CUSF General Body Meeting Bowie State University Bowie, Maryland

**Minutes**

Wednesday, June 11, 2014

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| **Institution** | **Attendance** |
| **Bowie (2)** | Joan Langdon; Monika Gross, Patricia Westerman |
| **Coppin (2)** | Virletta Bryant; Christopher Brittan-Powell |
| **Frostburg (3)** | Robert Kauffman |
| **Salisbury (3)** | Bobbi Adams, Dave Parker, Paul Flexner |
| **Towson (4)** | Jay Zimmerman; Pat Alt; Martha Siegel |
| **UB (2)** | Patria de Lancer Julnes; Julie Simon |
| **UMB (5)** | Richard Manski; Nina Trocky |
| **UMBC (3)** | James Stephens |
| **UMCES (2)** | Rosemary Jagus |
| **UMCP (6)** | William Stuart; (Lila) Angie Ohler; |
| **UMES (2)** | E. William Chapin |
| **UMUC (3)** | Betty Jo Mayske; Margaret Cohen; Joyce Henderson |
| **Guest(s)** | Joann Boughman; Zakiya Lee, Joanne Goeddert |

CONVENING THE MEETING – 10:10 a.m.

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

WELCOME FROM HOST CAMPUS – 10:10 a.m.

Joan Langdon introduced Dr. Weldon Jackson, Bowie State University Provost since July 2012. Dr. Jackson has previously served as the Provost in Morehouse College and Manhattan College in Riverdale, NY. He began his academic career as a professor at Wellesley College in Wellesley, Massachusetts.

Dr. Jackson welcomed CUSF to Bowie. He says that the Wellesley College Job was the best first job, but he left it to work with faculty, the people who affected his life. Provosts love their faculty and appreciate all they do. He said that our presence here on a June morning shows our

commitment. He said that he had to leave us and go meet 100 new students as this is the first new student orientation and that is where the rubber meets the road, but before he goes he would like to thank Jay Zimmerman for all his work and let us know that based on Jay’s work on the Academic Affairs Council Jay represents CUSF well.

APPROVAL OF MINUTES -- 10:16

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

RETIREMENT INCENTIVES REPORT 10:17

JoAnn Goeddert delivered a report on retirement incentives. Dr. Joann Boughman explained that change has been prompted by legal decisions that our current policies are not in line with the law. Situations have also changed. Greater life expectancy, different budget concerns, greater research requirements, and other changes mean that we can’t retain faculty forever. There are procedures dealing with other parts of faculty careers including APT and post-tenure review process. While the age of 65 is no longer the target, there may be a time when the retention of a faculty member may not be in the interest of the institution or the students.

JoAnn Goeddert noted that a bit over a year ago the Attorney General mandated that the policy on terminal leave be updated.The policy in use had been adopted in 1989 and had not been revisited since. The tax and benefit Counsel affirmed what the Attorney General said. Essentially there were two major issues that needed to be corrected.

1. There cannot be a period of paid work in which no work is expected, and
2. If the terminal leave period extends beyond the calendar year (+ a 2.5 month grace period) the whole amount becomes immediately taxable by the IRS.

If the faculty member continues to work at 25% of their workload (need to determine definition) the terminal leave policy can continue as it is now. If the faculty member is not performing any work the faculty member does not get terminal leave but can get a payment up to the amount that s/he would get for the terminal leave.

Options:

Post-Severance Contribution:

After an employee retires the employer can put a taxed deferred contribution into a 403 (b) account. There is no FICA on this money. Their contribution can be up to $52,000 (the amount goes up every year) or the amount of the salary (whichever is lower) for 6 years. The retiree pays tax when it is withdrawn.

Window Programs:

Defines a class of individuals eligible to participate. Employee can get up to full salary (or

$260,000 whichever is less) for 2 years.

Phased Retirement:

Arrange for a reduction in duties (e.g. 50% for 1-2 years). Part time commitment must be at least 25%. Salary will be prorated.

Hybrid Retirement Agreement:

There can be hybrid retirement agreements combining the above options.

