

CUSF General Body Meeting
Frostburg State University, Frostburg, Maryland

Minutes

Friday, October 11, 2013

Attendance:	
Bowie (2)	Joan S. Langdon, Monika Gross, Patricia Westerman
Coppin (2)	Virletta Bryant
Frostburg (3)	Robert Kauffman, Elesha Ruminski, Peter Herzfeld
Salisbury (3)	David Parker
Towson (4)	Jay Zimmerman, Pat Alt, Leonie Brooks, Thomas Krause
UB (2)	Julie Simon,
UMB (5)	Richard Manski
UMBC (3)	Nagaraj Neerchal
UMCES (2)	
UMCP (6)	William Stuart, William Montgomery
UMES (2)	
UMUC (3)	Betty Jo Mayeske, Margaret Cohen, Joyce Henderson, David Hershfield
Guests:	Joann Boughman (USM), Lila Ohler (UMCP), Keith Eshleman (UMCES), Joann Boughman (USM), Michael Mutagh (FSU)

Future Meeting Dates for 2013-2014:

November 14, 2013 (Thursday)	University of Maryland, Baltimore
December 11, 2013 (Wednesday)	University of Maryland, Baltimore County
January 15, 2014 (Wednesday)	University System of Maryland Office
February 10, 2014 (Monday)	University of Maryland, Eastern Shore
March 12, 2014 (Wednesday)	University of Baltimore
April 10, 2014 (Thursday)	University of Maryland, College Park
May 8, 2014 (Friday)	University of Maryland Center for Environmental Sciences
June 11, 2014 (Wednesday)	Bowie State University

CONVENING THE MEETING - 10:00 a.m.

Jay Zimmerman called the meeting to order at 10:00 a.m.

APPROVAL OF THE MINUTES - 10:02 a.m.

A motion was made, seconded, and the corrected minutes passed with one abstention to approve the September 17th minutes. There were several questions asked and answered regarding the minutes. Virletta requested that her Senate Chair's report from the Coppin be more summative with less details. Jay

indicated that this would be done.

WELCOME FROM FSU - 10:15 a.m.

Elesha Ruminski introduced the President, Jonathan Gibraltar, and the Interim Provost, Bill Childs. Dr. Gibraltar joined Frostburg State University in March 2006. Among his accomplishments, he has improved enrollment, renewed its focus on marketing, branding and raising the institution's profile, and successfully completed a comprehensive 15 million dollar campaign. In addition, he has initiated a sustainability initiative on campus and assisted in revitalizing Frostburg's historic Main Street. Last, he has addressed high-risk drinking by developing a community-based, multi-faceted approach within his administration and off-campus establishments. He has received national recognition for his initiatives. His most recent accomplishment is the development of a branding initiative and video.

Dr. Gibraltar focused most of his remarks on the branding initiative. They took a serious look as to whom they were. It was an extensive marketing exercise that involved everyone including parents, staff, faculty, students, the community, other institutions. The result was the tag line: "*One University. A World of Experiences.*" The President showed the video.

Q&A – In the question and answer period that followed his presentation, Dr Gibraltar addressed his efforts to facilitate shared governance on campus. He noted specific instances. One example was the involvement of the IPR Committee last year in the allocation of equity funds and faculty retention given the salary freezes and lack of raises.

REPORT FROM USM - 10:30 a.m.

Jay introduced Joann Boughman, Senior Vice Chancellor of Academic Affairs, who presented the report from USM. As planned, P.J. Hogan, Vice Chancellor for Government Relations, called into the meeting at 10:30 a.m. to provide an update on the *tuition remission policy* and *performance based funding* (PBF).

Proposed Policy Change in Tuition Remission – The main focus of the discussion was on the timing and support by System for the the tuition remission proposal put forth by CUSF and CUSS. Regarding timing, P.J. Hogan made the following points. The tuition remission policy is a policy of the BOR. Decisions on a change in the policy is a BOR decision that does not need the approval or involvement of the legislature. However, it is an issue to which the legislature is sensitive and they have addressed the issue in the past. It is an issue that the Legislature can involve themselves if they choose to do so. P.J.s recommendation to CUSF would be to bring forth the proposal to the BOR after the legislative session is over in April or May of 2014. The consensus of the members was to formally bring forth the proposal after the Legislative session in April or May.

