



CUSF Executive Committee Meeting Online
Thursday, November 5, 2020
Minutes

Attendee	Attendance
Elizabeth Brunn - Chair	Online
Joann Boughman - USM	Online
Zakiya Lee - USM	Online
Julie Simon - At Large	Online
Aerian Tatum - At Large	Online
Ellen Schaefer-Salins - Secretary	Online
Karen Clark - Committee Member	Online

9:40 AM Meeting called to order

9:42 AM Approval of the Minutes – no changes or discussion; pending review by Zakiya

9:45 AM Report from USM – Jo Boughman

- Campuses are ready for unrest due to election.
- Campuses will start Spring as they did or thought they would start the Fall.
 - Frostburg has a spike of COVID, but it has gone down.
- Board of Regents will meet next week.
- MHEC is meeting with the state health dept.
 - Frostburg spike - county did not have enough contact tracers.
 - Jo helped move contact tracers from other counties.
 - Worth building relationships with hours of meetings with health departments and universities.
 - Maryland Charities Campaign beginning. Please consider and encourage all to give.
- Elizabeth getting Frostburg e-mails about lay-offs. Asked Jo to explain this.
 - Jo says Frostburg will be hit hard.
 - People at top of all universities are taking temporary salary cuts.
 - Frostburg outsources food service, so it is tight who they can lay-off.
- Elizabeth asked for information on USM lay-offs.
 - People think CUSF is an appeal group and it is not.
 - She will work with faculty senate leadership to improve communication.
 - Jo explained that the lay-off process has been thoughtful, but it will be painful.
 - There are more staff lay-offs, not faculty although there will be some trimming of adjuncts at some universities.
 - VPs for admin and finance are meeting frequently and regularly.
 - Zakiya – clarified that Jo can't be specific about each campus info and plans.
 - Budget decisions will be a big thing this year across USM.

- Some campuses have budget committees or review processes that include faculty.
- Some members of these committees don't interact with faculty senate.
- Every campus must have a student fee committee that includes students.
- Campus senate chairs should comment about increased faculty load.
 - Question about how decisions are made on faculty load will be helpful.
 - Julie says that there are fewer adjuncts at UB
 - Aerial has not heard of cuts – reported possible faculty lay-offs
- Zakiya says if CUSF is getting calls of faculty concerns then they should inform each faculty senate.

10:10 AM - USM Report from Zakiya Lee on Executive Order 13950 – Executive Order Combating Race and Sex Stereotyping

- Zakiya talked to OAG (Office of Attorney General) about diversity order and here are the findings:
 - No prohibition against diversity training.
 - No divisive concepts in a course such as telling someone they are racist.
 - Part of executive order talks about teaching and again no divisive concepts.
 - No scapegoating.
 - If working on research on diversity, this could impact grant funding.
 - There is no review or comment period.
 - American Council on Education put forth comments on this.
 - Attorneys said if people are concerned then check with lawyers on campus level.
 - Jo says guidance from OAG that it does not reach into classrooms.
 - Order stops people from scapegoating and being divisive.
 - Elizabeth – David Gray – CUSF member and lawyer at UMB wants to work on Legislative Comm at CUSF.
 - Aerial – Glad the executive order reads different than what President Trump has been saying.
 - Jo – that is why it is important to have lawyers read it in helping to understand laws and policy.
 - Zakiya – Executive order may be less restrictive than what President was saying
 - Critical Race Theory (specifically) was not mentioned in the order.
 - Jo – USM had a focus on structural racism when this order came out.
 - White privilege – you cannot say that all white people are privileged and all other “green” people are not.
 - You can say that some are and point to laws that have caused racism but not people.
 - Faculty has to learn how to deal with racist issues.
 - Jo says to put this in right frame to explain to others about diversity training.

10:30 AM Chairs Report - Elizabeth Brunn – Academic Integrity – question about AI and lawsuits.

- Zakiya explains and reads a legal statement about AI noting “The Maryland Tort Claims provides sovereign immunity from suit in the courts of the State of Maryland for any tortious acts or omissions of State personnel that: (1) are within the scope of the public duties of the employee; (2) that are made without malice or gross negligence; and (3) for which the State has waived immunity as provided in Title 12, Subtitle 1 of the State Government Article of the Annotated Code of Maryland. Md. Cts. & Jud. Proc. Section 5-522(b).
- Everyone should put in syllabus a link to AI policy.
- OAG is hesitant to give advice to individual faculty members.
 - Katherine may tell you who to talk to. Faculty may need to talk to deans and campus attorneys.
- Elizabeth says faculty don’t understand that foreign students can lose visa or financial aid if accused of academic integrity issues. This can lead to lawsuits.
- Faculty need to understand that because we are state schools then we have to have due process.
- Ask about discretion exception.

10:45 AM Elizabeth Brunn – Tri-Council Meeting will happen in November

- Interest with tri-council to create COVID committee and will have all three to talk about common interests and issues between three councils
 - What are major issues we all face – like lay-offs.
 - Will select 5 issues to discuss – what are major take-aways from COVID?
 - What can we do better if this happens again?
 - Exchange of ideas.
 - Jo – group may want to talk about COVID testing on campus.
 - Will have to test more people more regularly with new tests.
 - Explain why we will need to do this will be good to tri-council.
 - Elizabeth – Newsletter will be good to put in place.
 - People from Faculty Concerns Committee will do this – Lorenda Naylor
- Vaccines – front line workers first, then high risk people, then possibly students.
 - It will be ideal if large numbers of campus community members get vaccinated; will help state immunity.

10:55 AM Elizabeth Brunn – Schedule for CUSF Meetings

- UMES was scheduled for Dec. UMES started early and is finishing the semester closing early, so no one will be there to represent the university in December.
- Meeting was changed to USM instead but is on Zoom. January is also USM meeting.
- UMES moved to June.
- Tri-Council Meeting – Will also be a Zoom session.
 - Elizabeth suggests not to have break-out sessions.
 - Approval of agenda for Tri-Council Meeting by ExComm.
 - Approval of not having break-out sessions.

- Elizabeth wants to go off-line with all CUSF committee meetings so that they meet separately from CUSF meeting.
 - Aerial – where can there be a shared document location.
 - USM location? Julie notes there may be a firewall problem.
 - USM Student Council uses OneDrive.
 - Motion passed for no committee meetings during CUSF meetings.

11:00 AM Meeting Adjourned