

2000-2001 Minutes: CUSF General Meetings

MINUTES CUSF GENERAL MEETING at UMBC SEPTEMBER 18, 2000

Present: Dr. E.W. Chapin (Chair); Dr. J. M. Organ and Dr. N. Petulante (BSU); Dr. A. Arthur and Dr. E.H. Brooks (CSC); Dr. R. Ashkeboussi (FSU); Dr. T. Erskine, Dr. D. Parker and Dr. M. Diriker [alternate] (SSU); Dr. B. Laufer, Dr. J.C. Little and Dr. M. Siegel (TU); Dr. S. Gibson and Dr. J. Moily (UB); Dr. L. Blackmon, Dr. S. Siegel and Dr. S. Havas (UMB); Dr. K. Baldwin, Dr. F.-S. Choa and Dr. D. Coates (UMBC); Dr. J.H. Collins (UMBI); Dr. V. Brannigan, Dr. C.H. Smith and Dr. K.W. Olson (UMCP); Dr. B. Noonan (UMES); Dr. C.J. Mann (UMUC)

Excused: Dr. R. Morgan (CES); Dr. P. Lade (SSU); Dr. W. Falk (UMCP); Dr. E. Yilmaz (UMES).

New members expected at future meetings: Dr. W.H. Slater and Dr. L.R. Sita (UMCP); Dr. C. Burry and Dr. P. Morton (UMB); one FSU vacancy to be filled.

Absent: none!

The meeting was called to order at approximately 10:00 am. Dr. Baldwin introduced Professor John Jeffries, President of the UMBC Faculty Senate, who briefly conveyed greetings to the CUSF on behalf of UMBC President Hrabowski.

Dr. Chapin welcomed the old and new members. He announced that e-mail would be the preferred medium of communication and for sending documents prior to meetings. Some items, such as parking permits, will continue to be sent by postal mail.

The minutes of the June 15 general CUSF meeting were unanimously approved as distributed

Report from the Chair

Dr. Chapin reported that he has been to eight CUSF-related meetings during the past Summer, whereas normally only two such meetings would have been held during this period. Dr. Chapin also summarized many of the goals and issues to be considered by CUSF during the coming year. He discussed the need to select chairs and members of CUSF standing committees on Educational Policy and Faculty Affairs, as well as a special *ad hoc* Committee on Collective Bargaining, for 2000-2001. He described the charges and duties of these committees and asked the CUSF members to indicate their preferences. All CUSF members are expected to serve on at least one committee. Each committee will elect its own chair.

Possible issues for the Educational Policy Committee to consider include maintaining student excellence in the face of distance education or courses taught at distant locations such as the Shady Grove Center. Four programs from different campuses, with a total of 225 day students, have been established and put into operation at the Shady Grove Center since April under the leadership of Gertrude Eaton. Short campus Mission Statements are due to USM October 2, to the BOR Educational Policy Committee on

October 23, to the full BOR on October 27, and to MHEC on October 30. Preparation of elementary and secondary school teachers is another matter for the CUSF Educational Policy Committee. All USM campuses are expected to pitch in, but those without education departments will not be subject to evaluations. These evaluations occur once a year, but they require the state to rank the schools by quartiles. This inevitably results in some schools being in the "bottom quartile for the State of Maryland", even if all schools are doing well (or at least greatly improving). This can lead to misleading news headlines.

Other matters of interest to the CUSF Educational Policy Committee include commercial endorsement problems, reconsideration of the Uniform Calendar, monitoring of the new shared governance policy, and new roles and relationships among USM, the campuses and CUSF under current legislation.

Issues of possible interest this year to the CUSF Faculty Affairs Committee include: academic titles and ranks at UMUC (an action item for today's meeting), problems associated with part-time and non-tenure-track faculty, salary compactions and competitiveness, faculty grievance procedures, and intellectual property.

Dr. Chapin will represent CUSF at Chancellor's Council and BOR meetings during the coming year. Vice Chair Dr. Martha Siegel will attend AAAC meetings and will act as liaison to the faculty senate chairs. Dr. Dennis Coates, who represented CUSF at the BOR Educational Policy Committee meetings last year, has agreed to do so once again this year. Dr. Kenneth Baldwin will represent CUSF on the K-16 committee. Dr. Carl Smith attended the Technology Committee meetings last year and has agreed to do so again this year. Dr. Thomas Erskine has agreed to represent CUSF at meetings of the MHEC-FAC. There is no need for CUSF to be represented at meetings of the Telecommunications Committee or the BOR Finance Committee.

Important issues for CUSS this year include training and development, medical benefits for contingent employees, awards of recognition for excellence and putting more people in the USM personnel office. The students will emphasize financial aid, advising, and evaluation of faculty.

The Governor's Priorities for the coming year are K-16 teacher training, health care (especially the nursing shortage) and training for the technical professions.

The new Shared Governance policy so strongly advocated by CUSF has been approved by the BOR after suitable changes deemed necessary by USM and campus administrators. CUSF will monitor compliance by the campuses.

CUSF will need to be immediately involved in completion of the USM Strategic Plan, since there is a rush to meet a legislative deadline.

Dr. Chapin briefly mentioned several other items of interest to CUSF, including: areas of concentration which will become majors at UMUC, the declining percentage of courses being taught by core (*i.e.*, tenured and tenure-track) faculty, how "smart growth" affects campuses, problems with the Hagerstown Center Capital Project, technical fluency reporting, problems with Morgan State University, the Program Elimination Policy, the expanded Microsoft Contract, the closing of the Downtown Baltimore Center, changes in Lecturer contracts, shepherding the next USM budget through the legislature, and questionable changes in the CUSF Constitution.

Report from System

Starting at approximately 11:00 am, Dr. Charles Middleton, Vice Chancellor for Academic Affairs, led the discussion, referring to the packet which had been prepared by Dr. T.J. Bryan, Assistant Vice Chancellor for Academic Affairs.

The first item in the System report was presented by Javier Miyares, Assistant Vice Chancellor for Administration and Finance. This was a discussion of a report on “Core Faculty and Increased State funds” submitted by USM in response to a “request” from the “Joint Chairs” legislators. He told us that USM, in its faculty workload report to the legislature, had effectively debunked the myth that USM faculty don’t work very hard. The Joint Chairs, however, were concerned by a large decrease in the percentage of courses being taught by core (tenured and tenure-track) faculty in the 1999 academic year. The Joint Chairs wondered why USM is not using its large funding increases to hire more core faculty. Faculty workload, not tenure, is the main issue at this point. Everyone recognizes that the quality of USM depends on the quality of its core faculty. CUSF members were very interested in this report and the discussion continued until approximately 11:40 am.

Next, Dr. Nicholas Allen, Provost of UMUC, spoke for about five minutes to advocate a proposal by UMUC to change the classification of its many employees who do faculty work but are classified as administrators. Dr. Allen noted that there is no possibility at this time of establishing tenured or tenure track positions for its faculty. Instead, UMUC proposes to give new, faculty-like job titles to its teacher-administrators. They are proposing to institute various ranks of “Collegiate Professors”, and to offer renewable, multi-year contracts. Under current rules, the UMUC educators may not be employed for more than six years because that would require giving them tenure, which is impossible at UMUC. There were many questions and extensive discussion of the UMUC proposal. CUSF members spoke in opposition to the proposal, expressing concerns that UMUC faculty would not be eligible for tenure, that there is no provision for peer review at UMUC, and that the proposed policy must not be allowed to apply to other USM campuses. The Chair reminded us that this is an action item for CUSF, and observed that there was no possibility of CUSF approving the UMUC proposal. The only question was whether or not CUSF would propose a modified policy for UMUC. It was agreed that, during lunch break, Dr. Brannigan would work with other members to develop a consensus motion to be voted upon in the afternoon session.

At approximately 12:10 pm, Dr. Middleton began a presentation of other items in the System report. Proposed changes in the Annual Leave and Personal Leave for Faculty policy and the Appointment, Rank, and Tenure policy were approved unanimously. Proposed changes in the BOR appeal procedures for termination of tenured/tenure-track faculty gave rise to discussion. CUSF members expressed concerns that termination hearings should not be closed if the faculty member wanted them open, and that there was no opportunity to introduce new evidence of inappropriate decision making on appeal. Dr. Brannigan made a motion to approve the proposed changes in principal, providing that these concerns were resolved. This motion was approved unanimously.

We adjourned for lunch at approximately 12:30 pm and reconvened at 1:15 pm.

There was a brief discussion of the UMUC faculty classification proposal. Dr. Brannigan presented the

following motion, which was approved by a substantial majority: "CUSF believes that the UMUC Faculty Classifications Proposal is not suitable for USM as a whole. CUSF recommends that UMUC develop a proposal limited to situations that are unique to UMUC. Teaching faculty are not unique to UMUC."

There was a discussion of how to gather salary data for evaluation of the competitiveness of USM faculty salaries in relation to peer institutions. Dr. Chapin suggested that we might collect raw salary data from the individual campuses. Some members felt that this should not be done, since the amount of data collected would be huge and we were not prepared to analyze it. It was suggested that we ask Dr. T.J. Bryan to try to collect the raw salary data which currently goes directly from the individual campuses to AAUP and is not given to USM. After considerable discussion, a motion was passed without opposition that CUSF would reaffirm a request to the Chancellor for the following salary data, as stated in a July 5 letter from former CUSF chair Dr. Havas: *"(1) mean salary expressed as a percentile by rank (Assistant, Associate, and full Professor) for their comparable Carnegie or professional school class; (2) minimum and maximum salary by rank; (3) percent of faculty by rank whose salaries are <25 percentile, 26-50th percentile, 51-75th percentile, 76-100th percentile, and >100th percentile for their comparable Carnegie or professional school class; (4) how retention and/or merit monies are being used to address the gaps between current salary levels and the 85th percentile, particularly for faculty whose salaries fall below the 50th percentile."*

CUSF campus delegations were requested to collect copies of faculty grievance policies as they currently are available on each campus, so that CUSF will have this information for use in its study of reported problems with the faculty grievance appeals procedure.

The meeting was adjourned at 1:50 pm. The secretary was informed by various members that the membership of CUSF internal committees would tentatively be as follows:

Faculty Affairs: Dr. S. Siegel and Dr. K. Baldwin (co-Chairs), Dr. S. Gibson, Dr. B. Laufer, Dr. D. Parker, Dr. V. Brannigan, Dr. B. Noonan, Dr. S. Havas, Dr. C. Mann, Dr. J. Moily and Dr. K. Olson.

Educational Policy: Dr. D. Coates (Chair), Dr. N. Petulante, Dr. T. Erskine and others.

Collective Bargaining: Dr. S. Gibson (Chair), Dr. S. Siegel, Dr. J.H. Collins and others.

MINUTES
CUSF GENERAL MEETING at UMCP
OCTOBER 17, 2000

Present: Dr. E.W. Chapin (Chair); Dr. J. M. Organ (BSU); Dr. R. Morgan (CES); Dr. A. Arthur and Dr. E.H. Brooks (CSC); Dr. R. Ashkeboussi (FSU); Dr. T. Erskine, Dr. P. Lade and Dr. M. Diriker [alternate] (SSU); Dr. B. Laufer, and Dr. M. Siegel (TU); Dr. S. Gibson (UB); Dr. L. Blackmon, Dr. S. Siegel and Dr. S. Havas (UMB); Dr. K. Baldwin and Dr. D. Coates (UMBC); Dr. J.H. Collins (UMBI); Dr. C.H. Smith, Dr. W. Falk, Dr. K.W. Olson and Dr. L.R. Sita (UMCP); Dr. B. Noonan (UMES); Dr. C.J. Mann (UMUC).

Excused: Dr. N. Petulante (BSU); Dr. D. Parker (SSU); Dr. J.C. Little (TU); Dr. J. Moily (UB); Dr. C. Bury (UMB); Dr. F.-S. Choa (UMBC); Dr. V. Brannigan (UMCP).

Absent: Dr. W.F. Slater (UMCP); Dr. E. Yilmaz (UMES).

The meeting was called to order at approximately 10:05 am. Dr. Smith introduced UMCP Provost Dr. Greg Geoffrey, who welcomed CUSF and made brief remarks.

The minutes of the September 18 general CUSF meeting were unanimously approved after some changes to the draft version.

Report from the Chair

Dr. Chapin reported that the BOR and Presidents normally do not want to read CUSF minutes, so he will refer them to the CUSF web site in his reports to them. CUSF needs to be careful about what is posted on the web for public consumption. The minutes need not and should not be a literal transcript of the meetings, including every detail of all discussions, but rather should be an accurate summary of the proceedings.

Faculty input in the preparation of campus mission statements has been more than adequate on most campuses. A notable exception was UMB, where the faculty had almost no input.

The IP policy revision is still on a fast track, but recently the process has been slowed somewhat, so there will be more opportunities to comment on the proposed revisions. The USM IP policy will be a broad outline of principles, and more detailed policies will come from the individual campuses. The interactions between the faculty and the USM IP committee have been very good, but faculty will have to be vigilant in formulation of their campus policies.

Implementation of the new shared governance policy has been slow at UMB, in particular with the right of faculty oversight bodies to elect their own officers. Dr. Chapin did send a gentle reminder letter to the Chancellor, asking him to remind the presidents of their obligations. This will be an agenda item at the November CUSF meeting.

Dr. Chapin distributed copies of the still current 1991 USM policy on presidential searches, pointing out

the last paragraph, which deals with the confidentiality of the process. Dr. Chapin wrote a letter to the Chancellor, expressing concern about lack of openness in the ongoing search for a new TU president.

