

CUSF General Body Meeting
 University of Maryland, Baltimore County
 Baltimore, Maryland

Minutes

Wednesday, December 11 2013

| Institution | Attendance |
|----------------------|---|
| Bowie (2) | Joan Langdon, Monika Gross |
| Coppin (2) | Virletta Bryant, Cristopher Brittan-Powell |
| Frostburg (3) | Robert Kauffman |
| Salisbury (3) | Bobbi Adams, David Parker, Paul Flexner |
| Towson (4) | Jay Zimmerman, Patricia Alt, Thomas Krause, Amanda Burnham |
| UB (2) | Julie Simon, Stephanie Gibson |
| UMB (5) | Richard Mansky, Isabelita Rambob, Nina Trocky, Karen Clark |
| UMBC (3) | Nagaraj Neerchal, James Stephens |
| UMCES (2) | Raleigh Hood |
| UMCP (6) | William Montgomery, (Lila) Angie Ohler |
| UMES (2) | E. William Chapin |
| UMUC (3) | Betty Jo Mayeske, Maggie Cohen, Joyce Henderson, David Hershfield |
| Guest(s) | Joanne Boughman, Zakiya Lee |

Future Meeting Dates for 2013-2014

| | |
|------------------------------|--|
| January 15, 2014 (Wednesday) | University of Maryland University College |
| February 10, 2014 (Monday) | University Maryland Eastern Shore |
| March 12, 2014 (Wednesday) | University of Baltimore |
| April 10, 2014 (Thursday) | University of Maryland College Park |
| May 8, 2014 (Thursday) | University of MD Center for Environmental Sciences |
| June 11, 2014 (Wednesday) | Bowie State University |

CONVENING THE MEETING – 10:07 a.m.

Jay Zimmerman formally convened the meeting at 10:07 a.m.

WELCOME FROM HOST CAMPUS – 10:07 a.m.

Nagaraj Neerchal introduced Philip Rous the provost of UMBC who is a theoretical physicist. Dr. Rous extolled the idea of active learning. He discussed the particularly the CASTLE which opened fall 2010 and is an active learning environment for the STEM fields. This Castle he notes was inspired by a faculty initiative in Chemistry called the discovery center. A good leader takes good ideas and runs with them. Dr. Rous links this to his idea of shared governance. He was chair of the faculty senate at one point and so he understands that shared governance is about shared advice, responsibility, and commitment.

He welcomes us to campus. Thanks us for our teaching, research, and service especially at this time of year. This is important especially for our individual campuses and to the system at the whole.

APPROVAL OF NOVEMBER 14, 2013 MEETING MINUTES -- 10:20

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

REPORT FROM SYSTEM -- 10:21

Senior Vice Chancellor for Academic Affairs Joann Boughman presents her report from the system.

Financial Aid -- Regents are looking at getting at more students through school with a lower debt load. The involves the use of not only financial aid offices, but include the way we use federal aid, the way students complete FAFSA. Special attention should also be given to transfer students. Traditionally, most aid goes to first time full time freshman. This aid can be a combination of need and merit. It is a very complex set of issues. We also need to pay attention to the higher ed reauthorization act and any changes that will affect Pell grant funding.

Mental Health services on Campus -- Another issue of concern is to ensure that mental health first aid is available on campus. It is also important that faculty understand the process for mental health first aid on campus and how to get the student to services? Wait times for mental health at campus are often too long and services are not as comprehensive as they should be on some campuses. Best practices are being shared across the USM

Starting Southern MD Higher Education Center (SMHEC) -- Senator John Bohanan is pleased that the USM is involved in the construction of a new building that is now in the State budget. There is a new building named after Senator John Bohanan. It needs to be worked out what programs are necessary at the higher education center and its relationship with the College of So. Maryland and Waldorf centers. There has not been such a focus on Southern Maryland in the past, and campuses will be involved in determining new programs brought to the SMHEC

White House Initiative -- Today Chancellor Brit Kirwin was supposed to be at the White House for new initiative, postponed because of Nelson Mandela's memorial. This meeting is meant to look toward model initiatives which look at getting low income individuals into college pipelines. The model that Chancellor Kirwin is proposing will be proposing the ACES (Achieving Collegiate Excellence and Success) model run through Montgomery College and the

Universities at Shady grove. This program is started in Montgomery County Public Schools in 10th grade. Students go to Montgomery College for two years and then to Shady Grove which has programs from 9 schools. We hope the modes can be expanded and repeated at other campuses and centers.

Mission Statements -- This is the year following that approval of the 5 year state plan. Each campus must, therefore, reexamine its mission statement. This process has already started on each campus. The internally approved policy will be presented to the Ed. Policy and Student Life Committee in late April. The policy then will then be presented to the Regents in June and to MHEC at their August meeting for final approval. The faculty senates should be involved in the campus-based processes.

Given the current environment everyone will be very careful to see that their mission statements will give flexibility to allow to take advantage of opportunities which present themselves. No campus want to be constrained in the current environment.

Regulations in Higher Education -- Chancellor Brit Kirwin has been named cochair along with the president of Vanderbilt University to a new national committee about ways to reduce federal regulation in higher education to make the United States more competitive globally.

Coalition Lawsuit -- Secretary of Higher Education Danette Howard is meeting with each president individually along with someone from the Attorney General office and John Wolfe from academic affairs to get the perspective of each individual campus before mediation. There will be more of these meetings before the end of the year.

There is no more talk of a moratorium on new programs. While there should not be a flurry of new programs right now, if there is a particular need the program approval process should go ahead. This includes the two or three programs which were in the works previous to the lawsuit which are going ahead.

