



COUNCIL of UNIVERSITY SYSTEM FACULTY

CUSF Meeting Tuesday November 22, 2022 9:00-12:00 FINAL MINUTES

9:00- Call to Order/Roll Call

Officers and Voting Reps in Attendance

Tom Abrams (UMB), Susan Antol (UMB), David Anyiwo (BSU), Kathryn Barrett-Gaines (UMES), Emma Bate (UMGC), Holly Brewer (Chair; UMD), Elizabeth Brunn (Past Chair), Patricia Campbell (UMB), Mary Crowley-Farrell (UMGC), Jeni Davis (SU), Kelly Elkins (TU), Andrew Elmore (UMCES), Erica Ellsworth (UMGC), Rosellina Ferraro (UMD), David Gray (UMB), Emily Gorman (UMB, all not voting today), Heather Haverback (TU), Ellen Hondrogiannis (TU), Agis Iliadis (UMD), Miroslaw Janowski (UMB), Erica Kennedy (FSU), Bryant Mitchell (UMES), Lorenda Naylor (UB), Nagaraj Neerchal (UMBC), Valerie Orlando (UMD), Atma Sahu (CSU), Mohammad Samarah (UMBC), Doris Santamaria-Makang (FSU), Terry Shaw (UMB), Kate Sheehan (FSU), Justin Webster (UMBC), Heather Wyatt-Nichol (UB, alternate not voting today), Kelechi Uzocukwu (UB), Nagaraj Neerchal (UMBC), and Kelly Elkins (TU, alt substituting for Jay Zimmerman), and Ziad Bentahar (TU).

Faculty Senate Chairs, USM Staff, & Guests (non-voting)

Tiara Cornelius UMES, Mike Kiehl (UB), Rochelle Newman (UMCP), Susan McDonough (UMBC), Chris Jarzynski (UMCP), JoAnn Boughman, and Zakiya Lee (USM)

9:05 Approval of minutes. October 2022 meeting minutes were tabled and will be voted on at the December 2022 meeting so CUSF representatives have the opportunity to view them in detail.

9:10 Bylaws - Holly Brewer, Chair discussed changes to bylaws with regard to electronic & hybrid meetings and CUSF representative priorities. How often do we want to meet in person? How do we count votes over Zoom (raise hand, in chat, verbal, by phone). Holly Haverbeck, Rules Committee chair, advised they are still revising the bylaw and will send out a draft to CUSF. David Gray made motion to table the issue. Justin Webster seconded the motion. Mary Crowley stated we can't vote today due to the 20 day rule. Katheryn Barret Gaines called the question. Vote: 20 yeas, no nays. Motion carried. Discussion on bylaws will take place in December 2022 and vote will take place in January 2023.

9:35-9:40 Chair Update – Holly Brewer

BOR – will vote on academic integrity in December thanks to Elizabeth Brunn's leadership and Mary Crowley Education chair who guided this policy over a period of 5 years. Jo Boughman advised there is a shift in policy. The previous policy focused on punishment and the new policy focuses on a cultural of academic integrity. This is an umbrella policy; each campus will articulate their own academic integrity policy and processes. Elizabeth shared that Susan Antol also contributed to changing the policy as well as all members on Education Committee.

Shared Governance. Should we have a faculty member on the Board of Regents? Holly reported that the BOR bylaws stated that one faculty member was permitted to attend monthly BOR meetings in addition to the CUSF chair. Student council also gets one representative at monthly BOR meetings. A permanent faculty seat would need to come from legislature. Holly will send copy of BOR bylaws and section with this statement to those in attendance today.

Joint Council meeting held November 16th. Regent Atman shared his vision. There is a video of the meeting if interested. Annapolis Day is February 15, 2023. Planned to be held face to face, but legislature will make final decision. Collective bargaining is expected to be an issue this legislative season as well as distance education for inmates.

Heather Haverback stood in for BOR meeting in November. Kennedy Krieger now has a partnership with Southern MD so kids with disabilities get services close to their homes.

Slack has been set up by Mary Crowley-Farrell for CUSF. Jay Zimmerman is possibly writing a white paper on prescription drugs for retired faculty.

9:50 USM Staff – JoAnn Boughman & Zakiya Lee

Zakiya Lee - requested link for faculty member to attend BOR. Holly will email it.

JoAnn Boughman – USM finalized agreement for all USM campus libraries to use same platform, Xlibris, which took 10 years to solidify.

10:00 Chancellor Perman

Chancellor Perman thanked CUSF faculty for their work and commitment. Perman has been in academics for 45 years. He teaches on Tuesdays (see patients, takes 12-15 students often undergraduate from various disciplines).