Dr. Chapin distributed copies of the USM faculty grievance policy. This policy contains no provision for review beyond the campus level and faculty have no legal representation on the campuses. After a brief discussion it was agreed that CUSF will propose a new USM grievance policy. Dr. Chapin asked the Secretary to collect copies of all current campus faculty grievance policies. [NOTE: to date, only the policies from UMB, UMCP and FSU have been received.

Dr. Chapin reported that he had been to only one additional meeting, the Chancellor's Council, during the past month. Issues discussed at that meeting included improvements in retirement benefits and addition of health insurance benefits to survivors of employees who had been covered by TIAA-CREF. The Chancellor reported at that meeting that during the past few years USM faculty salaries have declined sharply in comparison to those in other public institutions.

Report from the Vice Chair

Dr. Martha Siegel stated that there was nothing new to report, but that she would be attending a AAAC meeting the next day and would report on it later.

Report from System

Starting at 10:55 am, Dr. Charles Middleton, Vice Chancellor for Academic Affairs, thanked CUSF for its input on the development of campus mission statements. He reported that the process is going smoothly and that the documents are scheduled to be acted on soon by the Presidents and BOR. These Mission Statements are a required part of the State Plan, and as such will not require further revision for another four years.

Dr. Middleton reported that the USM IP Committee has been getting good feedback from faculty on their draft policy revision and that CUSF will be asked to review the final draft before it is submitted to the Presidents and BOR. Important features of the revised policy include early reward to faculty and recognition of faculty ownership of intellectual property. Dr. Middleton then answered several questions from CUSF members regarding particulars of the new policy.

Starting at 11:15 am, Dr. T.J. Bryan, Associate Vice Chancellor for Faculty Affairs, began a report on faculty grants for 2001-2002. These grants include the Faculty Development Grants (\$15,000 total for all awardees), the Regents' Faculty Awards (\$1,000 each for up to 15 awardees) and the Elkins Professorships (\$250,000 total for all awardees). Dr. Bryan asked CUSF to nominate members for the Regents' Faculty Award Committee. The relatively generous Elkins awards are intended for 3-4 visiting professorships per year, but last year there were only two applicants and some of the money had to be returned.

Dr. Bryan told CUSF that registration was still open for the November 3 USM Chairs' Conference, and that the conference was no longer restricted to new chairs.

Next, Dr. Bryan reported that she has been deeply involved since June in preparing the Maryland/Office for Civil Rights (OCR) Partnership Agreement. After a decade of silence, OCR contacted the Governor and said that they wanted to review the status of Maryland's compliance with equal opportunity in education. Dr. Bryan distributed copies of an outline of the OCR agreement as it now stands. The focus of the agreement is on African Americans, not minorities in general. Some aspects of the agreement, dealing with relationships between "historically black" colleges and universities (HBCUs) and "traditionally white" institutions (TWIs) remain to be worked out. The question of program duplication between HBCUs and TWIs has been the most difficult, but problems also remain on the questions of enhancement of HBCUs and community colleges (including TWIs) where most African Americans begin their college educations. A November deadline looms for signing a final agreement. The entire OCR presentation and a lively discussion lasted for approximately 30 minutes.

Starting at noon, Dr. Bryan presented a sample of the type of USM faculty salary data which is obtainable from AAUP. This data is not available for UB law school or the professional schools of UMB. Dr. Bryan recommended that CUSF use the AAUP data in its analysis of the relative position of USM faculty. After some discussion, Dr. Havas proposed a motion that we accept the AAUP data and in addition obtain the same type of data for UB law school UMB the professional schools directly from the campuses.

At 12:15 pm, Dr. Middleton gave a brief report on UMUC's decision on suggested new faculty names for its teaching employees.

The meeting adjourned for lunch and committee meetings, and then reconvened at 1:10 pm.

Committee Reports

Membership rolls of the CUSF committees were established as follows:

Administrative and Fiscal Affairs: Drs. Sita (Chair), Blackmon, Brooks, Burry, Falk, Lade, Morgan and Organ.

Educational Policy: Drs. Coates (Chair), Ashkeboussi, Erskine, Little, Mullins, Martha Siegel, Petulante, Slater and Yilmaz.

Faculty Affairs: Drs. Baldwin (Chair), Sharon Siegel (Co-Chair), Brannigan, Gibson, Havas, Laufer, Mann, Moily, Noonan, Olson, and Parker.

Legislative Affairs: Diriker, Choa

Nominations: Drs. Arthur and Smith.

Collective Bargaining: Drs. Gibson (Chair), Sharon Siegel and Collins.

Dr. Sita reported that he had been elected Chair of the Administrative and Fiscal Affairs Committee.

Dr. Coates presented a brief report on curricula.

Dr. Baldwin reported that the USM Faculty Development Awards, although small, were very successful last year. A theme is needed for this year's awards. The majority of the Faculty Affairs Committee is strongly opposed to the use of the word "professor" in the UMUC faculty classification proposal. Dr. Mann spoke in defense of the proposal and reiterated UMUC's desire to work constructively with CUSF. The committee members will further discuss this issue among themselves and suggest an alternate proposal as an agenda item for the November 16 CUSF meeting at UMES. Dr. Sharon Siegel is co-chair of this committee.

Dr. Baldwin also passed along a report from Dr. Gibson that at least two collective bargaining (CB) bills would be considered by the legislature this year. One is from AFSCME, has been approved by the Governor, and excludes USM faculty. The other is from AFT and includes all USM employees. Dr. Gibson will bring information to the November 16 meeting at UMES, and requests that CB be an agenda item at that meeting.

Closing Business

Dr. Chapin urged the members of the four CUSF committees to stay in touch by email and to come up with agenda items for the November 16 CUSF meeting at UMES.

Dr. Chapin made a special plea for good attendance at the November 16 CUSF meeting, even though UMES is a two to three hour drive from most of the other campuses. Dr. Martha Siegel pointed out that Dr. Chapin, a UMES professor, makes this drive at least twice each month, and it was not too much to expect other CUSF members to do it once in a year. (Note from Secretary: seven of the ten CUSF meetings this year are held in the Baltimore-College Park area. The others are at UMES, UMCES and BSU.)

After a brief discussion, it was agreed that the January 19 CUSF meeting at USM would be held in a smaller room, because the Board Room had been reserved for the BOR.

Dr. Smith proposed the following motion on USM travel policy. "We request that UMS investigate the possibility of making arrangements with commercial airlines for the purpose of discounted travel for USM employees on University business". This motion was unanimously approved.

The meeting adjourned at 1:30 pm.

MINUTES
CUSF GENERAL MEETING at UMES
NOVEMBER 16, 2000

Present: Dr. E.W. Chapin (Chair); Drs. J. M. Organ and N. Petulante (BSU); Dr. R. Morgan (CES); Dr. A. Arthur (CSC); Drs. D. Parker and M. Diriker [alternate] (SU); Drs. M. Siegel and J.C. Little (TU); Dr. S. Gibson (UB); Drs. S. Siegel and C. Burry (UMB); Dr. K. Baldwin (UMBC); Dr. J.H. Collins (UMBI); Drs. W. Falk, and L.R. Sita (UMCP); Drs. B. Noonan, E. Yilmaz and F. Okcabol [alternate] (UMES); Dr. C.J. Mann (UMUC).

Excused: Dr. R. Ashkeboussi (FSU); Dr. P. Lade (SU); Dr. B. Laufer (TU); Dr. J. Moily (UB); Drs. L. Blackmon and S. Havas (UMB); Drs. F.-S. Choa and D. Coates (UMBC); Drs. V. Brannigan, K.W. Olson and C.H. Smith (UMCP). Note: Drs. Moily (UB), Choa (UMBC) and Brannigan (UMCP) were also excused from the October 17, 2000 meeting.

Absent: Drs. E.H. Brooks (CSC) and T. Erskine (SU).

Guests: Dr. T.J. Bryan, Associate Vice Chancellor for Academic Affairs, was present for the entire meeting. Mr. Frank Komenda, Associate Vice Chancellor for State Relations, was present during the first half of the meeting.

The meeting was called to order by the Chair promptly at 10:00 am. Dr. Chapin introduced UMES Executive Vice President Dr. Robert Johnson, who welcomed CUSF and gave a brief description of the campus.

Dr. Chapin thanked Dr. Noonan (UMES) for organizing the meeting and taking good care of the local arrangements.

The minutes of the October 17 general CUSF meeting were unanimously approved after minor corrections to the draft version.

Report from the Chair

Dr. Chapin reported on the recent BOR meeting that was held at FSU. It was announced at that meeting that Dr. Langenberg will remain as USM Chancellor until at least April 30, 2002. All campus FY02 budget requests and Mission Statements were approved by the BOR. USM is expected to receive a significant budget increase for FY02. A name change from SSU to SU was approved by the BOR and is expected to be approved by the legislature. Future USM presidential searches will be made more open by including Boards of Visitors.

Dr. Chapin also reported on events at the most recent Chancellor's Council (meeting with the Presidents). Mr. Joseph Vivona, Vice Chancellor for Administration and Finance, reported at that meeting that some USM campuses have built up too much debt for items such as construction. UMUC's proposal to change their faculty titles to "Collegiate Professor", etc., was approved by the Presidents with the proviso that it would be limited to UMUC and not adopted by other campuses. CUSF's painstakingly crafted revisions to

the USM Drug and Alcohol Policy were approved after a long delay. Some presidents wanted to reopen discussion on this document, but they were dissuaded by Dr. T.J. Bryan and UMBC President Dr. Hrabowski. The delay was caused by an earlier decision to wait for the analogous document from CUSS, but this document is still not ready.

Dr. Chapin reported that the most recent meeting of the BOR Educational Policy Committee was quite unusual. They approved the name changes for UMUC faculty, but not the USM faculty Drug and Alcohol Policy. The latter was withdrawn from the agenda due to some legal questions from one Regent. A motion was unanimously approved to make Dr. Chapin the agent of CUSF in discussing possible revisions with the BOR. Dr. Chapin will confer with Dr. Gibson (UB) and former CUSF delegate Dr. Larry Goldman (UMB) during this process.

Dr. Chapin said that changes are needed in the USM and campus policies which deal with termination of faculty for cause. The current policy allows for an appeal to the BOR, but it is not certain whether the BOR has final authority. The policy of each campus in such matters should be checked in order to avoid possible future problems.

Dr. Chapin announced that Dr. Slater (UMCP) has resigned from CUSF, leaving a vacancy which should be filled. [Note from Secretary. The following seats are also vacant: UMCP, two alternates; CSC, one alternate; FSU, one delegate; UMUC, one alternate.]

Dr. Chapin asked for a volunteer to represent CUSF on a review committee that, in response to a request from the IP Policy Committee, has been formed to develop a New Policy on the Professional Commitment of Faculty. This review committee is headed by Dr. Ruth Robertson, Associate Vice Chancellor for Graduate and Research Policy, and is expected to complete its business after 3 or 4 meetings. Dr. Yilmaz (UMES) agreed to represent UMES on the review committee.

Dr. Chapin asked for a volunteer to attend the monthly meetings of the State Board of Higher Education in Annapolis. Dr. Falk (UMCP) agreed to go for a while in order to see if anything of interest to CUSF, such as issues related to the Office of Civil Rights and proposals for new courses and programs, is going on.

Report from the Vice Chair

Starting at approximately 10:45 am, Dr. Martha Siegel (TU) reported on the proceedings of the most recent AAAC meeting. Major issues of discussion at that meeting were the USM common calendar, 9.0 and 9.5 month faculty contracts, and summer salary. Dr. Gibson reported that the new UB provost is changing the UB academic calendar in a way that will not be in compliance with the common calendar. Dr. Falk noted that faculty contracts and summer salary are important issues at UMCP, because many faculty have outside funding. Dr. Chapin observed that many campuses and their faculty see the January term as an opportunity to earn extra money. Dr. Parker (SU) reported that he had served on the previous common calendar committee, and called it the “tar baby of all issues”. Mr. Komenda (USM) said that the legislature would not touch the common calendar.

Dr. Siegel also reported that, in response to a request from the IP Policy Committee AAAC was forming a committee to revise the USM policy on the professional commitment of faculty. Dr. E. Yilmaz (UMES)

will represent CUSF on this committee, which is expected to finish its business after three or four meetings.

Legislative Report

Mr. Komenda began his annual legislative report to CUSF at 10:55 am. He distributed a folder of materials on the Maryland General Assembly and a summary of the six proposals that USM has submitted to the Governor for his consideration to be filed in the 2001 Legislative Session. A more detailed packet of information was given to the Chair. The six proposed bills are as follows:

USM #1. Optional Retirement Program - Employer Contribution Rate and Mandatory Employee Contributions. Passage of this legislation would increase the employer contributions for employees participating in an optional retirement program (such as TIAA-CREF) from 7.25% to 9.25%, and require a 2% contribution from the employee. This bill, unlike the one that failed in the final hours of the previous legislative session, is phased in over two years.

USM #2. Equal Employment Opportunity Program. This legislation would require USM employees who file complaints of employment discrimination to do so either through the Equal Employment Program or through the grievance procedure available to university employees by the Board of Regents and defined in the Education Article. Current law allows employees to file an employment discrimination grievance by both means for the same grievance. This dual process is unique to employees of the USM and Morgan State University (MSU). In addition, this bill extends the response time for a grievance from 30 to 120 days. The 120 days may be extended if agreed to by both parties. At their request, MSU is included in this proposal.

USM #3. Maryland Whistle blower Law. This proposal is similar to USM #2. Employees must elect to pursue a whistle blower reprisal complaint either through the USM or through the Office of Personnel in the Department of Budget and Management, but not both. MSU is also included in this proposal.

