

CUSF General Body Meeting
Towson University, Towson, Maryland

Minutes

Tuesday, April 9, 2013

Attendance:	
Bowie (2)	Joan S. Langdon, Monika Gross
Coppin (2)	Virletta Bryant
Frostburg (3)	Robert Kauffman, Elesha Ruminski, Peter Herzfeld
Salisbury (3)	David Parker, Bobbi Adams, Paul Flexner
Towson (4)	Jay Zimmerman, Martha Siegel, Leonie Brooks, Thomas Krause
UB (2)	Stephanie Gibson, John Callahan
UMB (5)	Richard Manski
UMBC (3)	Drew Alfgren, Roy Rada, Nagaraj Neerchal
UMCES (2)	Rose Jagnus
UMCP (6)	William Stuart, William Montgomery
UMES (2)	Bill Chapin
UMUC (3)	Betty Jo Mayeske, Margaret Cohen, Joyce Henderson, David Hershfield
Guests:	Teri Hollander (USM)

Future Meeting Dates for 2012-2013:

May 10, 2013 (Friday)

June 14, 2013 (Friday)

UMCP, University of Maryland College Park

UMBC, University of Maryland Baltimore County

PRE-MEETING – 9:30 a.m.

Pre-meeting activities were convened at 9:30 a.m. by Jay Zimmerman at Towson University with committee meetings.

CONVENING THE MEETING – 10:00 a.m.

At 10:00 a.m. Jay Zimmerman formally convened the meeting.

WELCOME FROM HOST CAMPUS – 10:07 a.m.

Jay Zimmerman introduced the President of Towson University, Dr. Maravene Loeschke. Dr. Loeschke kept her remarks brief and concise. She led off with a comment on their baseball team which was in the news recently due a \$300,000 request in the budget. She used this as her lead-in to the Governor's budget

which was passed the previous day (April 8th) with the end of the legislative session. She thanked the Chancellor and P.J. Hogan for their efforts in obtaining this favorable budget. She noted that unlike many budgets that didn't fund mandates and initiatives, this budget funds the new mandates and initiatives (i.e. enhancement budget). She thanked everyone for coming to Towson. Next, she introduced Tim Chandler, their new provost, who also welcomed the group. Dr. Loeschke concluded her remarks by noting that "Jay represented CUSF exceeding well at the BOR meetings."

ANNOUNCEMENTS – 10:30 a.m.

Jay recognized Nagaraj Neerchal as a winner of one of the Regent's Award for this year. Nagaraj is an at-large member on ExecCom.

APPROVAL OF THE MINUTES – 10:32 a.m.

It was moved and seconded to approve the minutes of the March CUSF meeting. The motion passed.

REPORT FROM SYSTEM – 10:33 a.m.

Teri Hollander, Associate Vice Chancellor for Academic Affairs, provided the report from System. She apologized for Joann Boughman who had an unexpected schedule conflict. Teri provided highlights of the budget that was passed on Monday, the day prior to this meeting. For this reason the following list of items should be viewed as preliminary and subject to change as further details on the budget become available.

- Twenty-two million dollars of enhancement funds were passed. These are funds above those necessary to maintain current funding. [Secretary's Note: *In the November 3rd, 2012 minutes, P.J. Hogan identified three budgetary levels. First is the "Worst Case Budget" where there are furlough and substantive cuts. Next is the "Current Status Budget" which maintain status quo funding. Third and the best scenario is the "Enhancement Budget" which fund new initiatives as well as the current status budget. The budget passed this session was an enhancement budget.*]
- Of the 22 million dollars of enhancement funds, 13 million of the funds are restricted. Not only will System need to indicate what it is going to do, but it will need to submit to the budget committee a report on the metrics that will be used to assess the performance regarding the use of these funds.
- The enhancements will include seven health and wellness initiatives, research, entrepreneurship, commercialization, additional support for research and technology transfer, support for programs between UMCP and UMB, UMB college of law to expand offerings to College Park and Shady Grove, among its litany of programs funded. The other areas targeted were academic transformation and financial aid to eliminate barriers.
- There was a three million dollar cut and these funds are being transferred to the Maryland Higher Education Commission to support student financial assistance.
- Mpower initiatives received 6.7 million dollars.