Current USM enrollment at 2014 level: 160,000+. USM expects a growth of 10,000 students over next couple of years. Flagship universities (College Park) are doing well, 3 HBCUs are hot on enrollment (as well as across the country). Full-time, First-time student enrollments are up, we increased graduation rates of 4 years, which decreased enrollment (for a good reason, but enrollment still down by 1%).

Students have challenges (mental health). Additional challenges now include challenges in math as a result of the pandemic. USM takes the issue of transfer students from community colleges very seriously. The new state law, Transfer with Success Act, requires us to provide a rationale for not accepting credits. We get 10,000 students annually from community colleges. USM is working hard on making college more affordable. MD is now in the middle (50) of states being the most expensive for tuition and fees. We are affordable. The chancellor advocates for additional funding for USM. An extra \$1 million pays tuition for 112 students. Educating inmates makes a difference in the public good; major impact on lowering recidivism for those with education (74% versus 5% in Iowa). UB (most developed program) and Bowie, UMES are signed up for the Second Chance Pell program (federal). USM can help decrease crime over time by enrolling inmates and providing a college education. In regards to the upcoming U.S. Supreme Court and Affirmative Action ruling, USM is committed to diversity, equity, and inclusion (DEI). DACA – USM is committed to providing education and access for childhood arrivals.

10:15 – Chancellor Perman opened the floor up for questions. Katherine Barrett Gaines (UMES) stated if we educate inmates we need to be willing to employ

them at USM institutions. Perman said the “check the box” policy keeps people with prior records from getting USM jobs (as well as other sectors) and he recognizes they need to be hired to prevent recidivism. Holly mentioned that AAUP has a report out on average faculty salary, and number of contingent faculty (adjuncts). She asked how security can be provided for adjuncts? Perman reported that most adjuncts chose to teach part-time by design and already engaged in professions who want to teach. He is willing to collect adjunct data for USM. Pipeline to college. In 2025, number of students nationally entering college will be significantly lower. Heather Haverback asked how can USM increase number of students in pipeline to college. Chancellor Perman suggested we need to help prepare K-12 students be college ready. Also, need to pay attention to hiring staff and faculty with diversity. In Maryland, 50% of high school students go on to college, in Baltimore city only 10% go on to college. Ellen Hondrogiannis asked about getting child care on campuses. Perman advised he has tried, it is expensive and needs to be done at each campus. Nagaraf asked about search to replace Jo Boughman who has been indispensable. Perman stated progress has been made, they are close, but no announcement yet. Kelly Elkins asked about the impact of online college sports betting. Perman shared that USM was not consulted but the new law will impact USM.

10:45 Open Access, Michael Dougherty, Professor & Chair, Psychology, UMD-CP, provided a presentation on open access and highlighted the HELIOS (higher education leadership in open scholarship). For copy of slide deck please email mdougher@umd.edu

11:00 Committee Break Out

11:40 Committee Reports

Rules Committee – Heather Haverback, chair, reported that the focus is on drafting new bylaws to address in person or Zoom meetings and how to count votes. Draft report will be shared with CUSF members.

Ed Policy – Mary Crowley, chair, reported on open access to scholarship, and education in prison issues.

Faculty Concerns: Doris Santamaria-Makang, Co-chair (Ellen Hondrogiannis, Co-chair) reported there are 3 Subcommittees: 1) DEI, 2) Health, and 3) Technology. DEI – Lorenda Naylor, chair, plans on holding a townhall meeting for students to

address mental health. Health – Erica, chair, plans on using survey data to address flexibility, modality, and write report on recommendations. Tech Subcommittee – no report.

Legislative Affairs – Tom Abrams reported they would assess collective bargaining for graduate students and faculty.

11:50 Old Business – none.

11:50 New Business – none.

11:55 Adjourn

Nagaraj Neerchal motioned to adjourn. Heather Haverback seconded the motion. Motion carried. Adjourned 11:55 pm.

Schedule for the year on the NEXT PAGE.

Schedule of CUSF General Committee Meetings Via zoom for 2022-2023 Academic Year MEETING TIME 9 AM-12 PM	
September	Sept 21 (Wed)
October	Oct 19 (Wed)
November	Nov 22 (Tu)
December	Dec 14 (Wed)
January	Jan 17 (Tu)
February	Feb 22 (Wed)
March	March 28 (Tu)
April	April 26 (Wed)
May	May 16 (Tu)
June	June 21 (Wed)

	SCHEDULE OF SENATE CHAIRS MEETING DATES FOR ACADEMIC YEAR 2022-2023	LOCATION
October	October 25 (Tu)	Zoom/USM
April	April 19 (Wed)	TBD/USM
PROBABLY OTHER DATES VIA ZOOM		