



COUNCIL of UNIVERSITY  
SYSTEM FACULTY

**CUSF  
General Meeting  
Final Minutes**

**Wednesday October 19, 2022**

**9:00-9:30 Chance to air concerns and introductions**

*Discussion on the absence of a voting faculty member on the BOR and the role/origins of CUSF in lieu of this role (?)*

*Discussion on whether to record the meeting*

David Gray (UMB) noted MD is all party consent state for recording, otherwise a violation. Mary Crowley (UMGC) noted we are a public meeting group of state employees, therefore, recording is acceptable. Jay Zimmerman (TU) asked if recording is erased after minutes noted, is there a problem?

Discussions continued:

- problem w/ losing folks who may not consent to being recorded
- recommended to turn cameras off for those w/ privacy concerns

It is not unusual for shared governance bodies to record sessions and post online.

Discussion tabled.

**9:30 Call to Order/Roll Call**

*CUSF Members in Attendance*

Tom Abrams (UMB), Susan Antol (UMB), David Anyiwo (BSU), Benjamin Arah (BSU), Kathryn Barrett- Gaines (UMES), Emma Bate (UMGC), Ziad Bentahar (TU), Holly Brewer (Chair; UMD), Elizabeth Brunn (Past Chair), Patricia Campbell (UMB), Lea Ann Christenson (TU), Tiara Cornelius (UMES), Mary Crowley-Farrell (UMGC), Jeni Davis (SU), Kelly Elkins (TU), Andrew Elmore (UMCES), Erica Ellsworth (UMGC), Rosellina Ferraro (UMD), David Gray (UMB), Heather Haverback (TU; Vice Chair), Ellen Hondroginannis (TU), Agis Iliadis (UMD), Miroslaw Janowski (UMB), Erica Kennedy (FSU; Member At-Large), Bryant Mitchell (UMES), Nagaraj Neerchal (UMBC), Valerie Orlando (UMD), Karen Roseblatt (UMD), Desiree Rowe (TU), Atma Sahu (CSU; Member At-Large), Mohammad Samarah (UMBC), Doris Santamaria-Makang (FSU), Ellen Schaefer-Salins (SU), Kate Sheehan (FSU), Aerian Tatum (CSU), Justin Webster (UMBC), Heather Wyatt-Nichol (UB, Alt), and Jay Zimmerman (TU.)

### **USM & Guests in Attendance**

Zakiya Lee (USM)

### **9:57 Approval of September 2022, Meeting Minutes**

- Correct Justin's name misspelled; correct; (All ayes, 2 abstentions)
- Add Nov. 16 joint council meeting to calendar (chancellor will be in attendance)
- More information forthcoming.

### **9:40 Update from chair on important dates/events, various initiatives. Including Shared Governance, strategic plan**

BOR retreat was informative; considering having Vice Chancellor of Research and Economic Development come speak with us; Middle States accreditation was another important topic during the retreat

Zakiya Lee posted BOR meeting agendas in chat  
<https://www.usmd.edu/regents/agendas/>

### **10:08 Approval of Strategic Plan**

Aerian Tatum question on items in the strategic plan. Holly noted past process of developing reviewing, and revising among Excomm as well as discussion of google

document that was shared to all CUSF members via the form that was used to sign up for committees.

General discussion of whether an idea sheet was something that requires voting.

Holly Brewer noted the importance of strategic plan as a basis for discussions, but was open to calling it something else.

Nagraj Neerchal noted that we would address different points.

Heather Haverback noted we should vote on points/items rather than as a whole.

Jay Zimmerman “The committees should know something about what the body wants.”

Mary Crowley-Farrell “The actual issues we pursue in the committees are decided and put before the full CUSF BY the committees, not in the reverse process as we are considering right now.”

Jay Zimmerman noted importance of scope/role of what can be done.

Susan Antol “I am unsure as to which committees are appropriate for these to be assigned.”

The strategic plan is the business of all of us, then, correct?

Nagaraj noted that no vote is needed on on discussions of a working document.

Heather Haverback – We should go through major points one-by-one to gather input; noted written comments were already submitted

Tom Abrams – This is not a strategic plan (misnomer), document in progress

Mary – “Let's wait for the committees to research the issues in the document and come back to us with informed recommendations on how we should act as a full body.”

No motion was formally made to table the vote, but no motion was made to begin it either. The draft strategic plan issues have been taken up in SLACK.

**10:30-11:00 Nancy Shapiro (Academic and Student Affairs) on recruiting teachers across the system**

Teacher shortage in Maryland - What faculty can do?

Context. Shortage across country- decreased enrollment in teacher prep programs, barriers on entry (tuition, licensing), paid less than others with similar skillset/education requirements, working conditions, etc.

MD decline: teacher prep programs don't have enough capacity to meet current demand. MAT (Master Arts Teaching) up 50% in USM, mainly led by Towson.

USM UG survey of student attitudes on teaching profession, particularly need for BIPOC representation.

Over 2,000 students-- close to 75% of students had considered teaching at one point in their lives. What used to be family friendly (big seller for recruitment) is no longer the case as teachers remain after school, bring work home, etc.

What can faculty/campuses do?

- Mention teaching in college courses
- Consciously talk about the important role that teachers play

Jay noted the importance of the teacher shortage in forcing legislators to do the right thing. Nancy – third party support beyond teachers to serve as allies/ lobby Legislature. Susan Antol – Change rests at county/local levels. Due diligence needed, more inclined to go to local level to advocate. Teachers retiring due to numerous problems, including lack of discipline in schools.

**11:00 Andrew Pace (USMAI Executive Director) on how USM library concerns impact faculty, and vice versa Broach larger conversation about Open Access.**

USMAI library consortium slide deck.

2 million in shared resources

Open access

Aerian Tatum –hard to understand why libraries vary across system. Will new consortium address disparities? Andrew Pace – Consortium will bring greater consistency, modernize for seamless access. Kathryn Barrett-Gaines – librarians as social capital, noted differences in libraries across system. Andrew Pace – noted the

disparity, need resources for greater equity across system. Mohammad Samarah – art of reading has been lost, how to get libraries to get students to read and move beyond shallow searches. Andrew – Instructional design, engage our librarians; also noted shortage of school librarians.

**11:22 Consideration of 3 initiatives** (Resolution, committee formation, appointment) postpone:

- 1) Election Day Resolution (sent in advance and in chat)

Mary Crowley moved to vote. Atma seconded the motion.

Discussion – can't mandate this late in semester, requires faculty senate approval at each campus; this is meant as an initiative to encourage flexibility on Election Day not to mandate. Passed unanimously.

- 2) Joint council committee (councils of staff, students, faculty): to consider whether to recommend reversal of 2001 Maryland state law that currently prohibits USM faculty & students from engaging in collective bargaining. It was suggested we move it to legislative affairs committee to consider first. )

- 3) USM committee on faculty titles (support effort & appoint members) do we support? CUSF representatives requested. Jay Zimmerman volunteered.

**11:40 Committee Break Out**

**12:00 Reconvene to main body and adjourned**