USM #4. Sovereign Immunity in Contract Actions. Under current law, a claim based upon an employment contract can be filed as late as one year after the completion of the contract that gives rise to the claim. Where employment contracts may extend over many years, as with tenured faculty, this could result in an unduly lengthy statute of limitations period. This legislation would provide that a claim based upon an employment contract must be brought within one year of the time the claim arose. For all other contracts, the statute of limitations would remain "one year from the later of either (1) the date on which the claim arose; or (2) the completion of the contract that gives rise to the claim".

USM #5. Public Institutions of Higher Education - Renaming. Salisbury State University has requested to change its name to Salisbury University.

USM #6. Access to State Health Insurance Plans for Optional Retirement Program Retirees and Surviving Dependents. Under current law, dependents of faculty and staff enrolled in any of the State retirement systems have many options to maintain health coverage after the retirement or death of the State employee. These options are unavailable to employees in Optional Retirement Programs (ORPs). This proposal would allow dependents of faculty and staff in ORPs to continue State health insurance coverage after the employee's death or retirement. This proposal would not seek a subsidy for the cost of

the health insurance, as the insured retiree or dependent would pay the full cost of the insurance.

Mr. Komenda reported that the Governor has compressed the previous ten year USM construction plan into a five year plan, because of extra money that has recently become available. The legislature, however, is concerned that this might be too compressed due to increased costs arising from the need to hire more people to do the work, hasty planning, and the possible inability to accommodate new construction on some campuses.

Mr. Komenda also reported that the Governor will submit a new collective bargaining bill. Last year there were two such bills, but they got no hearing because of the threat of a filibuster by anti-union legislators. Joseph Vivona, USM's Vice Chancellor for Administration and Finance, is currently working with the Governor's staff to craft a bill that the Governor will support. Under current law, USM employees do not have the right to bargain collectively. The bill proposed by the state administration would give that right to all USM employees except faculty and perhaps teaching assistants."

Collective Bargaining Report

At 11:20 am, Dr. Gibson (UB), chair of the CUSF Collective Bargaining Committee, spoke briefly in favor of giving USM faculty the right to join unions should they choose to do so. She emphasized that she was not advocating mandatory unionization, merely the right to choose.

Dr. Gibson reminded us that during the 2000 Maryland Legislative session two bills were introduced pertaining to collective bargaining and USM: (1) Senate Bill 245 was written by AFSCME (American Federation of State, County, and Municipal Employees) and would have given the right to collective bargaining to all classified employees (this does not include faculty) in USM, Morgan State University, St. Mary's College of Maryland and Baltimore City Community College; (2) House Bill 1361 was written by AFT (American Federation of Teachers) and would have given the right to collective bargaining to all employees (including faculty) in the same institutions. Neither bill made it out of committee. Dr. Gibson reported that, during the 2001 Legislative session, the same two bills (with different numbers) will be introduced, but only one is likely to pass. Dr. Gibson proposed that CUSF support the bill that includes faculty. She noted that, in institutions where faculty governance is weak and stymied by an active and obstinate administration, the possibility of collective bargaining can itself be a potential bargaining chip and help keep conversations between faculty and administration open.

On the other hand, the Governor supports the AFSCME bill. He is generally supportive of unions and unionization, but not for faculty. If the AFSCME bill passes, faculty would be the only university employees without the right to make their own decisions about collective bargaining, and it is highly unlikely that any future bill extending this right to faculty would ever be introduced, much less passed.

Dr. Gibson reiterated that neither the AFSCME bill nor the AFT bill will require anyone to join a union. Rather, they will simply lift the current restrictions presently on certain state employees and give them the right to decide this issue for themselves. This is a right most other state employees already have. She advocated an activist approach to support the bill which includes faculty. She said that we must actively lobby our representatives and make our views known to the general public through such means as op-ed pieces, letters to the editor and articles for local publications.

It was agreed that the CUSF Collective Bargaining Committee would meet during lunch to draft a resolution for a vote.

Report from System

Starting at 11:25 am, Dr. Bryan reported on several items and distributed handouts with detailed information. She noted that the Office of Civil Rights (OCR) does allow program duplication in certain cases. She requested that CUSF members volunteer to serve on the Regents' Faculty Award Committee. She reiterated that foci are still needed for the Faculty Development Award Grants. She distributed a faculty workload report and went through the tables in appendix B of that document. Most of Dr. Bryan's time was taken up with a discussion of OCR matters.

The meeting adjourned at 12:15 pm for lunch and committee meetings, and reconvened at 1:00 pm.

Committee Reports

Collective Bargaining: Dr. Gibson read the following motion, which was unanimously approved after a brief discussion. "CUSF strongly supports a bill establishing the right of all USM faculty to make individual campus decisions regarding collective bargaining. This requires the repeal of any and all restrictions presently in place which prohibit collective bargaining by USM faculty."

Faculty Affairs: Dr. Baldwin announced that the new foci for the faculty development award grants would be "mentoring" and "research on mentoring". Dr. Petulante (BSU) volunteered to serve on the Regents' Faculty Awards Committee.

Administrative and Fiscal Affairs: Dr. Sita gave a brief report.

Other Business

Dr. Little (TU) asked for reports on what had happened in June and over the summer with regard to the following two items from last year. (1) The findings of the Administrative and Fiscal Affairs Committee, which was asked in June to resolve the question of which is the "correct" CUSF Constitution (approved by the Board of Regents) that defines CUSF membership. (2) The follow-up by the previous CUSF Chair to change the CUSF Constitution to add the "past Chairperson" as a voting member of CUSF, as approved unanimously by CUSF in June, 1999.

Note from Secretary. Two versions of the CUSF Constitution appear on the world wide web. The USM home page contains a link to the revised (but still unapproved) version, whereas the BOR home page contains a link to the older, 1993 version which is still in effect. The links to these two sites are as follows:
USM: <http://www.inform.umd.edu/UMS+State/UMDProjects/cusf/WEB/constitution.html>
BOR: <http://www.usmd.edu/Leadership/BoardOfRegents/Bylaws/SectionI/I200.html>

Dr. Collins (UMBI) reported that he had collected copies of faculty grievance policies from all campuses except SU and UMBC, and turned them over to the Chair. (UMBI has no faculty grievance policy.) These will be given to Dr. Sita (UMCP) for analysis by the Administrative and Fiscal Affairs Committee.

It was agreed that the faculty salary data provided by Dr. Bryan to CUSF would be given to Dr. Coates (UMBC) for analysis by the Educational Policy Committee.

The meeting adjourned at 1:20 pm.

**MINUTES
CUSF GENERAL MEETING AT CARB/UMBI
DECEMBER 13, 2000**

Present: Dr. E.W. Chapin (Chair); Drs. J. Organ and N. Petulante (BSU); Dr. R. Morgan (CES); Dr. A. Arthur (CSU); Dr. R. Ashkeboussi (FSU); Drs. T. Erskine and D. Parker (SU); Drs. B. Laufer, J.C. Little and M. Siegel (TU); Dr. S. Gibson (UB); Drs. L. Blackmon and C. Burry (UMB); Dr. F.-S. Choa (UMBC); Dr. J.H. Collins (UMBI); Drs. W. Falk, C. Smith and K.W. Olson (UMCP); Drs. B. Noonan and E. Yilmaz; Dr. C. Mann (UMUC).

Excused: Drs. S. Siegel and S. Havas (UMB); Drs. V. Brannigan and L. Sita (UMCP).

Absent: Dr. E. Brooks (CSU); Dr. P. Lade (SU); Drs. K. Baldwin and D. Coates (UMBC).

Guest: Dr. Charles Middleton, Vice Chancellor for Academic Affairs

The meeting was called to order at 10:10 am. The delegates were briefly greeted and welcomed to UMBI by Dr. James Lovelace, Vice President for Academic Administration, and by Mr. Lawrence Lauer, Director of Institutional Affairs.

The minutes of the November 16 CUSF meeting were unanimously approved as submitted.

Report from the Chair:

Dr. Chapin reported that Dr. T.J. Bryan and Chancellor Langenberg had been working on the OCR agreement, and that this would be presented later in the meeting by Vice Chancellor Middleton. Drs. Petulante, Yilmaz, Burry, Morgan and Laufer volunteered to serve on the upcoming Regents' Faculty Awards Committee. Dr. J.C. Little volunteered to serve on the system-wide Telecommunications Council.

Dr. Chapin discussed the current situation regarding faculty workload. A high percentage of core faculty are doing their full course load or more, but the percent of total courses being taught by core faculty is too low. The trend in recent years has been to hire more and more non-tenurable, part time and contract teachers. There was a discussion on whether or not the definition of core faculty should be changed to make these teachers eligible to serve on CUSF. It was suggested that it would be better for the non-tenurable teachers to have their own representative body. Dr. Chapin noted that it could be politically dangerous to change the definition of core faculty that is used for reporting to the legislature.

The need for CUSF to have a single constitution that defines membership eligibility was discussed. A motion was passed (with one opposed) to send this matter to the Administrative Affairs Committee, who will report back to CUSF at the January 19 meeting. Dr. Chapin said that CUSF needs to resolve the ambiguities in the CUSF Constitution and the definition of core faculty. A time line needs to be established so

that this can be done quickly. A motion was passed (with one opposed) to form an *ad hoc* work group to look at the impact of increased hiring of non-tenure-track faculty on higher education in Maryland, including faculty tenure. This group will report its conclusions to CUSF no later than February. Dr. Little will convene this group, which will include Dr. Blackmon and two other members to be named later.

Dr. Chapin reiterated that CUSF's proposed new USM Drug and Alcohol Policy has still not been acted upon by the BOR because of legal questions and delays in preparing a CUSS version. Dr. Middleton said that an expert is now working on the document to put it in a form that will be acceptable to the BOR.

Dr. Chapin reiterated that each campus should have three grievance policies. The first policy would cover general grievances which are not related to the tenure and promotion process, or to being fired for cause. This one is similar to a classified staff grievance policy, but it deals with faculty issues. The second policy covers appeals which arise from normal academic decisions to deny faculty tenure (not termination for cause), and according to current rules the President makes the final decision in these cases. The third policy covers the procedure to be used in cases of termination for cause of tenured and tenure-track faculty. It is this policy that seems to be missing on a number of the campuses, possibly because it is a rare event which is usually settled by quiet negotiation. Final appeals can reach the BOR level in these cases, and this has become a matter of some concern to the BOR Ed Policy Committee. Dr. Chapin announced that the BOR has asked CUSF to write a model faculty grievance policy. He recommended that this be a very general policy which could be applied to all campuses. Dr. Gibson proposed a motion to set up a CUSF work group to write this draft policy. This group will include Drs. Noonan and Parker, as well as (if they agree) Drs. Havas and Brannigan. This motion was passed unanimously.

Report from System

Dr. Middleton began his report at 11:20 am. He announced that an OCR agreement had been passed by MHEC and signed by all appropriate state officials. The Governor said that there would be no new funds to implement the OCR agreement. Dr. Middleton distributed copies of the agreement and an executive summary, and invited questions. The ensuing discussion lasted until 11:50 am. It was noted that the HBIs, especially CSU, will be enhanced and expanded. The OCR indicated that its interest was not directed toward the improvement of educational opportunities for individual African-American students but rather toward the strengthening of the Historically Black campuses.

Dr. Middleton reported that development of the new Intellectual Property policy is proceeding expeditiously. The committee is now incorporating the second round of comments it has received on the draft policy. They are also having separate discussions with the Presidents so that the latter will be aware of developments and not be asked to react to a document that's already finished. If the Presidents don't support the policy, neither will the BOR. A brief discussion followed.

Dr. Middleton thanked all those who had worked on the campus mission statements, and reported that they had all been approved by the BOR and MHEC.

Dr. Middleton said that USM does not need a travel policy, noting that: (1) we already have many agreements in place, but deep discounts usually limit our choices of airlines, travel agents, *etc.*; (2) we can frequently do better on our own, *e.g.*, by using the Internet.

The meeting adjourned for lunch and committee meetings at 12:15, and reconvened at 1:10 pm

Collective Bargaining. Dr. Gibson reported that she and Dr. Collins plan to meet with Vice Chancellor Vivona to discuss USM's position on a collective bargaining bill which is being supported by the Governor. This bill would give collective bargaining rights to non-faculty USM employees. CUSF, on the other hand, has called for extending these rights to faculty. Dr. Gibson led a brief discussion of how vocal CUSF should be in supporting an alternative bill which would give collective bargaining rights to faculty

Request for Follow-Up on Motion To Add Past Chair to CUSF. Dr. Little informed the Council that a motion which had been passed in June 1999 to add the Immediate Past Chair to the membership of CUSF (in a nonvoting, *ex officio* capacity) has apparently not yet been carried forward to the Board of Regents. She also reported that the minutes of the June, 1999 meeting do not accurately reflect the motion as it was passed. She then suggested that she provide a correction to the June 1999 minutes to the Executive Committee, and that the Executive Committee follow up to carry this motion (already passed by CUSF) to the Board of Regents. Because this motion would modify the language of the Constitution, it is also suggested that the "correct version" of the Constitution be identified, so that this modification will be made to the correct version. The matter was referred to the Executive Committee.

The meeting adjourned at approximately 1:30 pm.

MINUTES
CUSF GENERAL MEETING AT USM
JANUARY 19, 2001

Present: Dr. E.W. Chapin (Chair); Dr. N. Petulante (BSU); Dr. A. Arthur (CSU); Dr. R. Ashkeboussi (FSU); Drs. M. Diriker and D. Parker (SU); Drs. B. Laufer, J.C. Little and M. Siegel (TU); Dr. S. Gibson (UB); Dr. S. Siegel (UMB); Drs. K. Baldwin, F.-S. Choa and D. Coates (UMBC); Dr. J.H. Collins (UMBI); Drs. V. Brannigan, C. Smith and K.W. Olson (UMCP); Dr. B. Noonan (UMES); Dr. C. Mann (UMUC).

