



Report from the Council of University System Faculty
Board of Regents
February, 2015

On January 16, 2014 CUSF met at University System of Maryland. Joann Goedert Associate Vice Chancellor for Administration and Finance, reviewed II – 2.30 - USM Policy on Sick Leave for Faculty Members with CUSF and identified revisions that required statutory amendments versus those that could be made internally. This led to questions about the feasibility of establishing a faculty leave reserve fund similar to the staff employee's leave reserve fund. Also, faculty inquired about being able to use, at least a portion of, accrued sick leave towards retirement incentive packages. The current policy does not allow faculty who are members of the Optional Retirement Plan to credit accrued leave towards retirement. Also concerns were expressed about full-time contractual faculty having no sick leave benefits available to them under the current policy.

While it was possible to establish a sick leave fund for faculty, it was cumbersome to administer. It was also noted that over the years USM staff employees' usage of the sick leave fund was very minimal. In response to the final two questions, Ms. Goedert explained that any changes to retirement benefits would require revisions to Maryland State law. CUSF will continue to explore possibilities and will offer recommendations.

Chancellor Kirwan addressed the Council and thanked them for their collegiality and sound advice over the course of his tenure as Chancellor. He concluded that shared governance is alive and well because of the efforts of the councils.

USM is facing \$40,000,000 in mid-year budget cuts which represents five times the amount USM was expecting to absorb due to statewide structural budget deficits. Each USM institution was in the process of developing a response to the cuts that could include a combination of options such as, implementing a hiring freeze, furloughs, fund balance deductions and defer maintenance for renovation projects as strategies to address the mid-year budget cuts. Four institutions, University of Maryland College Park, Frostburg State University, Towson University and Salisbury University decided to institute mid-year tuition increases. An emergency Board of Regents meeting was held later that afternoon to vote on the mid-year tuition increases which passed 9-3.

On January 29, 2015 I represented CUSF in my official capacity at the Faculty-Based Sexual Misconduct Policy Workgroup. The purpose of this Workgroup is to better align the USM Sexual Misconduct Policy with USM's Policy on Appointment, Rank and Tenure of Faculty. The workgroup identified three areas of concentration. First, definitions were identified in both policies that needed to be consistent across policy. Second, the workgroup identified content

specific to the role of faculty for inclusion in faculty training. Also, best practices for implementing faculty training were discussed. Finally, it was clarified that all faculty are responsible employees of the institution. As such, faculty have mandatory reporting obligations that are intendment of their legal designation.

CUSF's next meeting will occur on February 12, 2015 at Coppin State University, Baltimore Maryland.

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