



**CUSF Meeting at University Maryland Center for Environmental Science
Institute of Marine & Environmental Technology ~ Columbus Center
701 E. Pratt Street ~ Baltimore, MD 21202
Wednesday, March 13, 2019**

Attendees

Name	Role	Attendance
TU (4/1) Raj Kolagani Elizabeth Clifford Jay Zimmerman Ryan King-White	All Representatives	All Present
BSU (2/1) Benjamin Arah David Anyiwo Patricia Westerman	Representative Representative CUSF Chair	All Present
UMUC (2/1) Sabrina Fu Mary Crowley-Farrell Elizabeth Brunn Albert Nekimken	Representative Alt Representative Rep- CUSF Secretary Guest	All Present
CSU (2/1) Chris Brittan-Powell Erica Covington	Representative Representative	All Present
UMCP (6/1) Philip Evers Jason Geary Marcia Schofner	Rep-CUSF Vice Chair Representative Representative	All Present
UB (2/1) Julie Simon	Representative	All Present
USM Joann Boughman Zakiya Lee	Senior Vice Chancellor Assistant Vice Chancellor	All Present
SU (3/1) Ellen Schaefer-Salins Jennifer Jewell Bobbie Adams	All Representatives	All Present

UMBC (4/1) Nagaraj Neerchal	Representative/At large	Present
FSU (3/1) Kelly Rock Robert Kauffman	Representative Representative/Past Chair	All Present
UMB (6/1) Susan Antol Karen Clark	Representative Representative/At Large	All Present
UMCES (2/1) Mike Wilberg	Representative	Present
UMES (2/1) Bill Chapin	Representative	Present by Phone

NOTE: We will pause to welcome Board of Regents Chair Linda Gooden and Chancellor Caret upon their arrival.

10:00 Call to Order; Welcome and Introduction – Patricia Westerman, CUSF Chair

Trish, welcomed everyone and thanked Mike Wilberg for setting up this meeting. She reviewed the upcoming events for the day and for the next two meetings.

10:05 Greetings – UMCES President Dr. Peter Goodwin

Dr. Goodwin welcomed us to UMCES and explained how unique the school is and its founding principles. The major thrust of his remarks are as follows:

- UMCES’ mission is maximizing the impact of their research to help resolve some of the most pressing environmental challenges for both the State of Maryland and the world.
- It was founded in 1925 by statute to be an institution that provides the predictive ecology and management of the Chesapeake Bay as well as the state’s other natural resources through research, public service and education.
- The research done at the school runs the gamut from genes to eco systems, mountains to oceans.
- The school serves the Maryland Climate Change Commission and is coordinating the 2018 sea level rise projections for the Chesapeake Bay.
- The school is supporting the Department of Natural Resources to develop the first oyster stock assessment in 135 years. They also have created the largest oyster farming project world wide and advise on similar projects internationally.
- The students are receiving their degrees from College Park and cohorts with other schools in the system are part of the MCES program.
- The school is working with Tom Sadowski to encourage commercial efforts for the state to help produce food with a minimal land footprint. They currently have seven startups.
- The school is truly a unique example of the practical application of academic achievement.

10:35 Approval/ of CUSF Council Minutes – February 2019 at UMUC Motion carried unanimously without discussion.

10:40 Update on USM – Joann Boughman

Jo focused on the legislative issues that were currently emerging in the legislature and the budget. The major points are:

- Nothing is final yet because the crossover bills are just coming this week so no idea quite yet as to what will get out of committee.
- There are some likely outcomes, the first is we will get a cut in the base budget of 10 million dollars and a 11.2 million to the initiative fund. While the cuts seem problematic, we are still left with more money than before. It could have been worse in light of the \$290 million dollars of lost revenue for the state from the shut down last year and a structural deficit of 1 billion dollars a year.
- The 3% COLA we were due to receive will not be given now but be delayed until January. However, the 1.5% COLA from the current budget year is still in place.
- As of March 1st the Southern Maryland Center is now part of USM.
- The bill reorganizing and enlarging the Board of Regents is likely to go through. The bill allows for two additional student members and permits the Senate and Speaker to appoint one member each as opposed to the Governor appointing all the regents as before. The students are not happy with the bill not because of the additional student representation but because of the term commitment the pool eligible to run will be minimized dramatically. Questions included why there is no faculty representation on the Board? Jo explained that CUSF Chair reports at all Board meetings and AAAC meetings and interfaces often with the Board and Jo herself. Raj wondered if that were enough. She thinks Faculty are at the heart of many of the decisions and not students why should we not get a voice on the 30,000-foot level too. Trish and Jo both said probably a faculty Regent would be a good idea but it probably isn't there yet because of the CUSF connection has seemed sufficient.
- The bill giving graduate students the right to use collective bargaining is likely to pass. The system testified against the bill because while \$19,000 is not a lot of money, the students get mentoring, free tuition, health insurance for the family and housing. Most importantly the graduate staff position is a matter of choice for the student. The real problem is the bill doesn't increase the pie to from which to bargain.
- Bill asked about the year's residency requirement bill. The bill would have the state residency requirement dropped. Jo said it is not likely to come out of committee.
- Faculty workload discussion will be tabled to the April meeting because of lack of time.

11:05 Panel on Student Evaluation of Faculty – Ryan King-White, Philip Evers, Elizabeth Clifford

- The Faculty affairs committee revisited the discussion of student evaluations started last year. Ryan gave an overview of the subject by way of context. His major points explained that student valuations started around the 1960's when faculty wanted to get feedback on how to improve their teaching. Now student evaluations are used to

determine faculty performance. Rice University did an extensive discussion of the student evaluation process and the film presents most of the major points (power point will be attached with all pertinent links). The biggest problems for successful evaluations are getting enough responses from the students to have a significant data result. The other is what are students really able to judge as successful about class curriculum or presentation?

- Beth- explained that faculty evaluations although held circumspect by faculty are used in important ways aside from faculty performance. Students use them to select classes and teachers. For instance, internet rating places like Rate My Professor are often sourced by students to select professors especially as they are seen as unbiased by the student. The students reading the posts are influenced by what they read and can often come into a classroom with preconceived notions of the faculty. Other points Beth made were that the presence of racial and gender bias in the students often affects the feedback faculty get about their performance. For instance, men are perceived differently from women by students. They see men to be professors and women to be teachers. Men are brilliant while women are strict. Some studies suggested that this difference would likely be different when online but in fact that was not the case. Please see the power point attached for more information.

11:38 Presentation Paused for Board Chair Linda Gooden and Chancellor Robert Caret

Chair Gooden made some short remarks regarding her first months in office and the listening tour. The points were:

- The Board was trying to take stock of their role in the system in light of the College Park incident. They have hired a management consultant firm that specializes in shared governance and they have been tasked to see where the Board stands now in the eyes of the stakeholders and where they can be in the 21st century.
- One important transition item for the BOR is to get rid of the doors and to operate with more transparency. This means doing public sessions with reporting.
- Other priorities are accountability to the stakeholders and providing the best and safest campus experience possible.

Chancellor Caret made some short remarks by way of follow-up regarding the listening tour. The main points were:

- Understanding the budget and its impact on the future. They had spent several meeting days with the legislature to try to be sure to get the number, data, and issues sorted.
- Meetings were held on some of the campuses as well to go over building expenses, Title IX concerns, free speech and workload.

Discussion points:

- Raj asked about the faculty regent idea mentioned earlier with Jo and the Chair Gooden thought the idea was worth looking into but did not feel she was without good and sufficient advice from the CUSF chair.
- Robert brought up the faculty salaries issue and Chancellor Caret said they were trying to keep the suggested 80% benchmark but knew that from a practical point of view it would be more likely for faculty to find the money at home.

