fields. The college has been part of the Achieving the Dream network since 2019, a national organization of roughly 300 community colleges, that has as its primary focus the elimination of equity gaps among community college students.

The President's Cabinet is a talent diverse group of individuals, who ensure that the Board of Trustees' strategic goal "to ensure equity in all programs and services" permeates all aspects of the college.

The entire college is committed to equity, and monitors and reports progress on a DEI Dashboard on the college's website. An Equity and Inclusion Council is part of our participatory governance system, which has representatives from every constituency across the college. Among their charges is ensuring administrative policies are equitable. The specifics of SB 254 impose a structure that is oppositional to our current and well-recognized equity work. It also detracts from the college's current hiring priorities, which include full-time faculty and academic advisors.

SB 254 an unfunded mandate in excess of \$600,000. It is a violation of the accreditation standards set by the Middle States Commission on Higher Education which requires the Board of Trustees to be free of outside influence, including political interference. SB 254 would put into law a mandate to hire specific employees, which undermines the fiduciary responsibility of the board of trustees to set budgets and institutional priorities.

I ask the Senate Education, Health, and Environmental Affairs Committee to give SB 254 an unfavorable report.

SB0254_Raley_Unfav.pdf

Uploaded by: James K. Raley Jr.

Position: UNF

James K. Raley, Jr.
Post Office Box 52
Avenue, Maryland 20609
(301) 481-7927

Senate Bill 254
College of Southern Maryland - Vice President of
Equity and Inclusion - Funding and
Responsibilities
Unfavorable

February 4, 2022

Senate Education, Health, and Environmental Affairs Committee
2 West Miller Senate Office Building
11 Bladen Street
Annapolis, Maryland 21401

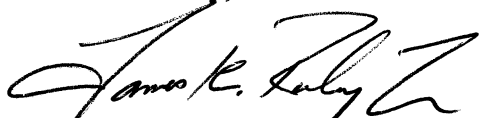
Dear Committee Members,

I am writing in opposition to Senate Bill 254— College of Southern Maryland - Vice President of Equity and Inclusion - Funding and Responsibilities.

I am a graduate of the Charles County Community College, which was the precursor institution to the College of Southern Maryland. I had the honor to serve for 10 years as a member of the College of Southern Maryland Board of Trustees, holding the positions of Board Member, Vice Chairperson, and Chairperson, during my tenure. Senate Bill 254 seeks to impose an unfunded and unjustified mandate and it completely disregards the current equity and inclusion work at the college. The legislation would put into law a mandate to hire specific employees, which undermines the fiduciary responsibility of the board of trustees to set budgets and institutional priorities. In my opinion, and based on the institutional knowledge that I have regarding the college, I submit that SB 254 is not in the best interest of the students or taxpayers in Southern Maryland.

I ask that the members of the Senate Committee for Education, Health and Environmental Affairs give SB 254 an unfavorable report.

Sincerely,



James K. Raley, Jr.
Trustee Emeritus
College of Southern Maryland

Cc: Dr. Maureen Murphy, President, CSM

SB 0254 Sample Testimony - Judith Mills.pdf

Uploaded by: Judith Mills

Position: UNF

Senate Bill 254
Judith Mills
Unfavorable Report
February 9, 2022

I am writing to oppose Senate Bill 254—College of Southern Maryland—Vice President of Equity and Inclusions—Funding and Responsibilities for two reasons: it is an unfunded and unjustified mandate and it completely disregards the current equity and inclusion work at the college.

The College of Southern (CSM) is nationally recognized by the Aspen Institute for achieving outcomes, including equity outcomes, and by *Diverse Issues in Higher Education* for high numbers of minority graduates, especially in STEM fields. The college has been part of the Achieving the Dream network since 2019, a national organization of roughly 300 community colleges, that has as its primary focus the elimination of equity gaps among community college students.

The President's Cabinet is a talent diverse group of individuals, who ensure that the Board of Trustees' strategic goal "to ensure equity in all programs and services" permeates all aspects of the college.

The entire college is committed to equity, and monitors and reports progress on a DEI Dashboard on the college's website. An Equity and Inclusion Council is part of our participatory governance system, which has representatives from every constituency across the college. Among their charges is ensuring administrative policies are equitable. The specifics of SB 254 impose a structure that is oppositional to our current and well-recognized equity work. It also detracts from the college's current hiring priorities, which include full-time faculty and academic advisors.

