

CUSF General Body Meeting  
University of Maryland, Eastern Shore  
Princess Anne, Maryland

**Minutes**

Monday, February 10, 2014

Institution	Attendance
<b>Bowie (2)</b>	Monika Gross, Joan Langdon
<b>Coppin (2)</b>	Virletta Bryant, Chris Britton-Powell
<b>Frostburg (3)</b>	
<b>Salisbury (3)</b>	Dave Parker, Paul Flexner
<b>Towson (4)</b>	Jay Zimmerman, Leonie Brooks, Pat Alt, Martha Siegel
<b>UB (2)</b>	Patria Julnes, Stephanie Gibson
<b>UMB (5)</b>	Rich Manski, Nina Trocky
<b>UMBC (3)</b>	Nagaraj Neerchal, James Stephens
<b>UMCES (2)</b>	
<b>UMCP (6)</b>	Lila Ohler, Daniel Lathrop, Bill Montgomery
<b>UMES (2)</b>	Bill Chapin, Rob Johnson
<b>UMUC (3)</b>	David Hershfeld, Betty Jo Mayeske, Maggie Cohen, Joyce Henderson
<b>Guest(s)</b>	Zakiya Lee, Joann Boughman

**Future Meeting Dates for 2013-2014**

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 – 10:00 a.m.

CUSF Chair Jay Zimmerman formally convened the meeting at 10:12 a.m.

Minutes of CUSF meeting of January 15, 2014 were approved. (Moved by Manski)

Since the UMES president was running a bit behind, Jay asked VC Boughman to start her USM report. Two items into the report, approximately 10:20am, UMES President Bell arrived.

WELCOME FROM HOST CAMPUS – 10:20 a.m.

President Bell welcomed everyone to UMES. This is her second year as President, and she said she is excited about her first CUSF meeting. She talked about the “student first” initiative at UMES such as “ICARE” and “Hawkspitality”. She stated that one of the objectives is to identify and nourish niche areas. Comments from the floor included Robert Johnson (UMES) expressing that President Bell has been very supportive of the STEM effort on campus. Bill Montgomery (UMCP) asked if the President will comment on the communication level between faculty and administration. President Bell said she is working with the faculty leadership to create and maintain open communication channels. She meets with all faculty governance leaders on a monthly basis with agendas set by the faculty.

USM Report by VC Joann Boughman --- 10:30am

- BOR workgroup of enhancing technology and student success. The workgroup is learning a great deal, and in the process of collecting of student use and success data.
- A major restructure of MEES (Marine Estuarine and Ecological Studies, a system wide program) is underway with a curriculum committee meeting regularly.
- P&T policies, ranks and titles around the system are being reviewed. The USM has not looked at these policies for a very long time. A Provost level workgroup is also assessing a retirement incentive package being developed by various HR and VP groups. This will be sent to all shared governance bodies for discussion. Recruit, retain, retire are converging at this point.
- CUSF resolution (2102) about academic freedom is going to faculty senates on individual campuses. It clarified the definition of academic freedom and gave context to the policy. Challenge: resolution itself did not change the USM policy. Where should this resolution go in the respective faculty handbooks? VC Boughman would like to proceed with the Provosts to get this process started on their respective campuses.

*Question from floor (Manski) Does this mean that the resolution will go to the handbook. Where is the current language available.*

JB: The goal is to put the material in an appropriate and readily accessible place on the campus websites. CUSF will get to see the language used by the respective campuses. Some schools have already taken this step. The CUSF minutes on the USM website is a good source.

JB will report back after her conversation with the Provosts and the CUSF Executive Committee will take it up at that time, as necessary.

- The Governor’s Budget was relatively good although there were no enhancement funds included. Overall there would be an approximate 8% increase for USM, larger than any

other state agency. This reflects, salary increases, merit, and the proposed merit in July. Most importantly, the increase in the budget will be annualized. The Legislature can only cut—and they are suggesting a 7M cut for the USM. Tuition increases are built into the overall budget. The USM and the individual campuses are fighting the cuts. Please support this push on our respective campuses.

Several important Bills are at various stages in the legislature: a tax free period for textbook purchases, financial aid programs, allowing vets and dependents to get in-state tuition etc.

