



COUNCIL of UNIVERSITY  
SYSTEM FACULTY

CUSF Council Meeting at University of Maryland, Baltimore (UMB)  
President's Board Room  
Saratoga Building  
220 N. Arch St., Baltimore  
Monday, March 26, 2018  
Minutes

Attendees:

Bowie (2)	Benjamin Arah, Patricia Westerman
Coppin (2)	Chris Brittan-Powell
Frostburg (3)	Robert Kauffman, Kelly Rock, Ronna Schrum
Salisbury (3)	Paul Flexner, Dave Parker
Towson (4)	Beth Clifford, Bill Helman (by phone), Ryan King-White, Rajeswari Kolagani, Jay Zimmerman
UB (2)	Haitham Alkhateeb, Stephanie Gibson
UMB (5)	Susan Antol, Karen Clark, Jay Perman (President), Isabel Rambob, Michael Woolley (Senate Chair),
UMBC (3)	Nagaraj Neerchal, James Stephens
UMCES (2)	David Secor (by phone)
UMCP (6)	Philip Evers
UMES (2)	Bill Chapin
UMUC (3)	Elizabeth Brunn, Mary Crowley-Farrell, Sabrina Fu, Albert Nekimken (Guest; by phone)
USM	MJ Bishop, Joann Boughman, Zakiya Lee

### **10:00 Call to order and Approval of Minutes (January & February)**

The meeting was called to order by CUSF Chair Robert Kauffman, and January and February 2018 CUSF meeting minutes were approved.

### **10:03 State of Shared Governance at UMB**

Michael Woolley, chair of the UMB Faculty Senate, provided a report on the state of shared governance on his campus as well as detailing some recent Senate activities. He surveyed Senators using Qualtrics and achieved a 50% response rate. Results indicated that his campus should improve communication overall, but that the faculty are satisfied with the president's statements and actions that demonstrate his commitment to shared governance. One goal reported by Woolley is to identify issues that affect faculty across the campus. A high-ranking matter of interest to the faculty is the need to develop greater consistency across schools with regard to both HR and IT policies and procedures, which would improve efficiency. The Senate will choose two to three items from the list of issues and focus on addressing them during the next academic year.

### **10:20 Remarks from President Jay Perman**

President Jay Perman was introduced by Dr. Isabel Rambob, who called him a big supporter of shared governance. Perman welcomed CUSF members and guests to UMB and commended CUSF for its good work. He went on to describe healthcare education as an issue on which he is taking a leadership role within the System. He has convened a group, at Chancellor Caret's request, to identify gaps between what higher education institutions deliver and what is needed in healthcare career preparation to support the state workforce. He noted that staffing needs in this field greatly outpace the number of higher education graduates, so there is a need to address the gaps and construct a more efficient approach to building a well-prepared, diverse workforce in this area. In doing so, Perman pointed to the need to provide time and training on simulation equipment as well as the importance of team-based, interprofessional educational strategies.

### **10:40 Chair's Report – Robert Kauffman**

With regard to the Chair's reports, Robert Kauffman pointed out that he had written two reports this month. In the first, he outlined the responsibilities of each executive committee position. In the second, he commended the Legislative Affairs committee, chaired by Chris Brittan-Powell, and other participants for their excellent work on USM Advocacy Day.

### **10:41 Report from USM – Joann Boughman**

Joann Boughman provided an overview of the most pressing legislative matters that relate to the System and other higher education institutions in Maryland. The operating budget for the USM institutions has survived intact. Three thousand to 4000 bills were introduced, and she, Andy Clark, Patrick Hogan and others have been working diligently to provide testimony, both in person and in writing, on bills that are relevant to higher education. Boughman explained the approach of the USM to provide expert opinion, guidance, and offers to collaborate to address the needs of Maryland's population. These bills ranged from a sexual assault bill requiring eight hours of training of every faculty member to another bill that would permit community colleges to offer bachelor's degree. The current status of the sexual assault bill is that there is insistence that both parties, i.e., the alleged perpetrator and the alleged victim, have

attorneys available to them, provided by and paid for by MHEC, during any on-campus hearing relating to an alleged sexual assault. There are several problems with this, including that approximately 40% of alleged perpetrators are not USM students.

A bill requiring notification to all prospective students on what their loans (federal, state, institutional, and privately funded) would coast at graduation was not passed, but a summer study will be undertaken to discover how to move forward on the issue. Boughman then reported that Chancellor Caret has challenged System staff to delineate a clear governance structure for the regional higher education centers (RHECs), noting that some enhancement funds may be made available to finance some academic programs there. Next, Boughman explained that the President's Council agenda will include an item about the student mental health crisis on campuses and how it should be addressed. Best practices state that one counselor should be available for every 1000 students. This would not be feasible at most, if not all of our institutions. Boughman concluded her remarks with a reminder about the upcoming Diversifying the Faculty Symposium, to which all CUSF members and some other faculty leaders have been invited.