SB 254 an unfunded mandate in excess of \$600,000. It is a violation of the accreditation standards set by the Middle States Commission on Higher Education which requires the Board of Trustees to be free of outside influence, including political interference. SB 254 would put into law a mandate to hire specific employees, which undermines the fiduciary responsibility of the board of trustees to set budgets and institutional priorities.

I ask the Senate Education, Health, and Environmental Affairs Committee to give SB 254 an unfavorable report.

SB 254 Written Testimony - Lesley Quattlebaum.pdf

Uploaded by: Lesley Quattlebaum

Position: UNF

Senate Bill 254
Lesley Quattlebaum
Unfavorable Report
February 7, 2022

I am writing to oppose Senate Bill 254—College of Southern Maryland—Vice President of Equity and Inclusions—Funding and Responsibilities.

The College of Southern (CSM) is nationally recognized by the Aspen Institute for achieving outcomes, including equity outcomes, and by *Diverse Issues in Higher Education* for high numbers of minority graduates, especially in STEM fields. The college has been part of the Achieving the Dream network since 2019, a national organization of roughly 300 community colleges, that has as its primary focus the elimination of equity gaps among community college students.

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SB 254 an unfunded mandate in excess of \$600,000. It is a violation of the accreditation standards set by the Middle States Commission on Higher Education which requires the Board of Trustees to be free of outside influence, including political interference. SB 254 would put into law a mandate to hire specific employees, which undermines the fiduciary responsibility of the board of trustees to set budgets and institutional priorities.

I ask the Senate Education, Health, and Environmental Affairs Committee to give SB 254 an unfavorable report.

SB 0254_CSM_Murphy_Unfavorable.pdf

Uploaded by: Maureen Murphy

Position: UNF



Senate Bill 254
Maureen Murphy, Ph.D., President
College of Southern Maryland
Unfavorable Report
February 9, 2022

I am writing to oppose Senate Bill 254—College of Southern Maryland—Vice President of Equity and Inclusions—Funding and Responsibilities for two reasons: it is an unfunded overreach that jeopardizes the College of Southern Maryland’s accreditation and it completely disregards the current equity and inclusion work at the college.

Let’s assume good intentions and that this bill is trying to support equity work. I ask that the committee consider what the College of Southern Maryland (CSM) is currently doing in regard to staffing, discrimination complaints, strategic equity work, and equity outcomes.

Staffing

- The President’s Cabinet consists of eight people, four of whom are African American and four of whom are women. When I arrived at CSM, one cabinet member was African American and two were women.
- The Vice President for Student Equity and Success, who is African American, reports directly to the President currently. Any multi-cultural programming comes through this division.
- There is a full-time coordinator for the Men of Excellence program, a fast-expanding program designed to support minority men.
- The Foundation is currently raising money to endow a position entitled the Distinguished Professor for Equity in Education. I launched this initiative last Fall and have contributed significant personal funds toward it.
- Five individuals across the college (four of whom are African American) are trained to investigate complaints of discrimination.
- There is a current opening for an Executive Director of Equity and Inclusion (DEI), which has been a difficult position for the college to hire and retain, largely because these positions are highly sought after. The focus of that role is to monitor compliance with the Maryland Higher Education Commission and do external outreach. We anticipate onboarding that person in the next few months.

La Plata Campus
8730 Mitchell Road, PO Box 910
La Plata, MD 20646
301-934-2251 • 301-870-3008

Leonardtown Campus
22950 Hollywood Road
Leonardtown, MD 20650
240-725-5300

Prince Frederick Campus
115 J.W. Williams Road
Prince Frederick, MD 20678
443-550-6000

Regional Hughesville Campus
6170 Hughesville Station Place
Hughesville, MD 20637
301-539-4730

Discrimination Complaints

As mentioned above, five people across the college are trained to investigate complaints regarding discrimination. There is a link at the bottom of every page on the college's website to help individuals with complaints find a way to report them. Also, the college has a web feature entitled "Let's Talk" that is another way to engage the college. Students get information through the Student Handbook, orientation, the first-year seminar class, and My Learning, the learning management system.

Student complaints are sent to the Executive Director of Student Affairs, who is African American, who follows up. Employee complaints are directed to Human Resources. Of the five members of leadership team in Human Resources, four are African American, and all four of them have been hired since my arrival.

