



COUNCIL of UNIVERSITY  
SYSTEM FACULTY

*Strengthening Higher Education through Shared Governance*

**CUSF Council Meeting  
Minutes  
USM ~ Chancellor's Conference Room Adelphi, MD  
Tuesday, January 14, 2020**

Attendees: Benjamin Arah (Bowie), Aerian Tatum (Coppin), Robert Kauffman (Frostburg), Jay Zimmerman (Towson), Jennifer Potter (Towson), Elizabeth Clifford (Towson), James Manley (Towson), Ana Maria Soto (Towson), Julie Simon (UB), Everly Brown (UMB), Karen Clark (UMB), Susan Antol (UMB), David Gray (UMB), Marc Pound (UMCP), Christopher Walsh (UMCP), Jason Geary (UMCP), Philip Evers (UMCP), Jianhua Zhu (UMCP), Mike Wilberg (UMCES), William Chapin (UMES), Sabrina Fu (UMGC), Mary Crowley-Farrell (UMGC), Joann Boughman (USM), Zakiya Lee (USM), Jay Perman (USM; Chancellor), Andy Clark (USM).  
Call ins: Elizabeth Brunn (UMGC), Carol Molinari (UB), David Anyiwo (Bowie).

Robert Kauffman Chair: Called to order

- Minutes approved pending further review by Zakiya Lee.

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

- Chancellor Perman will join us over lunch.
- Legislative Session - We believe the budget is good for USM from what we are hearing, and we will defend the budget set forth for USM during the legislative session.
- Changes in the legislative body this year include a new Speaker in the House and new Senate President. To this point, per the new leadership, we understand there is no intention to cut money from higher ed.
  - Title IX continues to be front and center nationally and may be so within the state. We are awaiting forthcoming federal regulations regarding which could be problematic and potentially lead to the Legislature getting involved. We are closely and carefully monitoring for any new regulations. Pertaining to Title IX, potential issues include jurisdictional concerns, such as if there is a student occurrence off campus the campus would be involved in any proceedings (changing what is known as campus boundaries). The concern is whether this is the best way to support students. Changes may involve litigation and require direct cross examination by representatives of the complainant and respondent. This would require lawyers as part of a legal process. Such a change could potentially reduce reporting of incidents, as it would move into a court type environment. With education as our focus, any legal pursuit should be separate.

**Chair's Report:** Robert B. Kauffman

- On CUSF's behalf, Robert sent our former Chancellor Caret a thank you and farewell letter. (Letter in meeting materials)
- The resolution for an Emeritus faculty member as part of the Board of Regents is now in the hands of Patrick Hogan, Vice Chancellor of Government Relations. He is determining the best way to proceed and may be seeking feedback.
- Robert Kauffman stated that he is retiring the end of June 2020.
- Attendance at our CUSF meetings is a point of discussion.
  - a. During the last two years, several institutions have not elected their full allotment of Council members or their elected members have not attended meetings. This has resulted as much as an 18% decline in attendance.
  - b. Karen Clark offered information of the data for the fall semester. From Sept. to Dec., there was a potential increase in remote access. Attendance overall for Sept. 2019 to Dec. 2019 averaged between 33% and 48%. Two points were added by members: (1) The days that are chosen for meetings conflicts with some members' teaching schedules. (2) Receiving meeting dates earlier in the summer may leave more room for faculty to adjust schedules. It was also noted that this may not be possible, as the CUSF schedule of meetings depends on the BOR and the provost's meeting schedule, which are not provided until late June or later.
  - c. One clear concern was the work of the sub committees and the need for attendance to facilitate the committees' work. Yet, we have more action items than in the past, which demonstrates engagement has improved and is improving.
  - d. The topic of virtual participation was raised and proposed to promote. The members had mixed responses. If this is pursued, the bylaws and the constitution will have to be reviewed and modified if we want those joining remotely to vote. However, many believe we should be face-to-face and should not encourage remote participation. However, it was suggested we can develop ground rules, matrices and monitor participation.

