

CUSF General Body Meeting  
Coppin State University  
at Baltimore, Maryland

**Minutes**

Friday, March 16, 2012

Attendance:	
<b>Bowie (2)</b>	Joan S. Langdon, Monika Gross
<b>Coppin (2)</b>	Virletta Bryant, Elias Taylor
<b>Frostburg (3)</b>	Robert Kauffman; Peter Herzfield, Elesha Ruminski
<b>Salisbury (3)</b>	David Parker, Bobbi Adams, E. Patrick McDermott
<b>Towson (4)</b>	Jay Zimmerman, Martha Siegel, Leonie Brooks, Thomas Krause
<b>UB (2)</b>	Stephanie Gibson, John Callahan
<b>UMB (5)</b>	Richard Zhao, Richard Manski (phone)
<b>UMBC (3)</b>	Nigaraj Neerchal, Drew Alfgren
<b>UMCES (2)</b>	Rosemary Jangus for Keith Eshleman
<b>UMCP (6)</b>	William Stewart, Stephen Mount, Radu Balan,
<b>UMES (2)</b>	Bill Chapin,
<b>UMUC (3)</b>	Betty Jo Mayeske, Margaret Cohen, Joyce Shirazi
<b>Guests:</b>	Travis Tazelaar, Irv Goldstein (USM), Joe Vivona (USM), JoAnn Goedert (USM), Christopher Brittan-Powell (CSU), Colin Cooper (former student of Irv Goldstein)

**Future Meeting Dates:**

April 16, 2112 (Monday)	UMB, Baltimore
May 18, 2112 (Friday)	TU, Towson
June 14, 2112 (Thursday)	SU, Salisbury

**CONVENING THE MEETING - 10:00 AM**

Joyce Shirazi, Chair, called the meeting to order at 10:00 AM in the Talon Center at Coppin State University.

**WELCOME FROM BOWIE STATE UNIVERSITY - 10:03 AM**

After an introduction, Reginald Avery, President of Coppin State University, welcomed CUSF to Coppin State University. He started with an update on the Coalition Lawsuit in which CSU is involved and noted that they don't know the resolution of the case at this time. Next, he noted that the University welcomes developing partnerships with other institutions. Then he addressed the issue of appropriations currently being addressed in the legislature. In the one House there was a recommendation of 5.2 million dollars in cuts to the System, and in the other House, there was a recommendation of approximately 20 million

dollars in cuts. Next, he highlighted several new programs at Coppin including their new doctorate program in nursing, their partnership with Shady Grove, and their honor's program which is one of the best in the country.

#### APPROVAL OF THE MINUTES - 10:13 AM

It was moved and seconded to approve the February 15, 2012 minutes of the General Body. The motion was passed and the minutes were approved.

#### CUSF BUSINESS - 10:15 AM

**Nominations Committee:** Steve Mount gave the report of the nomination committee and its recommended slate of candidates.

Chair:	Jay Zimmerman (TU)
Vice Chair:	Virletta Bryant (CSU), Richard Zhou (UMB)
Secretary:	Robert Kauffman (FSU)
At Large:	Nigaraj Neerchal (UMBC), Bill Chapin (UMES), Stephanie Gibson (UB), John Callahan (UB), Ken Holum (UMCP), Bobbie Adams (SU), <del>Pat McDermott (SU), Joan Langdon (BSU)</del>

(12:30 PM Update) Due to some procedural issues, the approval of the slate and the closing of nominations was moved to before lunch. The following discussion occurred before lunch. Pat McDermott noted that there were a large number of qualified at-large candidates, and that he could be more effective as a committee chair. He withdrew himself from nominations. Joan Langdon indicated likewise. Steve Mount noted that candidates needed to forward him a 200 word or less self-statement by the March 26<sup>th</sup>. A motion was made to close nominations. It passed. [Secretary's Note: *The Bylaws allow for no more than more than one person from an institution on ExecCom.*]

**Legislative Committee:** John Callahan, chair, advanced two motions from the Legislative Committee.

**MOTION #1208:** A motion was advanced from the Legislative Committee that "*CUSF supports the FY13 operating budget for USM as recommended by the Governor.*" After a brief discussion the motion passed unanimously. [Disposition: motion passed unanimously]

#### **USM Budget Proposed Reductions:**

CUSF opposes the Department of Legislative Services recommendation for an \$11.6 million reduction in USM's FY13 operating budget. \$11.6 million was provided to all USM employees for a \$750 annual bonus for FY12 only. It was a one-time expense.