Excused: Dr. R. Morgan (CES); Dr. E. Brooks (CSU); Drs. L. Blackmon, S. Havas and C. Burry (UMB); Drs. W. Falk and L. Sita (UMCP); Dr. E. Yilmaz (UMES).

Absent: Dr. J. Organ (BSU); Drs. T. Erskine and Dr. P. Lade (SU).

Guests: Dr. Donald N. Langenberg, Chancellor; Dr. T.J. Bryan, Associate Vice Chancellor for Academic Affairs.

The first CUSF meeting of the new millennium was called to order promptly at 10:00 am. The minutes of the December 13 CUSF meeting were unanimously approved as submitted after a brief discussion.

Report from the Chair:

Dr. Chapin reported that due to the holidays there have been few meetings for him to attend during the past month. The most recent Chancellor's Council meeting was very interesting. It was mentioned that the Governor's new budgetary request, which includes a 14% increase for USM, is vulnerable to cuts by the legislature. All members of the USM community were urged to work together in support of the Governor's budget request. Dr. Diriker, who attends the legislative sessions in Annapolis on behalf of USM, noted that only 5% of the state budget is discretionary. The biggest other discretionary item is the tobacco settlement money.

Dr. Chapin noted that there may be a filibuster in the Senate against the collective bargaining bill, and that the House will not act on this bill before the Senate decides what to do with it.

Dr. Chapin reminded us that the Board of Regents (BOR) Educational Policy Committee has asked CUSF to write a draft policy on faculty grievance procedures after dismissal for cause. He noted that, because of the great diversity in size, mission and tradition among USM campuses, we should write something in the usual style of BOR policies, *i.e.* a general statement of what should be done and some of the limiting conditions, leaving the details of implementation to the campuses. Such a policy would include the following:

1. Presidents and other campus administrators and faculty members involved in such termination procedures should be strongly encouraged to reach consensus through negotiation and to view these appeals procedures as a last resort and not as the usual way handling such difficulties;
2. Sizes of appeals panels, their timetables and procedures should be consistent with those of other faculty appeals bodies at the particular campus;

3. Panels should be composed of faculty, selected in ways consistent with current BOR policies on shared governance;
4. Appeals to such panels may be made on the basis of questions of procedure or questions of fact;
5. Appeals from such panels to the campus President may be made on the basis of questions of procedure or questions of fact, but no new evidence or material may be introduced at this level;
6. Similarly, appeals from the presidential level to the Board of Regents may be made on the basis of questions of procedure or questions of fact, but no new evidence or material may be introduced at this level.

Dr. Chapin reported that no new money would be available to fund the enhancement requests of the HBIs. They may get a 10% budget increase, but this would come from internal reallocation of existing funds or through the Legislature's Supplementary Budget.

Presidential Searches

Dr. Chapin reminded us of a previous conversation with Vice Chancellor Middleton, in which the latter said that future presidential searches would be more open. This is not what happened at TU, however. Instead, a presidential search committee appointed by the Chancellor sent a short list of four candidates to the BOR without publically consulting anyone else on the TU campus. Dr. Chapin read the text of a strong letter of protest which states that presidential candidates should be known to, and meet with, the campus community before a decision is made. Dr. Chapin requested that CUSF endorse his sending this letter to the Chancellor. A motion to this effect was proposed and seconded. Dr. Laufer spoke against the motion, stating that she felt that the process used at TU was sufficiently open, even though very few members of the TU campus community know the identities of the four candidates. Dr. M. Siegel disagreed, saying that the process being used goes against TU's tradition of openness and shared governance. She noted that many faculty members were off campus in January while the decisions were being made. She said that it would be very difficult for the candidates to maintain secrecy during the search process. Dr. Chapin said that this issue goes to the heart of what shared governance means. An intense discussion followed, in which most members expressed disapproval of the closed process being used in the TU presidential search. The motion to support Dr. Chapin's letter was then approved by a vote of 17 to 2. A second motion to ask the CUSF Faculty Affairs Committee to examine and suggest changes in the current BOR policy on presidential searches was then approved unanimously. Finally, Dr. M. Siegel proposed a motion that CUSF should urgently request the BOR (not the Chancellor) to invite the four TU presidential candidates to meet with the campus community and allow the campus community to have input on the final selection. This motion was approved by a vote of 18 to 1.

Collective Bargaining

Dr. Gibson reported that she and Dr. Collins had decided that there was no point in meeting with Vice Chancellor Vivona to discuss USM's position on the collective bargaining bill which is being supported by the Governor. This bill would give collective bargaining rights to non-faculty USM employees. Dr. Gibson introduced Gary Pagels, the new representative from the American Federation of Teachers (AFT). She said that AFT will propose an amendment to the bill which would extend collective bargaining rights to faculty. This amendment is not expected to pass, however. Dr. Gibson said that CUSF should nevertheless help to raise public awareness of the issue by such means as participating in AFT press

conferences and testifying at legislative hearings. She reminded us that, even if the amendment were successful, no faculty member would be required to join a union. At this point Dr. Chapin interrupted in order to set the ground rules for further discussion. He said that each person's statement should be taken at face value, and not be dismissed as a partisan articulation of pro- or anti-union bias. He said that the purpose of today's discussion would be to obtain accurate information on whether or not the bill would require us to join a union or make a decision at a particular time. Mr. Pagels then offered to answer questions from the CUSF delegates. He told us that the bill would set up a procedure by which we could make a decision on whether or not we want to unionize. The organization of bargaining units would be decided by the BOR. If 30% or more of the members of a bargaining unit show interest in going forward, this would trigger a referendum to decide whether or not to choose a particular union as its bargaining agent. The majority vote in this election would rule for the entire bargaining unit, but individual members would not be required to join the union. If two or more unions are on the ballot, a runoff election would be necessary in order to obtain a majority. Because of the crowded agenda for our meeting, Mr. Pagels left after about 10 minutes of discussion. He will be invited to speak with us again at the February meeting.

Faculty Grievance Policy. Dr. Chapin reminded us that the BOR Ed Policy Committee has asked CUSF to draft a model policy for grievances of tenured and tenure-track faculty in cases of termination for cause.

Dr. Brannigan agreed to chair a CUSF work group to write this draft policy. Other members of the group are Drs. Gibson, Havas, Noonan and Parker.

Report from System. Dr. Bryan began her report at 11:25 am. She distributed handouts on the results (but not the winners) of the Regents' Faculty Awards selection process and recommendations of the selection committee for changes in that process. One such recommendation was to drop the awards for "collaboration" because very few nominations have been submitted for this category. There were no nominations at all submitted for the 2001 collaboration award. The BOR Ed Policy Committee would prefer to keep the category and take steps to encourage more nominations. Dr. Bryan said that there has been very little interest and few applications for the Elkins Professorship. She asked CUSF for input on a draft revised policy on the awarding of honorary degrees. This was briefly discussed.

The meeting adjourned for lunch at 11:45 and reconvened at 12:10 pm.

Discussion with the Chancellor. Dr. Langenberg began by telling us that the Governor has requested a huge increase in the USM operating budget and capital expenditures for FY 2002. The Legislature is expected to cut this request because the Governor's budget as submitted is \$235 million over the affordability limit. USM will expend a great deal of collaborative effort to support the Governor's request before the Legislature. USM has strong support, and few enemies, in the Legislature.

The Chancellor said that Senate Republicans have vowed to filibuster the collective bargaining bill, but they may not have enough votes to avoid cloture. The House will not act on this bill until after the Senate does. The BOR has not yet endorsed the bill, but probably will, provided that it includes certain provisions (e.g., management's right to communicate directly with employees, system-wide bargaining units) that they want.

The Chancellor said that the TU presidential search is well on track. Approximately 110 applications were received. The BOR will make a choice from a list of four finalists, three of whom are sitting presidents at

other institutions. The three sitting presidents would withdraw from consideration rather than meet with the TU campus community. The Chancellor said that he favors the process which is being used for this search, and that the TU search committee made the decision to keep it closed. Most CUSF delegates favor a much more open style of presidential search, such as was recently used at SU. The Chancellor said that an open search procedure would not work well for all campuses.

The discussion with the Chancellor continued, touching briefly on several topics, until 1:40 pm.

Other Business. Dr. Chapin asked for comments on the draft Policy on Core Faculty and Excellence in Instruction that he had recently distributed by e-mail. He plans to introduce this policy as a motion at our next meeting. He also said that CUSF committee reports are behind schedule and that there are several important pending matters that we must bring to a vote within the next three months. These include two items carried over from last year: the CUSF Constitution issue and the question of what to do about student evaluations of faculty. Dr. Chapin asked Dr. Collins to review the year 2000 meeting minutes in order to prepare a summary of unfinished CUSF business, and to identify the committees (and their members) who have been charged with bringing these matters to conclusion.

Dr. Smith raised the issue of relative fairness in faculty compensation. A subcommittee of Drs. Smith and Olson will draft a motion for future CUSF consideration.

The meeting adjourned at approximately 2:00 pm.

**MINUTES
CUSF GENERAL MEETING AT UB
FEBRUARY 19, 2001**

Present: Dr. E.W. Chapin (Chair); Drs. J. Organ and N. Petulante (BSU); Dr. A. Arthur (CSU); Dr. R. Ashkeboussi (FSU); Dr. T. Erskine (SU); Drs. J.C. Little and M. Siegel (TU); Drs. S. Gibson and M. Eghbal (UB); Drs L. Blackmon, C. Burry, S. Havas and S. Siegel (UMB); Drs. K. Baldwin, F.-S. Choa and D. Coates (UMBC); Dr. J.H. Collins (UMBI); Drs. V. Brannigan, C. Smith and K.W. Olson (UMCP); Drs. B. Noonan and F. Okcabol (UMES); Dr. C. Mann (UMUC).

Excused: Dr. R. Morgan (CES); Drs. P. Lade and D. Parker (SU); Dr. B. Laufer (TU); Dr. W. Falk (UMCP); Dr. E. Yilmaz (UMES).

Absent: Dr. E. Brooks (CSU); Dr. L. Sita (UMCP).

Guests: Dr. T.J. Bryan, Associate Vice Chancellor for Academic Affairs; Mr. Gary Pagels, Senior National Representative, American Federation of Teachers.

The meeting was called to order by the Chair at 10:00 am. We received greetings from UB President Dr. H. Mebane Turner and Faculty Senate Chair Dr. Lee Richardson..The minutes of the January 19 CUSF meeting were unanimously approved as submitted.

Report from the Chair

Dr. Chapin reported briefly on the proceedings of the most recent Chancellor's Council meeting. He said that the BOR may support a simple, straightforward policy on benefits for domestic partners of employees. The appointment of the new TU president was discussed briefly at the Chancellor's Council meeting. The Chancellor spoke at some length on why he thought that it was a good idea not to open the search to all members of the campus community. The upcoming search for a new Chancellor is likely to be carried out using similar, closed procedures.

Policy on Intellectual Property (IP)

Dr. Blackmon asked about the status of the new IP policy. Dr. Bryan replied that the original timetable for implementation has been extended. The policy is still in draft form. It will come back to CUSF, then to AAAC, before going to the BOR. There have been some revisions of the second discussion draft of November 16, but they are not yet in circulation. CUSF will get an update report from Associate Vice Chancellor Robertson or Vice Chancellor Middleton at our next meeting. Implementation of the new policy is not being rushed, and there will be plenty of time for us to comment. Dr. Bryan also told us that she would be bringing Associate Vice Chancellor Donald Spicer to our next meeting to talk to us about the "e-Learning" program.

Implementation of Shared Governance Policy

Dr. Havas reported on recent events at UMB regarding the implementation of the new Policy on Shared

Governance (I-6.00). In December 2000, the Dean of the School of Medicine (SOM) recommended the creation of a new faculty body whose only function would be to advise him on this implementation. The Dean's proposal was developed by the administration alone, without any input from faculty, and was due to be voted on by the SOM Council within a week. (The School of Medicine Council is a body which is comprised of the Dean, two other representatives from the Dean's office, department and program chairs, medical alumni association members, some students, staff, and faculty representatives elected by departmental affiliation. The elected faculty representatives make up about 60% of the membership.) The SOM Faculty Senator Caucus recommended some changes, but the administration appeared to be rather unreceptive.

A CUSF motion was passed unanimously, asking the Chair to quickly send a letter to the Chancellor and BOR expressing CUSF's concern about how the shared governance process was working at UMB. It was pointed out that the Chancellor had sent a memorandum to the Presidents on October 19 asking for reports on how they plan to implement the Policy on Shared Governance. The target date for submission of these plans to the USM Office was February 28, and they are scheduled to be discussed at the March 14 meeting of the Regents' Committee on Education Policy. Dr. Bryan confirmed that campus plans for implementing the Policy on Shared Governance are supposed to be developed collaboratively with faculty and staff, not by administration acting alone

Collective Bargaining

Dr. Gibson presented a report on collective bargaining rights for USM faculty. She distributed an op-ed piece that will be submitted to the Baltimore Sun. AFT representative Gary Pagels arrived for a brief presentation and to answer questions. We learned that AFT, AAUP, CUSF and some legislators are supporting an amendment to a bill which is sponsored by AFSCME and supported by the Governor and the BOR. This amendment would give USM faculty the right to decide whether or not we want to bargain collectively. There will be a Senate hearing on this bill on March 1. After Discussion, the Council chose Prof. Brannigan to speak for them at the hearing. After Discussion, the Council chose Prof. Brannigan to speak for them at the hearing. It was noted that the AFSCME bill was approved only reluctantly by the BOR, after long discussion.

Report from System.