Strategic Equity Work

The College of Southern is nationally recognized by the Aspen Institute for achieving outcomes, including equity outcomes, and by *Diverse Issues in Higher Education* for high numbers of minority graduates, especially in STEM fields. The college has been part of the Achieving the Dream network since 2019, a national organization of roughly 300 community colleges, that has as its primary focus the elimination of equity gaps among community college students.

The President's Cabinet is a talented diverse group of individuals, who ensure that the Board of Trustees' strategic goal "to ensure equity in all programs and services" permeates all aspects of the college. The result of the directive from the Board of Trustees is that this goal is integrated into every annual work plan for every department and business unit across the college.

An Equity and Inclusion Council is part of our participatory governance system, which has representatives from every constituency across the college. Among their charges is ensuring administrative policies are equitable.

I personally have worked for diversity, equity, and inclusion my entire career, having served two terms on the American Association of Community Colleges Commission on Diversity, Equity, an Inclusion, as well as participating in the early days of the Harvard University's Campus Diversity Initiative. Last March, I was recognized as one of the 25 most influential women in higher education by *Diverse Issues in Higher Education*.

In short, the entire college is committed to DEI work; equity is everyone's job. Progress continues because equity work is ingrained in the work of every college division.

Outcomes

The College of Southern Maryland believes in continual improvement in all our equity work. To do that we measure and report progress, and work consistently to improve our outcomes. Consider the following:

- The college monitors and reports our progress on a DEI Dashboard on our website.

- In rankings of community colleges by *Diverse Issues in Higher Education*, CSM placed:
 - #15 for African American Engineering graduates
 - #30 for total minority Engineering graduates
 - #41 for African American Business graduates
 - #42 for African American Computer and Information Science graduates
 - #53 for African American Social Services graduates
 - #54 for African American Accounting graduates
 - #82 for total minority Social Service graduates
 - #88 for total minority Business graduates
- In a nationally normed student survey conducted every other year for over a decade, African American students consistently report much higher satisfaction rates than their white peers. This is reported on our DEI Dashboard.
- In a nationally normed employee survey conducted every other year for over a decade, African American employees consistently report higher satisfaction rates than white employees. This information is reported to the Board of Trustees and shared with the college community.

The specifics of SB 254 are insensitive to our existing culture and equity work, as well as an unfunded mandate that would take away from our current hiring priorities, which include full-time faculty and academic advisors.

Not only is SB 254 an unfunded mandate of more than \$600,000, it also compromises the college's accreditation with the Middle States Commission on Higher Education which requires the Board of Trustees to be free of outside influence, including political interference. SB 254 would put into law a mandate to hire specific employees, which undermines the fiduciary responsibility of the board of trustees to set budgets and institutional priorities.

I urge the members of the Senate Education, Health, and Environmental Affairs Committee to give SB 254 an unfavorable report.

Testimony.pdf

Uploaded by: Michael Kent

Position: UNF



CALVERT COUNTY BRANCH 7011

P.O. BOX 1865 | Prince Frederick, MD 20678 P: 240-719-6966 E: naacpcalvert@gmail.com | W: www.calvertnaacp.org

Senate Bill 254
College of Southern Maryland
Charles County Campus Transition to Charles Community College
Unfavorable Report
February 4, 2022

I am writing to oppose Senate Bill 254 – College of Southern Maryland – Vice President of Equity and Inclusion- Funding and Responsibilities for two reasons: it is an unfunded and unjustified mandate and it completely disregards the current equity and inclusion work at the college.

The College of Southern Maryland (CSM) is nationally recognized by the Aspen Institute for achieving outcomes, including equity outcomes, and by Diverse Issues in Higher Education for high numbers of minority graduates, especially in STEM fields. The college has been part of the Achieving the Dream network since 2019, a national organization of roughly 300 community colleges, that has as its primary focus the elimination of equity gaps among community college students.

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CALVERT COUNTY BRANCH 7011

P.O. BOX 1865 | Prince Frederick, MD 20678 P: 240-719-6966 E: naacpcalvert@gmail.com | W: www.calvertnaacp.org

I ask the Senate Education, Health, and environmental Affairs Committee to give SB 254 an unfavorable report.