Elizabeth Brunn on phone spoke with CUSF regarding our **Academic Integrity Discussion:**

**Policy Recommendations:** The EdPolicy Committee of CUSF has requested a discussion of their draft materials. Please review the materials and be prepared to discuss. The purpose is not to edit the materials and do a deep dive into them. That is the role of the committee. The purpose is to provide a sense or direction of the recommendations. Do you agree or disagree with its direction?

- The suggested changes to the policy and the draft new policy were discussed and feedback was sought.

- Much discussion took place as to responsibilities of students, responsibilities of faculty, the oversight of the campuses for campus specific issues, and the extent of oversight by USM. The revisions were discussed for BOR III 1.100. The new policy addresses the USM having direct responsibility. This is an attempt to have a basic framework. Topics of concern include student responsibility regarding integrity and faculty obligations to be revised for increased clarity. A driver here is to create a culture of academic honesty and consistency of reporting for both faculty and students; thus, setting the parameters for expected behavior.
- CUSF must engage, collaborate, and agree on the intent and action of the content before moving forward. The materials will be sent to CUSF members to and provide feedback on for our next meeting at Coppin.
- Ultimately, amendments to policies or newly developed policies must be reviewed and commented on by USM, provosts, vice presidents for student affairs, the USM Student Council, and other stakeholders before going to the Education Policy and Student Life Committee of the Board of Regents.

#### **Chancellor Perman, Opening Comments:**

Chancellor Perman has a strong background in Shared Governance. He has plans to focus on:

- The importance of faculty compensation. Expressed retention is as important, or more, than recruiting and to retain we must compensate appropriately.
- Meets with legislators discussing topics such as retention.
- System is due to create a new strategic plan for next five years and further. Faculty, students, staff, external constituents, and system leadership will be involved in this work.
- Interprofessional education/interdisciplinary education: Perman received the letter from Karen Clark as a representative of CUSF communicating IPE involvement in CUSF across the disciplines. Chancellor Perman spoke of his extreme interest and his experiences with healthcare work seeing patients in a clinic with multiple disciplines involved and can see this as team-based education. The team-based education model could be explored to address for student retention, which is a topic in the System and this approach could well be unique implementing team based education across disciplines of students and faculty together.
- Enrollment: We are looking beyond the traditional learner to the future with some students seeking to complete certificates, others coming back to finish degrees, and many working remotely.

*Comments from CUSF members with responses from Chancellor Perman.*

- Comment: We have great expertise in the system with many disciplines. Interdisciplinary projects and the changing population to more adult learners wanting online classes is challenging. We need to think what we can do differently. An example of the changing demographic is about 74% of our students are nontraditional. Another area is outreach to meet business needs professional degrees, such as, working in public health for public health administrators, or what UMGC is doing by developing online education for outside business organizations (Amazon).
- Response: We need to consider working together, interdisciplinary approaches, and promoting more entrepreneurial activities.

- Comment: Regarding enrollments that are down for some of the campuses what about advice on issue.
- Response: Solutions are different for each campus. In regard to the Kirwan Commission (working with funding formula for education in Maryland) we have to message to the Legislature the need to keep in mind that the funding for K-12 education must consider and include funding for higher education recognizing that K-12 feeds into higher education and without higher education available we will lose valuable professional graduates to enter the workforce in Maryland. Presently we have a verbal reassurance that our budget will not impacted (reduced) to help fund K-12 education. There will need to be some reallocation among the universities and as of today this has not yet been communicated to the presidents and provosts. This money should be considered transformational money to get started strategically. We need to begin the process of change with allocating resources then moving to larger efforts for funding such as grants to support continued change.
- Comment: There are many nontraditional faculty that are not tenured or non-tenured and they need support for their work and to be recognized. What do you see as the future of tenure track faculty 10 to 20 years down the road?
- Response: There is no obvious answer and I am fully aware of the controversies. Our best action is to aspire to do well and to do well is what we do best.
- Comment: Competition from Amazon could be a potential threat to retaining good faculty. Amazon is looking for training not educational program degrees for employees. It was commented there is a difference with competency-based training and such models as flipping classrooms and combinations of teaching and training along with staying on top of evidence-based practice is paramount as we move forward.