This was deducted and removed from the USM budget for FY13. All USM Presidents have spoken out against this Department of Legislative Services recommendation. CUSF supports the FY13 operating budget for USM as recommended by the Governor.

**MOTION #1209:** A second motion was advanced from the Legislative Committee regarding reporting protections related to child abuse incidents. There was a spirited discussion regarding the motion and its implications. A brief summation of the discussion is provided after the motion. A friendly amendment was suggested and accepted to delete the first sentence. The question was called, and passed. The main motion was voted upon and passed unanimously. [Disposition: motion passed unanimously]

**Reporting Protections Related to Child Abuse Incidents:**

CUSF supports the recent USM regulations regarding the reporting of child abuse incidents. CUSF recommends that language be added to these regulations that would provide appropriate protections for those reporting such incidents, including the indemnification from suits by alleged perpetrators, when such reports are made in good faith and without malicious intent.

Brief summary of the discussion:

- JoAnn Goedert, Assistant Vice Chancellor of Administration and Finance, noted that the policy is not just policy, it is the law based on a 1993 Attorney General's opinion. The issue was raised whether an Attorney General's opinion is really case law.
- It was noted that the unintentional consequence of the policy may result in changing faculty course requirements, projects, and assignments. The issue was raised what is reported and what is not reported. It was also suggested that a vindictive faculty member could use the mandatory requirement of reporting to potentially "setup" another faculty member.
- The issue of the mandatory reporting requirement was linked with the issue of academic freedom also.
- It was recommended that John Callahan, committee chair, accept a friendly amendment to the motion to delete the first sentence. After a brief discussion, he accepted the friendly amendment to delete the first sentence of the motion.

CASA de MARYLAND - 10:45 AM

Representing a consortium of different organizations, Travis Tazelaar gave a presentation on the Dream Act Referendum which was placed on the ballot in November as a referendum. Travis presented a brief power point consisting of the first two slides in the power point presentation. For informational purposes, these two slides are presented below.

**Slide #1: National Implications:**

Maryland is the first state to put DREAM on the ballot

- \* Losing makes passing federal DREAM/CIR tougher
- \* Broad electoral support for pro-immigrant measures
- \* Big win in Maryland can discourage negative ballot measures in other states.

**Slide #2: Polling: consistent and close, in spite of tough language**

Gonzales Research 1/1812:

Children of immigrants who are not in the state legally should be given the opportunity to receive Maryland in-state college tuition rates [provided] if they have graduated from a Maryland high school and their parents can prove they have filed Maryland state tax returns for the past 3 years.

**Garin Hart Yan Research, 10/6/11:**

... a statewide referendum called the Maryland Dream Act that would allow illegal immigrant children living in Maryland to pay in-state tuition at public colleges, provided that the student attended and graduated from a Maryland high school, that the student or their parents can prove they pay Maryland taxes, and that the student commits to legalizing their status as soon as they are eligible. The Dream Act would also apply to military veterans living in Maryland.

[Secretary's Note: *The remaining portion of the slide was obstructed and is not presented here.*]

**MOTION #1210:** A motion was made from the floor that "CUSF support the Dream Act and oppose the referendum." It was seconded. There was a brief discussion. The question was called. It passed. The main motion was voted upon and passed. [Disposition: Yeas: 18; Nays: 4; Abstentions: 1]

**MEET AND CONFER - 10:20 AM**

Joe Vivona, Chief Operating Officer and Vice Chancellor of Administration and Finance, addressed the "Meet and Confer" process. The process was developed by USM after considerable consultation with the Governor's Office, several legislators, and some indirect interaction with the American Federations of Teachers. He noted that they did not work directly with the American Federation of Teachers. The following passage is from a statement on the matter from the USM (see also attachments). It provides an introduction to the process.