Dr. Bryan reported that revisions were made to USM Policy (II-1.04), "Procedures for Appeals to the USM Board of Regents of Decisions to Terminate Tenured or Tenure-Track Faculty Members". The purpose of the revisions was to prevent grievance cases from being unnecessarily brought before the Regents. The revisions need to be redone, however, because proper procedures were not followed. Dr. Collins volunteered to serve on a USM committee which will study and recommend revisions to this policy.

Dr. Bryan gave us an update on the development of the draft OCR Agreement, with emphasis on item 9, which deals with enhancements of the HBCUs. It is expected that the BOR will approve the agreement, under which the HBCUs will receive extra funds for five years, beginning in FY03, to bring them to the same level as other campuses. These enhancements will not be funded, however, so the money for them will have to be reallocated from other budget categories. It was noted that there currently is little or no shared governance at the HBCUs.

Dr. Bryan distributed copies of proposed revisions to the Policy on Academic Calendar (84.0 III-5.00). From now on, academic schedules (which are decided two years ahead of time) will be prepared one year at a time. A 10-15 minute general discussion on the common calendar ensued.

Dr. Bryan reported that the revised policy on drug and alcohol abuse is on track. She, and possibly Dr. Larry Goldman, will report on this at the next meeting.

Dr. Blackmon proposed the following motion on changes in the ART policy, which was approved unanimously after a brief discussion: "CUSF registers a strong objection to the process by which the draft II-1.04 policy (procedures for appeals to the regents of decisions to terminate tenured or tenure-track faculty members) written by the ad hoc review committee was substantively modified and approved by the Educational Policy Committee and subsequently forwarded to the BOR without review by the participating groups involved in the initial process."

Dr. Blackmon then proposed a motion on shared governance, which was also approved unanimously: "CUSF requests from Chancellor Langenberg the opportunity to review the report on implementation of the BOR policy on shared governance at USM institutions and to submit any information it deems relevant to the current practice of shared governance at system institutions."

The meeting adjourned at noon for an outstanding vegetarian luncheon (catered by Vicino's Restaurant) and productive committee meetings, then reconvened at 1:00 pm.

Dr. Smith proposed a motion on USM salary data which was seconded by Dr. Olson,. Dr. Coates then distributed handouts and presented an analysis of the salary data which had been prepared by the Educational Policy Committee. Dr. Smith's motion was then withdrawn and referred to an *ad hoc* committee of Drs. Smith, Olson and Coates for further analysis.

Dr. Blackmon presented a report from the Administrative and Fiscal Affairs Committee on the two versions of the CUSF Constitution. Fixing this problem will require changes in the CUSF Bylaws as well as the Constitution. Issues to be decided include whether part-time and non-tenure track faculty should be represented on CUSF and whether their numbers should be included when determining how many CUSF delegates can be elected from each campus. Dr. Chapin noted that it is not easy to make such decisions, which would require a new definition of who the core faculty are. After some discussion, it was agreed that Dr. Collins should remove the unapproved, "rogue" Constitution from the old CUSF web site.

[NOTE FROM SECRETARY: The "rogue" constitution has been deleted from the old CUSF web site, and links to the approved Constitution and the Bylaws have been placed on the new "CUSF Updates" web site. The official, BOR-approved CUSF Constitution is linked to the BOR web site , but the only copy of the Bylaws I can find is linked to the old CUSF web site. The Bylaws originated from CUSF and do not require BOR approval.]

Dr. Smith reported on the recent change in faculty contract options at UMCP. He said that UMCP faculty can only change their status once, moving either onto a nine-month contract at full salary or a twelve-month contract at 75% salary.

Dr. Gibson proposed the following anti-discrimination motion, which was approved unanimously: “In all matters of compensation and benefits, it shall be the policy of the University System of Maryland not to discriminate on the basis of the gender of the employee or marital status or the gender of the employee's domestic partner.”

Dr. Ashkeboussi proposed the establishment of a new “sick leave bank” policy, which would permit USM faculty to borrow accumulated sick leave days from each other. This proposal was referred to the Academic Affairs Committee and will be acted on at our next meeting.

Dr. Havas initiated a brief discussion on whether or not CUSF should require alternates to attend meetings.

The meeting was adjourned at 2:00 pm.

MINUTES
CUSF GENERAL MEETING AT TOWSON UNIVERSITY
MARCH 13, 2001

Present: Dr. E.W. Chapin (Chair); Drs. J. Organ and N. Petulante (BSU); Dr. R. Morgan (CES); Drs. A. Arthur and E. Brooks (CSU); Dr. R. Ashkeboussi (FSU); Drs. M. Diriker, T. Erskine and D. Parker (SU); Drs. J.C. Little and M. Siegel (TU); Drs L. Blackmon, C. Burry, S. Havas and S. Siegel (UMB); Drs. K. Baldwin, F.-S. Choa and Z. Berge (UMBC); Dr. J.H. Collins (UMBI); Drs. V. Brannigan, C. Smith and K.W. Olson (UMCP); Drs. B. Noonan and E. Yilmaz (UMES); Dr. C. Mann (UMUC).

Excused: Dr. S. Gibson (UB); Dr. D. Coates (UMBC); Dr. W. Falk (UMCP).

Absent: Dr. B. Laufer (TU); Dr. M. Eghbal (UB); Dr. L. Sita (UMCP).

Guests: Dr. Donald Langenberg, Chancellor; Dr. Charles Middleton, Vice Chancellor for Academic Affairs; Dr. T.J. Bryan, Associate Vice Chancellor for Academic Affairs; Associate Vice Chancellor Dr. Donald Spicer; Dr. Larry Goldman, former CUSF delegate from UMB.

The meeting was called to order by the Chair at 10:00 am. We received greetings and farewell remarks from TU President Dr. Hoke Smith. Dr. Smith will shortly be retiring as TU president, but will become a professor at UMCP. He told us that he thought that the proposed amendment to include faculty in the bill which would give collective bargaining rights to USM employees may be used as a poison pill. [**NOTE:** See remarks by Chancellor, below.]

The minutes of the February 19 CUSF meeting were unanimously approved as submitted.

Report from the Chair

Dr. Chapin reported on the proceedings of the most recent Chancellor's Council meeting. The issue of benefits for domestic partners received the most attention at the Chancellor's Council meeting. Three new Regents have been appointed, but their names have not yet been announced. Dr. Chapin asked the members to share any information on this that they may come across. He said that there was a lot of concern about honorary degrees, which the campuses are currently permitted to give to political office holders, and are doing so. A proposed new BOR policy would prevent this. Dr. Chapin reported that more work is needed before a new academic calendar is ready, and that there will be no changes in the next two years. There was some discussion regarding the hiring of minority contractors. The goal is to have 25%, but this is difficult to achieve in some cases. The Legislature is nearly finished with the USM budget for FY02. The Governor's request for a 14% increase has been cut to 10.25% in the House recommendation. Dr. Diriker noted that further cuts by the Senate are possible. All PAYGO construction requests have been approved. The BOR Educational Policy Committee was scheduled to vote on the proposed Drug and Alcohol Abuse Policy on March 14. There were some difficulties regarding the collection of campus plans for implementing the Policy on Shared Governance. BSU, SU and UMCES did not submit the required plans. UMB's plan, which was described as "complex", was not complete. The BOR directed the Presidents to submit their final plans before the end of April.

Dr. Bryan announced that the Chancellor would be joining us at noon.

Report from the Vice Chair

Dr. Martha Siegel reported that the core faculty of TU had objected to including part-time faculty on the TU Faculty Senate. There are many issues remaining to be settled. Dr. Siegel said that other issues that had been recently discussed by the AAAC would be considered during today's meeting.

Report on Shared Governance

Dr. Havas described the situation in the School of Medicine (SOM) at UMB as "sham compliance" with the Shared Governance Policy. Dr. Collins reported that UMBI has a more enlightened administration, but there were still some problems in getting the faculty involved in formulation of the implementation plan. Dr. Mann reported that UMUC had submitted a plan, but the faculty in general had not seen it. He further noted that this plan was a framework for enabling each of the stakeholder groups to organize themselves and develop their operating procedures. Dr. Brannigan reported that his faculty had met once with their Dean to discuss the plan. The Dean provided some information to the faculty and told them that he would decide what to put in the plan. Dr. Middleton said that formulation of this plan is intended to be a collaboration between faculty and administration. Dr. Chapin asked Dr. Havas to gather reports from the CUSF delegates on how the implementation plan had been developed on each campus, and to prepare a summary report within two weeks. Dr. Havas agreed to do this, but also requested that Dr. Chapin prepare a strong statement on this matter to be delivered at the March 14 meeting of the BOR Educational Policy Committee meeting.

Nominations for 2001-2002 CUSF Executive Committee

Dr. Smith announced that nominations were open. Dr. Martha Siegel announced that she was not a candidate for any office. Dr. Chapin asked for nominations from the floor. Dr. Collins nominated Dr. Chapin for another term as Chair, Dr. Smith nominated Dr. Collins for another term as Secretary, and Dr. Noonan nominated Dr. Gibson to become Vice Chair. After a brief discussion it was agreed that the Nominations Committee would poll the membership in a more orderly fashion during a later recess and then announce a slate of nominees.

Policy on Drug and Alcohol Abuse

The proposed Policy on Conduct, Discipline, Assistance and Education for Abuse of Drugs and Alcohol was described in detail by Dr. Goldman, its major architect. Dr. Goldman's report was received with applause and appreciation for his long and persistent efforts. Dr. Bryan said that Dr. Goldman had covered everything in his report. There were some minor administrative concerns, but the Presidents had accepted it. A motion for CUSF to accept the policy was approved with one negative vote. The policy was scheduled to be voted on at the March 14 meeting of the BOR Educational Policy Committee.

Report from System

Starting at 11:20 am, Dr. Bryan distributed handouts and began a report on the following matters:

- a. Report on Part-Time and Full-Time Non-Tenure-Track Faculty (action item).

- b. Update on the Intellectual Property Policy (information item).
- c. Reports on the Academic Advising Plan (information item).
- d. eLearning Maryland (information item).
- e. Department Chairs Spring 2001 Workshops (information item).
- f. Policy on Drug and Alcohol Abuse (action item).

Dr. Bryan presented data showing that there is great variability in the salary levels of part-time and full-time non-tenure-track faculty (PTNTTs and FTNTTs). The part-time faculty have many fewer doctoral degrees, and many more terminal master's degrees, than the core faculty. There was a discussion of Best Practices in the hiring and employment of PTNTTs and FTNTTs. Dr. Bryan asked CUSF to endorse the report that she had distributed. Dr. Martha Siegel noted that CUSF has no resources to implement the recommendations in the report, and that it was more important that it be endorsed by Deans and Department Chairs. It was called into question, for example, whether core faculty have time to visit classes and evaluate the PTNTTs. Dr. Brannigan emphasized that salary inequity is the biggest problem, and that most PTNTTs are treated as virtual slaves. [At this point, 11:42 am, the Chancellor arrived.] Dr. Arthur said that this matter is of special concern to CSU faculty, because CSU has many PTNTTs who don't qualify for merit increases in salary or for benefits such as health insurance. The CSU administration asserts that this situation exists as a result of mandated USM policy. Dr. Bryan replied that contracts for FTNTTs and PTNTTs are often tailored to a specific individual. Dr. Chapin summarized the discussion, noting that the report was generally a good document but asked the Chancellor how it would be supported by money and other System resources. Dr. Langenberg answered that System is working on getting full funding for the implementation of this report. A general discussion followed. The discussion ended at 12:05 pm.

Dr. Bryan distributed a handout on the Inter-Institutional Graduate Faculty Council, suggesting that this body had not been effective and should be abolished.

Associate Vice Chancellor Donald Spicer then gave a twenty minute report on the "e-Learning Maryland" program. He said that the biggest need at present is to teach faculty how to update their electronic teaching skills. Details on this program can be found on the web at <http://www.usmh.usmd.edu/Leadership/USMOffice/AdminFinance/> OR <http://www.usmh.usmd.edu/Leadership/USMOffice/AcademicAffairs/> under "Information Technology".

We then took a 20 minute lunch break.

Policy on Intellectual Property (IP)

At 12:48 pm, Vice Chancellor Middleton began a report on the current status of the Policy on Intellectual Property (IP). Dr. Middleton chairs the USM committee which has been working on this policy since June, 1999. The BOR is getting restless about how long it's taking to develop this policy. A major concern for the BOR is how this policy will affect the general public. Dr. Middleton told us that a third discussion draft of the proposed policy should now (or soon) be available on the web, and comments may still be sent to Associate Vice Chancellor Ruth Robertson. The question of what to do about joint appointments remains as a sticking point in finalizing the policy. It is hoped that this can be worked out with bilateral agreements. It appears that there will be no problem deciding what to do about patents, but

copyrights and revenue sharing are still not settled. The Presidents have been asked to respond to the third discussion draft by March 26, after which CUSF will be asked to quickly review and send our comments on the latest draft policy. Dr. Middleton finished his presentation at 12:56 pm, and a brief discussion then ensued. Dr. Sharon Siegel asked who will defend against patent infringements: the University (owner of the patents) or the inventor(s). The Chancellor and Vice Chancellor concurred on the answer that the owner of the patent has the option to defend. If the owner chose not to defend, the University then would have the option to defend.

Chancellor's Remarks

Dr. Langenberg began speaking to us at 1:07 pm. He said that he had come to this meeting to respond to three CUSF motions which we had unanimously approved at our February 19 meeting, as well as "one other matter".

(1) The CUSF motion which reads: "In all matters of compensation and benefits, it shall be the policy of the University System of Maryland not to discriminate on the basis of the gender of the employee or marital status or the gender of the employee's domestic partner." Dr. Langenberg said that this resolution had been discussed at the most recent Chancellor's Council meeting. It was decided not to bring it to the BOR at this time, because of pending legislation which would accomplish the same thing.