Respectfully,

Michael G. Kent
President

CSM Statement:

“We do not support dismantling the College of Southern Maryland for a number of reasons. CSM mirrors Southern Maryland’s identity and we strive always to prepare our students for this region’s workforce, and to help them have a better quality of life. We don’t see county boundaries when it comes to our transformative work or our commitment to helping students succeed. Like everyone else, we were blindsided by Sen. Ellis’ introduction of SB136.

We believe Sen. Ellis has some fundamental misunderstanding about the operations of the College of Southern Maryland. For starters, CSM – like every college in the state – has been mitigating the pandemic for nearly two years, going into a third year, and that context is not reflected in anything he is currently saying about the college.

The senator’s position that CSM has taken away STEM programs from Charles County is simply not true. You can get the full gambit of STEM programming as a Charles County student. In addition, and despite the pandemic, we were able to stand up a new charter of the National Society of Black Engineers (NSBE) in December of 2020 and a new Society of Women Engineers club in January of 2021 – and both programs are being celebrated by elected officials with proclamations again this year during National Engineer’s Week Feb. 20. CSM is also proud to provide a financial way forward for students seeking careers in STEM fields thanks to a \$953,243 award from the National Science Foundation’s (NSF) Scholarships in STEM (S-STEM) program, and a second NSF grant for \$257,912 to help students pursue degrees in cybersecurity.

As far as the senator’s claim that CSM is taking away physical facilities including the La Plata campus pool and the Children’s Learning Center (CLC) here are the facts:

- Our La Plata Campus’ 48-year-old Physical Education Building was closed when the campus went into remote operations in March 2020 – a moment that turned into a silver-lining that allowed CSM to address significant repairs to the facility. The earliest we could reopen the building is the fall of 2022. That said, we are in discussions with Charles County Government about the future of the pool in that building – a potential collaboration the senator would have known about had he asked us.
- The CLC too, was closed when the campus went into remote operations, along with the rest of the campus buildings. At that time, five of the children in the center were children of students; four were children of employees. And as with the pool, we are exploring several partnership opportunities for that facility to better serve our students as we emerge from the pandemic.

The college’s commitment to diversity, equity and inclusivity is unsurpassed and permeates throughout our communities. CSM adding 7-week class schedules alongside the 15-week class schedule is part of our commitment to equity. We scaled 7-week courses to better serve students who don’t have the privilege to attend full-time for two semesters, and in doing so, we opened the door for rolling admission and completion.

We are recognized nationally for the good work we have done at the College of Southern Maryland. As always, CSM is happy to discuss the work of the college and welcomes a conversation with Sen. Ellis to further his understanding of our good work. In fact, we respectfully ask for Sen. Ellis to come to the table with us and other regional officials to work together for all CSM students.

Other answers/facts:

Economic Impact:

Each year, the economic contribution of the College of Southern Maryland supports more than 4,200 jobs. That translates into earnings that impact 1 in every 39 people who work in Southern Maryland. CSM adds more than \$250 million in added income to our region each year and more than \$196 million of that comes from our alumni. Having separate colleges would limit our students' opportunities; create unneeded chaos for our most vulnerable students who are already struggling in this pandemic; and be fiscally irresponsible – resulting in financial burdens that would transfer to our students, and every taxpayer.

Current (Feb.1, 2022) student totals:

Total number students: 4,729
From Calvert: 1,137
From Charles: 1,891
From St. Mary's: 1,411
Other: 290

History:

CSM's story began in 1958 when the Charles County Community College was established as part of the continuing expansion of the community college in America. At its inception in 1958, the college was governed by the Charles County Board of Education, with the first classes conducted at La Plata High School in the evenings. The Friendly Hall Campus, which is now the La Plata Campus, was established in 1968. The college expanded its services to St. Mary's County in 1978 and Calvert County in 1980.

On July 1, 2000, the college officially became the College of Southern Maryland (CSM), a regional college serving Calvert, Charles, and St. Mary's counties. Today, College of Southern Maryland is known as a progressive, innovative, and technologically-advanced institution with campuses in each county and the additional of the Hughesville Regional Campus which includes the Center for Trades and Energy Training and coming this year the Center for Health Sciences. In addition, the college oversees the Velocity Center (innovation hub) in Indian Head and the Center for Transportation Training (CDL training) in La Plata. As a regionally-accredited institution that prides itself on delivering high quality educational services, it also serves as a catalyst for business, industry, and government to identify the resources needed to grow and maintain a healthy economy and community.