"The USM is committed to protecting and enhancing the status of its employees and students. In the recent economic downturn, the USM consistently dealt with budget reductions and constraints in proactive ways that soften their impact on staff, faculty and students. Working closely with state officials and our staff unions, we minimized furlough burdens, avoided layoffs, and protected salaries despite dire economic conditions. At the same time, the USM took serious measures to implement the recommendations of the legislative Task Force on the Status of Adjunct Faculty and Graduate Assistants with the goal of improving the status of both of those groups." (USM Statement... March 8, 2012)

Joe briefly outlined the initial steps to determine the "meet and confer" process. Meet and confer is a process where graduate assistants and adjunct faculty will be able to meet with the administration regarding their work conditions and other concerns. He noted that we are at the beginning of the process to determine the process. If they choose to do so, graduate assistants and adjunct faculty may choose to be represented by a labor union or another representative organization for the purpose of meeting periodically with the administrative officials at their respective institution.

Joe indicated that in this and other states, this process has often been initiated by executive order or by legislation. This has not been the case regarding this "meet and confer" process. As previously noted, it was initiated by USM (the Board of Regents, the Chancellor, and institutional presidents) in consultation with the Governor's office and several legislators.

Next, he addressed the question of why now. Joe noted that meet and confer was first discussed by the USM as part of a legislative task group in 2009. The purpose of the task group was to examine the status of graduate assistants and adjunct faculty. The legislative charge to the task group In the background of the task group was to examine the benefits and liabilities of implementing collective bargaining. He noted that collective bargaining is often linked with "meet and confer," or perhaps better stated, the "meet and confer" process is often linked to collective bargaining. An outcome of this task group was the recognition that there was a need to address a number of issues of concern to graduate assistants and adjunct faculty. More structured interaction between these two groups and campus administration was one of several recommendations that resulted from this task group. Many of the task group

recommendations have already been implemented.

Regarding where we are in the process, Joe indicated that we were in the beginning phase of the process. He noted that he was invited to meet with the Provosts last week to discuss this issue and that Chancellor Kirwan and he have talked with the presidents regarding the initial steps. He indicated that they will be reaching out to interested parties (e.g. graduate assistant groups, adjunct faculty groups involved in shared governance) in the near future to develop a fair and equitable process to address implementation issues. Joe was asked the question why were regular faculty not included in the "meet and greet" process, particularly since there was a resolution passed on this matter by CUSF last year. Joe indicated that in part the current process was an outgrowth of the 2009 task group, and he suggested that this process precedes the process involving faculty. He acknowledged that there are differences of opinion regarding this matter but the issue simply hasn't "coalesced" yet.

He was asked a question regarding the legislative task force regarding this matter. He indicated that the JCR language that created the 2009 task group did not include regular faculty.

In a follow up question, he indicated that the proposed bills regarding collective bargaining rights for regular faculty, adjunct faculty, other faculty, and graduate assistants in both the House of Delegates and Senate have been withdrawn from this session. In addition, he noted that the USM opposed the House bill in testimony and would have opposed the Senate version as well had the bill not been withdrawn.

In another question, Joe was asked about UMUC since they have a different structure than other institutions. Joe indicated that the process will be "institution centric" where the process will be adjusted to the individual needs of the institution. Again, he noted that we are at the first part of the process where we are determining the process to select representatives. He indicated that it was their decision.

[Secretary's Note: *There was a ten minute fire alarm break from 11:27 to 11:37 AM.*]

Another faculty member raised the issue that in essence the faculty have no representation in addressing their needs and that the faculty have a need for collective bargaining representation. She noted that when the recent health care benefit changes were implemented, the changes were negotiated by the State Employee's Union. She noted that the faculty would have a need for a "meet and confer" process. Joe indicated that he would be happy to come back to this group and discuss this topic in the future. Also, he noted that although the unions discussed health care benefits with the State, those decisions were made by the Governor's office and Legislature through their normal processes. It was not through collective bargaining.