Open Source Initiative -- One concern faculty has about open source is the lack of peer review or uncertain quality. There is talk of a federal initiative that would review open source books so everyone would not have to review each resource independently. This will remain an on-going initiative across the USM with faculty engagement.

Faculty Sick Leave -- In examining whether we can bring the librarian's sick leave policy and with the rest of faculty sick leave, including collegial leave, Dr. Boughman believes it may involve changing one sentence in the APT policy. A more comprehensive study may be required, however.

Merit and Cola -- The 3% COLA will begin on January 1, 2014 as planned. The 2.5% merit pool available as of 4/1/2014 will be distributed according to each campus plan. In response to a question about any chance of retroactive compensation, because faculty have not gotten any pay raise in six years, and have indeed often been on furlough, Dr. Joann Boughman noted that such retroactive compensation was unlikely. Salaries will remain an issue of concern for the USM during the next budget cycle as well.

REPORT FROM THE SENATE CHAIR AT UMBC -- 11:03 a.m.

Nagaraj introduces Katheleen Carroll, Professor of Economics and President of UMBC faculty senate.

Dr. Carroll describes the state of shared of shared governance at UMBC. According to Dr. Carroll at the Administration is attune to shared governance. The procedure is not top down and the administration includes senate and faculty on decision making. The Chair of the Faculty senate sits on the President's Council, and meets with president and provost every month. Indeed she has found that the provost has open door policy which makes the UMBC fortunate. Indeed, Dr. Carroll says that at UMBC there is a real sense of trust and partnership. If the faculty has an idea there is the sense that they can ask the administration to get involved.

Nothing is perfect, however, and Dr. Carroll believes that the university can be better with communications which they are working hard to improve. In addition there are problems with faculty participation. Some faculty do not know how important some things are.

One thing that the faculty senate is looking at is examining is looking at the quality of promotion and tenure reports because they vary widely across departments.

DISCUSS DRAFT OF SENATE CHAIR'S SURVEY ON THE STATE OF SHARED GOVERNANCE -- 11:35

There was some concern about the flexibility of the instrument to capture variation among the campuses. Each question, however, has a free response question that can mitigate that lack of flexibility and help discover if there are questions that need to be revised.

Motion: To Approve the Senate Chair's Survey for use in the CUSF Shared Governance Report in 2013-2014 -- 12:01

To use the corrected draft of the senate chairs survey on the state of shared governance on their campus at the Dec 12 meeting to the senate chairs. The vote was twenty-five in favor and none opposed.

SHARED GOVERNANCE AT UMB, INPUT FROM CUSF -- 12:04

Nina Trocky from UMB is seeking CUSF's guidance about UMB's academic freedom document and how to integrate into into the fabric of UMB.

We reviewed that CUSF recently produced an academic freedom document after much work. While it was circulated, it is not clear whether it has been integrated into handbooks and the like. Perhaps we need to go back and check. UMB can compare their document to the CUSF document.

LUNCH -- 12:16

CUSF COMMITTEES MEET AND DISCUSS PRIORITIES -- 12:45

COMMITTEE REPORTS -- 1:26

Academic Affairs -- Academic affairs would like to address the following issues: how can CUSF help students and faculty with readiness assessment for students? How to help faculty stay up with technology? How do we measure academic rigor in the classroom? By the next meeting they hope there is a few things that they can address and on which they can get advice.

Faculty Affairs -- Joann Boughman met with the Faculty affairs committee. The issue with aligning librarian sick leave with the rest of the faculty is a bit broader than collegial sick leave. Librarians are treated as both faculty and staff. So a task force to deal with the status of Librarians might be in order. 2) A larger and thornier issue is dealing with meet and confer in lieu of collective bargaining. Can we figure out what is going on with meet and confer and identify some avenues to lay the groundwork toward building coalitions to collective bargaining.

Legislative Affairs -- The plans of the legislative affairs committee is to meet jointly with CUSS's legislative affairs committee and synchronize goals. legislative affairs will talk with PJ Hogan and the joint meeting and get to know one another and see what PJ's general concerns and goals are. We may also se up a later meeting.

Membership and Rules -- Election is next spring. The cycle start in February. Nominations in March, and Election in April.

CHAIR'S REPORT -- 1:47

Jay Zimmerman delivered the Chair's report.

Regent's Faculty Award -- Regents faculty awards have been decided. The committee is currently writing up the biographies of the winners and will send them on to system. In working on the awards a couple of issues arose. There is nothing that says you can't win the award two or more years in a row. Since the award is based on the work in the past three years, it seems kind of silly. One can win the award based on the exact same work. There is also a question about splitting the awards. The awards for research, scholarship and creative activities, seem to go to someone in the sciences. There is a question of whether one should be reserved for someone in the arts and humanities.

January meeting -- The January meeting on 15 January is a joint meeting with CUSS and the Student council and is now at UMUC, no longer at USM office.

Sick leave policy -- The discrepancy in the accrued sick leave policy between ORP and state plan was discussed at chancellor council. We have a small window of remedial opportunity to get this address. It is likely not possible to get financial remuneration, but perhaps terminal leave or something like that.

OLD BUSINESS -- 2:08

There was no old business.

NEW BUSINESS -- 2:09

Before the elections we may want to reinstate the trickle down election method.

We may also want to look into changing the rules for the regent awards so that one cannot win the same regent award in consecutive years.

Adjournment 2:10

With no further business, a motion was made to adjourn the meeting at 2:10 p.m. The motion was unanimously passed and the meeting was adjourned.

Respectfully Submitted,

Roberta A. Adams

Roberta A. Adams
Secretary