



COUNCIL *of* UNIVERSITY SYSTEM FACULTY

Minutes of October 19, 2020 CUSF Meeting Hosted By Salisbury University – Online Format

9:30 AM Attendance

Attendance: David Anyiwo (BSU), Aerian Tatum (CSU), Juanita Ashby-Bey (CSU), Atma Sahu (CSU alt.), John Lombardi (FSU), Doris Santamaria (FSU), Ellen Schaefer-Salins (SU), Jeni Davis (SU), Vitus Ozoke (SU), Jay Zimmerman (TU), Jennifer Potter (TU), Ellen Hondrogiannis (TU), Ana Maria Soto (alt.) (TU), Ellin Lobel (alt.)(TU), Julie Simon (UB), Lorenda Naylor (UB), Karen Clark (UMB), Susan Antol (UMB), David Gray (UMB), Patricia Campbell (UMB), Michael Wooley (alt.)(UMB), Diane Flint (UMBC), Aryya Gangopadhyay (UMBC), Marcia Shofner (UMCP), Rachel Gammons (alt.) (UMCP), Mike Wilberg (UMCES), Robert Johnson (UMES), Elizabeth Brunn (CUSF Chair), Sabrina Fu (UMGC), Mary Crowley-Farrell (UMGC), Edward Haberek (alt.) (UMGC), Joann Boughman (USM), Zakiya Lee (USM), Randall Cone (SU Faculty Senate President), Tim Robinson (SU Adjunct Faculty Caucus), Karen Olmstead (SU Provost)

9:40 AM Approval of Minutes - Correction of minutes.

- “Maureen” out of Lorenda Maureen Naylor should be removed from September meeting minutes.
- Poll for approval of minutes.
- Results show approval of the minutes.

9:45 AM Report by Elizabeth Brunn (Chair of CUSF)

- Much happening outside of meetings with reports at the AAAC Provost meetings and the Board of Regents meetings.
- Also went to USM Student Council Meeting last week.
- CUSF members should bring items to CUSF if you feel that it can impact all of USM.
- Will set up a discussion time to bring up these topics.
- International Center for Academic Integrity has raised the topic of legal liability for faculty.
 - Followed up with James Orr (ICAI) and James Bond (UMD) who both know about academic integrity
 - Requested best practice tips to protect from liability, so James Bond is coming later to present on that
- Ellen will discuss issues about the Executive Order on Diversity and Inclusion issues and what the order will mean to us.
 - This discussion will make you aware of the order.

- USM Student Council discussed Election Day procedures. Some are volunteering at the polls or need to vote. They want flexibility (with classes, exams, etc.) on Election Day.
 - Student at FSU asked for resolution to allow flexibility that day.
 - Can CUSF resolve to have flexibility on November 3? We have a proposed draft for that.
 - Stay for your committee meetings. Make timelines for goals and tasks of committees.

10:00 AM Ellen Schaefer-Salins - Welcome from Salisbury U. Introduction of Randall Cone and Tim Robinson

- Randall Cone – Faculty Senate President - discussed the balance with online learning first with childcare and children at home learning.
 - How to manage labs and clinical experiences?
 - How can faculty do research with COVID and work on tenure and promotion?
 - How do we do service as faculty? Student club advising and committee work.
 - What about Zoom fatigue and mental health and physical health now?
 - Student attendance and COVID testing.
 - The Faculty Senate is looking at resolution and recommendations about COVID testing to serve faculty near and far from campus.
- Tim Robinson – Head of Adjunct Faculty Caucus
 - 40% of faculty are adjuncts at SU.
 - Worked to get a raise for the adjuncts and SU made a commitment to give raises to adjuncts when full-time faculty obtain raises in the system.
 - Reasonable parking rates were made too.
 - SU created orientations for adjuncts – former SU Associate Provost Melanie Perreault set this up and is now at TU as provost.
 - Dr. Olmstead and Dr. Wilkens expanded this training.
 - Tim sits on President’s advisory team at SU.
 - Works with Leadership of Faculty Senate at SU.
 - Tim received a faculty award for service at SU.
 - He feels that adjuncts get great support now.
- Dr. Olmstead (SU Provost) talk and video
 - Talks about how campus has changed.
 - Remote classrooms across campus is new.
 - COVID testing is new.
 - SU has four endowed colleges:
 - The Henson School of Science and Technology
 - The Perdue School of Business
 - The Seidel School of Education
 - The College of Health and Human Services (not endowed yet)
 - And the newly endowed Clark Honors College
 - SU is a public comprehensive institution.
 - Comprehensives are a cultural and economic hub of communities