There was some follow up and discussion regarding the resolution passed last year regarding collective bargaining for faculty. Joe noted that through its board and Chancellor that it opposed collective bargaining legislation. It was suggested by a member that the shared governance process was broken and needed fixing. Joe indicated that it was through the shared governance process that the real "underclass" of the university was addressed meaning employee groups known as "contingent exempt and non-exempt employees." He cited several examples.

Joe addressed several other questions. For the most part, he stressed previously made points regarding the process. It will be "institution centric," broad in its approach, and transparent. Again, he emphasized that "meet and confer" is not collective bargaining, but that if the graduate assistants and adjunct faculty choose to be represented by a union, they may do so.

The following point was made by a faculty member that collective bargaining and shared governance are not necessarily mutually exclusive. Collective bargaining affects the workplace; shared governance affects academic affairs. They are not necessarily the same thing. Joe noted that it was a fair point.

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## MATERNITY/PATERNITY LEAVE FOR FACULTY PROPOSAL - 12:06 PM

JoAnn Goedert, Assistant Vice Chancellor of Administration and Finance, discussed proposed improvements in maternity/paternity leave for faculty (see attachment). She noted that the proposal is currently in the process of making its rounds within the System. She noted that the policy is focused particularly on attempting to meet the needs of 9-10 month faculty and nonexempt staff with less than 10 years of service. Under phase 1, Section 1 of the policy, "[e]ligible faculty members will be assured eight weeks of paid maternity/paternity leave." In Section 2, it notes that the guaranteed period of the paid leave will be supplemented by a "family support plan" that may include workload modifications "developed jointly by the faculty member and department chair." In addition, the policy addresses establishing minimum USM recommendations to stop the tenure clock in Section 3, and to provide nursing rooms in Section 4.

## SENIOR VICE CHANCELLOR'S REPORT - 10:20 AM

Because of time constraints and a busy agenda, Irv Goldstein indicated that he would keep his report brief.

**Legislative Update:** First, he indicated that this has been a difficult legislative session. He noted that the Senate had proposed a manageable five million dollar cut to System. In contrast, the House proposed a 19 million dollar cut. The problem is that historically, they have split the difference (12M) which would impose severe cost restrictions on the System.

Irv noted that tuition is voted upon by the Board of Regents after the legislative session. It is not a legislative matter. In addition, he noted that the Governor seeks to keep tuition at a reasonable rate. Although tuition is under the province of the Board, the political reality is that appropriations to System are based on the recommendation of the Governor and approval of the Legislature.

He was asked a question regarding the status of the "doomsday" budget. Irv noted that it is still out there, but that it is becoming less likely to be implemented. He noted that the disposition of the tax and pension relief issue involving the school system could potentially impact the budget.

**Coalition Case:** In response to a question, Irv indicated that there was a summary judgment in the capital portion of the suit. The curriculum portion in the operation portion of the suit will be forthcoming. The first phase ended two weeks ago. They now have roughly 70 days for finding of fact and roughly another 20 days to respond after which there are closing arguments and then it goes to the judge. The judge's opinion will most likely be appealed.

## COMMITTEE REPORTS - 12:33 PM

Due to time constraints, there were no additional committee reports [Secretary's Note: *Committee reports were presented at the beginning of the meeting.*]

## LUNCH - 12:35 PM

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## A CUSF FETE FOR IRV - 12:59 PM

A CUSF Fete for Irv was conducted for the remainder of the meeting. It was a celebration and tribute to Irv Goldstein from CUSF. It included awards and a positive “poetry slam.” It was a good time for all. A photo documentation of the event is attached to the minutes.

