



COUNCIL of UNIVERSITY
SYSTEM FACULTY

**CUSF Council Meeting at Universities at Shady Grove
Building II Conference Room
Rockville, MD 20850
Monday, September 17, 2018**

Minutes

Attendees:

Bowie (2)	Benjamin Arah, Patricia Westerman
Coppin (2)	Chris Brittan-Powell, Erica Covington
Frostburg (3)	Robert Kauffman, Kelly Rock, John Lombardi
Salisbury (3)	Ellen Schaefer-Salias
Towson (4)	Beth Clifford, Ryan King-White, Bill Hellman, Rajeswari Kolagani (by phone), Jay Zimmerman (by phone)
UB (2)	Julie Simon
UMB (5)	Karen Clark
UMBC (3)	Nagaraj Neerchal, Sreedevi Sampath, Carolyn Tice
UMCES (2)	Robert Johnson (by phone)
UMCP (6)	Marcia Shofner, Jason Geary
UMES (2)	Bill Chapin
UMUC (3)	Elizabeth Brunn, Mary Crowley-Farrell, Sabrina Fu Guest Albert Nekimken and John Curry
USM	Zakiya Lee

9:15 CUSF Orientation

A CUSF orientation was provided for new (and some continuing) members. The current CUSF executive committee led the discussion, which focused on CUSF 's role in USM, committee service, rules and logistics, among other matters.

10:10 Meeting Called to Order

Welcome and Introductions – Patricia Westerman

Karen Clark discussed Logistics for the meeting. Karen explained the WebEx access and other matters to attendees, in person and by phone.

10:17 Greetings from Campus – Introductions by Karen Clark of Dr. Stewart Edelstein, Executive Director of the Universities at Shady Grove and Associate Vice Chancellor for Academic Affairs at USM

Dr. Edelstein welcomed CUSF to Universities at Shady Grove (USG) and sought to describe the nature and role that the regional site contributes to USM. He noted that the 9 universities represented at Shady Grove (USG) offer over 80 undergraduate degree programs. The local community colleges work with the represented universities to offer a 2+2 opportunity that allow students to stay within their work and residential community. This relationship affords students a chance to get to know future employers (several internship programs are offered by local employers) and go to school near work and/or home. The biggest feeder community college is Montgomery College, but Prince George's and Northern Virginia Community Colleges have a growing enrollment. The 11,000 students who have graduated from and who attend USG now are diverse. USG has the highest completion rate, 74%, among the USM schools. 50% of USG students are the first in their families to attend college. The financial challenges that face these students is met with the 2+2 program as it affords students the chance to attend school where they live and work. Dr. Edelstein also mentioned that the school was offering a new extensive stem program when the building that houses the program is completed. It should soon open soon. Questions asked: Chris Brittan-Powell asked why universities find regional sites advantageous. Dr. Edelstein replied that some schools are looking for a community-based connection to offer their programs to encourage Maryland students to stay within the state, while others find that they can pilot new courses and programs that they are not able to do on campus. Sabrina Fu asked about a conversation that she had with a student she encountered on her way into the meeting. During the conversation the student mentioned that she was not able to intern because she was an international student. Sabrina Fu wanted to know if her advice that she speak with career counseling was correct. Dr. Edelstein said that it is problematic with international students because of questions related to visas and work permission. She was right to refer her to career counseling for the future. Karen Clark commented that USG provides a great opportunity for interdisciplinary and interinstitutional study because of the cross section of schools and student body. Robert Kauffman commented on the notion that USG is also a good place for CUSF because it represents faculty across the system. Trish Westerman agreed and noted that is one of the reasons it is a good place to start the new CUSF year.

10:40 Approval of Minutes - Motion by Julie Simon to approve the CUSF Council Minutes of May 2018. Ben Arah seconded. No discussion, motion was carried.