- Jay asked about Chair Gooden's success of the listening tour. Did she think she was getting the right people at the table? The chair felt she had so far.
- Chris asked if she saw a merger between schools on the horizon given the tuition discounts schools are offering both private and state to get enrollment. The Chair said that she did not see it at this time but it is a consideration. The problem is that many schools have cultures and missions that are different. The idea of merging the downtown schools of Baltimore was looked at favorably by the board but the schools themselves were very unhappy with the idea. Time and resource may make this an idea to revisit.

12:05 Evaluation Presentation Continued

Phil's presentation centered around the work he is doing at College Park on Student Evaluations. The main points are:

- The pedagogy of a classroom is not an area that students are knowledgeable enough to judge.
- Students may not know if they are actually being taught effectively as they often judge a successful teacher by their grades.
- Separating course evaluations from faculty performance is important.
- No longer using the word evaluation but perceptions makes more sense.
- The question of whether to continue to use them in promotion is still to be addressed at College Park.

Phil said he would provide the Power Point for all to review the details and it is attached to the minutes.

12:18 Recessed for LUNCH and Committee Meetings

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

1:12 Committee Reports and Updates on Activities

Faculty Affairs report by Ryan indicated that the group has document with recommendations for Jo on workload and will distribute it before the April meeting for group approval.

Ed Policy- Elizabeth explained the progress for the convening was well developed and it should be a good session. There were teams of six coming from each school and they would be tasked with creating an action plan that would have the schools start reviewing policies and culture at home. The committee is also beginning to look at the development of policy and what we will be putting forward in the May meeting.

The Legislative Affairs Committee-drafted a statement of support for the legislative bill offering to cover the gap in prescription coverage between the Federal changes and current state retirement benefits. The committee offered the bill to the group for support.

1:30 Motion for CUSF resolution presented by the legislative committee was made and seconded, no discussion was had. The resolution motion was passed unanimously. The committee will connect with Andy Clark to get the resolution presented to the legislature.

Membership Committee – Robert reported that the membership committee are discussing making a motion to extend the term of the chair of CUSF to three years.

1:35 State of Shared Governance – Mike Wilberg, Chair of Faculty Senate

Mike explained that MCES has two faculty councils one for the Grad School whose charge is to determine faculty academic affairs most akin to an Ed Policy council and the Faculty Council which is the shared governance group that handles all administrative processes etc. This is all new to the school and much of the time has been spent determining how to set up the apparatus of the councils. The groups are a little over a year old and are the by product of the separation from the College Park councils when the UMCES was accredited as a separate institution. Some of the challenges they face are the fact that they are separated all over the state and have to use virtual meetings to communicate. They are excited to become involved with CUSF and are anxious to learn from the other schools about the shared governance experience.

1:50 Elections

CUSF Chair

Bill Chapin, conducting the voting over the phone with the help of Jay Zimmerman and Robert Kauffman in the room offered the name of Patricia Westerman for chair. A motion to affirm her election was given as she was running unopposed. The motion was made and seconded. She was elected by the group unanimously.

1:55 *Vice Chair* was opened for nominations and having emailed Bill earlier in the day the name of Ryan White-King was put forth. No speeches were called for and the matter went right to a vote. Jay announced that the election was close and Ryan had won.

2:00 Bill Chapin called for nominations for *CUSF Secretary and At-Large Members* – Karen Clark was nominated for Secretary as was Elizabeth Brunn, she declined the nomination. Robert Kauffman, Chris Brittan-Powell, Nagaraj Neerchal, and Elizabeth Brunn were nominated from the floor for the two At-Large Positions. Nominations were closed by motion and unanimous approval of the motion. Elections will be held at the April Meeting.

2:10 Trish reminded the group that April's meeting was in Salisbury. She hopes all will attend.

2:12 Adjournment motion was made, seconded and passed unanimously.