



COUNCIL of UNIVERSITY  
SYSTEM FACULTY

**CUSF Council Meeting at Coppin State University**  
**Talon Center, 2nd Floor Café ~ 2500 West North Ave ~ Baltimore, MD21216**  
**Tuesday, December 11, 2018**  
**Minutes**

<b>NAME</b>	<b>ROLE</b>	<b>INSTITUTION</b>
<b>Aerian Tatum</b>	<b>Alternate Rep</b>	<b>CSU</b>
<b>Charlotte Wood</b>	<b>Senate Chair, Host</b>	
<b>Benjamin Arah</b> <b>David Anyiwo</b> <b>Patricia Westerman</b>	<b>Representative</b> <b>Representative</b> <b>CUSF Chair</b>	<b>BSU</b>
<b>Robert Kauffman</b> <b>Kelly Rock</b> <b>John Lombardi</b>	<b>CUSF Past Chair Rep</b> <b>Representative</b> <b>Representative</b>	<b>FSU</b>
<b>Susan Antol</b> <b>Karen Clark</b>	<b>Representative</b> <b>At-Large Member</b>	<b>UMB</b>
<b>Jay Zimmerman</b> <b>Beth Clifford</b> <b>Raj Kolagani</b> <b>Ryan White-King</b>	<b>Representative</b> <b>Representative</b> <b>Representative</b> <b>Representative</b>	<b>TU</b>
<b>Sreedan Sampath</b>	<b>Representative</b>	<b>UMBC</b>
<b>Ellen Schaefer-Salins</b> <b>Bobbi Adam</b>	<b>Representative</b> <b>Representative</b>	<b>SU</b>
<b>Haitham Alkhateeb</b>	<b>Alt-Representative</b>	<b>UB</b>
<b>Sabrina Fu</b> <b>Mary Crowley Farrell</b> <b>Elizabeth Brunn</b>	<b>Representative</b> <b>Alt-Representative</b> <b>CUSF Secretary/Rep</b>	<b>UMUC</b>
<b>Mike Wilberg</b>	<b>Representative</b>	<b>UMCES</b>
<b>Jason Geary</b>	<b>Representative</b>	<b>UMCP</b>
<b>Jo Boughman</b>	<b>USM</b>	<b>USM</b>
<b>John Curry</b> <b>Albert Nekimken</b>	<b>Guests</b>	<b>UMUC</b>

### **10:03 Call to Order; Welcome and Introductions – Patricia Westerman**

Trish opened the meeting with a few comments for the group. She thanked Karen Clark for the Fall Newsletter listing the many activities (faculty service, compensation, workload, interdisciplinary/interinstitutional projects and academic integrity) that CUSF has been engaged in since September. Trish defined her vision for CUSF work as chair: The role of faculty in the future of higher education. The series of speakers and topics that will be given in the remaining meetings for the year will focus on this theme.

### **10:10 Approval of CUSF Council Minutes – October 2018 and November 2018**

Motions was made by Sabrina Fu and seconded to pass the October and November Minutes for the 2018 meetings. The approval was unanimous.

### **10:15 Update on Board of Regents' Faculty Awards process – Benjamin Arah**

Ben reported that the committee had chosen this year's winners on December sixth from 62 applications. The most we have had in a long time. The schools from which the applicants were varied unlike years past. The people who applied were highly qualified and the competition was so strong that in one case a candidate's application was held over for next year due to its worth. Jo commented that all of the people who were nominated were acknowledged by their home campuses even if they did not win. The committee is currently writing the profiles of the winners and we should have an announcement of the winners when the Board of Regents meets in the next month or two.

### **10:19 Greetings from Campus – Charlotte Wood, Coppin's Faculty Senate Chair – Dr.**

Wood welcomed the group to Coppin and asked for the faculty present to support the HBCU's coalition lawsuit against the State. Her comments were made as a matter of support for the group of faculty members who were showing solidarity in asking for the defeat of the appeal being heard that day by the 4<sup>th</sup> Circuit Federal Court. Dr. Wood then introduced Coppin's President, Dr. Maria Thompson. Dr. Thompson commented Coppin as being the model of its founder Fanny Jackson. Explaining the many accomplishments of Jackson as an educator and a black woman in a time when both were unheard of, Thompson explained that Jackson always dealt with students of all backgrounds, ages and levels of education much like Coppin today. Further she noted that this will describe the college of the future. She was happy that CUSF would be looking at technology and its role in the future of education. She feels that it is imperative that we understand the ways to teach the challenges that disparate and diverse student bodies present. Thompson also urged that like Fanny Jackson, the faculty of the future must consider bringing the community into the lessons they teach. Albert asked her thoughts about diversity and its success on the campus. She replied that she wanted to encourage not just cultural and race diversity but diversity of thought in the professions. The future needed innovation and that could only come from teaching students' ways to think out side the box.

**10:30 The Impact of Artificial Intelligence on the Future of Higher Education – Dr. Cynthia Matuszek, Assistant Professor, Computer Science & Engineering, University of Maryland Baltimore County, Introduced by Patricia Westerman**

Dr. Cynthia Matuszek presented a PowerPoint as an introduction to Artificial Intelligence and its possible uses in the classroom. The PowerPoint slides are attached to the minutes for detail. The following summary only highlights a few of the major points discussed.

