



COUNCIL of UNIVERSITY SYSTEM FACULTY

CUSF General Body Minutes September 25, 2020

9:30 Welcome Remarks – Elizabeth Brunn

9:35 Introduction of all CUSF Members and Attendance

Attendance: Benjamin Arah (BSU), David Anyiwo (BSU), Aerian Tatum (CSU), Juanita Ashby-Bey (CSU), John Lombardi (FSU), Erika Kennedy (FSU), Doris Santamaria (FSU), Ellen Schaefer-Salins (SU), Jay Zimmerman (TU), Jennifer Potter (TU), James Manley (TU), Ellen Hondrogiannis (TU), Ana Maria Soto (alt.) (TU), Ellin Lobel (alt.) (TU), Julie Simon (UB), Lorenda Maureen Naylor (UB), Karen Clark (UMB), Susan Antol (UMB), David Gray (UMB), Patricia Campbell (UMB), Roy Film (UMB), Diane Flint (UMBC), Aryya Gangopadhyay (UMBC), Debabrata “Debu” Biswas (UMCP), Pamela Lanford (UMCP), Marcia Shofner (UMCP), Daniel Falvey (alt.) (UMCP), Rachel Gammons (alt.) (UMCP), Mike Wilberg (UMCES), E. William Chapin, Jr (UMES), Robert Johnson (UMES), Elizabeth Brunn (CUSF Chair), Sabrina Fu (UMGC), Mary Crowley-Farrell (UMGC), Edward Haberek (alt.) (UMGC), Joann Boughman (USM), Zakiya Lee (USM), Kathleen Sobriealski, (UMGC guest), President Ronald Nowaczyk (FSU Speaker), Interim Provost Michael Mathias (FSU Speaker)

10:00 Approval of CUSF Minutes

Elizabeth Brunn (CUSF Chair)

- Explanation of how CUSF is having meetings this year. We are not visiting the campuses right now.
 - We will still have a hosting campus and Frostburg is the host this time.

10:05 am Introductions and Remarks from Frostburg President Dr. Ronald Nowaczyk and Interim Provost Dr. Michael Mathias (PowerPoint presentation shown)

- John Lombardi from Frostburg welcoming FSU leadership
- Ron Nowaczyk – President of Frostburg
 - Has diversity, now working on inclusion; social justice issues are important
 - COVID 19 not bad there
 - Many first-generation students
 - Helps students to be engaged citizens
 - High-impact learning practices
 - Improving advising and including career advising
 - Civic learning and democratic engagement
 - Looking at budgeting model
- Michael Mathias – FSU Interim Provost (10:20) (PowerPoint presentation shown)

- Discussed students having successful careers and become successful citizens
- HIPs – High-Impact Learning Practices
- International Center for Academic Integrity (ICAI)
- Portfolios online for faculty
- Open Educational Resources (OERs)
- John Lombardi speaking for CUSF and Faculty Senate President Benjamin Norris (Showed video tour of FSU - Frostburg's YouTube video is at <https://www.youtube.com/watch?v=8xVkimYGqfs>)
 - Discussed the impact of COVID 19 – teaching online or F2F
 - Employee Code of Content
 - Curriculum Development and Academic Advising improvement

10:40 am USM Report from Senior Vice Chancellor Dr. Jo Boughman, USM

- COVID has caused more sharing of info among universities
- Thanked the faculty for preparing for online learning due to COVID
- Do as much as we can as a system, and celebrate the differences with each campus at this critical time
- Referred to recently-amended faculty workload policy
 - Came from looking at tenure and other issues
 - Looked only at instruction before but faculty does so much more
 - Taking into account research mentorship, and scholarly activity also
- Budget issues – 5.8-billion-dollar budget
 - Comes from tuition and fees, research grants, and state contribution
 - We have experienced cuts from the state
 - We are losing money due to expenses for COVID testing, relief, etc.
 - We are 500 to 600 million dollars down from last year
 - Looking at federal CARES dollars to assist budget
 - Enrollments are down slightly
 - Community colleges lost most – economic downturn
 - Students lost jobs so couldn't go to community college
 - Lost dual enrollment students
 - This will impact us in the future
- Each campus has reopened differently and are doing testing differently
 - Towson had community spread – most classes are now online
 - College Park has closed down a dorm
 - Now looking at Spring semester
 - Look at balance of online, hybrid, and F2F
 - Definition of Spring term
 - Starting late and erasing Spring break are some ideas
 - Or not having Spring break but long weekends
- Each campus has money in the Fund Balance
 - That is used to cover debt and keep bond rating
 - Each campus is using some fund balance to help this year, but can't do this multiple years

11:00 am Remarks from Chancellor Dr. Jay Perman (by phone)

- Thanked all faculty for all the work that they are doing; he knows many people have worked off contract to make classes happen this Fall
- Discussed health professions from UMB
- Online education works
- Worried about flu season and COVID together; promoting flu vaccinations
- Need to plan for Spring now
- Not firm plans from all campuses – must include faculty input
- We need to look at what worked well and what didn't
- Within the last few months, new Presidents at College Park, Coppin, and UMB
- New Exec Director at USG (from VA Tech)
- Looking for new President UMGC
- New Exec Director forthcoming for University System of Maryland Southern Maryland (Regional Center in Southern Maryland)
- Budget – COVID has been brutal
 - Modifications to residence halls and classrooms and offices cost money
 - Deficit 500 million dollars
 - This year is worse than last year and FY 22 is projected to be worse
 - Financial recovery hopeful in FY 24
 - We need to plan accordingly – building changes, hiring freezes, pay cuts and furloughs
 - Trying to protect people who can't afford cuts
 - Employees at highest salaries take the cuts

Other comments/responses from chancellor:

- Each institution should have announced what they are doing for budget cuts
- Issues about chronic conditions looking at impacts to universities and healthcare – who can we partner with to improve human condition
- Regent Gourdine is looking at health disparities and how institutions, students, faculty, and staff may be able to engage in fixing problems in population

Question for Jo Boughman

- Question about faculty expectations for annual reviews
 - Asked for recommendations from Excomm
- Jay Zimmerman asked about emergency funds that each campus has
 - Most given to help students not to be used for yearly budgets but one-time costs for crises students may be going through
 - Campuses used federal CARES funds to make campus changes for students as it pertains to COVID
- Ellen Hondrogiannis from Towson asked about advising being part of course load
 - Jo says that is complicated – over 50 advisees may be a course? Hard to pick a number like that so advising is not part of course load
 - Jay tried to explain proposal about flexibility among institutions
 - Elizabeth said it is hard to be specific for any one problem over all the institutions

11:35 Elizabeth asked people to look at proposed Action Plan

- Karen Clark – IPE (InterProfessional Education) explanation
- Elizabeth – academic integrity across online learning and F2F learning
- Open Education Resources will also be looked at
- BOR Faculty Awards – Benjamin Arah looking for potential committee members
 - Three nominations already secured – need one more if you want to serve on committee for Award and Recognition Comm.
- Faculty Concerns Comm – Diane Flint, Chair
 - Diane - work on systemic racism and civic engagement plan
 - Look at technology. Last USM technology policy was from 1988
 - Using tech more with COVID
 - Talk to Zakiya Lee about who to connect with at USM about this work
- Legislative Affairs and Policy Comm.
 - Looking for people interested in working on Legislation
 - Andy Clark, USM Asst. Vice Chancellor – works with legislation and works with MD General Assembly in Annapolis
- Ad Hoc Committee on COVID faculty Issues could be set up
- Rule and Membership Comm
 - Need to change old rule about having to be in person to vote
 - People couldn't vote remotely in past – this needs to change
 - What are new rules in virtual environment?
 - Rules for ExComm too
 - One term members?
 - Do you get “kicked off” of CUSF if you don't attend as a member?
- Karen Clark asked about faculty evals based on student evals? This can be different at different universities.

Break – 12:15-12:25

12:35 Break-Out Rooms Meet – committees meeting from 12:30 to 1:00

RECONVENE for Breakout Committee Meeting Reports - Working Lunch

1:05 pm Committee Reports from

- Ed Policy Committee - Karen Clark
 - Will keep all 3 focuses for the plan
 - Some universities offer micro credentials and digital badging
 - Academic integrity policies and guidelines need to be set
 - OER – we have a librarian now in CUSF
- Faculty Concerns Committee - Diane Flint
 - Three sub-committees
 - Technology Comm – white paper on current and best practices
 - COVID Comm – proposal to CUSF
 - Will include workload stress
 - Structural Inequality/Racism Comm.
 - Discrepancies in USM policies?
 - Looking for concerns from the CUSF members

- Board of Regents Award Committee - Ben Arah
 - Opening for one more member; due to Zakiya by next Wednesday, Sept 30
- Rules and Membership Committee - Bill Chapin
 - Looking at all by-laws and constitutions and make changes for current online climate
- Legislative Affairs Comm. Did not meet today.

The Action Plan was voted on and approved for CUSF by a majority of members

Academic Year 2020-2021 PROPOSED ACTION PLAN

1. Education Policy Committee - Appointed Chair Karen Clark

- IPE will be the major focus this year for the committee. Members will begin research for a white paper that will discuss the ways USM institution faculty are currently using IPE and with goal for recommending methods, tools, and projects that will increase USM faculty benefits from IPE both in terms of shared resources and faculty development.
- One subcommittee will be established to focus on completing the review process of the proposed new and revised Academic Integrity Policies and Guidelines, for Board approval.
- A second subcommittee will review the creation of Open Education Resources and its acceptance for tenure and promotion purposes, and report on potential action for consideration.

2. Board of Regents Faculty Awards & Recognition Committee - Appointed Chair Ben Arah

The committee will review nominations of faculty by USM constituent institutions for determination of those most worthy of this honor and make recommendations to the Board for their consideration.

3. Faculty Concerns Committee - Appointed Chair Diane Flint

- Begin discussion on Civic Engagement and Systemic Racism Action Item TDB by Committee
- Begin research for a white paper on the needs, types, and ways that the existing USM policies on technology can be updated or replaced, privacy and liability concern that faculty have raised with CUSF.

4. Rule and Membership Committee - Appointed Chair Bill Chapin

- Update the Constitution to correct typographical and factual errors.

- Revise and codify existing policies in the By-Laws to include modernizing voting methods and the terms of ExCom members; and
- Review ways to improve the participation of CUSF representatives under the Constitution.

5. Legislative Affairs and Policy Committee - Aerial Tatum, Contact Person

- Participate in Advocacy Day each February in Annapolis (likely in partnership with Council of University System Staff and the University System of Maryland Student Council).

6. Create an Ad Hoc Committee on COVID-19 Faculty Issues

This committee will focus on the feedback and issues that are being experienced by faculty because of the pandemic. Its focus will be to monitor the concerns of faculty as reported by CUSF representatives or their constituents, and to recommend to the general council those that may require action by CUSF and/or attention by the system.

1:35 The meeting was adjourned.

Next meeting will be virtual and hosted by Salisbury University on October 19, 2020 at 9:30

Recording 9/25/20 CUSF Meeting

https://umuc.zoom.us/rec/share/Mi6YDcIF6_Ai2M7ZOn5taiRot79TO6_RtRRUDkL46Xlp-bMb92fGFkNdPnWYaw.wj8S55j5QZiDuvGU

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