(2) The CUSF motion which reads: "CUSF requests from Chancellor Langenberg the opportunity to review the report on implementation of the BOR policy on shared governance at USM institutions and to submit any information it deems relevant to the current practice of shared governance at system institutions." The Chancellor agreed to this request. With the approval of Dr. Middleton, copies of the individual institutional reports had already been made available to Dr. Blackmon (the author of the resolution) by the respective delegations. Not all campuses had met the previous deadline of February 28 to submit their plans, however. The Presidents were told that they must submit their plans no later than May.

(3) The CUSF motion which reads: "CUSF registers a strong objection to the process by which the draft II-1.04 policy (procedures for appeals to the regents of decisions to terminate tenured or tenure-track faculty members) written by the ad hoc review committee was substantively modified and approved by the Educational Policy Committee and subsequently forwarded to the BOR without review by the participating groups involved in the initial process." The Chancellor said that this issue is still up in the air.

(4) The "other matter", on which the Chancellor spent most of his presentation, was CUSF's support for an amendment to a pending bill which is sponsored by AFSCME and supported by the Governor and the majority of the BOR. This amendment would give USM faculty the right to decide whether or not we want to bargain collectively. The Chancellor referred to Dr. Brannigan's and others' testimony in support of the amendment at a March 1 Senate hearing. The Chancellor told us that Senator Neall had asked him to provide a formal position by the BOR on whether or not they supported the amendment. Because of the short time frame the Chancellor was not able to do this, but he did confer with the BOR chair and several other members. The Chancellor then sent a letter to Senator Neall saying that he and the BOR would definitely not support the amendment. The Chancellor then told us that he was prepared to discuss the reasons for his position in detail. He told us that the bill was carefully designed by the Governor's office to maintain the authority and autonomy of the BOR. He said that the bill is intended for USM

employees who are very different from faculty. He said that legislators think of faculty, including part-time and adjunct faculty, primarily as teachers. The Chancellor said that he didn't think that core faculty were ready to give collective bargaining rights to part-time and adjunct faculty.

At 1:30 pm, Dr. Chapin thanked the Chancellor for his presentation and called for a ten minute recess. Drs. Langenberg, Middleton, Bryan and Spicer left the meeting at this point.

Report on nominations for 2001-2002 CUSF Executive Committee

Dr. Smith announced the following slate of candidates:

FOR CHAIR: Dr. E.W. Chapin is the sole candidate.

FOR VICE CHAIR: Drs. John Collins and David Parker.

FOR SECRETARY: Drs. Stephanie Gibson and Brigid Noonan

FOR AT-LARGE MEMBER (two positions): Drs. Vincent Brannigan, Joyce Little and John Organ

Unsuccessful candidates for vice chair and secretary may choose to stand for an at-large position. Dr. Chapin asked if there were any further nominations from the floor. There being none, the nominations were declared to be closed. Elections will take place at the April 19 CUSF meeting.

Revisions to CUSF Constitution and Bylaws

[**RECAP:** At our previous meeting, Dr. Blackmon presented a report from the Administrative and Fiscal Affairs Committee on the status of the CUSF Constitution. Some revision is needed, and this will require changes in the CUSF Bylaws as well as the Constitution. Issues to be decided include whether part-time and non-tenure-track faculty should be represented on CUSF and whether their numbers should be included when determining how many CUSF delegates can be elected from each campus.]

Dr. Chapin said that most of the needed changes are cosmetic, but the procedures required for changing the CUSF Constitution are arduous because they must be approved by the BOR. This is not true of the Bylaws, which are fully under the control of CUSF. Dr. Chapin suggested that we simply eliminate the words "full time" from Article II, Section 1. We must also update the names of the institutions in Article II, and change UMS to USM. Dr. Martha Siegel spoke against eliminating the "full time" restrictions because of difficulties in counting the part-time faculty. After some discussion it was decided to postpone action on this matter until our next meeting. In the meantime, Dr. Brannigan will prepare and distribute a proposal on the role of part-time faculty.

NOTE: convenient links to the current CUSF Constitution and Bylaws are prominently displayed on the new and improved CUSF web site: http://www.geocities.com/cusf_jhcollins/cusf_updates_2000.html

The meeting was adjourned at approximately 2:30 pm.

**MINUTES
CUSF GENERAL MEETING
UNIVERSITY OF MARYLAND, BALTIMORE
APRIL 19, 2001**

Present: Dr. E.W. Chapin (Chair); Dr. N. Petulante (BSU); Dr. R. Morgan (CES); Dr. A. Arthur (CSU); Dr. R. Ashkeboussi (FSU); Drs. M. Diriker, T. Erskine and D. Parker (SU); Drs. J.C. Little and M. Siegel (TU); Drs. S. Gibson and M. Eghbal (UB); Drs. L. Blackmon, C. Burry, S. Havas and S. Siegel (UMB); Drs. K. Baldwin, F.-S. Choa and D. Coates (UMBC); Dr. J.H. Collins (UMBI); Dr. C. Smith (UMCP); Dr. E. Yilmaz (UMES); Dr. C. Mann (UMUC).

Excused: Drs. V. Brannigan and W. Falk (UMCP); Dr. B. Noonan (UMES)

Absent: Dr. J. Organ (BSU); Dr. E. Brooks (CSC); Dr. B. Laufer (TU); Drs. K.W. Olson and L. Sita (UMCP).

Guests: Dr. Charles Middleton, Vice Chancellor for Academic Affairs; Dr. T.J. Bryan, Associate Vice Chancellor for Academic Affairs; Dr. Larry Goldman, former CUSF delegate from UMB.

The meeting was called to order at 10:05 am. The minutes were approved as written. Referring to the minutes, Dr. Gibson said that she had not been consulted before her name was placed in nomination for vice chair or secretary, and that she was not willing to serve in either of these capacities.

Dr. Blackmon announced that UMB President Ramsay had an unexpected conflict and would not be able to join us at the scheduled time. (Dr. Ramsay was able, however, to join us shortly before lunch break to offer greetings on behalf of UMB.) Dr. Blackmon briefly reported that the UMB Faculty Senate had met on April 18, and that the meeting was lively, with lots of talk about shared governance.

Chair's Report. Dr. Chapin said that the USM Admissions Policy (AP) Committee is looking for two CUSF delegates to serve as members. Dr. Middleton described the scope of the AP Committee, which holds a series of meetings every three years. He said there would be lots of discussion about such matters as affirmative action and the use of SAT scores in making undergraduate admissions decisions. Dr. Parker volunteered to serve on the AP Committee. Dr. Smith agreed to either serve himself or to find another faculty member from UMCP.

Dr. Chapin said that at the most recent MHEC-FAC meeting it was mistakenly announced that both the faculty and staff of USM now had the option of bargaining collectively. Community Colleges are now planning to offer the first two years of the teacher-education programs four-year degree programs. If the students are able to maintain a 2.5 or better GPA, they will be eligible for automatic transfer to a USM institution for years three and four of their programs. This will require the use of a common curriculum. A discussion ensued on the educational aspects of this plan.

A new (April 13), "final" discussion draft of the proposed USM Intellectual Property (IP) policy has been posted on the USM web site. The policy was recently discussed by the AAAC, and there is lots of disagreement among the Provosts.

The Regents' Faculty Awards presentations were held at the most recent BOR meeting. They were done very well this time, including a nice reception. Dr. Chapin told the BOR about our perceived difficulties with shared governance and the proposed Policy on Drug and Alcohol Abuse. He reported that the BOR is uneasy about being expected to give blanket approval to campus requests for honorary degrees to political office holders.

Shared Governance. Dr. Chapin called on Dr. Havas to give an update on the status of shared governance. Dr. Havas said that he has received written replies from every campus except CSC and UMCP, but had talked with the UMCP Senate Chair. The level of compliance varies on the different campuses. The BOR appears to be interested in seeing to it that there is compliance. A discussion ensued as to what role CUSF should play in reviewing the implementation plans being submitted by the different campuses. Dr. Martha Siegel said that this issue would be on the agenda of the April 27 meeting of the CUSF Executive Committee and the Senate Chairs. She asked the delegates to remind their senate chairs about this important meeting and to send a substitute if they are unable to attend.

Memorial for Dr. Lade. Dr. Chapin reported that he had attended the recent memorial service for our dear, departed colleague, Dr. K. Peter Lade, and made some brief remarks on behalf of CUSF. Dr. Parker said that these remarks were very much appreciated.

Legislative Affairs. Dr. Diriker reported on recent legislative activities. He made a plea for us to get more involved in the legislative process, regardless of whether or not these efforts are welcomed. He urged us to strengthen and expand the role of the CUSF Legislative Affairs Committee. He then announced that he was on his way to Baltimore to receive an award from the Governor for his work in helping the disabled.

Domestic Partners. In February CUSF adopted a motion which called on USM to adopt a policy of nondiscrimination in all matters of compensation and benefits on the basis of the gender of an employee or marital status or the gender of an employee's domestic partner. In March Dr. Langenberg told us that this resolution had been discussed at the most recent Chancellor's Council meeting. It was decided not to bring it to the BOR at this time, because of pending legislation which would accomplish the same thing. Dr. Chapin reported that such legislation had now indeed been passed, but that it included no language on domestic partners. The BOR may mandate that USM develop its own domestic partners policy. Dr. Middleton suggested that we could help by working with the USM Diversity Network, an active group of personnel administrators from various campuses.

Policy on Drug and Alcohol Abuse. At the March 13 CUSF meeting, the final proposed Policy on Conduct, Discipline, Assistance and Education for Abuse of Drugs and Alcohol was received with applause and appreciation to Dr. Larry Goldman for his long and persistent efforts in bringing this to fruition. A motion for CUSF to accept the policy was approved, with one negative vote. On March 14, the policy was approved in a 2-1 vote by the BOR Educational Policy Committee. The dissenting vote was cast by the BOR Vice Chair, retired Admiral Charles R. Larson. Regent Larson is likely to press for changes in the proposed policy when it comes before the full BOR for approval at its July 13 meeting.

Election of new Executive Committee. Dr. Chapin reported that it was necessary to make some changes in the slate of nominees for the 2001-2002 CUSF Executive Committee. At our March 13 CUSF meeting it was announced that the nominees were: Chair, Dr. Chapin (unopposed); Vice Chair, Drs. Collins and Parker; Secretary, Drs. Gibson and Noonan; at-large, Drs. Brannigan, Organ and Little. It was later

realized that Dr. Noonan was not eligible because she and Dr. Chapin are both from UMES. The CUSF Constitution requires that members of the executive committee all come from different campuses. Dr. Gibson had not been consulted before being nominated for Secretary and respectfully declined the nomination. This left us without a candidate for Secretary. The problem was resolved when Dr. Collins agreed to be the sole nominee for Secretary, leaving Dr. Parker as the sole nominee for Vice Chair. Dr. Gibson agreed to be nominated for an at-large position. Dr. Little announced that she would be leaving CUSF at the end of this year and withdrew her nomination for an at-large position. A motion by Dr. Blackmon to accept the revised ballot was unanimously approved. An election by secret ballot was then conducted. Drs. Chapin (Chair), Parker (Vice Chair), Collins (Secretary) and Organ (at-large) were elected in the first round. Dr. Gibson was elected as an at-large member in a runoff vote.

Proposed amendments to CUSF Constitution.

Apportionment of CUSF membership is based on the number of full-time faculty on each USM campus. Dr. Chapin reported that, according to Javier Miyares, Associate Vice Chancellor, Administration & Finance, faculty counts are based on all full-time faculty, not just core (tenured and tenure-track) faculty, nor on FTEs, and does not depend on the number of courses taught. Dr. Chapin presented his views on the question of whether the CUSF Constitution should be changed to enable part-time faculty to also become members of CUSF.

Dr. Blackmon presented the following five proposed amendments to BOR Policy 3.0 I-2.00 “Constitution for the Faculty Council of the University of Maryland System”, as last amended, June 11, 1993.

Amendment 1

Change title to read Constitution ~~for~~ of the Council of University System Faculty (CUSF) and in Article I, Section 1. Purpose. change to read Council of University System Faculty (CUSF) and University System of Maryland and in Article II, Section 3. Apportionment of Membership. change to read University System of Maryland.

Amendment 2

In Article II, Section 1. Membership. delete “full-time” before “faculty” and in Article II, Section 3. Apportionment of Membership. delete “full-time” before “faculty”.

Amendment 3

In Article II, Section 2. Constituent Institutions. change to read University System of Maryland, University of Maryland, Baltimore (UM.B), delete “Maryland Agricultural Experimental Station (MAES)” and “Maryland Cooperative Extension Service (MCES)”, delete “State” after “Towson” and after “Salisbury”, and change to read University of Maryland Biotechnology Institute, (UMBI).

Amendment 4

In Article III, Section 1. Officers. delete “(ex-officio)” after “immediate Past Chair”.

Amendment 5

In Article III, Section 3. Bylaws. Change the last sentence to read following “Council” that correspond to Board of Regents Committees as well as standing committees for (1) legislative affairs and

(2) nominations and membership.

Dr. Collins proposed, and it was unanimously agreed to, a friendly change to Amendment 3 which would result in Article II, Section 2 reading as follows: “Constituent Institutions. For purposes of representation on the Council, constituent institutions of the University System of Maryland are: Bowie State University (BSU), Coppin State College (CSC), Frostburg State University (FSU), Salisbury University (SU), Towson University (TU), University of Baltimore (UB), University of Maryland, Baltimore (UMB), University of Maryland, Baltimore County (UMBC), University of Maryland, College Park (UMCP), University of Maryland, Eastern Shore (UMES), University of Maryland University College (UMUC), University of Maryland Center for Environmental Science (UMCES), and University of Maryland Biotechnology Institute (UMBI).”