Senate Bill 254_Unfavorable_Redmond.pdf

Uploaded by: Rodney Redmond

Position: UNF

Senate Bill 254
Rodney Redmond
Unfavorable Report
February 9, 2022

I am writing in opposition to Senate Bill 254—College of Southern Maryland—Vice President of Equity and Inclusion. I do not support this bill for two reasons: failure to recognize the current and ongoing work in equity and inclusion at the College of Southern Maryland and lack of funding for this mandate.

The Board of Trustees established the College's strategic plan which includes a strategic goal of "ensuring equity in all programs and services." This is reflected in the work of every division across the college. Each division and sub-division had built into its goal equity and inclusion practices that more evenly focus on the learning experiences of our students and the work experiences of our employees. For faculty, they are examining not only the objectives of their courses, but the instructional materials used to enhance the learning for our students. Departments are working to ensure that the examples used in class reflect the student body because students learn better when they feel connected to the material they are learning. The college is reshaping the ways that our employees work and engage with each other to be more inclusive. Furthermore, the college's Equity and Inclusion Council as a part of participatory governance works to review and ensure that our policies are reviewed and revised with an eye towards equity and inclusion.

The College has undertaken two major initiatives that refocus our work in the areas of equity and inclusion: joining the Achieving the Dream Initiative and redesigning our classes to 7-week classes. Both initiatives require a thorough focus on who our students are, what they need to be successful, revising and adapting our policies, protocols and procedures to better help students complete their program of study. Achieving the dream, focusing on student equity gaps, is moving into its 4th year. The 7-week terms are an equity initiative that focuses on persistence, retention, and completion for middle to low income students. The initiative also recognizes that the traditional 15-week semester presents a structural inequity for our underrepresented student population. Furthermore, cultural and global awareness competencies are integrated throughout our General Education core curriculum. Persistence, retention and completion are key factors when considering the equity for our students especially.

Then, there is the administrative work focuses on equity and inclusion. President Murphy has one of the most diverse leadership teams among community college leaders across the state. Additionally, she is working with the CSM Foundation to endow and establish a Distinguished Professor of Equity in Education. Attention to these kinds of details and focus on conducting a national search for an Executive Director of Equity and Inclusive Diversity are hallmarks of the leadership at CSM. The campus climate survey conducted every other year reports that employees of color have a higher satisfaction rate.

With this in mind, I ask that the members of the Senate Committee for Education, Health and Environmental Affairs give this bill an unfavorable report.

SB 0254 CSM S. Merranko Unfavorable.pdf

Uploaded by: Sarah Merranko

Position: UNF



Senate Bill 254
Sarah Merranko, Ed.D., Professor
and Faculty Senate
College of Southern Maryland
Unfavorable Report
February 9, 2022

I am writing to oppose Senate Bill 254—College of Southern Maryland—Vice President of Equity and Inclusion—Funding and Responsibilities because this overreach would jeopardize the College of Southern Maryland’s Middle States Commission Higher Education accreditation status.

The College of Southern Maryland is required to conduct a self-study process every ten years through our regional accreditation body, Middle States Commission on Higher Education (MSCHE). Our last self-study was conducted in March 2014, and at that time, I served as the co-chair for the study. At the time of our study, we had our accreditation status fully reaffirmed without any contingencies. Additionally, at the time of the report from MSCHE, the College of Southern Maryland received numerous commendations from our accrediting body. As someone who has served on several accreditation visits as a site review for MSCHE, I can say that both our reaccreditation status and our commendations are unique and should not be taken for granted. The statements of praise are a clear testament to our work at the College of Southern Maryland and our ability to stand out from other community colleges for our ability to emphasize student success and make a positive impact in Southern Maryland.

The College of Southern Maryland has just begun our two-year process of writing our next self-study for MSCHE, which will be complete in the spring of 2024. To that end, it is imperative to note that in the MSCHE Standards for Accreditation and Requirements for Affiliation under Governance, Leadership, and Administration, we are required to have a governing body that “has sufficient independence and expertise to ensure the integrity of the institution. Members must have primary responsibility to the accredited institution and not allow political, financial, or other influences to interfere with their governing responsibilities.” SB 254 would not only require the college to have a Vice President for Equity and Inclusion (a position that already exists), but it would require an expansion of the office to add a Director of Multicultural Affairs and three diversity coordinators.

