



COUNCIL of UNIVERSITY  
SYSTEM FACULTY

*Strengthening Higher Education through Shared Governance*

**CUSF Council Meeting at Universities at Shady Grove  
Building II Conference Room  
Rockville, MD 20850  
Wednesday, September 18, 2019  
Minutes**

**Attendees:** Benjamin Arah (BSU), Ericka Covington (Coppin), Robert Kauffman (Chair; Frostburg), Ellen Schaefer-Salins (Salisbury), Jay Zimmerman (Towson), Jennifer Potter (Towson), James Manley (Towson), Ana Maria Soto (A-Towson), Julie Simon (UB), Susan Antol (UMB), Karen Clark (Secretary; UMB), Marc Pound (UMCP), Jason Geary (UMCP), Philip Evers (At Large; UMCP), Mike Wilberg (UMCES), William Chapin (UMES), Sabrina Fu (UMGC), Mary Crowley-Farrell (UMGC), Elizabeth Brunn (Vice Chair; UMG), Zakiya Lee (USM), Joann Boughman (USM)

**Conferenced in:** Aerian Tatum, David Anyiwo (BSU)

**Excused:** Jianhua Zhu (UMCP), Elizabeth Clifford (Towson), Michael Woolley (UMB)

**Absent:** John Lombardi (Frostburg), Sheri Whalen (Frostburg), Robert Adams (Salisbury), Vinita Agarwal (SU), Patricia Rice-Doran (A-Towson) Stephanie Gibson (UB), Joshua Abzug (UMB), Diane Flint (UMBC), Deepinder Sidhu (UMBC), Aryya Gangopadhyay (UMBC), Christopher Walsh (UMCP), Marcia Sofner (UMCP), Pamela Lanford (UMCP), Laura Dugan (UMCP), Marvin Titus (UMCP), Daniel Falvey (UMCP), Daniel Mintz (UMGC)

**Orientation for new members provided by CUSF Chair, Dr. Robert Kauffman, provided prior to beginning of CUSF meeting.**

- Reviewed the purpose of CUSF, mission, and expectations of membership along with the topic and action items for CUSF this academic year.
- Highlighted the strengths of faculty as to how they learn, interact, engage, and work within CUSF and bring that knowledge and engagement to share with own campuses involving much of our work on many agenda items and the relationship to shared governance within the variety of university structures. Each university contains internal structures that differ; such as how faculty senates are designed, working within those structures.
- Covered information regarding:
  - CUSF constitution and bylaws the importance of it
  - Described the four shared governance councils who are advisory to the chancellor
  - Presidents
  - Students
  - Faculty
  - Staff

**Welcome and greetings from:**

Robyn Dinicola, Chief Student Affairs Officer for the Universities at Shady Grove (USG), a regional center of the USM.

- A brief overview of USG was provided:
- Mission, vision, structure and infrastructure - 9 partner universities, over 80 programs that are upper division undergraduate (transfer students), graduate, and doctoral programs.
- Unique in scope and size-campus, provides full scope of services to all transfer students.
- Unique model- none exactly like it in the US.
- Described the growth since first opened to about 4,000 now and expected to reach 7,200 in the near future. USG will have more students than some of the comprehensives in the System.
- Highlighted Biomedical Sciences and Engineering building – six stories and 220,000 square feet with grand opening November 7<sup>th</sup> 2019.

Questions posed:

- Student fees: An auxiliary fee is charged to students for USG however, less than the home campuses.
- Use of both campuses by students: Depends on home school: Students have access to both their home campus and USG; home school may charge fee for use in addition to what the student pays at USG.
- What does transfer students mean: The term is associated with undergraduates. USG's undergraduate population is all transfer students and a large segment of these students come from the area feeder schools-community colleges, such as Montgomery College. Graduate students came from almost anywhere.
- Is there any representation from USG on a shared governance council? Two students now are representing USG on the USM Student Council.
- Addendum post meeting: <https://shadygrove.umd.edu/student-services/csef/student-council>. For further details. (added by Karen Clark)

**Welcome and Introductions:**

Robert Kauffman with introductions of participants around the table and those with remote access

- Approval of CUSF Council Minutes: May 2018.
- Minor updates needed and will change (mainly editorial). To approve as amended.

