



COUNCIL of UNIVERSITY
SYSTEM FACULTY

**CUSF Council Meeting at University of Maryland at Baltimore
Presidents Conference Room
Baltimore, MD 21
Wednesday, October 10, 2018**

Minutes

Attendees:

USM	Joann Boughman, Zakiya Lee
Coppin (1)	Chris Brittan-Powell
Frostburg (2)	Robert Kauffman, John Lombardi
Salisbury (1)	Ellen Schaefer-Salias by phone
Towson (4)	Ryan King-White, Bill Hellman
UB (2)	Julie Simon, Haitham Alkhateeb
UMB (5)	Karen Clark, Susan Antol Celeste Gerhart-administration
UMBC (3)	Nagaraj Neerchal
UMCES (2)	Mike Wilberg
UMCP (6)	Marcia Shofner, Phillip Evers
UMES (2)	Bill Chapin
UMUC (3)	Elizabeth Brunn, Sabrina Fu, Mary Crowley-Farrell by phone

10:05 Meeting Called to Order

Welcome and Introductions – Phillip Evers, Vice Chair standing in for Patricia Westerman who was ill.

10:07 Greetings from UMB campus – Introductions by Karen Clark of Dr. Bruce Jarrell, Vice President, Provost and Dean of the Graduate School standing in for President Perman who was attending a conference in Chicago.

Dr. Jarrell welcomed us all to UMB and discussed the following projects that UMB is doing right now and in the future. They are:

- The focus on Interprofessional education. This was mentioned in connection with last months discussion by Karen Clark and other medical educators. Dr. Jarrell said that he and the President at UB are tirelessly working towards the goal of making IPE very much a part of the work at UMB. He said as a transplant physician and surgeon he could not have led successful work without the team of professionals caring for every need of the patient. Surgery was only a part of the care they needed.
- Community engagement is a very high priority for UMB as a result they have several initiatives running right now. The Community Engagement and Rec Center. This project is being assembled with the help of Under Armour. Its goal is to revitalize Baltimore by helping to teach potential workers commercial skills that will enable them to obtain jobs and join the community economically. They also offer jobs to successful candidates. There are a variety of programs from writing viable CV's, job search skills and teaching how to dress for success. The Center also offers recreational outlets for children and adults. The Bio Park for research an innovation. The new Center for Entrepreneurship combining business and legal USM educators to encourage entrepreneurship in the community. The Lexington Street Revitalization Plan seeks to provide new residence space and markets for a vital and safe living corridor in the hospital and school areas of UMB and UB. Cambridge Inn Motel plan is a for profit start up plan that is working to use local help and University business educators to make a for profit business outlet for the school.
- Sabrina asked how to does UMB get the people to come to the various projects. Jarrell explained that they use people to go door to door to engage interest and to assess needs of the people direct them to the various places.
- Chris asked a question about how the school was helping to create health care jobs in the area. Dr. Jarrell said that UMB was taking steps to use only vendors from Hollins Market and Lexington Market surrounds. He pointed again to the Community Engagement Center and its successes. Joann reminded him of the program with BCC and CCBC to engage workers from local community colleges.
- The issue of safety is very important and the New Chief of Police and Emergency Preparedness for UMB is working hard to improve the safety of the school environment. A new plan is underway with city officials is under way.
- Since Perman's arrival collaboration among the various UMB schools and the community was a serious priority. There are seven schools within UMB and they all have programs with other USM schools. The type of program varies with the school, from joint research initiatives to the Legal studies program in the Living Learning Center.
- He mentioned the idea of more joint master's programs and noted the Bill Conway cash program and an example with UMES.
- Joann said that they hoped that the collaboration would cover all the schools. Jarrell agreed but added that for collaboration to work among schools, not faculty they usually

focused on the work, a less competitive environment among schools needed to be cultivated. Collaboration was hard when people's careers were at stake.

10:30 Karen Clark for Michael Woolley UMB Senate Chair Report

Since Dr. Woolley was sick, Karen presented the history of UMB shared governance.

- In 2016 all the Deans to present to Senate about “how they view shared governance” They had mixed idea of top down participation vs. Collaborative and transparent
- In 2017 began conversations about how Senate could become more engaged. They surveyed but got minimal results and decided to brainstorm topics. Communication seems to be the biggest mountain to climb.
- Four areas of concern were selected to start conversations in the Senate. They are safety, communication- educate faculty on technology to coordinate with groups, employee benefits-compression and competitive salary concerns, and human resources encourage bundle hiring for grants. They would like to begin work groups, but it is hard to get faculty to be involved in the Senate. They have set things up like CUSF with representatives from each school. She said that they were in fact a microcosm of CUSF. Nagaraj commented that it must be hard to get involvement with faculty coming from such a varied skill base. Susan said that they have a lot of changes to make to get the various schools to work together including making the Senate more collaborative which entails changing bylaws to exclude Deans. They need to make the Senate more inviting to get buy in from faculty. It is a hard job.

