



Chair’s Report (CUSF) March 2017

For the March report, there are four commentaries. The first commentary focuses on a review of CUSF’s activities and action items for the planning activity at its March meeting. The second commentary focuses on “Where we are going.” The third commentary is an opt ed by Elizabeth Brunn. Elizabeth made a motion that passed at the last meeting regarding where we are going. The piece is a followup on what she seeks. The last commentary focuses on implementing the UMUC reapportionment.

1703.1: Chair’s Commentary – A Review of CUSF’s Activities and Action Items in Preparation for the Planning Activity

The involvement of the Council of University System Faculty (CUSF) is defined by the Board of Regents I-6.00 Policy. The emphasis of CUSF for 2016-2017 has been on increasing communications and

developing infrastructure. As part of the process, CUSF has developed a mission, vision statement and strategic plan along with several other initiatives discussed below. Actually, the strategic plan is more of an action plan. The purpose of this commentary is three fold. First, the membership requested a planning session at the March meeting. This commentary helps to provide the structure and setup for that session. Second, its purpose is to review what CUSF has accomplished so far this year. We have accomplished a fair amount. Third, it begins the process of determining the action items for next year. Normally, this would be scheduled for the April and May meetings. Overall, reviewing CUSF’s involvement in shared governance directly relates to its mission of strengthening higher education in the State of Maryland through shared governance.

Model of Shared Governance Involvement for CUSF

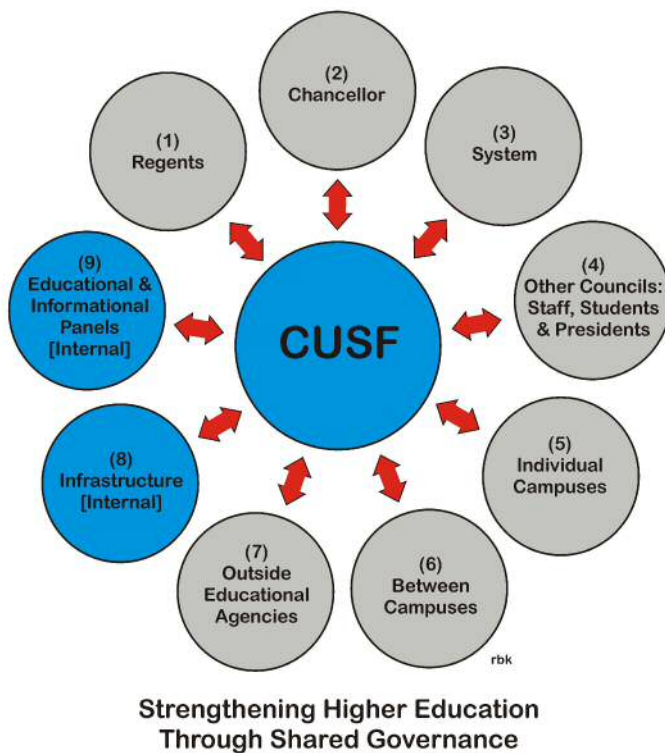


Figure 1: Model of Shared Governance Involvement for CUSF

In assessing its involvement in shared governance, nine components were identified (Figure 1). Reports reflecting CUSF activities are the primary formal vehicle used to communicate with the Regents (1) and Chancellor (2).

Communications with System (3) are understated in the analysis below. The Vice Chancellor of Academic Affairs works very closely with the Council on several different levels including communications on behalf of the Chancellor, System, etc. There are four Councils. CUSF has worked collaboratively with the staff and student councils (4) on a joint meeting in November and Advocacy Day. CUSF's involvement with the campuses was divided into working with the individual campuses (5) as well as facilitating communications between campuses (6). CUSF has involvement with external agencies (7) including MHEC and the Legislature during Advocacy Day. Two of the communications involvement focuses on internal functions within CUSF. These are infrastructure (8) and education and informational panels (9).

Each of the bubbles diagramed in Figure 1 is discussed below in term of CUSF's activities and action items listed in the strategic plan. Attending the Chancellor's Council or BOR meeting are examples of activities. Action items are noted with their task number.