- There was 1.94 million dollars for the Historic Black institutions to convert contractual positions to full-time positions and enhance student financial assistance.
- There was a \$300,000 matching grant to Towson for baseball. [Secretary Note: *See also Dr. Maravene Loeschke comments under Welcome from Host Campus.*]
- The authorization to provide retention funds for faculty and critical staff was passed again.
- COLA was included in the budget as were merit funds which are delayed until April 2014.
- Overall, the budget is a 7.5% increase over 2013. It is one of the few times in recent years that System has received enhancement funds.

Health Care Act – There were funding issues over the Health Care Act. It has significant impact on the budget. This issue is in flux and System is seeking resolution on several issues. First, the 30 hours a week rule has significant implications for System. Their estimates are that it will affect 1,000 of the 5,000 "Contingent I" employees who will be eligible for health care under the act. Second, January 2014 is when the Act is supposed to be fully implemented although they expect some grace period. Third, there are issues involved in calculating the average of 30 hours a week. They are still waiting to hear from the IRS on this issue. For example, it is undetermined how much out-of-class time will be counted as part of a three credit course. Also, there is a complicating issue involving the calculation of the average. For higher education, the period over which the 30 hours/week average to be calculated may not include breaks (winter, summer) in the academic year. A fourth complicating factor is who is the employer. Is it the institution, the System, or the State that is the employer? This needs to be resolved. This determination affects faculty teaching part-time at more than one institution. Fifth, there are two Federal agencies writing regulations and there are complications being posed. In summary, she noted that this whole area was in a state of flux and that at this time it is difficult to provide detailed responses because the implications of the Act are still to be determined.

There was a discussion of the health care act. There was considerable emphasis in the discussion on adjuncts with a focus on UMUC. The following is a summary of some of the discussion regarding this discussion.

- There was a suggestion to form a committee to address the specialized needs of adjuncts. However, no formal motion was made.
- There were several comments to the effect that adjuncts had specialized needs and this committee could address these needs.
- There were several comments to the effect that CUSF is representative of all faculty, including adjuncts. The issue is what can CUSF do to represent all faculty.
- It was noted that there were 22 million in enhancement funds, and there were not a lot of free monies available. Teri responded that the enhancement funds were in the target areas supported by the governor.
- It was suggested that ExecCom consider scheduling a panel discussion in May on Health Care.

Fees – There was a question regarding the relationship between tuition and fees. It was noted that institutions have three sources of revenues: tuition, State and fees. When tuition doesn't increase and the legislature doesn't increase funding, fees are often raised to compensate and provide additional sources

of revenue. The question focused on whether students were paying more in fees than tuition. It was suggested that this might be an issue for the Academic Affairs Committee.

College Readiness and Completion Act – This was a large bill that was advanced under several other pseudo-names in previous minutes including the "omnibus bill." Teri noted that System was able to successfully fight several of the problem areas in the bill including "block scheduling" where all freshman would take the same schedule of courses, and common course numbering for community colleges and four-year institutions. Teri noted that there are some things in the bill that will need to be worked out and examined. In addition, they were able to insert some language into bill to help ameliorate harmful language.

ELECTIONS – 11:46 a.m.

Rose Jagnus, chair of the nominations committee, gave her report on the election process to date. She noted that nominations were made at the March meeting, that there was one nominee per available position, and that the nominations were closed. The nominations are as follows:

Chair: **Jay Zimmerman**
Vice Chair: **Virletta Bryant**
Secretary: **Bobbi Adams**
At-Large: **Robert Kauffman** and **Nagaraj Neerchal**

A motion was made from the floor to unanimously vote for the slate of ExecCom members. The motion was seconded and passed unanimously.