## ADJOURNMENT - 2:00 PM

Respectfully Submitted,

*Robert B. Kauffman*

Robert B. Kauffman  
Secretary

Attachments: Statement from USM regarding “Meet and Confer Process” for Graduate Assistants,  
Adjunct Faculty  
Implementation Proposal - “Meet and Confer” Process for Adjunct Faculty and Graduate  
Assistants at USM Institutions  
Enhancing Family-Centered Policies for USM Faculty and Staff; Phase 1:  
Maternity/Paternity Leave for Faculty; (March 7, 2012 Draft...)  
Photo Essay of Fete for Irv Goldstein



**STATEMENT FROM UNIVERSITY SYSTEM OF MARYLAND REGARDING “MEET AND CONFER PROCESS”  
FOR GRADUATE ASSISTANTS, ADJUNCT FACULTY**

March 8, 2012

**Adelphi, MD** -- The USM is committed to protecting and enhancing the status of its employees and students. In the recent economic downturn, the USM consistently dealt with budget reductions and constraints in proactive ways that softened their impact on staff, faculty and students. Working closely with state officials and our staff unions, we minimized furlough burdens, avoided layoffs, and protected salaries despite dire economic conditions. At the same time, the USM took serious measures to implement the recommendations of the legislative Task Force on the Status of Adjunct Faculty and Graduate Assistants with the goal of improving the status of both of those groups.

These measures included the adoption and ongoing implementation of new policies to ensure that representatives of adjunct faculty and graduate assistants have regular opportunities to meet with institution administrators to share their concerns and discuss ways to address those concerns. At some USM campuses, graduate assistants and adjunct faculty have asked to be represented by an outside organization in their discussions with administrators. In response to these requests, the Chancellor consulted with the institution presidents and the USM Board of Regents to develop a plan by which graduate assistants (GAs) and adjunct faculty (AF) at USM institutions may select an outside organization to represent them in a “meet and confer” process with institution administration. Governor O’Malley and key legislators, notably Delegate Heather R. Mizeur and Senator Jamie B. Raskin, provided critical support and guidance in this effort.

The attached plan is the result of those deliberations. It establishes the basic principles that will guide the USM as it develops sound and productive “meet and confer” procedures. Consistent with those principles, we will work with both institution leadership and our adjunct faculty and graduate assistant communities to put in place a system that advances USM’s commitment to enhancing the status of its graduate assistants and adjunct faculty.

With Governor O’Malley, Del. Mizeur and Sen. Raskin, the USM is pleased that we have established a meet and confer process for graduate assistants, adjunct faculty and their representative organizations at USM Institutions.



**IMPLEMENTATION PROPOSAL – “MEET AND CONFER” PROCESS FOR ADJUNCT FACULTY AND  
GRADUATE ASSISTANTS AT USM INSTITUTIONS**

**3/1/12**

The USM is committed to protecting and enhancing the status of its employees and students. In the recent economic downturn, the USM consistently dealt with budget reductions and constraints in ways that softened their impact on staff, faculty and students. Working closely with state officials and our staff unions, we minimized furlough burdens, avoided layoffs, and protected salaries despite dire economic conditions. At the same time, the USM took serious measures to implement the recommendations of the legislative Task Force on the Status of Adjunct Faculty and Graduate Assistants with the goal of improving the status of both of those groups. Consistent with these commitments, the USM is supportive of establishing a system for graduate assistants (GAs) and adjunct faculty (AF) at USM institutions to select an outside organization (or organizations) to represent them in a meet and confer process with institution administration.

The USM will establish a process by which AF and GA organizations on campus may undertake the selection of an outside representative.

- This process will be consistent with appropriate legal parameters, requirements for fairness and adequate representation, fundamental principles of higher education shared governance, and administrative feasibility.
- Upon demonstration through the selection process that the GA or AF organization wishes to be represented in the meet and confer process, the representative may work in conjunction with GAs/AF for three years at the discretion and direction of the GAs/AF. Upon completion of a three year period, the representative organization may seek reappointment through the established selection process. During this three year process the Adjunct faculty and Graduate Assistants who voluntarily elect to pay dues to a representative organization may have this done through a payroll deduction.

The purpose of the meet and confer system is to provide AF and or GAs with an opportunity to have outside representation in periodic meetings to share their concerns with institution administrators. This process offers an opportunity for dialog and discussion about matters of concern to AF and GAs and possible options for addressing those concerns. However, as current state law does not enable USM to engage in collective bargaining with GAs or AF, these discussions are not negotiations as part of a collective bargaining process. The Institution will give serious consideration to the information, views and suggestions gained from the meet and confer process in any relevant policy decisions regarding AF and GAs and retains final authority over such decisions.

