COUNCIL *of* UNIVERSITY SYSTEM FACULTY

Strengthening Higher Education through Shared Governance

CUSF Council Meeting at
University of Maryland, Global Campus (UMGC)
Thursday, October 24, 2019
Minutes

Present: Elizabeth Brunn (UMGC), Ellen Schaefer-Salins (SU), Robert Kauffman (FSU), Susan Antol (UMB), Everly Brown (UMB), Aerian Tatum (Coppin), Erika Covington (Coppin), Christopher Walsh (UMCP), Marc Pound (UMCP), Sabrina Fu (UMGC), Benjamin Arah (BSU), David Anyiwo (BSU), Jianhua Zhu (UMCP), James Coker (UMGC), Elizabeth Clifford (Towson), Zakiya Lee (USM), Mary Crowley (UMGC), Daniel Minter (UMGC), and Karen Clark (UMB)
Remote login: Joann Boughman (USM), William Chapin (UMES)
Excused: Marcia Shofner (UMCP), Mike Wilberg (UMCES), Jay Zimmerman (Towson)

Welcome and Introductions: Robert Kauffman

Greetings from Campus: Introduction by Sabrina Fu to Peter Smith, Acting Provost
- Spoke to changes in student preparation for the future workforce.
- Looking at 23% of adults not privileged, are working adults to progress and focus more on enhanced team approach.
- Need to be nimble. Upskilling -- skate to where the puck is going to be. Automation replacing jobs, start with lower educated jobs 1st.
- Strata- Institute on the future of work. A few STEM jobs educated to think critically, write well, cross-cutting skills. Are doing better than others, other than engineering. Importance of life-long learning.
- Have 60 years the curriculum, looking at value of stack able credentials, micro credentials, stack into something else.
- New measure, what did you come for and did you get it in a way that is useful to you?
- Not sure where new jobs will be- or need to be created.
- Has a series of blogs to be published in higher education.
- Collegiate faculty, knowledge core. Adjuncts do the instruction collegiate faculty can't do. Core is online.
- Organizing around medium and development.
- Addressing why students come and assess if they receive what is useful to them.
- Core difference between educational delivery is the online delivery versus traditional brick and mortar methods. The delivery must be consistent worldwide.

Approval of CUSF Council Minutes September Minutes
- Motion to approve and 2d. Minutes approved.

State of Shared Governance Report: Daniel Mintz, Chair, AAB
- Spoke to the state of shared governance and UMUC's structure
- Advise chancellor and report to Board of Regents.
- Evaluate the state of shared governance. 4 things:

1. Reorganization- horizontal organization, reorganize by vertical
- Increase from 2 to 3 schools=> change constitution.
- Inc. # collegiate tenured faculty/ adjuncts are = nontenured/ 4K adjuncts.
- Scattered around work.

2. Levels of collegiate faculty
- Program chairs: responsible for the adjunct training, all curriculum put out.
- Collegiate faculty have greater teaching role, also involved with curriculum development.

3. Relationship CUSF UMGC- chair academic advisory board.
- Vice chair.
- 2x yr faculty senate chairs meet.

4. Summary of shared governance- status
- Ex com has speakers, meet with deans and provost monthly and president annually.
- Informative action downward, we find out about things early.
- Cooperative/ collegial consulting need to be involved earlier in process. How to do this in a disorderly, large organization.

4. What's working
- Academic quality – report to identify what is needed to assure academic quality. Update strategic plan, use as roadmap to assuring academic quality.
- Academic integrity- how to use automated tools
- CUSF work- how faculty are evaluated- needs more robustness, obj metrics. Look at CUSF resolutions
- Status AAB 4 yrs old- increase consultative
- Internal social network page called JIVE
- Ask for input, common understanding on how we teach. Get input from experts in the field.

Updates from USM and Chancellor's Council: Joann Boughman, Senior Vice Chancellor for Academic and Student Affairs
Joann Boughman asked Robert to speak on the Chancellor's Search
- Robert Kauffman provided review of process moving forward.
- Once final list is determined candidates will present to Board of Regents. Next- negotiations

Zakiya Lee
- Searches for CSU and UMCP presidents are on target and will be announced after the new Chancellor is announced
- Several years ago the FBI met with the Provosts AAAC – regarding international students and issues; Joann is working on getting FBI to return, as there are many new provosts
- CUSF is represented at the Provosts meeting (AAAC) meeting by Robert
- Last week –Board of Regents had its annual retreat. Topics included governance, challenges, enterprise risk, and crisis management

Policies:
- There are draft policies on enterprise risk management and risk management undergoing changes to include partnerships with students, staff, staff and or faculty