Motion: Supporting the new system of retirement incentives before it goes to the board, which is voting on it June 27th. The motion passed 13-1 with 5 abstentions.

SEXUAL MISCONDUCT POLICY 11:15

Representatives of the Attorney General’s office discussed the sexual misconduct policy with CUSF.

Looking at title IX and title VII requirements, the Violence Against Women act, legal opinions, White House opinions, and other guidance it is necessary to craft a policy which is legally compliant yet allow each of the institutions to craft individual policies.

Joanne Boughman noted that everybody hears and reads about sexual misconduct. Usually it’s about sexual assault, not as much about sexual discrimination as we heard 20 years ago. The new policy brings the two issues together. Our responsibilities include a 60 calendar day investigation, though it has some extensions. Memoranda of understanding must be worked out between each campus and with the legal departments around it. Training to all reponsible individuals (including faculty) is also required.

Sexual predator registries are not connected to title IX investigation. The only come into play if someone is convicted in the law enforcement environment.

CUSF has asked the Attorney General’s office to look into some issues including whether the policy stifles expression, whether it protects the rights of the accused, and does the document need to be reviewed regularly and when?

ART DOCUMENT 12:16

Kerry Ann O’Meara reported on the revision of the ART document. Over the last ten years, many systems have worked on ART reforms to acknowledge different kinds of scholarship such as teaching and entrepreneurship.

Another category that needs reform is work-life integration. Issues include paid parental leave or the ability to stop the tenure clock for parental leave. Candidates need to be judged on the time they have been at work without the leave not just have time added to tenure with the expectation that they have accomplished more.

There should be a way to evaluate interdisciplinary scholarship. Reforms should decrease bias in the process and increase transparency, efficiency, and notification. Teaching should also be integrated in the promotion process. Campuses across the country have already done this.

LUNCH 12:40

SENIOR VICE CHANCELLOR REPORT 1:28

Dr. Joann Boughman reported on the activities in the system.

Chancellor Search Committee: The names of the people on the Chancellor’s search committee came out yesterday. They include Rick Berent, Norm Augustine, Molly Broad, Marsha Sefis, Jim Gates, Luis Gonzales, Cliff Kendell, Seim Ma, Frank Reid, and one other

REPORT FROM BSU SENATE CHAIR 1:40

Joan Langdon (a faculty member at Bowie State) read a report from the Bowie State University Senate Chair, Patricia Westerman. She has been serving in the position for about a year. Patricia Westerman believes that there is a clear disconnect between faculty and administration. Many who have been here a while consider shared governance essential. Senate meetings have been well attended this year and it has been empowering. The priority has been to help junior faculty engage.

Her perspective is that administrators hold different views of shared governance. The President and Vice President only show lip service. They got the message from the Chancellor and the President that it is important, but they view it differently. Essentially they only give information, but occasionally provide views, and when they do they generally seek information from unelected faculty who do not represent the views of the faculty at large.

She does note that they are starting to see some light at the end of the tunnel. Indeed, the President attended all but one faculty senate meeting this year.

Joan Langdon also noted that the President’s advisory board, which was hand picked by the President was a sticking point, but she believes that Patricia Westerman has it essentially correct. Patricia Westerman talks to the president a lot. No idea how genial they really are, but at least they are talking.

OLD BUSINESS 1:52

It was decided we need to stay on top of the sexual misconduct policy

NEW BUSINESS 1:53

The first reading of a bylaws amendment to require the production of the annual report was passed.

PASSING THE GAVEL 1:55

Dr. Jay Zimmerman passed the chair’s gavel to Dr. Virletta Bryant

Motion: CUSF acknowledges Jay Zimmerman’s contribution to the CUSF meetings The motion unanimously passes.

CALENDAR 1:57

Virletta Bryant reviews the proposed calendar for the 2014-2015 CUSF meetings

**Adjournment** 2:00

With no further business, a motion was made to adjourn the meeting at 2:00 p.m. The motion was unanimously passed and the meeting was adjourned.

Respectfully Submitted,

Roberta A. Adams

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