- The Meet and Confer process will be closely monitored by the Chancellor’s Office to help ensure a meaningful and productive engagement. In furtherance of this goal the Chancellor’s Office shall:
  1. Require that each institution establish a format and timeframe for discussions to take place between GAs/AF and designated institution personnel.

2. Require that each institution provide support to the process by which GAs/AF engage in the meet and confer process, including the selection of a representative organization to join with them in discussions with the designated institution personnel.
  3. Affirm the institutions' final authority regarding matters raised in the meet and confer process.
  4. Provide that the institution will inform GAs/AF in writing of decisions resulting from meet and confer discussions. The decisions resulting from the meet and confer process will become part of the institution's policies if applicable.
- The existence of the meet and confer process on a campus is not intended to, nor will it, restrict the role or function on institution shared governance. Shared governance bodies and other groups of GAs or AF (directly or through representatives) remain free to confer with administrators regarding any matters of concern to those groups.

Approved

**Enhancing Family-Centered Policies for USM Faculty and Staff**  
**Phase I: Maternity/Paternity Leave for Faculty**  
**(March 7, 2012 Draft: For AAAC and VPAF March meeting discussion purposes)**

***Note: This proposal was developed by a workgroup of four vice presidents for administration and finance, four provosts, and USM staff. It was presented to the USM presidents at their March CUSP meeting, where the consensus of the presidents was that improvements to staff maternity/paternity leave should be implemented at the same time that improvements are made for faculty.***

- **Purpose:** The enhancement of leave and other policies to support faculty and staff in balancing their professional and family demands during and after the birth of a child and during a period of family medical crisis. In its first phase, the proposal is intended to offer faculty members adequate time away from full-time teaching and other duties to care for a new child through a combination of paid leave and workload modifications.
- **General Principles:**
  - The USM wants to be recognized as a family-friendly higher education system, and needs to improve upon current policies to reach that goal.
  - While the issue of family-centered policies arose at the USM in the context of faculty, it is also important to address the needs of staff.
  - Enhancements may need to include not just maternity/paternity leave, but also the needs of employees who have to care for critically ill immediate family members.
  - While many exempt and 12-month faculty have opportunities to accrue considerable amounts of leave under current USM policies, those policies often fall short for two groups of employees, especially in their child-bearing years:
    - 9- and 10-month faculty
    - Nonexempt staff.
- **Phased Approach:** Although efforts to enhance family-centered policies in the USM should encompass both faculty and staff, and include supports for employees to care for critically ill family members as well as newborns, it is prudent to phase in such improvements:
  - Most possible measures, especially those related to improvements in paid leave, will have an impact on cost and productivity. For various reasons, it is not possible to estimate those costs with any confidence. Maternity/paternity leave is an area with the most circumscribed potential cost impact, and implementing improvements in that area will help to inform our consideration of other measures.
  - Over the past year, the USM has completed an analysis of the need for and the options to address improvements to the range of supports for faculty parents of new children.
  - Through that analysis, it appears that the most pressing need across the USM relate to the approximately 75% of full-time instructional faculty who have 10-month appointments and few opportunities to accrue paid leave under current policies.

## Phase 1 Elements of a USM Policy to Enhance Supports for Faculty Parental Leave

We propose the following four measures to enhance supports for faculty who are new parents, through birth of an infant or adoption of a child under 6 years old:

1. Minimum assured paid maternity/paternity leave
2. The adoption of “Family Support Plans” at each institution
3. Minimum requirements for stopping the tenure clock for new parents
4. The availability of nursing rooms on each campus.