MOTION #1305 – We move to unanimously vote for the slate of ExecCom members.
[disposition: yea: unanimously]

Rose reminded the ExecCom members to submit the self-statements for their nominations. Verbally, members of ExecCom expanded upon their self-statements for the Council (not included in the minutes) and what they envision as their role for CUSF (*see attached self-statements*). Jay thanked Rose for her efforts in coordinating the nominations and elections.

REPORT ON SHARED GOVERNANCE AT TOWSON – 11:20 p.m.

Introduced by Jay Zimmerman, Tim Sullivan Chair of the Faculty Senate at Towson, presented the shared governance report for Towson University.

Structure – The University Senate is a body of 28 voting members. Members include 20 full-time faculty members, six are students, one staff representative and one lecturer. Their institution has grown and with their growth, there have been growing pains.

Athletics Issue – Towson has been in the news a lot recently, particularly with their issues of athletics. He views that commercialization may threaten education. He questions whether the administration and the Regents will work for the betterment of all. It was a decision that began several years ago that reached a boiling point recently. The Senate passed a resolution supporting the President. He noted that *shared governance is not necessarily whether you agree with every decision made, but that you participate in the decisions.*

White Students on Campus Group – The other issue that they have on campus is that several students are expressing ideas that many of us may not hold dear (i.e. White Students on Campus). He believes that these students may be attempting to precipitate a conflict in order to sue. The institution is walking a fine line between being a free and open environment where people are free to express their ideas and intolerance. The organization is not recognized on campus, and they receive no SGA funding.

Faculty Composition – One of the issues that they are facing is the increasing use of part-time and contractual faculty to full-time faculty. In terms of shared governance, the problem is that over time the part-time and contractual faculty may not have the long term commitment to the institution that full-time faculty have. In addition, Tim noted that they have a constitution that is out-of-date and it doesn't reflect the changing faculty composition.

Q&A – Tim took several questions. Several of the questions focused on the student group and several Council members made comments on the group, on tolerance, and on their personal experiences in this area. He noted that the student group and the athletic issue are a distraction to implementing more productive initiatives on campus.

MOTION #1303 – 11:55 a.m.

Motion #1303 is a bylaw change. In accordance to the Bylaws, the motion was made at the March meeting and discussed at that meeting. This is the second reading of the motion. There was a brief discussion of the motion. A vote was taken and the motion passed.

MOTION #1303 – To change Section 5.2 as described below:

5.2 Duties: The Executive Committee shall:

- g. Be responsible for the publication of formal communications representing the Council.
- h. [Renumber Item g to h.]

[Rationale: *The ExecCom is responsible for representing the Council. Formal publications are one of those responsibilities. Then there is the question of who writes the publication. By not specifying specifically to whom this is delegated, ExecCom can delegate it to the person best able to write the communication. This could include an ExecCom member, a general member, or even someone who isn't on CUSF (e.g. System staff). Even so, ExecCom is responsible for oversight of the publication and that is the way it should be.*]

[disposition: yea: 26; no: 0; abstention: 1]

AD HOC SHARED GOVERNANCE COMMITTEE – 11:45 a.m.

Richard Manski reported on the ad hoc committee meeting. He indicated that they had a very informative meeting with Joann Boughman, They will continue with their dialogue on this topic over the next several month. [Secretary's Note #1: *For a background discussion of this issue and a listing of the committee members, see the first item under New Business of the February 2013 minutes. Note #2: The March minutes noted that the topic should be placed on the agenda of the Senate Chairs meeting in April.*]

MOTION #1304 – 11:50 a.m.