Board of Regents
- First full Board of Regents meeting this fall in Sept held at Coppin State.
- A presentation was given about student debt to provide context for Maryland public institutions.
- Student debt overall not high as compared to others; compared to for profit institutions, MD publics are reasonable
- All Board of Regents meetings are now live streamed and next meeting is in November
- Education Policy and Student Life is meeting November 6; topics will include:
  o Enrollment

- Workload
- Update on the Kirwan Center for Academic Innovation
- Academic of Division I athletics teams
- Academic program proposals for new programs Coppin State and University of Baltimore

Joann Boughman

- Faculty salary recruitment discussion surrounding loss of faculty for several reasons
- Several presidents speaking of losing faculty; especially in STEM areas. Some reasons noted: recruited to private sector, higher salaries, or other universities. Expressed concerns regarding businesses in the areas such as Amazon headquarters.
- Chancellor asking for specific list about loss of faculty to get a whole picture of our competition for further investigation
- Now working in more depth regarding APT policy at the system level. Initial work started over 3 years ago. Can now resume that work since faculty workload is complete. Asked for faculty from CUSF and/or others to volunteers to serve on a committee/taskforce. Volunteers include:
  - Aerian Tatum from Coppin State, Marc Pound from College Park, Sabrina Fu from UMGC, and Jay Zimmerman Towson

Chair's Report: Robert B. Kauffman
Refer to full chairs report in agenda for CUSF meeting materials of October 26, 2019

- The Joint meeting of CUSF, CUSS, and USMSC, will be held at College Park, an all-day meeting November 14th. Will send out RSVP.
- Spoke to vacancies on Board of Regents and that there are two student representatives
- Faculty are not members due to conflicts of interest. Suggesting received/recommending a faculty emeritus. This member would be considered/appointed by the Governor
- Such an actionable request would need to be developed

Feedback:

- Susan Antol: This could be very good providing a feedback loop to this body?
- Bill Chapin: This may not be concerning, or could be difficult to achieve as we have faculty representation with Robert Kauffman our Chair that communicates both ways
- Elizabeth – Thinks having a faculty member, such as an Emeritus would be a great idea – who would make the recommendation? Would it be CUSF to the Gov office? How would one be selection?
- Robert Kauffman will follow up for future discussion and consider a similar process as the students.
- Zakiya Lee: For USMSC: students send out a call for nominates to institutions; up to two candidates can be nominated from each school; USMSC interviews all candidates and forwards recommendations to the Chancellor; Chancellor interviews and sends recommendations to Annapolis for review by the Governor or his staff there then sent to the governor's office.
- Robert Kauffman will pursue and work on a resolution.

Topic OER: MJ Bishop met with CUSF exe com in October. She is coming to our December meeting to discuss OER and concept of badging.

Jen Simonds, Ph.D., Assistant Vice President for Academic Integrity and Accountability, University of Maryland Global Campus
Presented: UMGC's New Office of Academic Integrity & Accountability: Enhancing Academic Quality and Student Success through a Centralized and Holistic Resource Center.

- Points: Office of Academic Integrity and Accountability (OAIA) promotes a culture of integrity through multi-faceted efforts with-learning focused approaches combining education with technology, policy using data to support student learning and professional development.

- Addressed questions with the following:
- Need to change integrity culture
- Discussed concerns regarding available information that is online identified as tutors. To be as accurate as possible for what is offered to students in the classroom noted as 'tutor in classroom' should consider changing the wording in what your vision and implementation of work is from tutor to another word. Proposed not to use the word 'tutor'.
- Readily available work online is from programs and or businesses that can be noted as predators. This diminished the scholarship knowledge and ability of students and leads to plagiarism.
- Mentioned that some writing centers ask to bring writing samples
- UMGC messages students with a link to writing center as a welcome message of the availability for center consultants

Other questions:
- Is it possible to involve adjudicative process and mentoring process (teaching moments)?
- Response- long term to have peer tutors involved
- A model using a 'case manager' to review student judicial cases it was noted the case manager makes all final decisions for student outcome with input from the professor involved.
- Question noted whether the professor had any decision making authority. Answer was zero as the case manager makes the ultimate decision
- Problem with the word tutor when we see this word used by the businesses online marketing (could be noted as predator marketing) to students. Was noted should consider changing the word tutor within the internal marketing for student success
- Question/topic: Some writing centers ask to bring sample to center. Answer- message to students link to writing center provided with welcome to writing center consultant availability
- When faculty member raises a question-where does it go? Is it possible to involve adjudicative process and mentoring process (teaching moments)- response- long term to have peer tutors involved
- For writing what we would be looking for is response-any inconsistency from one writing sample to another
- Robert Kauffman introduced the availability of Wolfram│Alpha, a mathematical computational intelligence program which solves equation and tells you how it is solved, step by step
- A question posed was regarding whether this covers video proctoring of exams. The response was -if dishonesty was detected
- Question: are you going to share with system wide universities? Response- possible they might do as they further develop it…. The tutorial will be licensed as an open resource