10:55 Motion by Sabrina to approve the CUSF September 10, 2018 Council Minutes with correction of the typo referring to Title IX as Title XI. Robert seconded. No discussion, motion was carried.

10:56 Updates from USM and Chancellor's Council – Joann Boughman, Senior Vice Chancellor for Academic and Student Affairs reported to CUSF on the following issues:

- USM and MHEC are taking a deeper examination of Title IX issues. Guidance changes are forthcoming from the attorney general's office, but Joann is not sure exactly what they will be at this time. The question of implementation of the new regulations has brought two basic areas of concern; the new regulation setting the standard of evidence for sexual harassment grievance conclusions to be found on the “Clear and Convincing” evidence as opposed to the conflicting USM standard of Preponderance of the evidence. USM is pushing back on this as it is cumbersome and makes the proceeding a trial with the new requirement of having opposing counsels for each party. The second area is the question of training. Under House Bill 1423 employees must receive two hours of training. There is a call for two levels of training both face to face and online. Joann said that USM will look at this after the Title IX convening which is coming in November. The school groups will discuss topics including training at the convening. Attending school groups are made up of legislative and government school representatives, Attorney General's Office, CUSF representative and student council representative. Chris suggested to Joann that it might be worth shared governance body to offer a resolution on

the issues to add “influence” to the question. Joann said yes but after the convening is over would be a better time to discuss the idea.

- Budget process is in its quiet phase right now. USM is discussing its position on various matters. One of the more significant one is what to do with the \$20,000,000 enhancement request. Most of the money would be earmarked for development of STEM, Health and Cyber programs. However, since USM is concerned with the lack of teachers in the state, they would like to carve out an added request for \$5,000,000 dollars to develop a teacher recruitment program.
- Health Care benefits have two challenges under review right now first the problem with the online software conversion for easier enrollment in benefits programs have put new hires into a position of having to pay out of pocket health care expenses until the software issues can be resolved at which time they will be reimbursed. The second is the concern of over the retiree drug plan that is changing because of the 2011 Federal Bill for Medicare. Federal change left state employees who have or will retire with a gap possibly giving a greater out of pocket expense to retiree.
- Campus safety is a big concern with Ed Policy committee. They will be having a panel on student safety at the next meeting. They do not feel that the Board of Regents understands the depth of the problem. Questions of jurisdiction, back up plans and other related ideas will be discussed. Nagaraj asked if any students will be on the panel. Jo said no but that is because the Ed Policy committee works differently than other committees as it is open to the public and will take discussion from the floor.
- Jo also said that per the request of CUSF in September she is reporting the Coalition case. It is currently in appeal status. Ryan asked for an explanation of what the case is about and why it is important to us. Jo explained that the HBCU schools sued the State of Maryland alleging that they were perpetuating a dual system of education based on race. Two allegations were put forth by the HBCU’s that the state had different resources for HBCU than for other schools. The court found the not liable on this point. The second allegation that is being appealed by the State is the claim that by the state refusing HBCU’s the right to have exclusive and unique programs they are putting them at a distinct disadvantage. HBCU schools lose their identity as an HBCU if they must continue to offer the same programs as all the other state schools. This makes them less competitive with other schools in the area and therefore refusal to allow unique programming is discriminatory. MHEC is required by the court to define duplicative. It used to be based on geographical terms but with the changing times the question is more what a reasonable definition for duplicative is. The reason that this is a concern is that it would offer a precedent for all private schools to seek different status from the state on a variety of issues. The main Plaintiff in this case, which has been going on for 10 years, is Morgan alumni. Jo said USM HBCU’s are fine with the way things are. Susan noted it is a backdrop across institutions and Nagaraj wanted to know if it was the same judge for the case. Jo said yes.

11:25 Chair's Report (Phil Evers)

Since the chair was not there Phil said he would take a moment to remind everyone of the upcoming Senate Chair meeting on the 17th of October. Topics for discussion include the salary, faculty evaluation and academic integrity actions items.

11:26 Salary Report (Robert Kauffman)

Robert said the report on the salary compression and 85% competitive standard under USM policy 2-1.21 is working towards completion. He is waiting for the figures from Mr. Frost at USM. The policy is a goal system says not a guarantee. Our current numbers of the schools who are addressed by the policy show that they are at or above 85% salaries found in like fields at schools across the nation. Regents are taking the idea of reviewing this seriously. Julie pointed out that standard is not being correctly measured. The 85% is calculated on the average of all the salaries. Some departments get paid way less than their peers nationwide while others are at or above. Nagaraj said peer list is different from department to department and it is not metric to say they are reasonable to compare. Phil remarked that the paper served to maintain visibility externally. Robert said that there are two levels that system can work to get the improvement with this information. They can lobby the governor for more money and they can look at local retention funds to enhance some salaries. Robert said the solution likely did not rely on one broad stroke.

