



Report from the Council of University System Faculty  
Board of Regents  
October 2014

The CUSF General Body met on Tuesday, September 16, 2014 at University of Baltimore. President Kurt Schmoke brought greetings and informed CUSF of the initiatives the University is undertaking this academic year. M.J. Bishop, Director of the USM Center for Academic Innovation, gave a report. The Center for Academic Innovation is looking at existing innovations, with a strong sense that academic transformation must come from the faculty, and use research-based practices. CUSF raised questions about how to capitalize on the “residential experience” in Face-to-Face classrooms; identifying sources of funding for new initiatives; whether our facilities provide barriers and/or opportunities; and how to sustain change over time.

USM Senior Vice Chancellor for Academic Affairs Joann Boughman updated CUSF on a variety of USM activities, including the Chancellor’s Search, Tuition Remission policy, Sexual Misconduct Policy workgroup, ART workgroup and Workload workgroup: The search for USM’s next Chancellor is moving forward and the committee expects to have a name by late fall.

Tuition Remission - The revised policy was passed unanimously by the Finance Committee and approved by the Board of Regents on September 19, 2014. Revisions to the Tuition Remission Policy will go into effect spring 2014. Sexual Misconduct Policy Workgroup – As a result of the USM policy passed in June, policies are being reviewed by all campuses. Each campus has formed workgroups to review the institutional policy and are focused on providing clearer definitions and establishing MOUs with all appropriate local agencies and authorities. Concurrent to institutional workgroups, the system-wide workgroup is examining implementation strategies and best practices for annual training of “all responsible employees”.

One concern is that there are challenges and potentially new requirements from state and Federal law that must be factored into the revisions that are currently being made. PTRM/ART Workgroup- The workgroup is in its early stages of drafting a new policy. They are aiming for a much more concise system-wide framework. The intent of this policy is to provide key principles: (a) Academic Freedom: Wording from CUSF’s Academic Freedom Resolution, which recognizes and preserves the principal of academic freedom, will be incorporated in the draft policy. (b) Peer Review: The workgroup is highlighting the importance of this being a peer reviewed process; and (c) Frequent Review: Structurally the process will provide continuous and frequent review, including but not limit to mid tenure and post-tenure review. Workload – This USM workgroup is interested in revising the workload report to better educate constituents about the importance of activities such as advising, internship supervision, etc.

The workgroup is looking at the feasibility of incorporating these measures into workload reporting.

Assistant Vice Chancellor of Finance and Administration, JoAnne Goedert reported on the Department of Budget and Management’s (DBM) changes to the state employee health benefits for 2015. The full impact on employees, retirees, and family members isn’t entirely clear at this time. CUSF voiced many questions, comments and concerns ranging from implementation to unintended consequences. CUSF was assured that we would be updated as more information became available.

CUSF voted to amend its bylaws by adding that it was the responsibility of the Chair to submit an annual report to the Chancellor on shared governance (in By-Law 4.5a). It was unanimously approved (See Appendix A for amendment).

The CUSF General Body will meet on Monday, October 20, 2014 at Frostburg State University. Agenda items include Closing the Achievement Gap Initiative and revisiting USM’s Accrued Sick Leave policy.

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# CUSF Proposal

## Bylaw Change – State of Shared Governance Report

### OVERVIEW:

Article VI of the Bylaws of the Board of Regents of the University System of Maryland states in Section 2 that “*These Councils [CUSF] shall serve in an advisory capacity to the Chancellor and may, from time to time, make reports and recommendations to the Board.*” The advisory capacity is further defined in the preamble of the policy I-2.00, the Constitution of the Council of University System Faculty which states that “*Basic to the effective operation of any system of higher education is the acceptance of the concept of shared governance.*”

One of the primary functions of CUSF is to advise the Chancellor and if needed, the BOR on the state of shared governance within the System. Adding the formal duty of reporting on the state of shared governance in the System as a duty to the Chair is fundamental to the mission of CUSF.

Over the last two years, CUSF has instituted a Chair’s Report on the State of Shared Governance in the USM System. This report codifies the reporting process as proposed in the amendment. This report serves this important advisory role. However, more importantly, the proposed amendment does not require the report as currently instituted. The proposed duty allows for and should allow for considerable latitude in the nature of the report. This enables developing new and different formats for reporting in the future and does not limit it to the current report.

### PROPOSED BYLAW CHANGE:

#### Article IV Officers

##### 4.5 Duties of the officers

##### 4.5.a. The Chair shall:

- (1) Preside at all meetings of the Council and be responsible for supervision and execution of its business;
- (2) Serve as the chief liaison between the Chancellor and the Council and the Board of regents and the Council;
- (3) Attend all Board meetings, or send a designee;
- (4) Submit to the Chancellor annually a report on the state of shared governance within the system;
- (5) Serve one year as an ex-officio member of the Executive Committee with voice and vote as Past-Chair.

### MOTION:

**MOTION:** It is proposed to add a new duty four to the duties of the Chair (4.5a): “(4) Submit to the Chancellor annually a report on the state of shared governance within the system;” and to change the previous item four to item five.