Jay raised the issue of whether System would support the proposal when it was advanced to the BOR in April or May. There was a discussion involving mostly Joann and P.J. Hogan. It was concluded that unless something intervenes, System would be supportive of the proposal when it was eventually advanced to the BOR in April or May.

Budget Cut – Joann indicated that they were preparing for a 1% budget cut. She indicated that this had nothing to do with the recent Federal shutdown but was based on actual tax revenues during the year and on projections based on these collections. P.J. indicated that the situation resulted due to over estimating revenue. The potentiality of this budget cut was independent of the recent Federal shutdown.

Building on this possible budget cut, Joann indicated that if the Federal shutdown continues for an extended period of time, there could be more serious budgetary implications for higher education. She

indicated that the shutdown was costing the State an estimated three to five million dollars a day in lost tax revenues. Even if the amount of lost tax revenue was one million dollars a day, its impact on Maryland's economy and on budgets could be significant.

BOR Retreat – Joann discussed the recent BOR retreat. First, there was an open discussion on financial aid and its role in student retention. The BOR is interested in finding out more about the implications of this topic. Included in this topic is the total accumulated debt by students to graduate, and the potential issue of loss of aid at the Federal level. She noted that after a presentation, the System institutions were really doing a pretty good job on this topic. She went on to note that there are still issues between *need based aid* and *merit based aid*. The BOR has assigned this task to the Education Policy and Student Life Committee. They will be discussing this issue over the coming year. They will determine how the financial aid packages are put together, where the barriers are, and how the BOR can assist in this process. A second issue in the financial aid area discussed involved the issue of differential aid between first-time full-time freshman and transfer students of about \$4 to \$1, while about one-half of our students are transfers.

Another big issue addressed that the BOR retreat was the issue of whether we are using infrastructure and IT (information technologies) efficiently on campus and how to provide them in enabling ways. Joann noted that there will be a task force appointed which will include BOR members, administrators and faculty to investigate this issue.

Performance Based Funding (PBF) – PBF discussion continues again this year, with a new report by MHEC due October 15. Last year the Legislature tied PBF to *enhancement funding* but not to *base funding*. That may change this year if the MHEC recommendations are followed. It was suggested that one percent of the base funding will be tied to PBF. She noted that several states have between 70%-80% of their funding tied to PBF. In a summary from the floor, it was suggested that all we can do is to monitor the situation. Jay suggested that it would be appropriate for the Legislative Affairs Committee to monitor this issue. P.J. Hogan had another meeting and left the phone after this topic.

Court Case – Recently, a judge rendered a three part decision regarding the coalition that sued the State and MHEC (see attachment). Joann emphasized that USM was NOT a defendant in the case. Regarding the first point, the judge ruled in favor of the State. Regarding *funding model*, there were no traceable differences in funding to the previous policies.

Regarding the second point, the judge also ruled in favor of the State. This focused on the *mission statements* of the institutions and the argument was that HBIs (Historical Black Institutions) were being limited in a systematic way through their mission statements and therefore, they were becoming inferior to the TWIs (Traditional White Institutions) that were allowed to expand and evolve their missions. Hence, the mission statements were being used to limit the HBIs through their mission statement.

The third point focused on *program duplication*. Essentially, the court ruled that the State in its approval process was not protecting through the program approval process the HBIs from program duplication at TWIs (Traditionally White Institutions). Essentially, the State allowed TWIs to start programs that were at the HBIs and this has prevented the HBIs from developing and expanding their programs. On this issue, the court ruled in favor of the coalition. Joann indicated that the court has ruled that the parties will go into mediation and look at remedies. Traditional remedies suggested by the Court might include *closing programs at TWIs*, *merging programs*, *merging institutions*, *closing institutions*, and *creating new and unique programs at HBCUs* (Historically Black Colleges and Universities). She indicated that the merging or closing institutions options are unlikely. In summarizing the decision, Joann paraphrased one president of an HBCU within the System. She noted that "*the news articles are saying the HBCUs came out of this as victors. This is simply not true. The State won but both the TWIs and HBIs lost because now we must fight among ourselves.*" She noted that this was an important insight as the "State"