Amendments 1, 3 (as further amended) and 4 were all approved unanimously, except for one abstention on Amendment 3.

After considerable discussion of their merits, amendments 2 and 5 were tabled. Dr. Chapin proposed, and it was agreed, that these amendments be considered by two different *ad hoc* committees who would report back later.

We then took a twenty minute lunch break.

Academic Advising Award proposal. Dr. Bryan briefly described a proposal which would provide System funds to match institutional funds to reward high-quality academic advising. The Academic Advising Committee has asked CUSF to endorse this proposal. A motion to do so was unanimously approved.

Proposed policy on core faculty and excellence in instruction. Dr. Chapin distributed a proposed policy document which he had prepared earlier in the year in response to legislators’ concerns that not enough courses were being taught by core faculty and that perhaps the core faculty were not working hard enough. In fact, a high percentage of core faculty are teaching their full course load or more, even as the percentage of total courses being taught by core faculty has declined due to increased hiring of non-tenurable, part-time and contract teachers. After a few minutes’ discussion it became apparent that most of those present were not in favor of Dr. Chapin’s proposed policy. Dr. Bryan said that the BOR would not support it, and that we should not draw attention to the faculty workload question, which is now a non-issue to the legislature. Dr. Middleton agreed, saying that it would be better to let sleeping dogs lie. Dr. Baldwin proposed that further discussion be cut off and that this proposed policy be permanently tabled. This was quickly agreed to.

System Report. Dr. Bryan began the report at 1:00 pm.

Drug and Alcohol Policy: Dr. Bryan reiterated Dr. Goldman’s summary on the status of the proposed Policy on Conduct, Discipline, Assistance and Education for Abuse of Drugs and Alcohol. It is possible that the BOR will make some changes and approve a revised policy without further consultation. The main difference between the faculty and staff versions of this policy is that the latter includes random drug testing. The staff policy has recently undergone dramatic changes. We were presented with a newly revised (April 18) proposal which includes harsher punishments for certain infractions. Dr. Middleton and Dr. Bryan asked us to endorse these revisions because they are likely to be made by the BOR if not by

CUSF. A long and spirited discussion of the merits of the proposed changes ensued. Finally, by a vote of 11-5, with three abstentions, CUSF decided to stand by its earlier endorsement of the policy as presented to us on March 13, and to reject the proposed changes.

Regents' Ad Hoc Committee on Domestic Partners. This committee will consider giving spousal benefits to domestic partners, including same sex partners. They will focus on benefits, such as tuition wavers, which are controlled by USM rather than by the legislature.

Elkins Professorship Awards. Dr. Bryan was pleased to announce that this year she had received a record high number (five, each from a different campus) of applications for these prestigious awards. She said that she will be contacting Dr. Chapin to help with the review process.

Intellectual Property (IP) Policy. Dr. Middleton said that the IP committee is still having trouble getting a final policy that will satisfy all campuses. The "final" (April 13) discussion draft was discussed by AAAC and will go to the Presidents soon. There is still plenty of time to finish it, since the policy is not due to come into effect until 2002.

Honorary Degrees. The BOR was unhappy that in some cases recipients of honorary degrees have been notified before the BOR had voted. The BOR does not want to be considered as rubber stamps. This and other matters are under discussion by the BOR as they consider what changes to make in the USM honorary degree policy.

Senior Lecturer. A proposal for a new, non-tenured faculty title, "Senior Lecturer", was distributed. It was unanimously endorsed by CUSF after a brief discussion.

Legislative Report. Copies of the USM End of Session, 2001 Report were distributed.

FY02 Salary Increases. Dr. Middleton distributed copies of a memorandum from the Chancellor to the Presidents on Salary Guidelines for FY 2002. State of Maryland employees will receive a budgeted, mandatory 4% COLA effective January 1, 2002. The FY 2002 budget also includes funds for 2.5% average merit increases, effective July 1, 2001. The merit increase funds will be distributed at the discretion of the Presidents, and there is no requirement that they actually be used for salaries.

Agenda items for next meeting. Dr. Ashkeboussi requested that his earlier proposal for a sick leave bank be considered at the May 18 CUSF meeting. Dr. Gibson said that the fight to give faculty freedom of choice on collective bargaining was not over. She asked that the agenda for our May 18 meeting include a report from those of us who attended the AFT's National Higher Education Issues Conference in San Francisco. April 20-22.

The meeting was adjourned at approximately 2:10 pm.

**MINUTES
CUSF GENERAL MEETING AT UMCES
MAY 18, 2001**

Delegates Present: Dr. E.W. Chapin (Chair); Dr. J. Organ (BSU); Dr. R. Morgan (UMCES); Dr. A. Arthur (CSC); Dr. R. Ashkeboussi (FSU); Dr. D. Parker (SU); Dr. J. Little (TU); Drs. S. Gibson and M. Eghbal (UB); Drs. L. Blackmon, S. Siegel and S. Havas (UMB); Dr. F.-S. Choa (UMBC); Dr. J. Collins (UMBI); Drs. C. Smith and K. Olson (UMCP); Dr. B. Noonan (UMES); Dr. C. Mann (UMUC).

Alternates Present: none

Delegates Excused: Dr. N. Petulante (BSU); Drs. T. Erskine and M. Diriker (SU); Drs. B. Laufer and M. Siegel (TU); Dr. C. Burry (UMB); Drs. K. Baldwin and D. Coates (UMBC); Dr. V. Brannigan (UMCP); Dr. E. Yilmaz (UMES).

Delegates Absent: Dr. E. Brooks (CSC); Dr. W. Falk (UMCP)

USM Representative: Dr. T.J. Bryan, Associate Vice Chancellor for Academic Affairs

The meeting was called to order at 10:00 am. Dr. Morgan introduced UMCES President Donald Bosch, who welcomed CUSF and informally answered a few questions from the delegates.

At 10:15 am, the minutes of the April 19 CUSF meeting were approved without further modification.

Report from Chair

Dr. Chapin reported on the proceedings of the March 16 meeting of the Board of Regents Educational Policy Committee (BOR-EPC) meeting. Dr. Bryan presented her draft report on the study of appointments, roles and rewards of part-time and other non-tenure track faculty. (This report was discussed at length and endorsed by CUSF at our March 13 meeting.) The BOR members appear to be divided in their opinions of what to do about this report. BOR-EPC members expressed disappointment that the report did not provide information about the fiscal impact of implementing the recommendations in the report. The Chancellor noted that the total operating budget for USM is \$2.6 billion, of which about \$1.0 billion goes to faculty salaries and benefits. He said that the cost of replacing non-core faculty with core faculty would be \$100-200 million. The BOR-EPC voted to accept, (but not endorse) the report, but directed the Chancellor to come back to them at their June meeting with more information on how its recommendations could be implemented.

Vice Chancellor Middleton and others presented the proposed new USM policy on Intellectual Property (IP), which would replace existing policies on patents and copyrights. Dr. Middleton told the BOR-EPC that the USM IP committee had gone as far as it can, and now it was time for the campuses to write their own policies. Then it can be determined whether the USM policy will need further changes. Regent Tydings said that he had made a special effort to come to this meeting so that he could speak in favor of the proposed policy. He gave it a very strong endorsement, saying that the USM policy is an outline which provides great flexibility for the campuses to develop their own policies. The general document was

received favorably by the BOR-EPC, and then various changes recommended by some of the Presidents, and the Chancellor's responses to those recommendations, were discussed and debated at length. The provost of UMUC said that it was essential for UMUC to retain ownership of all curricular materials developed by its faculty. The BOR-EPC voted to adopt the proposed policy with the changes recommended by the Chancellor. The most significant of the Chancellor's recommendations was that any changes proposed by campus presidents would have to be approved, not just reviewed, by the Chancellor. All campus policies will have to go into effect on July 1, 2002.

With no discussion, the BOR-EPC voted to adopt the Chancellor's recommendation that they: (1) accept the shared governance accountability plans from FSU, SSU, TU, UMBC, UMBI, UMCES, UMCP, UMES, and UMUC as submitted; and (2) table the plans submitted by BSU, CSC, UB and UMB pending further discussion by the Chancellor and the Vice Chancellor for Academic Affairs with CUSF and the Presidents of those four campuses of the circumstances on their campuses.

Dr. Bryan summarized the differences between the proposed staff and faculty policies on drug and alcohol abuse. These policies will be considered at the July 13th meeting of the full BOR. The faculty policy was previously approved by CUSF and the BOR-EPC. Dr. Chapin said that this matter was also discussed at the May 7 Chancellor's Council meeting. Dr. Chapin reported at that meeting that the major differences between the proposed staff and faculty policies are that the staff policy would require random drug testing and fewer opportunities for rehabilitation. The proposed staff and faculty policies will be considered at the July 13th meeting of the full BOR.

Dr. Chapin reported briefly on the proceedings of the April 27 meeting of the CUSF Executive Committee with the Senate Chairs. He noted that faculty review of administrators may be an issue to be considered by CUSF in the next year. He described the process which led to legislative defeat of improved USM employee pension benefits for the second consecutive year. Inclusion of community colleges in the bill was a major factor in killing it. The pension bill has become a political football, and it seems unlikely that it would be passed next year. Dr. Bryan noted that some USM institutions did not support the improved pension benefits because the bill would have required them to absorb the costs.

Report from Vice Chair: part-time and other non-tenure track faculty.

At 10:50 am, Dr. Little briefly conveyed Dr. Martha Siegel's report on the proceedings of the May 17 meeting of the Academic Affairs Advisory Committee (AAAC). The AAAC is planning to work on issues related to part-time and other non-tenure track faculty. Dr. Bryan noted that she was questioned extensively on this at the May 16 BOR-EPC meeting. Regent Gonzales, Chair of the BOR-EPC, instructed Dr. Bryan to provide additional information at the June BOR-EPC meeting. Dr. Bryan said that she is forming a new committee to work on this, and requested that CUSF provide a faculty member for the committee. Dr. Collins agreed to serve on that committee. Dr. Bryan said that an unnamed Regent had told her privately that the treatment of part-time and non-tenure track faculty at USM is "immoral" and that the Regents would demand change. She was referring to instructional, not clinical, faculty. Dr. Chapin said that this will be an issue for CUSF to consider during the next year.

Admissions Committee. Dr. Smith briefly reported that subcommittees on freshman admissions and transfers had been formed. He said that this committee was moving very slowly.

Information Technology Committee. Dr. Parker reported that the committee had met once, and that the only result was to schedule a second meeting.

AFT Conference. Dr. Noonan gave a brief report on the recent national conference of the American Federation of Teachers (AFT) in San Francisco. She said that the meeting was intense, running from Friday night through Sunday morning. She said that Dr. Brannigan (UMCP) and Dr. Lee Richardson (UB Senate Chair) were also at the meeting. Representatives from many institutions across the country which already have collective bargaining for faculty were at the conference. Those attendees would be willing to consult with us regarding collective bargaining. It is clear that collective bargaining does not (as claimed by some) necessarily put an end to shared governance.

Report from System

Starting at 11:10 am, Dr. Bryan reported on several items:

1. Update on Proposed Faculty Policy on Conduct, Discipline, Assistance, and Education for Abuse of Drugs and Alcohol.
2. Update on Intellectual Property Policy. Copies of the latest version of the proposed policy were distributed and accepted by CUSF without opposition. This is the version that was approved by the BOR-EPC on May 16.
3. Update on Policy on Honorary Degrees. Dr. Bryan reported that the USM policy on the awarding of honorary degrees was being changed. It may no longer be permissible for a USM institution to discuss honorary degrees with potential recipients without prior approval by the BOR.
4. USM/Morgan State University Collaborative Programs. Morgan State University will collaborate with UB in a business degree program, and with BSU, CSC and UMCP on a PhD program in Educational Leadership.
5. Search Committee for New Chancellor. This issue raised concerns by the CUSF. It was noted that the search committee has only one faculty member, that several institutions (BSU, TU, UB, UMBI, UMCES, UMUC) are not represented on the committee, and that CUSF was not consulted on the search process. A discussion followed on whether CUSF calling for one or more additional faculty, selected by CUSF, to be added to the search committee.

Dr. Bryan also distributed copies of the agenda for the May 17 AAAC meeting, and briefly summarized the proceedings. She noted that UMCP will now be the managing institution for the Shady Grove Center. The MHEC report on part-time and non-tenure track faculty is similar to the report prepared by Dr. Bryan's committee, although there are some significant differences. There was some duplication of effort and inconsistency in data collection. MHEC did not attempt to collaborate with USM. Dr. Bryan completed her report at 11:50 am.

CUSF Motions

Dr. Chapin led a discussion of several possible motions of several possible motions which he had written

and distributed to the members prior to the meeting.

1. Motion on Sick Leave

Dr. Chapin's originally proposed wording was: "CUSF recommends that the Board of Regents and the Chancellor investigate the possibility of establishing a Sick Leave Bank, allowing employees in need of extended sick leave to take benefit of sick leave accumulated by other employees and donated for this purpose." After a brief discussion, a modified version was approved by voice vote, without opposition. Abstentions were not counted. The final text of the approved motion is as follows:

"CUSF recommends that the Board of Regents and the Chancellor investigate creating a benefit policy allowing constituent institutions to establish sick leave banks to which faculty and staff may donate accumulated time."

