



COUNCIL of UNIVERSITY  
SYSTEM FACULTY

*Strengthening Higher Education through Shared Governance*

**CUSF Council Meeting at  
Coppin State University (CSU)  
Talon Center ~ Conference Room 214  
Thursday, February 20, 2020  
Minutes**

Attendees: Ericka Covington (Coppin), Aerian Tatum (Coppin), Robert Kauffman (Frostburg), Ellen Schaefer-Salins (Salisbury), Jennifer Potter (Towson), James Manley (Towson), Carol Molinari (UB), Julie Simon (UB), Everly Brown (UMB), Karen Clark (UMB), Susan Antol (UMB), Arrya Gangopadhyay (UMBC), Marc Pound (UMCP), Jason Geary (UMCP), Jianhua Zhu (UMCP), Robert Johnson (UMES), William Chapin (UMES), Sabrina Fu (UMGC), Mary Crowley-Farrell (UMGC), Elizabeth Brunn (UMGC) and Zakiya Lee (USM).

Call ins: Benjamin Arah (Bowie) and Davie Anyiwo (Bowie).

**Welcome and Introductions:** Robert Kauffman, CUSF Chair

**Greetings from Campus:** Aerian Tatum introduced Dr. Rolande Murray, Assistant Vice President for Academic Operations on behalf of Dr. Burnim as he is testifying today in Annapolis. Updates were provided on the state of shared governance. It has emerged allowing different constituent voices to the table. Faculty Senate, students, Deans, Vice Presidents, and Directors have the opportunity to meet with the President once a month. All the work that takes place is shared in documents available to everyone and feedback is encouraged. There are meetings to converse with the Provost once or twice a month. At the beginning of every fall and spring semester, faculty and others meet as a large group (and in breakout session) for a day and a half to discuss issues and concerns. To engage, and for transparency, they have added virtual assemblies which help with communication. Those who log in can post questions. Students, faculty, staff and constituents have access to these meetings.

When asked what technology is used, Dr. Murray noted that it's SharePoint and Skype. In SharePoint documents are shared and accessible to all faculty. They believe this is very important for all to have the opportunity to engage and share information; using Skype and SharePoint is how they leverage their technology. They also provide a room where some can attend while others can log in remotely and read all the documents ahead of time.

Robert Kauffman commented on the great job that Mickey Burnim has done and added that Anthony Jenkins, Coppin's new president, is arriving in May. In response to a question and for the benefit of Dr. Murray, Robert noted the work of CUSF including: 1) the creation and implementation of shared governance reports from institutions across the system, 2) the academic integrity work, 3) last

year's work resulting in a report on course evaluations/student evaluations, and 4) the faculty salary report. These are examples of initiatives by CUSF complementing what Coppin is doing.

**Approval of CUSF Council Minutes:** Approved with final edits

Coppin State University **State of Shared Governance Report:** Erika Covington, Vice Chair of Faculty Senate, spoke on behalf of Charlotte Wood, Faculty Senate Chair. Active projects include updating their 2010 ART document. They are editing draft that will then go out to the faculty for review and final comments. They have multiple projects happening including their review of salaries and work to make incremental corrections. CSU faculty are watching the HBCU case that is ongoing and the topic of mergers of institutions. Regarding merging institutions, it is the consensus that Coppin does not want this to happen. They strive to keep transparency and remain open and inclusive. They are also looking at restructuring programs for what would make the most sense. This includes any need for shifts in offerings. They will then develop a proposal. They are looking for certificates and new courses to help make Coppin competitive to attract students and faculty. Coppin has a successful day care center. They also have Coppin Academy, a small charter school in the center of the campus. They are in discussions regarding pulling out from it due to a low return on investment.

A question was posed as to the appointment, recruitment, and tenure work being completed before the arrival of the new president. Dr. Covington noted that the work is the responsibility of the faculty, nearly complete, and will be complete before President Jenkins arrives.

**Updates from USM and Chancellor's Council:** Joann Boughman, Senior Vice Chancellor for Academic and Student Affairs, is in Hagerstown. Zakiya Lee provided updates.

Regarding the legislative session in progress:

- SB518 and HB533, the Jordan McNair bills, focus on fair treatment for student athletes. The System opposes the bill. One part of the bill includes, 'name image and likeness' and the bill establishes a council to hear concerns regarding athletes. The membership would vary, and the concern is that the council would conflict with the processes institutions and the Board of Regents have in place and undermine the presidents, provosts, institutions, and BOR.
- HB1260 is focused on resolving the HBCU coalition case. It asks for additional support in the amount of \$577,000,000 to be provided in equal amounts (to the four HBCUs) each year from 2022 to 2031. If it passes the coalition case will be finished. The hearing is set for Tuesday Feb. 25 at 1pm.
- College Park has a new president. Dr. Darryll Pines will start on July 1, 2020. The search for a new director at USG is ongoing. USM Southern Maryland (USMSM) is our newest regional center; they also have an ongoing search for an executive director. For a UMB president, no timeline has been announced at this time.
- We understand that funding for the Kirwan Commission will not negatively impact USM. For the System budget there are some cuts recommended. Potentially a \$10,000,000 cut to general funds with a recommendation for tuition to increase to 3%. USM is not in favor of either and wants to keep the tuition increase to 2%.