- COVID has impacted this greatly. Fewer cultural programs during this period.
 - Many students are winning nationally competitive fellowships. 13 students selected for Millennium fellowships and also:
 - UNESCO fellowships and more.
 - Many award students are first in family to go to college.
 - Art students win awards.
 - Nursing students have top pass rates on national exams.
 - Great student outcomes.
 - More than 200 faculty worked to improve online learning over the summer.
 - Faculty work on community engagement.
 - Lots of work with civic engagement.
 - Campus designated as a Community Engaged Campus by the Carnegie Foundation.
 - Ethics across the curriculum, National Center for Civic Reflection moved to SU.
 - Writing is important with the faculty for their research.
 - Trends in Higher Education Post Pandemic
 - Enrollments and budgets and student demographics will be impacted.
 - Diversity, Equity and inclusion efforts will be impacted.
 - Increase needs for minority students and first-generation students.
 - Student mental health is important with fewer resources and students at home.
 - Funding and affordability – increased tuition erodes public confidence, which deteriorates political support, which reduces funding.
 - Expanded role of technology – learning remote teaching, more data management.
 - We will have to meet students where they are. Have not done a lot of online education before except for Social Work program.
 - Infrastructure for working from home.
 - How do we use space, offices, dorms?
 - Types of students that we educate – diversify.
 - Shared governance is important
 - Issues of Faculty Senate – Met right when COVID hit last year. Tenure time lines, class changes and more
 - We hold faculty town halls every other week to build a sense of community.
 - Thank you to all in USM for what you all are doing!
- Video of SU was shown.

10:20 AM James Bond (UMCP Office of Student Conduct) - Academic Integrity

- Example: student who gets a 0 on an assignment when the teacher suspects plagiarism.
 - Repercussions for faculty?
 - It could look arbitrary.
 - Professor has to do it consistently.
 - TU has policy that is clear on what to do here – Jay Zimmerman.
 - Elizabeth says it is important how you confront the student. Faculty need to follow guidelines. Due process is mandatory.
 - James Bond says you have to have due process for students.
 - Confrontation is tricky. Students have to be able to respond.
- Question about syllabus – can't put everything on it.
 - Must talk about AI. How would it look for this assignment?
 - Bond said to put a link to AI rules in syllabus so it doesn't have to all be there in syllabus.
 - Use a judicial board at your university.
- Jay Zimmerman felt that student was cheating and asked for a meeting with student.
 - Student avoided meeting then accused faculty of unfairly deciding outcome.
 - Bond says that matter must be resolved before giving assignment or final grade.
 - Bond says important to look at standard of evidence for plagiarism.
 - Student will take it personally.
 - Jay dropped the case.
- Another scenario is about cheating within a group assignment. Does all the group fail? Have to spell out process for this group effort with AI.
 - Can have one student in the wrong and not all.
 - Scaffolding approach can look at who did what work.
 - Susan Antol says students can do work in wikis so you can see who did what.
- Know what rules are at your institutions and the process for AI Issues.
 - Elizabeth supported the importance of knowing the rules.
 - Faculty and university can be sued for damages.
 - Faculty has discretion.
 - People in a department should be consistent; professors should be consistent.
 - Document EVERYTHING!
 - Know how to use Turn It In and tools like it
- Lots of technologies that help with plagiarism
 - Showed Chegg.com
 - It posts your work but will tell you who posted it if you ask.
 - Can help assist in investigations possibly.
 - Course Hero
 - Elizabeth – How vigilant do you need to be on AI issues
 - Students purchase papers and people do the work for a student.
 - Plagiarism is increasing, so know these sources.
 - How responsible do faculty need to be? Big question now.

11:00 AM Dr. Charles Wight (SU President) says hello and belated welcome

- Talked about all the issues like COVID, presidential elections, Black Lives Matter, and technology.
- Thanked the faculty and CUSF members.
- Explained changed from F2F to Zoom after uptick in COVID.
 - Wants students to come back F2F to learn more post-pandemic, but with safeguards.
- Knows that CUSF is worried about AI and he thinks it is very important.
 - Brute force path – lockdown browsers and more.
 - Teaching to use online tools for learning and not cheating.

11:15 AM Jo Boughman - USM Updates

- USM is setting up Chesapeake Regional Information System for Patients (CRISP)
 - Takes info for COVID.
 - Students can get tested anywhere and it goes to CRISP which goes to universities.
- Met with directors of USM counseling centers.
 - All have capacity – many students not on campus but can still get services.
 - Prepared for stress and difficulties after the election.
- Each campus handling Thanksgiving differently.
 - Some say don't go home.
 - Some say to stay home.
 - Know what your campus is doing so you can prepare for it.
- All campuses are planning for Spring 2021.
 - Some are not having spring break; differs by campus
 - Learn why your campus has chosen the path they did.
 - Some campus may have shorter spring break for mental health.
- 10-year-old nephew says his 6-year-old brother went all "2020" on him. New term!!
- Arian asking about CRISP system.
 - Check with general counsel or VP of Student Affairs on your campus