Under new business at the March meeting, MOTION #1304 was made and seconded, but action on the motion was deferred to the April meeting. The motion focuses on involving faculty in the decision making process involving the distribution of merit monies. There was a discussion of the motion, its wording and its implications. Generally, it was concluded that the motion was enabling in facilitating faculty participation in determining how merit is distributed. There were friendly amendments to the motion and the finalized version of the motion is presented below. The question was called and the vote on the question passed. The main motion was voted upon and it passed. [Secretary's Note: *For a brief discussion of the topic that lead to this motion see USM Report – Merit in these minutes. Note #2: For the original motion, see the March minutes.*]

MOTION #1304 – CUSF urges that policies affecting the distribution of faculty merit money be developed with faculty participation. [disposition: yea: 26; no: 0; abstentions: 1]

LUNCH – 12:00 p.m.**COMMITTEE REPORTS – 12:54 p.m.**

Academic Affairs Committee – The committee met and they will need to review the new bill passed by the Legislature. Next, there was a discussion regarding MHEC. First, there was the issue of program approval, particularly out-of-state programs. It was suggested that MHEC will only disapprove these programs when there is clear and definitive reason to do so. MHEC needs to be cautious in its disapprovals since collectively a large number of disapprovals could be considered in violation of Fair Trade Act. This may place System institutions at a disadvantage. It was suggested that Jay might want to contact the Secretary of MHEC and invite MHEC representatives to a Council meeting to address this issue.

Faculty Affairs Committee – Faculty Affairs Committee focused on the sick leave policy. The policy has not been modernized to reflect changes in the law and in social evolution. The policy needs a lot of work and updating. The committee is working with Joann on the policy and will send out another draft shortly to help clarify the language of the policy.

Legislative Affairs Committee – The committee met. They will seek to monitor the budget.

Membership and Rules Committee – There are no pending topics with this committee.

CHAIR'S REPORT – 1:20 p.m.

Since most of the topics normally covered in his report were covered under business, Jay kept his report short. He reported that Joann will begin a gender equity study on salaries. He noted that this was done through the initiative of Bobbi at the last ExecCom meeting.

OLD BUSINESS – 1:24 p.m.

There was no old business.

NEW BUSINESS – 1:25 p.m.

It was reported by one of the members that the situation with the new President at UMUC was worse than the situation with the old boss. There were significant cutbacks in salaries and lost jobs. No action was taken by the Council.

ADJOURNMENT – 1:29 p.m.

With no further business, a motion was made and seconded to adjourn the meeting. The motion passed.

Respectfully Submitted,

Robert B. Kauffman

Robert B. Kauffman
Secretary

Attachments: Self-statements of ExecCom nominees – 2013-2014 Academic Year
w_ photograph of new ExecCom

Approved

**Self-statements
CUSF ExecCom Nominees
2013-2014 Academic Year**



The 2013-2014 CUSF ExecCom.

Jay Zimmerman, TU – Chair Statement

I am interested in running for the position of Chair of CUSF. In the 2012 – 2013 academic year, CUSF has spent time listening to the chair of the University Senate from each school where we have had a meeting. We have also solicited yearly reports on shared governance at each of the USM institutions from these same senate chairs. This year we intend to submit a report on the state of shared governance in the USM to the chancellor. One thing that is becoming clearer is that even if shared governance is fine at the level of the university, it is not always fine at the lower levels of the administration. We need to review the BOR policies to make sure that they insure shared governance at all levels in the universities. Our ad-hoc committee is currently addressing this question and we will continue the effort. Since the chancellor will be retiring at some point in the not too distant future, we need to make sure that these things are in order before he retires. That will be my main goal for the 2013 – 2014 academic year. In addition, by bringing these issues up at the Chancellor’s Council and in the CUSF report to the BOR, we can keep these issues in the minds of the university presidents.

I also hope to use our committees to review the BOR regulations dealing with faculty and make sure that they are current and faculty friendly. It was a bit of a shock to realize how out of date the sick leave policy turned out to be. There are undoubtedly more policies that need to be revisited and CUSF needs to be proactive about finding them. This also needs to be a priority of ours.