Boughman was asked whether the System had any intention of looking at faculty salary equity, in light of their policy that faculty should be paid at the 85<sup>th</sup> percentile of their peers. There appears to be wide variation in faculty salaries, often according to discipline, and salary compression has become a very serious concern. Boughman replied that she will ask the new Vice Chancellor of Finance to look at the matter.

### **11:20 Academic Integrity and Open Educational Resources (OERs) – MJ Bishop**

M. J. Bishop addressed the group about academic integrity as well as open educational resources (OERs). On academic integrity, Bishop commended Robert Kauffman and the CUSF Education Policy committee, led by Elizabeth Brunn, for their excellent work in raising awareness about academic integrity and providing an education on the matter to various constituents. Bishop outlined a possible approach to continuing to work on this important matter and pledged to work with the International Center for Academic Integrity (ICAI) as well as Brunn and others over the next year to develop and implement an approach to address this issue. The three prongs of the approach to be taken will likely include: (1) How to design courses to discourage cheating, (2) How to educate students better about plagiarism and other aspects of academic dishonesty, and (3) How to address contract cheating. Bishop reported that she and Robert Kauffman had discussed the possibility of hosting a convening, including faculty, staff, and others, in the fall to help address items 1 and 2. She also mentioned the idea of having faculty and System staff develop instructional modules to integrate discussions of ethics in the general education curriculum. Bishop noted that System would like for CUSF to take leadership on this. CUSF members added concerns relating to the campus-based reporting processes and judicial proceedings as well as the possibility of legal sanctions for instances of alleged academic dishonesty. Bishop suggested possible webinars to educate faculty about legal implications, approaches for integrating ethics discussions within courses, discipline-specific approaches to address academic dishonesty, potential sanctions, the reporting process, etc. During further discussion relating to the issue of consistent policies and processes across campuses, Boughman reported that the System typically provides the framework, rather than prescribing policy. System tends to establish guidelines for campuses to follow in crafting policies and procedures that are, then, reviewed by System staff.

On OERs, Bishop briefly described the success of the Maryland Open-Source Textbook

(MOST) initiative within the System thus far and encouraged attendees to discover and share approaches for providing information, training, and encouragement to more faculty to develop OERs for their courses. Workshops will be given by the Kirwin Center for Academic Transformation. Bishop identified two major barriers to development of OERs: (1) vetting for digital rights, which often requires external support, and (2) ensuring accessibility for students with disabilities, which requires resources and people. One possible approach that has been proposed would be to charge students approximately \$20 per course to support expenditures for development of instructional materials. Discussion of providing incentives to faculty in tenure, promotion, and merit pay processes ensued. In addition, Bishop explained that, in collaboration with CUNY and SUNY, a "referatory" (similar to a repository) could be constructed that would act as a resource for faculty who wish to develop their own OERs or adapt existing OERs for their use. Boughman highlighted the need to build assessment processes into the scaling up of OERs so that the impact of OERs on student learning can be measured. Bishop offered to meet again with CUSF in the early fall to continue to discuss OERs.

### **12:19 Lunch and Committee Meetings**

#### **12:42 Elections of CUSF Chair and Vice Chair**

Chris Brittan-Powell and Patricia Westerman ran for Chair. Each gave a 3-minute personal statement, followed by a brief question-and-answer period. After this, paper ballots were used for voting. Westerman was elected Chair.

Haitham Alkhateeb, Elizabeth Brunn, and Philip Evers ran for Vice Chair. Each gave a 3-minute statement, followed by voting by CSF members in attendance. Evers was elected Vice Chair.

#### **1:37 Nominations for Secretary and for two At-Large positions**

Nominations were taken for Secretary and for two At-Large positions. Elizabeth Clifford nominated Elizabeth Brunn for Secretary. Westerman stated that she had submitted a nomination of Ryan King-White for At-Large member. Karen Clark was nominated for an At-Large position. Voting on these three positions will occur at the April CUSF meeting. Nominations are open until voting commences at that meeting.

#### **1:40 Other business**

A motion was made, seconded, and approved that Kauffman will write a commendation, thanking Andy Clark and Patrick Hogan for their exceptionally great work on legislative matters, despite an exceedingly heavy workload.

#### **1:43 Regents' Faculty Awards**

Kauffman commended Jay Zimmerman for his excellent leadership for several years on the Regents' Faculty Award committee. Zimmerman thanked members of the committee and presented the names and categories of award winners (also reported in the packet for today's meeting). Zimmerman also outlined the committee's review process.

#### **1:48 Committee Reports**

Legislative Affairs – Chris Brittan-Powell

No further report, in light of Boughman's reporting.

Education Policy – Elizabeth Brunn

The committee has been collecting policies and procedures from the campuses, and will review them and will forward their recommendations.

Faculty Concerns – Benjamin Arah

The committee will report on interest about retired faculty associations at the April meeting, and will conduct a panel discussion in the May meeting on student and peer evaluation of faculty.

Membership and Rules – Bill Chapin

Nothing further to report.

**1:51 Old/New Business**

Nagaraj Neerchal reminded attendees about the Senate Chairs' meeting on April 12, 2018.

**1:52 Adjourned**