(1) Regents

Report: Chair's Report by CUSF to the USM BOR – A written and verbal report is provide to the BOR for their meetings. RECOMMENDATION: *No action is needed.*

(2) Chancellor

Report: Report by the CUSF to the Chancellor's Council – A written and verbal report is provided to the BOR for their meetings. RECOMMENDATION: *No action is needed.*

Task 2.1: Senate Chairs Survey on the State of Shared Governance – The survey has been initiated this year as proposed in its procedures. RECOMMENDATION: *Continue as an action item each year.*

(3) System

The tasks listed below are primarily System driven initiatives or reviews of BOR policies. CUSF could take a more active role by instituting reviews and policies. However, there is a question whether it is necessary. RECOMMENDATION: *No action needed.*

Task 3.1: E&E 2.0 Initiative

Task 3.2: Workload Task Force

Task 3.3: Diversity and Inclusion Committee

Task 3.4: ART Task Force

(4) Other Councils

Joint Meeting – Traditionally, CUSF has worked with the student and staff on a joint November meeting at College Park. RECOMMENDATION: *It has been suggested that CUSF participate in a joint meeting every other year. If the Chancellor is in attendance, there is justification for the joint meeting.*

Task 1.1: Annapolis Day – Advocacy Day is a collaborative effort between the student, staff, faculty and System. It occurred on February 28th. It was executed as planned and very successful. It has been the responsibility of the Legislative Committee. It is a significant activity conducted during spring semester. RECOMMENDATION: *Continue as an item.*

(5) External Educational Agencies

MHEC Representative – In the past, the Chair or his/her representative has attended the MHEC meetings on behalf of CUSF. Virletta Bryant had assumed this responsibility before leaving Coppin. The position will need to be filled. RECOMMENDATIONS: *Continue as a responsibility.*

(6) Communications with Individual Campuses

Task 1.2: Newsletter – It was decided to publish two newsletters during the 2016-2017 year. This seems to be reasonable and a doable initiative. RECOMMENDATION: *Continue this item.*

Task 1.3: Hotline – The hotline is really a “clipping service.” The service is provided by Mike Lurie at System. The process needs to be made available to CUSF liaisons and Senate Chairs to disseminate as appropriate on the individual campuses. It should be institutionalized as part of the new member orientation package. RECOMMENDATION: *Designate this item as completed and include in proposed orientation materials.*

Task 1.4: Strengthen Communications Network – Actually, this initiative reads as a reiteration of the hotline and newsletter. Perhaps the focus of this initiative should be on how to strengthen the role of the liaisons in this process. RECOMMENDATION: *Reexamine and redefine the role and responsibilities of the liaison positions.*

Task 2.4: Academic Freedom Policy – The Academic Freedom Policy which was approved several years ago was re-disseminated to the campus through the Senate Chairs. RECOMMENDATIONS: *Designate this item as completed.*

Task 2.5: Shared Governance at UMUC – The Senate Chair and the AAC (Academic Advisory Committee) at UMUC was invited to the September CUSF meeting to provide an update on shared governance at UMUC. This initiative was completed. It is questioned whether this was appropriate and needed given the state of shared governance report provided by the Senate Chairs when Council visits the individual campuses. RECOMMENDATION: *Designate this item as completed.*

(7) Communications Between Campuses

Senate Chairs Meetings (fall & spring) – CUSF sponsors two meetings a year specifically for the Senate Chairs. One of the main purposes of the meeting is for the Senate Chairs is to share practices and policies on campuses. With the use of the social media initiative, it is important to strengthen this initiative. A second purpose of these meetings is to find out directly from System the policies and procedures that will directly affect the individual campuses. RECOMMENDATION: *Continue meetings and strengthen share practices as an agenda item.*

Task 2.2: Shared Practices – The concept of shared practices is to breakdown the “silos” between campuses and to share practices between campuses. Shared practices can help individual campuses advocate for change on their individual campuses. With the addition of the social media action item, this item is moving forward, slowly. Formalizing this process with reports on the webpage can provide campuses with a valuable resource. RECOMMENDATION: *Continue and strengthen this item.*

Task 2.3: Peer Review Committee – The purpose of this item was to strengthen communication and shared governance practices between campuses. Currently, the formalized proposal is on hold. RECOMMENDATION: *Reexamine this item to make it more feasible.*