10:41 Updates from USM and Chancellor's Council – Dr. Zakiya Lee stood in for Joann Boughman, Senior Vice Chancellor for Academic and Student Affairs because of a scheduling conflict. Zakiya suggested that the most notable update from the summer was the completion and submission to the Board of Regents of the Institutional Annual Cultural Diversity Reports. Overall there was movement since the 2008/9 original report. The numbers show some movement towards inclusion, but tenure track positions are still in need of a stronger show of diversity. The campus climate area also needs to be improved. The report was approved and sent to MHEC for approval. Another area discussed by USM was the need for a deeper examination of Title XI issues. Guidance changes are forthcoming from the attorney general's office, but Joann is not sure exactly what they will be at this time. Also noted by Zakiya was that it is time for review of university mission statements. This is part of the shared governance initiative. The statements submitted do not appear to contain a lot of changes to years past and if faculty would like to see the mission statements offered by the schools, they can visit the USM website. It was also mentioned that System and Board of Regents leadership encouraged the creation of a work group on Free Speech Issues on Campus. Robert Kauffman is CUSF's representative. The group is tasked to consider the need for a USM statement or guidelines related to freedom of expression. Zakiya announced that there were two new President's appointed. Dr. Anderson at the University of Maryland Eastern Shore and Dr. Wight at Salisbury. A reminder was given that Board of Regents Award nominations are due November 1st and the deadline for making suggestions for the honorary degrees list is November 30th.

Questions asked: Jay Zimmerman asked if there was more information about the ongoing coalition case. Zakiya said she would check on the status and put it on next month's meeting agenda for a report. Chris Brittan-Powell asked if USM had any knowledge of the affect the reduced costs of drugs recently announced by many companies may have on unfunded mandates. Zakiya said she would investigate this and get back to CUSF at the October meeting.

11:00 Chair's Report – Patricia Westerman

The chair called for members to go over action items in their committees. These were to include: Membership and Rules- review by Bill Chapin and Trish Westerman for inconsistencies, Ed Policy- academic integrity; Faculty Affairs-faculty evaluations, post tenure review, Legislative Affairs-Advocacy Day, New action items and resolution on collective bargaining. Fiscal Affairs- The chair had asked Jay Zimmerman and Robert Kauffman to write a white paper on faculty compensation compression and 85% policy for submission to Chairman Brady per last year's indication that Chairman Brady would gladly entertain such a document. Nagaraj Neerchal asked why others could not join this as it was a standing committee. The chair responded that under the CUSF bylaws committee make up was in the purview for chairs to appoint or CUSF to elect. Since this committee was only tasked for one purpose and the Fiscal Affairs committee was not usually in action the appointment of members was expedient and appropriate.

11:00 Panel on Interinstitutional and Interprofessional Academic Programs

“True Leaders Fill the Gap”

Dr. Karen Clark from UMB; Dr. Diane Alonso from UMBC (USG); Dr. Dave Mallett from UMB; and Dr. Condon from UMB; and Dr. Chris Brittan-Powell from CSU

Karen Clark began the panel discussion with a PowerPoint presentation explaining the importance and relevance that using interdisciplinary (ID) and Interinstitutional (II) curriculum and program development can have in producing innovative teaching techniques. The major points made by our panel included:

- Presenting opportunities for students to interface in students and faculty from other backgrounds of study which provides valuable work skills namely communication and collaboration.
- Encourages innovation in both the academic and work environments through creating a “learning/systems thinking” environment which focuses on looking at the whole rather than siloed areas of study. This provides multiple alternatives to solving a problem and enriches the chance that the solution will be new.
- Enhances “soft skill” sets of class members by placing them in an environment in which communication is imperative to complete tasks effectively. Dave Mallett gave the example of the importance of word choice. He explained that definitions of terminology are the cornerstone to making an ID or II program work. For instance, Interprofessional education (IPE) is defined as two or more groups of professional students being taught by two or more faculty members in the respective fields. Chris Brittan-Powell used the analogy of a Venn diagram with the two or more groups seeking an area of overlap from which they both receive answers.
- Discussion focused around several areas:

Ericka Covington said that while the idea is sound, she wonders why a student would take a course like this rather than a course directly related to their degree program? She thinks it would have to be sold. Many others agreed, and Karen Clark replied that they have found that students have gotten hired over others because they have had this experience. Employers like the fact that the students have developed skills in collaboration. They know how to communicate and brainstorm with others. Julie Simon noted that UB offers an interdisciplinary major and it is becoming very popular because people are getting jobs because collaboration and team work is high on employers list of skillsets. Further discussion centered on the idea of incentivizing students to take ID or II programs or classes. Robert Kauffman said it was viewed in different ways by students. Some felt that it was just a way to get a degree done, while others saw it as a chance to study the things they like. Digital badging was mentioned as well. It could present a problem because potential employers might miss good candidates (and vice versa) with the absence of the right “key words” on a resume. Karen Clark also brought up the fact that accreditation bodies were viewing ID and II as positive because of the critical thinking and communication skills it offers students. Bill Hellman explained his experience with combining music with other fields and the good success that he experienced. Beth Clifford suggested that in answer to the badging problem CUSF might ask USM to consider allowing the degree to put on diplomas not just the student’s major which is currently the case. Bill Chapin explained the value ID and II would have in the workplace especially in his field of software development. It is hard for people to

communicate. The software people are expected to know what the client wants and the client who may a group of doctors for instance doesn't want to take the time to explain. They just want the software people to do their magic. Diane Alonso responded they need to know how to "speak other's doing". Students need to learn to develop a common space in the Venn diagram. Thanks, were given by the chair to all the panelists and to Karen Clark for all the work that she had done in putting the panel together.

12:25 LUNCH -- Committee Meetings (with Possible Action Items)

1:25 Meeting Reconvened

1:27 Committee Reports

Legislative Affairs- Nagaraj Neerchal was elected chair. It was reported that they would arrange a meeting with Patrick Hogan and Andy Clark? to discuss possible action items for the future as well as advocacy day. Resolution for collective bargaining would be looked at again.

Faculty Affairs- Ryan King White was elected Committee Chair. Ryan reported that they would continue the work started by Ben Arah last year. They were going to collect survey instruments for all the schools and begin the process of reviewing the studies. Post-tenure review will also be looked at closely.

Fiscal Affairs- Robert and Jay met and agreed that they would make a report on faculty salaries, to work toward goal, consistent with USM Policy II-1.21, Policy on Compensation for Faculty, of paying USM faculty at the 85th percentile of faculty at peer institutions. They hope to have the first draft together by the October meeting.

Membership and Rules- Bill Chapin was reelected chair and he and Trish Westerman would Review CUSF constitution and bylaws for internal consistency. There are no new members on the Rules committee.

Ed Policy- Elizabeth Brunn was elected chair. It was reported to the CUSF the following discussion. A review of the upcoming Convening Agenda being held in conjunction with the Kirwan Center brought to light a difference of perspective as to the goal of the meeting. The Kirwan Center wanted to approach the first meeting on Academic Integrity by discussing teaching best practices that promote honesty. They felt they wanted to bring the problem to light for faculty at home. The committee felt it was too soon for best practices. It was decided by the committee to approach the folks at the Kirwan Center with a firm statement of CUSF's approach and that a motion would be needed from the floor. It was also a concern that the makeup of the committees suggested by the agenda was not as effective for bringing about grass roots change as was needed. This too was part of the motion. Zakiya urged the group to consider to be aware of the space and budget limitations for the convening and to recognize the need to consult with MJ Bishop. The report generated the following motion's recommends that the focus of the convening around raising awareness about the complexity of the problem surrounding Academic Integrity be defined by faculty, and that the makeup of the attendees' list be extended, especially with regard to faculty and students, to reflect the need for those people who can best effect

change. **The motion** was made by Marcia Shofner and seconded by Carolyn Tice. The motion was passed unanimously after a brief discussion.

1:45 Board of Regents' Faculty Award Committee - Motion to approve committee composition was made by Benjamin Arah committee chair they are Professor John Bessler from UB School of Law, Dr. Jianhua Zhu from UMCP, Dr. Vanessa Jackson from CSU, and Dr. Karen Clark from UMB. **The motion was** seconded by Kelly Rock and after no discussion was **passed** unanimously

1:52 Adjournment and tour of campus

The meeting was recorded on Web Ex and a copy will be forwarded to the chair.