11:30 AM Annie Rapoport – President of USM Student Council (USMSC)

- Trying to have USMSC, CUSF and CUSS work together on issues.
 - AI – Academic Integrity.
 - Considering how to work together on civic engagement.
 - What do we do in times of COVID – grief and bereavement
- Atma Sahu asked about policy statements for attendance and other issues like academic integrity.
 - Jo answered – encouraged faculty to be flexible with all that is happening with students.
 - Students don't have internet, are caretakers, have lost family members, and more.
 - Elizabeth – explained we are an advise and consent body

11:40 Lailah Shishineh – President of the Council of University System Staff (CUSS)

- Works at UMBC now.
- Important to work across the councils more.
- CUSS has 5 committees
 - Exec Comm
 - Benefits and Comp
 - Board of Regents Awards
 - Policy Affairs Comm.
 - Communication and Marketing
- Looking forward to next month's council meeting combining all CUSF, CUSS, and USMSC.
- Susan Antol asked about working together more with faculty and staff issues.
- Elizabeth asked about what are staff positions.
 - Exempt and non-exempt – high and lower levels.
 - Hard for all to do work at home with COVID.
- Jay asked about staff being asked to reallocate time to do other tasks (happening at TU).
 - Lailah will check on this.
- Ellen Hondrogiannis asked about opening labs.
 - Faculty in lab but staff is not there to help. Asking when they will come back.
 - Jo answered that they are trying to open labs safely.
 - Setting up labs for advance courses –made at campus level and below.
- Annie said students were worried about faculty getting their professional development.

11:50 AM Open Discussion

Executive Order 13950 – Executive Order Combating Race and Sex Stereotyping

- Ellen explained how it can possibly impact SU with current class offerings and future General education requirements
- Jo explained legal things
 - Can't say that ALL men or all white people feel a certain way.
 - Must pay attention to it while it is in place.
 - Princeton President was made as an example with new order.
 - This will not deter us to be sure there is great understanding of others.
 - We still must be inclusive and balanced toward all.
- Elizabeth explained that this order is there until it is taken away. We must follow it but hard to interpret.
- We may want to ask counsel of the University System of MD on legal interpretation.
- Lorenda Naylor – Public Service? And learning. And training which requires D and I.
- Aerial Tatum – This is a big issue for us at HBCUs.
- Atma Sahu – AG office will be working on this to know the right thing to do.
- Jo – Will contact Office of Attorney General for comments on how to handle this.
- Elizabeth asked about options to challenge this order. Appeal processes?
 - Jo will check into this.
- Susan Antol shared that some diversity training is offensive to her and maybe others.

- Atma Sahu says that diversity training teaches empathy.

12:00 PM Resolution for Participation on Election Day-November 3, 2020

- Making Election Day easier for students. It is set up to help students and not faculty.
- Jo says it is mostly for students to be election judges and other things. It is encouraging flexibility for students.
- Jo says hard to make Election Day a holiday due to classes/hours required.
- Lorenda Naylor – we want to help students with the democratic process.
- John from Frostburg – There should be a different resolution focusing on faculty more.
- Susan Antol – says that students can come to teachers.

12:15 Broke into Committees – Break-Out Rooms on Zoom

12:45 PM Committee Reports

1. Education Policy

- Digital badging is important.
- Looking at academic integrity.
 - Waiting for feedback from the attorney general’s office looking at AI issues.
 - Progress is being made in that area.
 - Understanding guidelines versus policy in AI. Making sure we propose things correctly to institutions.

2. Faculty Affairs Committee (Diane Flint)

- COVID committee creating a poll for important issues with COVID.
- Structural Inequality and Racism team – looking at different campuses.
- Technology subcommittee – looking at contacts that Jo gave.

1:20 Old Business – None

1:21 New business – Benjamin Arah – Head of Faculty Award Committee

- Sent out the call for nominations. Deadline is November 13.
- Nominations come from presidents of universities.
- Nominations go to Zakiya and then committee will meet to recommend awards.
- Goes to Committee on Education Policy and Student Life of the Board of Regents.
- Committee is Sabrina Fu (UMGC), Susan Antol (UMD), Benjamin Arah (BSU), and previous award winners Patricia Shields (UMCP), and Josh Dehlinger (TU).
 - Committee meets CUSF guideline for institutional mix of institutions.
 - Mary Crowley-Farrell says that Lorenda Naylor is also on the committee.
 - Zakiya says that is not the case.
 - The five committee people are as shown above.
 - Motion to approve committee; second by Aerian Tatum.
 - Committee was approved unanimously.

1:30 Meeting was adjourned