(8) Informational and Educational Panels

Task 4.1: Collective Bargaining Panel – In part, this item was completed with the discussion of the resolution passed at the College Park meeting in November. It did not involve a formal presentation or panel discussion. RECOMMENDATION: *Designate this item as completed and determine if continuation is desired.*

Task 4.2: Sick Days Conversion for TIAA-CREF Retirees – Faculty on the TIAA-CREF retirement plan are unable to convert their accumulated sick days into a cash value. The objective would be to develop a workable proposal to address this issue. The action item was not pursued this year. RECOMMENDATION: *Reconsider this item.*

Task 4.3: Changing Face of the Faculty – This action item has evolved into “*The Changing Professoriate*” series. This year the educational series has focused on the following topics: The changing professoriate, the changing student, the changing student, and the changing research and development climate. RECOMMENDATION: *Continue the series including new or similar sessions.*

(9) Infrastructure

Regent’s Awards: Easily overlooked, the review and recommendations for the Regent’s Award is a yearly task that requires significant involvement by CUSF members. It is placed here because of all the categories, it most closely fits here.

Task 5.1: 2016-2017 Strategic Plan – The development of the strategic plan was initiated during spring semester 2016. It was formally approved at the October meeting for one year or until the November 2017 meeting. Most of the items have been addressed in full or in part. RECOMMENDATION: *The Strategic Plan should be renamed as the “Action Item Plan.” A preliminary plan should be developed and pre-approved during the spring semester of the year. The final version should be revisited and approved at the September or October meeting. It provides a valuable “do list” for the year’s activities.*

Task 5.2: Operations Manual – An operations manual was begun this year. It was noted that there is a core group of “old timers” and among the new members there is often considerable turnover of members each year. It was suggested that there is a need for an orientation manual and/or an orientation session for incoming members each year. RECOMMENDATION – *An orientation manual and/or orientation session for incoming new members should be developed.*

Task 5.3: Mission, Vision Statement, and Goals – Development of the mission, vision statement, and goals were begun during spring semester 2016. RECOMMENDATION: *Designate as a completed action item. Review in two years or as needed.*

Task 5.4: Logo – The CUSF logo was developed and approved. RECOMMENDATION: *Designate as a completed action item.*

Task 5.5: Focus Groups Regarding Image of CUSF On-campus – Due to scheduling issues, this initiative was not initiated. The original purpose of this initiative was to provide an outreach to the campuses to more thoroughly find out what is going on the campuses. RECOMMENDATION – *Reconsider the initiative and/or scale it down to manageable level.*

Task 5.6: Reapportionment – Reapportionment is completed every three years. There is one remaining issue regarding reapportionment at UMUC which should be determined at the March 2017 meeting. RECOMMENDATION: *Designate as a completed action item.*

AI-1701 Social Media Platform – The use of social media (SLACK) to increase communications was added as an action item at the February meeting. RECOMMENDATION: *Implement as planned.*

1703.2 – Chair’s Commentary: Where Are We Going?

At the February meeting at UB, Elizabeth Brunn raised the question regarding where we are going. The motion passed and the session for March evolved into addressing the action plan for next year. The purpose of this commentary is to address the “why” rather than the “what.” Let me see if I can articulate the “why” succinctly.

The Council of University System Faculty (CUSF) lives and dies in accordance with the I-6.00 Board of Regent’s Policy. The policy defines the role of faculty within the System. Policies are periodically reviewed. They are challenged. They are defended. They are revised. The bottom line is what is the role of and how does the faculty contribute to strengthening higher education? The issue for the faculty and CUSF is how to maintain relevance in an ever changing educational climate in the 21st century.