- AI is the study of getting computers to do useful things that make people's lives better.
- The common idea about AI is that it will have capabilities that are better than humans and this can be threatening to many. Dr. Matuszek says that is not likely but it will probably be able to do everything humans do in the future because humans challenge themselves to make this happen. This concept does give rise to ethical concerns especially when political and governments begin to regulate the research.
- Currently, computers are being developed to do useful things that make people's lives better. The tasks they do are repetitive, dangerous, and under-resourced. In the workplace computers can do repetitive tasks faster than humans. They are complex and expensive. They are also grounded in hard AI research where controlling robots is done through natural interaction. This would be you tell the robot "get my pills" and the computer does the task because it identifies the pill bottle and its location. Home computers are smaller and cheaper (e.g. robot vacuum) but work on similar principles. Soft AI is more adaptable to teaching but its foundation is based in teaching language intuitively rather than identifying existing objects, people or locations.
- There was one overarching point made about the role of artificial intelligence for faculty; it is excellent for completing tasks for faculty that take up time that would be better spent on research, teaching, professional development or creative activities. This includes administrative paperwork, and grading.
- Current uses include teaching assistant robots that grade papers, AI tutoring, Gmail nudges, Piazza/Catme good for collaborative Telepresence enhances virtual discussions and meeting even research.
- AI research has the goal of freeing us from the tasks we find routine and not time effective. It will allow us to become more student specific and provide academic support.

### **11:50 Fiscal Affairs Report**

Robert presented the draft report from he and Jay. It consists of three documents: An explanation of the policy II-1.21, Calculations describing the current state of faculty salary as it exists currently and in relationship to the 86<sup>th</sup> percentile milestone set forth in the policy, and five resolutions that will do what is needed to make schools whole under the policy. Copies of the draft documents are attached. Highlights include:

- Overall the institutions included in the system policy stand at 69% overall.
- Methodology used to calculate the numbers is the same one that system has been using, the Carnegie scale.
- System is taking the issue of salary compression seriously and is supportive of measures to make the gap smaller. However, as always finding the money is problematic.
- The report contains resolutions that include: 1) Have USM work with governor and legislature to ask for \$26 million in budget enhancement money. 2) Have USM work with governor and legislature to reinstate retention money (keep salaries from compressing). 3) Increase in COLA. 4) Hire outside consulting firm to work with

government and legislature to advise presidents on the current competitive salary scales or ways to find money to stop salary compression and encourage promotion, 5) Institutions makes consistent plan with current II-1.21 BOR policy and 6) Post merit review programs.

- Discussion raised the need to look at the abuse of the system where teachers apply to other school just to get leverage in contract negotiations at home.
- Motion was made to endorse draft report, it was seconded and carried.
  - Discussion did bring out one point that administration, Presidents and Provosts, need to make the processes used to make these decisions available to faculty and shared governance organizations.

### **12:30 LUNCH and Committee Meetings**

- 1) Legislative Activities
- 2) Educational Policy (Academic Affairs)
- 3) Faculty Concerns
- 4) Membership and Rules

Committee Tasks:

- 1) take and record attendance; give attendance to CUSF Secretary Elizabeth Brunn
- 2) Work on action items

### **1:22 Committee Reports**

Faculty Affairs- Ryan said that the committee met with Jo and that they would work to report in January on a definition of Service and to develop a list of concrete ways that faculty workload can be evaluated. Ed Policy committee reported on the results of the Academic Integrity panel Discussion. Survey results are attached. In general, Elizabeth stated the respondents felt the panel as worthwhile and illuminating. They thought something like this should be brought to their schools and faculty seemed to be the most enthusiastic. Plans now are being made to work with schools to bring the panel discussion to the institutions and select school committees for the convening. Jo added that when she was at the USM student council meeting, shortly after the panel the students were very enthusiastic about the issue and panel discussion. She said it was a lively discussion. They are anxious to have the panel discussions as well. No legislative report was given.

**1:38 Carolyn Skolnik (USM HR)** reported to the group that two changes had been made to the Sick and Safe Leave Policy. They are: 1) The definition of family members now includes any child in which the faculty member stands in locus parentis regardless of age; and 2) Faculty members may get sick and safe leave for domestic violence, stalking, sexual abuse or harassment. Carolyn said that it would be effective immediately. She asked that faculty to share with leadership and faculty at home.

**1:50 Update from USM** - Joann Boughman, Sr. Vice Chan. for Academic & Student Affairs Because of time Jo made a brief report. Several topics were reviewed at BOR retreat many CUSF has been working on and are familiar to the group. They are the issues of enrollment-keeping more qualified students in Maryland, faculty workload and tenure (keeping and

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obtaining quality faculty), Title IX looking at the orientation of the issues, and shared governance. Less familiar points discussed was the need for Board member orientation for newer members and better communication and crisis management efforts. In the wake of the problems recently at College Park, the Board asked the Associated Governors Board to speak with the Board on the topic of governance and what might work better for the future. The AGB suggested that a governance committee be created by the Board to work with and advise on governance matters. Trish's comments on the future of the classroom theme that CUSF is entertaining this year, along with its action items were well received by the Board.

### **2:10 Old/New Business**

No old or new business was brought up.

### **2:17 Adjournment**

Motion to adjourn was made, no discussion was had, the motion was carried.