Chair's Report: Robert Kauffman

- Reviewed some components in the report that, as chair he provides to the BOR, the Chancellor, the Academic Affairs Advisory Council (Provosts), and other committees.
- Update regarding Chancellor search: Indicated what he shares here is public knowledge. The process is on schedule and a final selection is expected by December.
- Chair of CUSF represents faculty on this committee.
- Plan to have Chancellor selected by December. Next, presidents for Coppin State and College Park selected by spring of 2020. All is on schedule and moving forward.
- As USM moves forward with this process other systems across the country looking at what we are doing. USM is a strong system and has good legislative support.
- Discussed the different councils that meet (or have met) with the search committees.
- Spoke to the move for Regents to be assigned to individual campuses.
- Many of our additional initiatives sometime takes years and we need to continue and be focused on it. Example academic integrity into 3<sup>rd</sup> to 4<sup>th</sup> year.
- Discussed need to get student councils involved with the topic of academic integrity as there are a variety of actions and reactions. In some instances, there is leniency.
- Spoke about USM/Kirwan Center for Academic Innovation support and the Academic Integrity Convening (see report in papers provided by chair for specifics).

- Formally approved plan to invite members of the Board of Regents (BOR) to CUSF meetings. Additionally, there was a suggestion to offer an invite to regents to attend Senate Chairs meetings.

**Workshop on Interinstitutional and Interprofessional Academic Programs – “Preparing all for Interprofessional/Interdisciplinary Teamwork”**

**Presented by: Dr. Karen Clark, Dr. Patricia Westerman, Dr. Elizabeth Brunn, Dr. Ann Hoffman, and Dr. Diane Alonso**

- Initial pptx presented then moved into two workgroups and back as a full group to share discussions of the two groups.
- Reviewed outcomes of group discussion:

Major areas:

- What as far as IPE is out there presently. College Park discussed a program.
- UMCES-interinstitutional: Redesigning graduate curriculum to work in teams with real world problems.
- Coppin State: Ideas of course level work with policing within and without/criminal just majors working with police and business professors.
- University of Baltimore: Digital communications engaging four separate discipline’s departments for a degree.
- Bowie State: Art and business collaboration.
- Barriers/challenges: Territorialism .... Funding .....location of tuition-to where-retraining faculty=retooling faculty-faculty workload.
- Suggestions:
- Systems have worked hard to look at IPE for workload flexibility----think about including IPE as part of that discussion
- Maryland Higher Education Commission wants us to focus on discipline specific thinking/Topic of potentially adding IPE to an MHEC agenda
- Wrap up summary from the two workgroups was discussed

**Election of At-large Position:**

- Two nominees were nominated: Jay Zimmerman and Ericka Covington. Ericka Covington, Coppin State, was elected.

**Photographs: Group and ExCom completed**

**Committee Meetings over lunch**

**Updates from USM and Chancellor’s Council: Joann Boughman, Senior Vice Chancellor for Academic and Student Affairs**

- BOR membership increased to 21 including places for two student representatives/currently working on nominations.
- BOR to receive open invitation to attend CUSF and presidents’ meetings.
- Each campus has a regent to affiliate with that individual campus.
- Regent Katrina Denis passed away two weeks ago; now five open positions on BOR.
- Two presidential searches moving ahead. Plan is to name the new Chancellor first by the end of this year, then name and bring in the two new presidents after the new Chancellor is in place. Planning for all to be completed in the spring of 2020.
- Governor’s workforce development initiative initially promised \$30 million to USM for use by the USM institutions:

- Year 1 - \$10 million (\$2 from governor and \$8 USM fund balance)
- Year 2 - \$10 million (from governor)
- Year 3 – USM is requesting the final, previously-promised \$10 million
- Lobbying for more money from the governor for teachers.
- Schools of Maryland have good teacher education programs; programs are innovative.
- Revised faculty workload guidelines are in place providing flexibility to campuses recognizing all they do now. Suggested for faculty to communicate with home campuses, especially provosts; Information publicly available on the USM website at: <https://www.usmd.edu/regents/bylaws/SectionII/II-1.25.pdf>
- Plan-to work on the system level appointment and promotion policy. Presently it details every title on every campus. Any new titles have to be approved by the BOR. Want to revise so this is not necessary and so campuses have flexibility. Definition of principles at front of policy to address focusing and refining ex: academic freedom -across the board. In process to engage input from faculty members as members of a workforce via CUSF either from or through CUSF

**Merit:**

- Discussed System pool flexibility with Presidents using flexibility within their existing budgets to help with recruitment, address compression, and retention
- Can address tenure track with promotion/increase in salary/examining reviewing the process and amount looking at post tenure peer review process
- Campuses hearing and working to keep outstanding faculty and BOR aware and interested
- Above more involved with tenured faculty. Need to have further conversation about non tenured, however need to be generic to keep the flexibility for each campus

**Results of Committee Meetings:**

- Determine committee membership (i.e. list of members);
- Elect a chair;

**Review proposed action items;**

- Develop/agree on at least one action item and/or potential CUSF program item. It can be a continuation of an item from last year. In general, the committee is responsible for presenting one of the action items to the Council.

*Legislative Committee and Faculty Committee met jointly (few members):*

- Prepare for Advocacy Day in Annapolis
- Resolution on collective bargaining
- Work with Patrick Hogan to provide faculty input on legislative activities
- Requested clarification of who can take on the chair role and clarified
- Need more members
- Ask Andy Clark for any issues that CUSF can take on moving forward.
- Open to suggestions for ideas and members.
- Robert added Advocacy day Feb 19<sup>th</sup>
- It was suggested that academic integrity interfaces with legislative activities – to pursue

*Educational Policy (Academic Affairs) reported results of meeting by Elizabeth Brunn chair:*

- Academic integrity work from the convening moving forward-develop policy recommendations for BOR.
- Present policies-need clarifications looking at institutions and overall system.
- Looking at the positive of academic integrity for all – change in culture.
- Connecting policies that drive change in culture.
- Looking at clarifying this for faculty and students – present is focused on faculty not day to day classroom environment nor students.
- Looking at writing guidelines specific for students separate from faculty.

- Created sub-committee for IPE (within this committee). Karen Clark elected chair
- CUSF chair suggested to BOR that a panel discussion on academic integrity would help update them on the last two years of work on this topic

*Faculty Concerns:*

- Did not elect a chair. Presently will have co-chairs: Ericka Covington and Philip Evers
- Continue with work from last year – course evaluations-how they are used full circle
- Take a more wholistic view of faculty evaluations not just course evaluations – peer observations of teaching
- Discussed tenure and post tenure review earlier in meeting

*Fiscal Matters:*

- USM Policy II-1.21, Policy on Compensation for Faculty – Goal of maintaining USM faculty salaries at the 85<sup>th</sup> percentile
- Continuing work

*Membership and Rules:*

- (1) Review CUSF constitution and bylaws
- (2) Apportionment Issue (i.e. Senate Approach)
- (3) This is the year is apportionment. USM will provide current data for numbers when needed
- (4) Thinking about different system of representation.

*BOR Faculty Awards: Benjamin Arah, Chair*

- Spoke about the makeup of the committee and need for members. Committee members will receive packets of applications in November after USM has received and processed them
- Committee will meet on Dec 2

**No further business. Meeting adjourned and approved.**

Next meeting Thursday, October 24, 2019 at UMGC. Information to follow.

Respectfully Submitted September 24, 2019

Karen Clark

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