



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

CUSF met at Frostburg State University (FSU) on October 16, 2015. We were welcomed to the campus by Thomas Bowling, Interim President. FSU is experiencing a record Fall enrollment this year, including the highest number of international students.

Megan Bradley, Professor of Psychology at FSU, presented on E&E 2.0 initiatives, course redesign, that faculty are engaged in at Frostburg. She concluded that by focusing on student learning outcomes and incorporating a team approach they were able to document course improvements. For example, students enrolled in the redesigned courses were more likely to pass the class the first time it was attempted and to sustain their success in subsequent courses.

On Oct. 26, 2015 CUSF Executive Committee met with USM Senate Chairs and the Chancellor for its first meeting of the year. The meeting opened with a discussion on evaluating shared governance on each campus. Some campuses conduct a campus wide evaluation of administrators with the purpose being to strengthen the system internally. All campuses that conducted the reviews had institutionalized the process. The administrators being evaluated reportedly found it to be equally as useful as did the faculty since it provided top administrators with an analysis of how their interactions were perceived by faculty.

On November 9, 2015 CUSF had a joint meeting with the Council of University System Staff and the University of Maryland Student Council. The Chancellor spoke to all of the Councils about his vision as well as the importance USM places on shared governance. Breakout Sessions followed, with representatives from each council selecting an issue for further examination. The first topic was +/- Grading System: This started as a Student Council Executive Board initiative, the examination of each University System of Maryland institution's grading system or scale. The issue was whether to have uniformity among USM institutions with regards to the +/- Grading System. Spousal Benefits: During this discussion breakout session, conversations and examinations of USM institutional spousal benefits along with retirement issues were discussed. Mental Health and Resilience: Mental health awareness has been a major topic of advocacy and discussion for each of the respective councils. When our students, faculty, and staff are mentally healthy, they become more proactive and productive on their campuses. During this breakout session, members of each advisory council joined together to discuss best practices and initiatives to undertake to better eradicate the concerns around mental health and to boost levels of resilience for students, faculty, and staff members. Cultural Competency: As student, faculty and staff populations at USM institutions become increasingly diverse; there is a need to develop cultural competencies, (i.e. the skills and awareness related to issues such as culture, language, race and ethnicity). During this breakout session, members discussed training, current practices and best practices for collaboration, learning and working together effectively in cross-cultural

situations. Effectiveness and Efficiency 2.0: This session continued the discussion initiated by MJ Bishop. E&E 2.0 continues the USM initiative to garner savings and lower costs while increasing the quality of education through innovation, entrepreneurship and accountability. Collaboration through system-wide and institutional operations was discussed.

Finally, Motion 1501 was passed unanimously (see Attachment).

CUSF's next meeting will occur on December 10, 2015 at Coppin State University.

## **MOTION 1512**

### Background

Presidential searches are arguably the most critical that occur on a university campus. It is important that presidential search committees be comprised of groups representative of the institution's key stakeholders. *University System of Maryland Guidelines for the Presidents*, in its current form, validates this principle by identifying the institutional constituent groups, including "...faculty, students, administrators, staff, alumni, foundation boards, boards of visitors and often the institution's general community." While the policy clearly addresses the need for representation from internal and external constituents, it does not indicate who should represent the groups. This approach is problematic because a presidential search committee can be comprised merely of members of shared governance groups who do not, in fact, represent their groups. The most representative members of the shared governance groups on a campus are elected leaders of such groups.

This motion proposes, therefore, revising the *University System of Maryland Guidelines for the Presidents* to ensure that at least three positions on any presidential search committee be reserved for faculty, staff and student elected leaders from the governance structure(s) at the institution.

**Motion 1512:** In the spirit of shared governance CUSF, CUSS and USMSC recommend revising *University System of Maryland Guidelines for the Presidents* to delineate a configuration of standing positions on institutional presidential search committees, with one standing position reserved for the elected leader of faculty, staff and students or his/her designee. In the case of a University Senate or Assembly, the governing body will send recommendations to the Chancellor for each standing position.

**A Resolution Recommending a Change to the University System of Maryland's  
Presidential Search Policy**

**F 15-11-09 A**

1. WHEREAS, the Council of University System Faculty (CUSF), the Council of University System Staff (CUSS), and the University System of Maryland Student Council (USMSC) represent the faculty, staff, and students within the University System of Maryland (USM); and,
2. WHEREAS, the process in which the USM's Presidential Search Committee does not delineate one standing position each for faculty, staff, and students (3 positions); and,
3. WHEREAS, the "Search and Screening Committee" section of the Presidential Search USM Guidelines states "The Search and Screening Committee will normally consist of 12-15 persons selected by the Chancellor from institutional constituent groups and/or individuals, including faculty, students, administrators, staff, alumni, foundation boards, boards of visitors, and , often, the institution's general community" and "The Committee will be composed of a balanced selection of individuals drawn from some of these groups"; and,
4. WHEREAS, CUSF, CUSS, and USMSC believe that three (3) standing positions reserved for the campus leadership in faculty, staff, and students will offer a more representative search committee
5. THEREFORE BE IT RESOLVED, that CUSF, CUSS, and USMSC recommend that three (3) standing positions be established within the "Search and Screening Committee" section of the Presidential Search USM Guidelines; and,
6. THEREFORE BE IT FURTHER RESOLVED, that the recommended phrasing read as follows: "The Search and Screening Committee will normally consists of 12-15 persons selected by the Chancellor from institutional constituent groups and/or individuals, including faculty, students, administrators, staff, alumni, foundation boards, boards of visitors, and, often, the institution's general community. Three (3) of these persons shall be representatives from the institution's elected leadership of faculty, staff, and student body (one from each) or their designee(s). The remaining Committee will be composed of a balanced selection of individuals drawn from some of the previously enumerated groups."

Sponsor: Virletta Bryant, Chair of Council of University System Faculty

Cosponsors: Dana Wimbish, Chair of Council of University System Staff

Kennard Wallace, Chair of University System of Maryland Student Council