Chancellor Perman expressed plan to visit CUSF quarterly to review and focus on matters that are important to CUSF and those that concern him and share at these meetings.

### **Committee Meetings:**

**Board of Regents' Faculty Award Committee:** Benjamin Arah, Committee Chair, reviewed the findings of the committee and noted that they have been forwarded to the Board of Regents for review and approval. A final decision will be made in February.

**Faculty Concerns:** Revisiting the discussion at UB meeting in December (see summary below)

**Code of Civility:** An outgrowth of the State of Shared Governance Report by the Senate Chair Stephanie Gibson (UB) was a robust discussion regarding an alliance between Student Affairs and students which enables students to take aggressive behavior and aggression toward faculty. The discussion quickly revealed that there is an issue on many or most campuses. Possible solutions were discussed including developing a Code of Civility. The issue was delegated to the Faculty Concerns Committee for further action. (Summary from Chancellor's Council Report)

Topics of focus include tenure, requirements for tenure and promotion, whether there is training available and if so to what degree. Code of civility is another topic and whether incivility is the

case on all campuses. Is there training and is it what we need? If there was a System statement on the 'code of civility' how would it be implemented? These are the topics this committee is working on.

**Fiscal Matters:** No report

**Membership and Rules:** Bill Chapin spoke of elections for officers that takes place every spring. Nominations are active. Voting will begin March through April. Self nominations should be sent directly to Bill Chapin. If nominated by another member, the nominee must agree to be nominated.

**Legislative Committee:** They did meet but there is no business other than Advocacy Day, which is on Feb. 19<sup>th</sup> in Annapolis.

**Education and Academic Integrity Committee:** Topic of potential revisions to policy and a new policy is the focus. Questions were provided for faculty to discuss with limited time at this meeting. Questions to CUSF members will be sent out to prepare for our next meeting. Asking CUSF members to consider options, such as help and support with pedagogical and legal issues from the System. Possibilities included sanctions and reporting all violations of integrity to the Chancellor, or other avenues involving both students and faculty. Other options mentioned included reporting specific to schools and or at the campus level as well.

To move forward from CUSF, Joann Boughman strongly indicated that this must be extremely clear. There is a great deal involved. Some campuses have more detailed approaches than others. With the potential impact it must be reviewed in depth and details considering the broad implications. Such initiatives take time.

#### **Andy Clark, Assistant Vice Chancellor Government Relations**

Advocacy Day, time for the shared governance councils (faculty, staff, and students) to visit legislators in Annapolis, is scheduled for Feb. 19<sup>th</sup>, 2020. Each campus has a government relations representative who is the first best source for information. He shared that he meets with those individuals and they focus mainly on bills that impact the universities and the USM. Issues that are coming up in bills include, data privacy and facial recognition, which are new topics. Other topics will be communicated with CUSF and as the Session continues.

This legislative year, the dynamics have changed with new members and new leadership in both the House and Senate sides. Mike Miller continues to be involved with the Budget and Taxation Committee. Other committees where higher education-related bills are heard include the House Appropriations Committee, the Education Health and Environmental Committee, and the Ways and Means Committee.

Andy Clark will begin Monday morning updates via phone conference calls at 9:30 am starting on January 20<sup>th</sup>. These calls will review bills from the past week and bills that are forthcoming in a given week.

On Fridays, during the session, Andy will send out newsletters providing information on bills pertinent to USM and/or higher education. The first newsletter will be provided this Friday January 17<sup>th</sup>.

No new or old business.

Meeting adjourned.

Respectfully submitted March 1, 2020

*Karen Clark*

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