2. Motion on CUSF Financial Support

Dr. Chapin's originally proposed wording was: "CUSF recommends to the Chancellor that, starting in the 2002-2003 academic year, the rate of support for course relief for members of the CUSF Executive Committee be adjusted to meet current costs for hiring faculty for course replacement. We also recommend that one additional line, at the level of an at-large member of the CUSF Executive Committee, be added to assist the CUSF member maintaining the CUSF web pages." A discussion followed. Some minor changes to the wording were agreed to. Dr. Collins then proposed an amendment that would put the new policy into effect sooner, starting with the 2001-2002 year. This amendment was approved by a vote of 8-6. The amended motion was then approved by a vote of 14-2. The final text of the approved motion is as follows:

"CUSF recommends to the Chancellor that, starting in the 2001-2002 academic year, the rate of support for course relief for members of the CUSF Executive Committee be adjusted to meet the current costs of hiring faculty for course replacement. We also recommend that additional financial support equivalent to one course release (equivalent to that provided for an at-large member) be provided to a member to maintain the CUSF web site."

3. Motion on Alcohol/Drug Policy

Dr. Chapin's originally proposed wording was: "While recognizing the possible utility of random drug testing in special circumstances for limited numbers of employees in specialized positions in some state agencies, CUSF opposes the inclusion in any BOR policy of any requirement that all campuses establish random drug testing policies. We also support the 'three strikes' policy (one violation followed by two failures at treatment) as appropriate for all non-critical employees in USM policies on drug and alcohol abuse. We find policies that would require termination after a single violation and one failure during treatment for non-sensitive employees both in conflict with the spirit of education and assistance of the governor's Executive Order 01.01.1991.16 and with the general experience that would indicate that treatment for any addiction, even treatment of the most highly motivated patients often involved some failure or backwards steps on the way to cure."

After extensive discussion and many revisions, a modified version of this motion was approved by a voice vote, with some opposition and several abstentions. The final text of the approved motion is as follows:

“CUSF opposes the inclusion in any Board of Regents policy any requirement that all campuses establish random drug testing policies. We recognize the importance of drug testing for cause, *i.e.* when there is an investigation of alleged impairment while in the performance of assigned duties, and do not oppose such testing. CUSF also supports a "three strikes" policy in the University System of Maryland (one occurrence followed by two failures at treatment) when indicated for all non-sensitive employees. Policies for non-sensitive employees that require termination after a single violation conflict with the implementation of Executive Order 01.01.1991 and contradict general professional experience indicating that treatment for any addiction, even in the most highly motivated patient, often requires several attempts to achieve success.”

4. Motion on Merit Money

“Dr. Chapin’s originally proposed wording was: “Given the inequities that result when merit raises are available on one campus and not another and given the inequities that result for individual faculty when merit funds are not available on their campus during the period in which they are doing particularly meritorious work for the University, CUSF strongly urges the BOR, the USM Offices and the individual campuses to establish policies insuring that, beginning in the 2002-2003 academic year, monies provided for employee merit raises always be used for that purpose and no other.”

After extensive discussion, Dr. Havas proposed an amended version of the motion which was approved by voice vote, with no opposition and three abstentions. The final text of the approved motion is as follows:

“Given the inequities that result when merit raises are available on one campus and not another and given the inequities that result for individual faculty when merit funds are not available on their campus during the period in which they are doing particularly meritorious work for the University, CUSF urges BOR, the Chancellor and the Presidents of the Institutions to utilize Shared Governance principles and procedures to establish criteria for distribution of merit raises and that the merit money be used for that purpose.”

5. Motion on Shared Governance

“Dr. Chapin’s originally proposed wording was: “1. CUSF supports the recommendation of the Chancellor that the Shared Governance reports from the Campuses not be accepted at this time. OR
2. CUSF regrets that the Chancellor has recommended the acceptance of the Shared Governance reports from the campuses. We find that most of these reports are more descriptions of the current or proposed shared governance bodies on the various campuses as they appear on paper than indications of how success in shared governance can be verified on the campuses. Furthermore, for four of the campuses, Bowie State University, Coppin State College, University of Maryland, Baltimore, and University of Baltimore, our own survey would indicate that current shared governance failure is sufficiently critical to demand immediate attention and amelioration.”

In view of recent developments, Dr. Havas proposed a revised version, which was approved by voice vote without opposition. Abstentions were not counted. The final text of the approved motion is as follows:

"The Council of University System Faculty thanks the Chancellor for his ongoing commitment to shared governance as evidenced by his recent support of CUSF's recommendation to the Board of Regents to defer approval of the shared governance accountability plans submitted by four of the USM campus presidents. CUSF looks forward to working with the Chancellor and Vice Chancellor to address the shortfalls in the plans of these four presidents. CUSF also requests that meaningful evaluation mechanisms, e.g., biennial surveys of faculty, staff, and students, be incorporated into the accountability plans of all 13 USM campuses, since none currently include this critical component."

6. Motion on Search Committee for Chancellor

This new motion was composed by Dr. Havas and approved by voice vote without opposition. Abstentions were not counted. The text of the approved motion is as follows:

"The Council of University System Faculty (CUSF) respectfully requests that the Board of Regents include additional faculty representatives on the search committee for the Chancellor of the University System of Maryland, including at least one representative of the CUSF. Given the importance the BOR has accorded both faculty and shared governance, we believe that one faculty representative is insufficient to represent the faculty on this important committee."

7. Motion on the CUSF Constitution

Dr. Chapin's originally proposed wording was: "The CUSF constitution shall be modified so as to allow part-time faculty members to serve as CUSF representatives, if so elected in conformance with the rules of their campus faculty governance bodies, provided that the campuses affirm that there is a reasonable likelihood that such elected part-time faculty members will be able to complete a full three-year term. Apportionment of CUSF membership among the various USM campuses will continue to be calculated by the current method as detailed in the CUSF Bylaws."

Following a spirited discussion, this proposal was tabled by a vote of 10-3. Dr. Chapin noted that the issue will be revisited next year.

New Business

Dr. Ashkeboussi called upon CUSF to study the issue of faculty salary compaction, which leads to new faculty being paid more than senior faculty.

The meeting adjourned at 2:10 pm.

**MINUTES
CUSF GENERAL MEETING AT BSU
JUNE 18, 2001**

Delegates Present: Dr. E.W. Chapin (Chair); Drs. J. Organ and N. Petulante (BSU); Dr. A. Arthur (CSC); Dr. R. Ashkeboussi (FSU); Drs. M. Diriker and D. Parker (SU); Dr. M. Eghbal (UB); Drs. C. Burry, L. Blackmon, S. Siegel and S. Havas (UMB); Dr. D. Coates (UMBC); Dr. J. Collins (UMBI); Drs. V. Brannigan and K. Olson (UMCP).

Alternates Present: none

Delegates Excused: Dr. R. Morgan (UMCES); Drs. B. Laufer and M. Siegel (TU); Drs. B. Noonan and E. Yilmaz (UMES); Dr. C. Mann (UMUC).

Delegates Absent: Dr. E. Brooks (CSC); Dr. T. Erskine (SU); Dr. J.C. Little (TU); Dr. S. Gibson (UB); Drs. K. Baldwin and F.-S. Choa (UMBC); Drs. C. Smith and W. Falk (UMCP).

New Delegates Introduced: Drs. P. Alt (TU, replacing Dr. Little) and D.L. Spinner (UMES, replacing Dr. Yilmaz).

USM Representative: Dr. T.J. Bryan, Associate Vice Chancellor for Academic Affairs

Dr. Chapin called the meeting to order at 10:06 am.

Dr. Organ introduced new BSU president Dr. Calvin W. Lowe, who welcomed us with brief remarks.

The minutes of the May 18, 2001 CUSF meeting were approved unanimously after one minor correction.

Chair's Report

Dr. Chapin conveyed Dr. Carl Smith's report on the proceedings of the most recent USM Technology Committee meeting. The major point of discussion at that meeting was how to implement a \$250 per semester technology assessment which is needed to pay for unfunded new technology mandates. The problem is that there are caps on fees and caps on how much tuition can increase. At some campuses large numbers of students (*e.g.*, 90% at TU) have lap top computers, while other campuses (*e.g.*, 20% at UMES) have relatively few. CUSF members agreed that this is an important issue which will need further discussion.

Dr. Chapin noted that FY03 campus budget requests will be submitted to USM in August, 2001. He said that CUSF needs to become involved earlier in the budget planning process.

Dr. Chapin then reported on the proceedings of the June 4 Chancellor's Council meeting, at which Vice Chancellor Vivona brought up the subject of long-term budgeting, *e.g.* setting aside money for such things as filling new buildings, maintenance and updating of facilities. Dr. Chapin said that CUSF needs to become involved with the planning phase of budgeting and financing.

Dr. Chapin reported that, following the June 4 Chancellor's Council meeting, he was approached by a headhunter who is working for the Chancellor Search Committee. They had an interesting discussion for about an hour. Dr. Chapin said that he now feels more positive about the search process.

Dr. Chapin then referred to a CUSF motion, approved at our previous meeting, on the USM Alcohol and Drug Policy. This motion expressed our opposition to random drug testing and support of a "three strikes" policy for all non-sensitive USM employees. Such a policy has already been approved for faculty by the BOR Educational Policy Committee. The proposed policy for staff, however, contains a much stricter "two strikes" provision. Dr. Chapin noted that the staff policy would be acted on at the June 21 BOR Finance Committee. [UPDATE: The BOR Finance Committee voted 4-1 to change the staff policy to include a "three strikes" provision.] A final decision on the faculty and staff policies is expected at the July 13 meeting of the full BOR.

Dr. Chapin then referred to another CUSF motion, approved at our previous meeting, that called for greater faculty participation on the Chancellor's Search Committee. BOR Chair (and search committee chair) Nathan Chapman recently contacted Dr. Chapin and asked him to suggest names of several faculty members who might be appropriate additions to the Chancellor's Search Committee. Dr. Chapin gladly complied with this request following consultation with members of the CUSF Executive Committee. There was a clear consensus on which people to recommend, although Dr. Chapin did not reveal their identities.

Merit Money: There was considerable discussion on how the funds for the 2.5% merit funds were used. Although earmarked for FY02 salary increases, this was not mandatory. Funds could be distributed at the discretion of the presidents, and there was no requirement that they actually be used for salary increases. It was reported that the merit money was not used for salaries on some campuses. At UMB, most or all departments in the School of Medicine will not give merit increases because their operating budgets were cut by 5% and the merit money will be used to help cover the resulting deficits. Information is difficult to come by because many people are afraid to talk about their merit raises. A discussion followed on whether and how to gather data on individual salaries. Dr. Parker described how he has done this successfully for SU faculty. It was agreed that Dr. Parker would chair an *ad hoc* CUSF committee to recommend ways in which salary data for all campuses might be obtained. Most CUSF members agreed that the data should be accessible, and that the matter is not being handled properly now. Dr. Blackmon moved that an *ad hoc* committee be named to develop a format for reporting institutional salary reporting. Dr. Collins seconded the motion, a friendly amendment was accepted, and further discussion followed. Dr. Blackmon then read the following amended motion, which was approved unanimously:

"[I move that] an *ad hoc* committee be named to develop a format for institutional salary reporting for the purpose of CUSF providing advice to the Chancellor and the BOR on the current practices of USM institutions regarding the distribution of merit salary money. The committee must submit its report no later than the November, 2001 CUSF meeting."

Report from System

Dr. Bryan distributed handouts and reported on the following items:

1. Update on intellectual property policy. (A time line for implementing the new policy was distributed.)
2. Regents' retreat. The main topics of discussion will be diversity and Senate Bill 682.
3. USM presentation to MHEC on Goal 1 of the State Plan. (This item enkindled considerable discussion.)
4. Update on faculty items in USM strategic plan.

5. Low-productivity programs.
6. General education conference and chairs' conference.

Dr. Bryan reported that the *ad hoc* Appointment, Reappointment and Tenure (ART) Committee is meeting to organize the USM ART policy in a more cohesive format. Dr. Collins is representing CUSF on this committee.

At noon Dr. Chapin called for a lunch break and asked the members to divide into two groups to discuss and identify issues that CUSF needs to address during its 2001-2002 session. The meeting reconvened at 1:00 pm, and the following issues were identified:

1. Salary inequities (including contractual full-time faculty)
2. Implementation of shared governance. It is not working well on all campuses.
3. Increased CUSF involvement in budget planning and standardization of accounting practices.
4. Collective bargaining.
5. Enforcement of faculty grievance policies.
6. CUSF involvement with legislative proceedings.
7. Formation of a best practices group for IT, instruction methods, *etc.*
8. Formation of a group of information gatherers from CUSF could act as "outside experts", investigating and exposing violations of the shared governance policy.
9. Campus compliance with BOR faculty grievance policies and procedures.
10. Inequities in treatment of adjunct faculty.
11. Definition of faculty productivity.
12. USM-wide parking passes for CUSF members.
13. Preparation of an annual report on CUSF activities and accomplishments.
14. Academic authority: who can change a grade and under what circumstances; who decides on course content; what to do about plagiarism.
15. Changes to the CUSF Constitution and Bylaws. Dr. Collins will convene a small committee to consider possible changes over the Summer and make recommendations to the full CUSF in the Fall. Dr. Eghbal volunteered to serve on this committee. Most of the changes will be non-controversial, but there is some disagreement regarding the current provision that all full-time faculty, including non-tenurable

faculty, are eligible for CUSF membership. Discussions at previous CUSF meetings have revealed three points of view on this issue: (1) The eligibility requirement should not be changed, OR (2) Eligibility should be extended to include part-time faculty, OR (3) Eligibility should be restricted to full-time tenured and tenure-track faculty.

Finally, Dr. Diriker proposed the following motion on legislative affairs, which was approved unanimously after a brief discussion.:

“CUSF recommends that Faculty Senates at USM institutions elect or appoint a faculty member or a faculty committee to work with the CUSF Government Relations Committee members in tracking, and where appropriate responding to, various government actions that may have an impact on faculty, either on a system-wide basis or at an institutional level.”

The meeting adjourned at 2:00 pm.