Virletta Bryant, CU – Vice Chair Statement

For the last year I have had the honor of serving on the Executive Board of CUSF as the Vice Chair and prior to that as Member at Large. During my tenure I have worked hard to affect change in matters that impact the quality of our lives as faculty and our ability to successfully carry out our work. We are in a dynamic time where issues pertaining to faculty workloads, faculty compensation, shared governance and academic freedom, to name a few, are constantly evolving. It is up to faculty to be proactive in influencing the outcomes that will impact us. I believe that the position of Vice Chair will further my opportunity to serve CUSF by availing myself to provide assistance to the Executive Board and to work with the Senate Chairs of each institutions. This may take on a variety of forms depending on what is needed. I am prepared to represent CUSF at meetings; facilitate communication between USM administration, institutional senate chairs and CUSF; provide advice, counsel or research on a particular topic that has been brought to the attention of the Executive Committee; be an informed voter; and work with the Chair, Executive Committee and the CUSF body to ensure that its policies and procedures are being followed. If elected, I will use the position of Vice Chair as a platform to assist the Chair, as well as the Executive Committee in whatever capacity that arises. There are many pressing issues and concerns that CUSF is addressing. My track record demonstrates my dedication to providing a voice as well as a supportive hand to further the initiatives that CUSF has undertaken.

Bobbi Adams, SU – Secretary

As a member of CUSF since 2006 I have come to the view that ideally CUSF serves the purpose of representing the voice of the faculty in a system of shared governance. While that voice is often noticed, it can also often go unheeded. I hoped that serving on the executive committee would help me make our voice more effective. Over the last year I learned that there are opportunities to make that happen. When listening to system administrators they often given signals both consciously, and sometimes unconsciously, about initiatives we can pursue that have a high likelihood of success and/or methods which may be successful to pursue our concerns. While I believe we need to identify and voice our own concerns, I also believe that we need, as a deliberative body, to be deliberative but not only amongst ourselves. By constructing an effective relationship with the system administration, we can discern the most effective path forward to achieve our aims. My responsibility as an executive board member would be, therefore, is to facilitate ways that our concerns can be addressed. That can include not only representing the concerns of CUSF, but also explaining the concerns and understanding of USM to the body. This can help ensure that we can work effectively and make sure that the administration understands our concerns. I will do my best to see that our concerns and proposals are translated into action.

Nagaraj Neerchal, UMBC – At large Position

The positive experience in my rookie year in CUSF, prompted me to volunteer to be a candidate for one of the at-large positions in the executive committee. I was overwhelmed with gratitude when I was the first candidate to be voted in. This gave me an opportunity to work with an excellent executive team and take a part in setting an agenda that is relevant for USM faculty and interesting to CUSF General Body. I look forward serving capably as an at-large member for another year.

Brief Bio: I am currently Professor and Chair of the Department of Mathematics and Statistics. I obtained my BS (1981) and MS (1982) in Statistics from Indian Statistical Institute and Ph.D. in Statistics from the Iowa State University, Ames, Iowa in 1986. My research interests include modeling and analysis of correlated observations, statistical computing and simulations. I am co-author of two books. I received the Distinguished Achievement Award and Medal from the American Statistical Association's Section on Statistics and the Environment in 2000. I was elected Fellow of American Statistical Association in 2010. I received the BOR's 2013 Faculty Award for Excellence in Innovation.

Robert B. Kauffman, FSU – At large Position

I would like to be elected next year as an at-large member of ExecCom. I have an extensive working knowledge of shared governance. Before serving on CUSF, I was Faculty Senate Chair at FSU for four years. Since becoming active in CUSF, I have served as the Secretary of CUSF for the past two year and served on ExecCom where I have completed the minutes in a timely manner for the General Body, ExecCom, and Senate Chairs meetings. In addition, I was very active in the effort to produce the Chair's Report and Motion #1212 which authorized this report. Philosophically, I believe that if CUSF doesn't advocate for shared governance, no one else will, and we will most likely lose it. The Chair's Report is one of several initiatives that I have supported that has the potential to strengthen shared governance. I would like to continue my efforts in creating the infrastructure necessary for this report and the process supporting it to be successful.