The purpose of “*The Changing Professoriate Series*” is to address the changes occurring in higher education. Topics include the rise of the adjuncts, the changing research and development climate, the changing classroom, and the changing student demographics. These presentations are foundational to the discussion. It is incumbent on us to be able to answer the questions who are the faculty and what is their contribution to higher education when it comes time to defend the I-6.00 policy and its implementation on the individual campuses. It is up to us to justify our relevance and to communicate it to the Board of Regents, Presidents, staff and students. As delineated in our mission statement, this helps us to *strengthen higher education through shared governance.*

1703.3: Opt Ed Commentary – March Open Forum Meeting

by Elizabeth Brunn

As Robert has pointed out in *Chair’s Commentary: Where are We Going?* (found above), next week’s March meeting has time set aside to discuss the future action plan for CUSF in 2017-2018. All of us have been exposed to a series of strong speakers who have fostered discussion on the nature of *The Changing Professoriate* within our ranks. As the CUSF year comes to the end, it would be great to turn the Series discussion into a few ideas which might be pursued in a concrete manner, either with a White Paper, Position Paper, Recommendation to consider policy change or a Recommended policy change as suggested by the CUSF committees going forward. I was tasked at the February meeting to set some guidelines and topic suggestions to focus our open brainstorming session on the 15th. To that end here are some points for you to consider:

- The purpose of this brainstorming session is to exchange ideas generated by the *Changing Professoriate Series* and to strengthen higher education through our role as faculty.
- It is agreed that we are not voting on measures to be taken but instead attempting to **define** ideas for future study and development. Each idea should be detailed enough that it can be offered to our committees with the agreed intent that it will be pursued for action as noted above. This is not to say an idea will be acted upon but that it will be examined seriously for that purpose in mind.
- Everyone is asked to come to the meeting with some germ of an idea(s) that can generate future discussion. This may be an idea that relates to:

1. the rise of the adjuncts, revision of the tenure system;
2. the definition of who is considered a faculty member;
3. revisions to tenure;
4. the changing research and development climate;
5. the changing classroom;
6. student diversity and inclusion;
7. the student customer;
8. the use of data analytics;
9. online education resources;
10. technology as a teaching and communication tool;
11. changes in student demographics; or
12. a topic that is “hot” at your school and which you believe to be pertinent for all of us.

The idea should be presented in a manner that is action oriented. This means a statement that would suggest that CUSF pursue the matter in either a commentary, white paper, position paper, policy or recommendation.

- Come with an open mind and try to think outside the box. It is hoped that we get a least one idea for each of our committees to pursue.
- Should you be unable to attend but still have ideas to submit, please e-mail me (address below) with your idea, and I will see to it that it is put out on the table for consideration.

It is very important to come fully prepared, because there is only one hour to discuss our ideas. If anyone would like to send their ideas to me ahead of time for pre-circulation, please feel free to do so. My e-mail address is elizabeth.brunn@umuc.edu. You may phone me as well at 410-484-8586 or my cell is 410-591-9115 if you wish to phone or text me.

Should you have need to question anything about the process, topics etc., please feel to connect with me via e-mail or phone. I have yet to set up a SLACK account, so please excuse the old-fashioned methods of communication. Also, I telecommute so please feel free to leave a message with one of my uncompensated secretaries* (*i.e., my husband, son or daughter) if I am not available. Be sure to tell them you are with CUSF.

I appreciate how busy you all are and wish to thank you in advance for taking the time to give this matter your attention.

1703.4 – Chair’s Commentary: UMUC Reapportionment

At the January meeting, reapportionment was completed. UMB went from five to six representatives and UMUC went from three to two. All other institutions remained the same. Also, UMB gaining one and UMUC losing one are not linked with each other. The gain and loss are independent of each other. The issue is not about the reapportionment, it is about when it should occur, particularly for UMUC. UMB would gain an additional seat next year.

In consultation with Bill Chapin and the Rules and Membership committee, ExCom is making the recommendation to Council that the change in UMUC representation take effect beginning fall semester 2017. ExCom discussed the matter and passed a motion to this effect. In addition, I have discussed this with Theo Stone, Senate Chair of UMUC, and they have developed a process for this eventuality. It is recommended that Council pass the motion to this effect.

There was an issue regarding whether adjuncts can serve as a member of Council. In consultation with Bill Chapin, Chair of the Rules and Membership Committee, The Bylaws indicate that apportionment of members is based on the number of full-time faculty members. The CUSF Constitution states that the membership to the Council is determined by the individual campuses. Although apportionment is based full-time faculty, there is nothing to preclude campuses from selecting representatives such as adjuncts who are not full-time faculty.