This unfunded mandate would not only come at an additional annual cost of more than \$600,000, but it would also ensure that the College of Southern Maryland would be put on immediate warning by MSCHE for political interference. Should MSCHE continue to have concerns over this breach of Standard IIV, the college could be placed on warning status and eventually face the loss of eligibility for federal student aid programs, guaranteed student loans, federal research grants and would lose eligibility for state aid. This would not only impact the college's ability to keep its doors open, but it would also affect the thousands of students in our region who would no longer have quality and affordable higher education access in Calvert, Charles, or St. Mary's Counties.

It is for these reasons that I encourage the members of the Senate Education, Health, and Environmental Affairs Committee to give SB 254 an unfavorable report.

SB 254 HarwoodTestimony.pdf

Uploaded by: Theodore Harwood

Position: UNF

Senate Bill 254
Theodore L. Harwood II
Unfavorable Report
February 9, 2022

I am writing to oppose Senate Bill 254—College of Southern Maryland—Vice President of Equity and Inclusions—Funding and Responsibilities for two reasons: it is an unfunded and unjustified mandate and it completely disregards the superior current equity and inclusion work at the college.

The College of Southern (CSM) is nationally recognized by the Aspen Institute (Top 150) for achieving outcomes, **including equity outcomes**, and by *Diverse Issues in Higher Education* for high numbers of minority graduates, especially in STEM fields. We are consistently ranked by *Diverse Issues in Higher Education* in the **top 4% of 2700 colleges and universities nationwide**. For the latest period reported (2019-2020) CSM ranked 48th for total minorities in AS for Engineering (top 2%) and 94th in AS for Business/Commerce (top 3.7%). For the category of 2 or more races, **CSM scored 11th for AS in engineering (top 0.5%), 27th for AS in Business/Commerce (top 1%),** and 61st for AS in Computer And Information Sciences and Support Services (top 2.4%). Also, Dr Maureen Murphy was recognized by *Diverse Issues in Higher Education* as one of 25 women who have made significant contributions to higher education. Additionally, CSM has been part of the Achieving the Dream network since 2019, a national organization of roughly 300 community colleges, that has as its primary focus the elimination of equity gaps among community college students.

CSM's vision "CSM will be the region's first choice for **accessible, inclusive**, and innovative education that transforms communities" reflects CSM's core values for equity and inclusion. The Board of Trustees have metrics to ensure that vision becomes reality by: 1) Increasing completion rates by 3% by 2022 and by 10% by 2025; 2) Improve equitable access and completion of high-demand, high-wage programs among **underrepresented populations** by 5% by 2022 and 10% by 2025; 3) **Narrow the equity gap among all students by 50% by 2022 and 90% by 2025**; 4) Increase Pell participation rate by 5% by 2022 and 10% by 2025; and, 5) Increase the number of FAFSA applications on file by 5% by 2022 and 10% by 2025. The President's Cabinet is a talented, motivated, and diverse group of individuals, who ensure that the **Board of Trustees' strategic goal "to ensure equity in all programs and services"** permeates all aspects of the college.

The entire college is committed to equity, and monitors and reports progress on a DEI Dashboard on the college's website. An Equity and Inclusion Council is part of our participatory governance system, which has representatives from every constituency across the college. Among their charges is ensuring administrative policies are equitable. The specifics of SB 254 impose a structure that is oppositional to our current and well-recognized equity work. It also detracts from the college's current hiring priorities, which include full-time faculty and academic advisors. Additionally, SB 254 would put into law a mandate to hire specific employees. This directly usurps the state law that the Board of Trustees have regarding their fiduciary responsibilities to set budgets and institutional priorities for the Governor.

SB 254 an unfunded mandate in excess of \$600,000. It is a violation of the accreditation standards set by the Middle States Commission on Higher Education which requires the Board of Trustees to be free of outside influence, including political interference. SB 254 would put into law a mandate to hire specific employees, which undermines the fiduciary responsibility of the board of trustees to set budgets and institutional priorities.

I ask the Senate Education, Health, and Environmental Affairs Committee to give SB 254 an unfavorable report.