11:40 Regent's Faculty Awards (Ben Arah) – Not present; no report given

11:41 MHEC (Chris Brittan-Powell)

Chris, our representative to MHEC was asked to describe what MEHC was about and how they worked. Chris explained the MHEC is a State sister organization that represents all the different segments of Higher Education within the state. The group has membership from USM (with the schools sharing voting privileges to avoid dominance in the committee), Community Colleges in Maryland, Morgan University, St. Mary's and all independent schools in Maryland. The group is led by a Secretary appointed by the Governor (Sabrina's question). It discusses many of the same issues as CUSF. The group is interesting because you can see administration speaking, as well as faculty. It gives a very broad perspective to problems facing the higher ed schools in Maryland. Nagaraj said the size was a problem. The fact that there are more representatives than votes does not encourage participation on the part of the membership. He urged that if CUSF members go back to their schools to encourage serious representation in the group. Chris agreed that the community colleges participate, and they seem to wield influence in the group. Jo said that this is problem because so many of them are after the right to offer a four-year degree something USM, who currently holds that control, does not want.

11:55 Collective Bargaining Resolution (Nagaraj Neerchal)

Nagaraj explained that he was offering for confirmation the resolution for collective bargaining that is done so yearly. USM is not inclined to support the measure but CUSF feels that each campus should have the right to examine the possibility of collective bargaining. Nagaraj moved that CUSF adopt the measure, Karen seconded. In discussion Bill said he failed to see what good this resolution does except to make us feel good. Chris said that it kept this in the eye of the legislature and schools. Ryan said that Towson was looking to break up Faculty Senate making two bodies collective bargaining is a matter that concerns them right now. Bill said we should research this and figure out whether it is worth keeping this going. Phil said we are not seeking to affirm collective bargaining just let schools decide. No other discussion was given. The motion passed with two abstentions.

12:05 LUNCH -- Committee Meetings (with Possible Action Items)

1:20 Meeting Reconvened

1:22 Committee Reports

Legislative Affairs- Nagaraj Neerchal reported that the committee had only a few members attend and would be looking to begin preparation for Annapolis Day. They also were going to work with Andy Clark to get going on the project as well as other action items. Phil said that he enjoyed the process last year but wondered if we could be more strategic in who we picked to see. He felt that he would have liked to speak with those who did not favor the budget. Ryan agreed he would have liked to have had more talking points than they agreed with the governor's budget. Sabrina said it was about making a personal connection. Joann agreed and said it was important to have that face put to the cause because Senators just see the same people all the time. If they are voting on faculty matters it is great for them to see the faculty who have to live with their decisions.

Faculty Affairs- Ryan King-White reported that they collected evaluation instruments from most all the schools and Kelly Rock collated them and prepared a table for our review. Ryan said he would send it out to us. * They are now going back to the schools to look at how each school defines the idea of service because of its influence on workload. Phil said he would bring this up at the Senate Chairs meeting.

*Copy of subsequent email with data collected is attached

Phil explained that he would be bringing the evaluation question up with the faculty senate chairs to have them collect information on the subject. He has a series of questions that he sent out prior to the meeting that they will be discussing in the meeting. Jo said that they were reviewing the matter of workload on a system level and that this would offer a good opportunity to create a system level policy framework. Faculty voice is critical to this process and should be ours to pursue. Nagaraj said Board should have this information. Chris added that AAUP would help add information to the conversation. This is resource to consider using.

Fiscal Affairs- Refer to Robert's report given in the morning.

Membership and Rules: No report was given because both members were not present.

Ed Policy- Elizabeth Brunn reported that the matter with convening was settled. We will now have the convening in the Spring. March 27th is the proposed date. This will give us time to make faculty, administration, and students aware of the challenges around academic integrity as CUSF has set out in its plans from last year. She announced that in the next meeting in November the tri-councils have decided to give up meeting time in favor of having an Academic Integrity Awareness kick off. Three groups would interact to discuss the issues brought about by academic integrity. The hour-long presentation would center around three to four scenarios that illustrate the challenges facing us by technology, new norms, and big business. We will use the scenarios and polling (a little like Dancing with the Stars) to have the audience interact with our panel to explore the challenges. The points we seek to make in this exercise are 1) identification of the problem 2) Let people know it takes a village to make changes and 3) that work must be done on

the university level first. After the panel discussion we will take the act on the road by choosing the convening early and have them present a similar awareness activity and take a Gallant Inventory to determine where their school is at with respect to the issue of AI. This will put them in the position to take away more information creating a honest learning environment through teaching which is the Kirwan Center's forte.

1:52 New Business

Elizabeth said that she would like the membership and rules committee to examine the definition of faculty not only for membership purposes but for use with all matter concerning the committee and policy. It is critical that we represent all the faculty not just the elite especially considering the work faculty affairs is doing. It was agreed to look at this matter

2:00 Adjournment

Sabrina made a motion to adjourn it was seconded by Nagaraj and motion carried unanimously without discussion.