- HB214 and SB658 is a collective bargaining bill for graduate assistants. USM is keeping a close eye on this bill. It has been introduced over the past 4 to 5 years. If passed, the campuses would be allowed to collectively bargain and would, ultimately, decide how to implement it.
- Further work will take place with the USM Appointment, Tenure, Promotion workgroup in April. The date is yet to be determined and this workgroup will be comprised of CUSF representatives with academic system representatives to refine the USM policy.
- Robert Kauffman spoke about the turnout for Advocacy Day. In advocating to the legislators, he noted there was long term legislative support for USM, and thanked the legislators for it. In addition, he noted that during the Chancellor's search, this was an important selling point to potential candidates.
- Robert Kauffman indicated the Shared Governance Survey went out to the Faculty Senate Chairs.

**Nondisclosure Agreement (NDA):** Julie Simons, spoke about this issue. At UB the IT department has approached faculty to sign a NDA to protect student material. The question posed is how is this different than FERPA? One idea is that NDAs are needed to protect personal identifiable information or sharing of student data. One faculty member suggested that this is to protect the institution and not the faculty. The question then was posed as to what the faculty's liability is.

As far as what is an NDA, it is a contract by which one or more parties agree not to disclose confidential information and only share information with others as a necessary as part of performing one's job duties.

Robert Kauffman suggested bringing in someone to speak to CUSF about this.

**Academic Integrity Discussion:** Elizabeth Brunn provided a PowerPoint presentation of the proposed revisions and a proposed new policy surrounding academic integrity. Documents were handed to all present. Two of the System academic integrity-related policies were reviewed, and revisions were discussed. A third proposed new policy was also discussed. Revisions for one of the policies included rights and responsibilities of institutions, faculty, administrators, staff, students, and then added USM. One of the policies, 1.1, only refers to employees work that is scholarly. It excludes all work within the classroom, such as exams, as it refers to research. This led to the need to create a new policy, 1.12. This policy includes work within and outside of the classroom, activities such as coaching, and defining constituent misconduct, but not what is already in 1.1, the portion of research scholarly misconduct. The definitions of misconduct in this policy include plagiarism and cheating (including technology use for same), and sanctions are offered. These proposed guidelines have four sections: policies, processes, procedures, and sanctions.

Elizabeth Brunn added that these policies are separate from policies such as free speech and others related to conduct.

Robert Kauffman explained that there is more work that needs to be done in providing rationales for all changes before taking a draft forward for others to review.

#### **Committee Meetings:**

- **Board of Regents Faculty Award Committee** – Benjamin Arah, Committee Chair – no report
- **Legislative Affairs:** Advocacy Day 2020 was a success. There were several faculty, staff, and students on hand to meet with legislators, including five members of CUSF. During meetings with members of both the House and Senate, groups underscored the importance of maintaining the Governor's budget with respect to higher education. In addition, they argued strongly against a proposed \$10,000,000 cut that would be made up for by increased tuition and argued against cutting funding for the third and final year of the USM Workforce Development Initiative.
- **Educational Policy (Academic Affairs):** Elizabeth Brunn asked if there were any additional questions from the presentation. Susan Antol added we need to consider thinking through how to defend the rationale behind these proposed changes and preparing to include the rationale when revisions are presented; we should be as transparent as possible.
  - There is still a great deal of discussion and work needed within CUSF before presenting the proposed draft to our faculty on the campuses.
- **Faculty Concerns:** The committee revisited the discussion at UB meeting in December regarding requirements for tenure and promotion and whether there is training available and if so to what degree. This group met prior to our meeting with 9 out of 11 that participated. The discussion included the state of the professorship (pros and cons). Of the six universities represented at this meeting, they also represented a good cross section of disciplines. Some of the topics included training and support that are missing. It was suggested to consider a panel discussion from different university representatives and come up with questions such as; who trains faculty and what support and resources are in place for faculty. The code of civility is another topic that the committee is considering.
- **Fiscal Matters:** No report
- **Membership and Rules:** The election process has begun. In March, the Chair and Vice Chair will be elected. Presently, Karen Clark and Elizabeth Brunn are running for chair. Jay Zimmerman has been nominated for Vice Chair. No other nominations were put forward from the floor. Nominations remain open. In March, nominations will open for secretary; the two at large positions will be voted on in our April meeting.
- **Sense of the Council Discussion:** Prior discussions on options for determining the number of CUSF representatives from each institution were discussed. The discussion moved toward making no changes at this time.
- **Old Business / New Business:** None brought forward.

Adjournment: Motion to adjourn. Seconded. Meeting adjourned.

Respectfully Submitted March 1, 2020,

*Karen Clark*

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