doesn't need to implement programming changes, closures, shifts or mergers. In response to questions and answers, she noted that the ruling will most likely affect *niche programs* but not *core programs*, although there is much work to be done, some of which will be challenging and possibly painful to some institutions. Also, she noted that this will most likely affect the institutions in the Baltimore region more than outlying institutions.

STATE OF SHARED GOVERNANCE REPORT - FSU - 11:10 a.m.

Background: Jay Zimmerman introduced Dr. Michael Mutagh, Chair of Faculty Senate at Frostburg State University, who provided the following report on the state of shared governance at FSU. Mike began his report with the comment that shared governance is “**alive and well**” at Frostburg. He noted that he was new to the job. This is his first year as Chair and he has been on the job for six weeks. He emphasized the cooperative and collaborative nature with President Gibraltar. He recognizes that the President has the final say, but they have been working together. Also, he noted that he had an open door policy with the President which was helpful. In addition, he noted that they will shortly be searching for a new Provost.

Mike focused a major portion of his presentation on his two initiatives. The Senate started two ad hoc committees. The first committee will look at *faculty evaluations* and the second will look at *workload*. The group was complementary of Mike's efforts to take on these tasks.

Q&A: Several questions and the discussion focused on the two initiatives and on the search that will begin shortly for the new Provost. The observation was made that although shared governance was alive and well at FSU, it would take continued work and effort to maintain it. It was noted that the previous Provost was involved in developing the shared governance system at FSU and that he was a strong proponent of shared governance. The new Provost may come from outside the system and not be familiar with shared governance. The observation was that shared governance is always a work in progress.

LUNCH - 12:05 p.m.

COMMITTEE REPORTS - 12:30 p.m.

Committees met and worked on their tasks until adjournment of the meeting. Formal reports were not given. Several members commented privately on the productive benefit of the committee meetings.

OLD/NEW BUSINESS - 1:45 p.m.

With no old or new business, the meeting was adjourned.

ADJOURNMENT - 1:45 p.m.

Respectfully Submitted,

Robert B. Kauffman

Robert B. Kauffman
At-large Member

Attachments: article

THE CHRONICLE OF HIGHER EDUCATION

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October 8, 2013 by Eric Kelderman

Federal Judge Says Maryland Failed to Desegregate Its Public Colleges

A U.S. District Court ruled on Monday that Maryland had failed to fully desegregate its public higher-education system.

The ruling was issued in a lawsuit filed in 2006 by a group of students and alumni of Maryland's four historically black universities: Bowie State, Coppin State, and Morgan State Universities and the University of Maryland-Eastern Shore.

The plaintiffs accused the Maryland Higher Education Commission, which sets policy for the state's public and private colleges, of allowing traditionally white institutions in the state-university system to duplicate many of the degree programs that would have made the black colleges more competitive for students. The suit also sought increased state appropriations for the four black colleges.

Judge Catherine C. Blake of the U.S. District Court in Baltimore agreed that the state had allowed traditionally white universities to offer many more unique, high-demand programs than black colleges were allowed. The effect of that policy, the judge ruled, was that the black colleges had been unable to fully compete for white students. As a result, she said, the black colleges were more racially segregated now than in the 1970s.

Judge Blake did not find, however, that the state's policies for appropriating money to black colleges represented an intentional effort to discriminate against them. The group of plaintiffs "has not proven that the state continues to employ any funding policy or practice that is traceable to the de jure era [of segregation] that must be eliminated," she wrote in a 60-page opinion.

The judge also did not determine how the state must remedy the problem of program duplication. Instead, she urged the parties to take part in mediation to come up with a solution. She also suggested that high-demand programs could be transferred from traditionally white institutions to historically black ones, or such programs at both black and white colleges could be merged.

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