Committees:
Board of Regents' Faculty Award Committee
Membership: Dr. Benjamin Arah (BSU), Chair, Dr. Jason Geary (UMCP), Dr. Sabrina Fu (UMGC), Professor Susan Antol (UMB), Dr. Parveen (UMES)
Approved membership motion and seconded. No discussion – passes

Legislative Affairs
- Prepare for Advocacy Day in Annapolis
- Resolution on collective bargaining
- Work with Patrick Hogan to provide faculty input on legislative activities
- Reviewed what they are discussing

Educational Policy (Academic Affairs)
- Academic integrity

- Elizabeth spoke about policy recommendations to get out by January for further conversations. Now we have amendments and need more members.
- Subcommittee on Interinstitutional Interprofessional Academic Programs: Karen Clark and Christopher Walsh. Any new members/interest welcome.

Faculty Concerns
- Members: Sabrina Fu, Aerian Tatum, David Anyiwo, Marc Pound, Jianhua Zhu, Philip Evers, and Benjamin Arah
- Faculty evaluation
- Evaluate what ways evaluations and other forms-how it is used
- Post-tenure review
- Question posed as whether could ask people about shared governance related to non-tenure faculty and what percentage of their faculty are non-tenure, professional track versus adjunct, how the non-tenure are involved

Fiscal Matters
- **USM Policy II-1.21, Policy on Compensation for Faculty – Maintaining USM faculty salaries at the 85th percentile.**
- No major report

Membership and Rules

Review CUSF constitution and bylaws

Apportionment Issue (i.e. Senate Approach)
- William Chapin noted business of changing representations such as 4 members per campus. It would be easy to write, but the process to change would be as a constitutional amendment. Suggested we hold off voting on a particular version until we have the new Chancellor and fully functioning Board of Regents in place. By so doing it would help in how we write it.
- Robert Kauffman indicated it would not take long to write a resolution after CUSF has discussed and agrees on content. However, as this is a reapportionment year should wait. Could create over time and review by CUSF to have everyone on board. Steps after that point would be Chancellor, Board of Regents, Provosts, Senate Chairs and more. It was added that with even one small change to the constitution the Board of Regents must review and approve.
- Based on this topic Robert Kauffman, asked William Chapin to compose an amendment for further discussion with no specific timeline.
- Discussed attendance and concerns with low turnout. Responses noted from some members – final dates for the year meetings were later, for some members meetings mainly on Tuesday and Thursdays conflict with teaching requirements, suggesting dates in the week rotate more.
- Discussed briefly missing meetings and accountability to attend and responses for missing more than two meetings.
- A question was posed as to who had work release for membership to CUSF. The response was that only CUSF ex committee and receives this benefit.

Resolution: 1920-02: Academic Integrity
- Resolution: In partnership with the Kirwan Center for Academic Innovation, CUSF has been working with Maryland's 12 system institutions (USM) to foster the development of ethical learning across universities. CUSF strongly support the principle that all USM universities must procure, maintain, and manage the resources, both human and physical, which offer the greatest likelihood of success in achieving a System-wide environment of academic integrity on our campuses.
- See agenda item for further details.
- Committee discussion -Elizabeth Brunn described that the technology sharing being developed and invested in can focus on student recognition (signature or AI) and bots in platforms and databases to discover social media, programs, used when students searching for papers, etc. Encouraged to join together to create change and improve consistency and integrity.

- William Chapin commented long before Miyares was in this current position (was an administrator in Adelphi) it was strongly encouraged to support his idea.
- Call to approve: None opposed. Motion passes.

Resolution: 1920-03: Action Items
- Be it resolved that CUSF accept the action items to be completed by CUSF during the academic year of 2019-2020.
- In document on page 15 five goals for 2019-2020 (action items) include:
  - Increase communications and advocacy with its constituents
  - Strengthen shared governance within the USM institutions
  - Advise and work with USM on major policy initiatives
  - Advocate for faculty welfare
  - Strengthen CUSF's organizational structure and increase its visibility
- Motion to approve as amended with "to be determined" if any text corrections.
- Motion to approve, passed.

No further business. Meeting adjourned

Next meeting Thursday, November 14, 2019 (joint) UMCP.

Respectfully Submitted October 26, 2019

Karen Clark

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