### 1. Assured Minimum Paid Leave

- Eligible faculty members will be assured eight weeks of paid maternity/paternity leave.
  - That period will consist of any form of paid leave that the faculty member has accrued, to be supplemented by the institution to achieve an eight-week period.
  - The eight-week paid leave assurance will be available to a faculty member parent during the period surrounding the birth of a newborn or recent adoption of a child under the age of 6; with affirmation that the parent will be the child’s primary caregiver during the maternity/paternity leave period.
- Operational questions to be determined:
  - Other eligibility criteria: minimum period of USM employment, application to other than tenured/tenure track faculty
  - The nature of the leave guarantee in excess of the faculty member’s paid leave: e.g., a new form of leave, part of a new leave bank for faculty; or informal institution leave assistance
  - Any maximum number of times that this benefit is available to a faculty member.

### 2. Faculty Family Support Plans

- Each institution shall assure each tenured/tenure track faculty member in need of maternity or paternity leave a “Family Support Plan.”
- The plan will be developed jointly by the faculty member and department chair.
  - If the faculty member and department chair are unable to finalize the plan, or if an agreed-upon plan requires additional resources, the appropriate dean or other academic affairs administrator will participate in completing the plan.
  - Each completed plan will be shared with the appropriate dean or other academic affairs administrator to foster even-handed treatment of faculty members across departments.

- The plan will allow the faculty member to modify workload, especially teaching duties, during the semester in which maternity/paternity leave is taken, though a combination of:
  - Leave, including:
    - All accrued annual, personal and sick leave;
    - Additional paid leave, up to the eight-week total
    - Collegial leave;
    - Unpaid leave, up to the 90-day FMLA limit; and
  - Workload modifications--to the extent authorized by the institution and feasible within the faculty member's department--which may include:
    - Part-time employment
    - The spreading of the semester's teaching responsibilities over multiple terms preceding and succeeding the maternity leave semester;
    - Redistribution of duties to substitute a teaching assignment with other departmental or academic service; and/or
    - Other options identified by the institution or department.
  
- Operational questions to be determined include eligibility criteria, e.g., minimum length of USM service; limited to instructional faculty; tenured/tenure track faculty?

## 2. Tenure Clock Stoppage

Most institutions informally or through policy afford faculty members an opportunity to stop the tenure clock for family reasons. The USM should establish minimum standards allowing faculty to stop the tenure clock when they become new parents.

- USM policy standards would include minimum requirements for:
  - Eligibility for faculty on maternity/paternity leave
  - Length of tenure clock stoppage per birth/adoption
  - Number of times that a faculty member can stop the tenure clock.
  
- Institutions may have more expansive tenure clock stoppage policies, including both more generous standards, and application of the policy to groups other than faculty on maternity/paternity leave.

## 2. Nursing Rooms

Under the federal health reform law, institutions are required to have lactation rooms, other than rest rooms, available for non-exempt employees who are nursing mothers. USM policy should clarify this requirement.

- Operational questions include: whether there are minimum standards for the number of rooms required on a given campus, basic furnishings in each nursing room.

Photo Essay of Fete for Irv Goldstein  
March 16, 2012  
At Coppin State University

The following photo essay is a partial documentation of the events that occurred at the Fete for Irv Goldstein by CUSF on March 16<sup>th</sup> at Coppin State University.



Joyce Shirazi, Chair of CUSF, hosted the Fete for Irv. In addition, she was responsible for coordinating the event.



The guest of honor, Irv (center) with the previous CUSF chairs (from left to right): Dave Parker (SU), Martha Siegel (TU), Irv Goldstein, Bill Stuart (UMCP), Bill Chapin (UMES).



Colin Cooper, a former student who Irv provided mentoring and guidance, read her tribute to Irv.



Stephanie Gibson (UB) presents Irv with a scholarship of over \$500 raised by CUSF members for his students at College Park.



Virletta Bryant (CSU) presents Irv with a Citation Award from the Governor for his service to the State.



Joyce Shirazi, Chair of CUSF, presents Irv with a plaque celebrating his service.



Martha Siegel (TU) reads one of the many poems and readings in the "Poetry Slam" for Irv.





Playing his part and outfitted for the Fete, Irv expresses his appreciation to CUSF for their support over the years. Actually, it is CUSF that thanks Irv for his frankness and honesty in representing System in the shared governance process. CUSF wishes Irv the best upon his return to College Park in June.