Major bills: 169: First part: program duplication, would change the language on program duplication criteria from “unreasonable” to “unnecessary” at the graduate levels. Second part: After the USM and MHEC decision on program proposals are rendered, if there is disagreement with the MHEC decision they can go to circuit court. USM believes that Higher Education belongs in Higher Education and judicial review would not necessarily serve higher education well. USM is aware of the difficulty of HBCUs. This bill does not have good timing vis-à-vis the coalition lawsuit. We have been working well with colleagues as mediation is being initiated. In spite of all the efforts, the Bill passed the committee 9-0; and has gone past the 1<sup>st</sup> and 2<sup>nd</sup> readings. It will come to a hearing after the third reading. The other issue is that the rule will not apply to out of state schools. The rule is geographically based and does not make any sense for online programs. Patria Julnes (UB) brought these points up with the governor when she met him in an event. She is sending a newsletter (community or UB?) to all delegates.

UMES senate chair’s report Dr. Nina Bennett --- 11:00am

UMES has two shared governance bodies: UMES senate which is made up of representatives from students, staff and faculty and a separate faculty assembly. Dr. Nina Bennett, Chair of Human Ecology, served as UMES senate chair last year and is currently chair of the faculty assembly. She indicated that the new president (Dr. Bell) instituted regular, consistent, meetings with the senate and assembly chairs. These meetings are extensive (1-2 hours), and have already been held twice this year. She talked about some of the issues related to academics. The hot item right now is the issue of overload compensation and adjunct pay. UMES is one of the lower paid institutions, and the pay scale has not been looked at for a long time. The Faculty Assembly has drafted a letter raising this concern, and comparing the situation to Salisbury University. Key questions: How do you calculate overload? How do you account for internship coordination? The problem is compensation not necessarily how the courses are counted for workload. A dialogue with the administration is in progress. The Senate is looking into revising the constitution. One of the other issues is the length of time you serve as the senate or assembly chair— a two year term instead of one year term. The Senate is looking at revising its constitution, in particular terms of senate and assembly chairs are likely to extended to two years. Lastly, another issue that is being considered by the faculty assembly is the rotating departmental chairs.

Joe Vivona, JoAnn Goedert on the telephone --- 11:10am.

The purpose of this call in was to get input from CUSF members on how the “meet and confer” process is going: Has there been elections or an election process set up to form campus bodies for adjuncts and graduate students? How are the advisory groups working out? Response was primarily from the UMUC representatives/alternates. Dave Hershfeld (alternate from UMUC) said that the current requirement of 30% participation is not tenable, since typical turn out is less than 10%. A Senate Bill (749) has been introduced that relates to the “meet and confer” issue for

the adjunct faculty in the community colleges. There was input from other campuses. In UMB, there is dialogue between faculty and adjunct faculty. More discussion on this issue.

At 11:50am, Jay forwarded the Executive Committee’s recommendation for modifying the Regent’s Faculty Awards eligibility criteria. Seconded by Bill Chapin.

Motion: To recommend to the Board of Regents that the rules governing the Regent’s Faculty Awards be amended to say that no faculty member can win two awards in the same category in any three year period.

Motion carried unanimously.

12:00 noon Challenges to UMUC overseas operations –*Maggie Cohen (FAC Chair at UMUC)*

The item was included in the agenda as requested by CUSF representative Maggie Cohen from UMUC. Maggie Cohen stated that overseas faculty are being asked to re-apply for a different type of position that requires them to travel as needed to teach in various locations based on military need. Currently some of them are located in one place and teach all their courses in that one location. In the future all contracts will require traveling as necessary. UMUC reps expressed concern about requiring overseas collegiates to re-apply for their jobs.

12:15pm. Break for lunch of Crab Cake, Fish, Fried Chicken

**Chairs Report:** The reapportionment has been finished, the numbers are as follows:

**Numbers of Full time USM Faculty by campus CUSF 2014**

The CUSF Chair explained UMUC’s full time international faculty were not counted in the original report. The final report that will be submitted is that there is no change in faculty at any institution that would necessitate a change in reapportionment to CUSF.

Campus	Full time instructional	Full time total	Number of CUSF Members
BSU	227	227	2
CSU	127	127	2
FSU	252	252	3
SU	409	410	3
TU	874	874	4
UB	182	182	2
UMCP	1789	2196	6
UMB	1974	1993	5
UMBC	651	739	3
UMES	219	224	2
UMUC	411	411	3
UMCES	0	66	2

**Legislative Affairs**

No Report

**Library**

A group of librarians and teaching faculty within US has been asked to meet with the Chancellor to discuss the policies related to librarian status and leave policy.

**Old Business**

None

**New Business**

None

**Adjourned at 1:22**

Respectfully Submitted,

**Virletta Bryant and Nagaraj Neerchal**

FOR

**Bobbi Adams**

**Secretary**