



Report from the Council of University System Faculty
Board of Regents
February, 2016

Since the last Board of Regents meeting that occurred on December 11, 2015, the Council of University System Faculty (CUSF) met twice. CUSF first met on December 10, 2015 at Coppin State University in Baltimore, Maryland. The Council was warmly welcomed by Provost Sadie Gregory who highlighted some of the successes and challenges the University faces.

The annual report on the Instructional Workload of the USM Faculty was presented to the Council. While workload policy expectations were only met at Coppin State University and University of Maryland Eastern Shore, semester credit hour production remained constant, four year graduation rates rose, and grants and research awards increased over 1.2 billion dollars (6%) system-wide for the first time in four years.

CUSF members had many questions, suggestions and comments on how the current reporting standards could be modified to better reflect the responsibilities of faculty. For example, the current workload systematically undercounts faculty contributions in the areas of advisement by counting a faculty member with 1-50 advisees the same as a faculty member that advises 51-100 or more. Another issue that was noted was that re-assigned time represented a shift and not a reduction to faculty workload and therefore should be counted in the Instructional Workload Report. It was concluded that the report would be strengthened by better capturing the many other tasks faculty are engaged in that go far beyond instructional time and properly incentivize them for it. CUSF volunteered its support to answer the charge from the Educational Policy and Student Life Committee of the Board of Regents to reevaluate the current Instructional Workload Policy and its resulting reporting process.

CUSF's first edition of its newsletter was disseminated in December, and is attached for review.

CUSF's second meeting occurred at the University System of Maryland Headquarters, Adelphi Maryland on January 13, 2016. The Council spent time with Chancellor Caret asking a wide- range of questions about the state of USM and trends in Higher Education in America. The question categories that were covered included increased dependency on adjuncts, faculty workload reporting, E&E 2.0, strengthening HBCUs, diversity and inclusion, plans that address universities that service poor rural regions, faculty versus administration salary inequities, salary inequities across disciplines, and legislative issues.

CUSF is in the process of planning for USM Annapolis Day. There was general discussion about the logistics as well as joining with the other councils to have a joint advocacy day in Annapolis. USM days had occurred in the past but had not taken place recently. CUSF felt it important to reestablish this tradition and join with CUSS, USMSC and the Foundation Board to showcase USM.

Academic Affairs subcommittee assembled resources for best practices in shared governance and reported to CUSF on their findings (see attached).

CUSF's next meeting will occur on February 11, 2016 at General Assembly, Annapolis Maryland.

Dr. Virletta Bryant, Chair
Council of University System Faculty
Coppin State University
vbryant@coppin.edu

CUSF Newsletter



Message from CUSF Chair Virletta Bryant



As Chair of CUSF it is my goal to keep USM faculty abreast of important events which impact our work and to create greater opportunities for dialogue. In this issue we lay out our plans for the year, and we hear from USM's 4th Chancellor, Robert Caret. We're excited about what the year will bring and encourage you to tune-in and enjoy the news and tidbits!



Photos: Upper left, Pat Alt, Secretary, Virletta Bryant, Chair and Joann Boughman, USM
 Lower left, CUSF Executive Committee
 Right, CUSF meeting October, 2015, Frostburg State University
 Photographer: Robert Kaufman

CUSF Executive Committee

Virletta Bryant, CSU, Chair
 Robert Kaufman, FSU, Vice Chair
 Pat Alt, TU, Secretary
 Joyce Henderson, UMUC, At Large
 Bill Montgomery, UMCP, At Large

Sub-Committees

Faculty Affairs

Paul Flexner
 pqflexner@salisbury.edu &
 Jeanne Geiger-Brown
 jgeiger@son.umaryland.edu

Legislative Affairs

Chris Brittan-Powell
 cbrittan-powell@coppin.edu

Academic Affairs

Amy Froide
 froide@umbc.edu

Membership and Rules

Bill Chapin
 ewchapin@umes.edu

2015 -2016

**CUSF Goal 1:
 Improve Visibility & Communications
 With Constituents**

**CUSF Goal 2:
 Strengthen Shared Governance across USM
 Campuses**

**CUSF Goal 3:
 Efficiency & Effectiveness 2.0 Initiative,
 Analytics & Student Success**

**CUSF Goal 4:
 Strengthen Faculty Benefits & Compensation**

**CUSF Goal 5:
 Increase Legislative Presence**



Message from Chancellor Robert L. Caret

While my time as Chancellor of the University System of Maryland (USM) has been brief, my roots in Maryland and with the USM run deep. From 2003 to 2011, I served as president of Towson University (TU). Prior to that—from 1974 to 1995—I served TU as provost, executive vice president, dean, and for many years as a faculty member.

I know first-hand the difficult and important work carried out by the Council of University System Faculty (CUSF). The educational landscape in the US is rapidly changing, bringing both opportunities and challenges. We are simultaneously experiencing demands for increased access, greater affordability, and improved levels of completion. At the same time, there are calls for greater scrutiny of our policies and procedures along with increased accountability in terms of our expenditures. CUSF's role in this meeting and mastering these challenges cannot be overstated. It is through shared governance that our strategic priorities are developed, promoted, and advanced. Just as the USM's shared governance groups—CUSF, CUSS, and the USM Student Council—have been a driving force behind our success, so too will they help us to prosper going forward. This will be especially important regarding the unique needs of the growing cohort of non-traditional students.

As the first member of my family to attend college, I also have personal experience with the vital role faculty play in unleashing the power of higher education has to transform lives. As an undergraduate studying chemistry and mathematics at Suffolk University, it was a faculty member who gave me guidance and helped me become a Dean's list student. As a graduate student pursuing a Ph.D. in organic chemistry at the University of New Hampshire, I well remember the two faculty members who kept me focused and on track. I know this same ethic of support defines the faculty throughout the USM.

Chancellor's Message Continued

As **the** provider of public higher education in Maryland, the USM has a special mission. We deliver high-quality, meaningful education to our students. We promote sustainable and impactful economic development. We cultivate social progress and social well-being. In short, our mission is to graduate educated citizens who are ready to go to work in all facets of life and make the state and nation better.

In order to better focus on that mission, in mid-October I embarked upon a statewide tour. Over the course of four days and traveling more than 900 miles, I met with literally hundreds of Marylanders. I spoke with elected officials, business leaders, farmers, educators, community activists, advocacy organizations, and others. We discussed USM's strengths, challenges, and opportunities for new partnerships to meet both regional and statewide needs together.

In addition to the listening tour, I am in the process of conducting daylong visits to each USM campus, bringing together institutional leaders, faculty, staff, and students to talk about how we can work together as a system even more effectively to make progress on our agenda. I look forward to the opportunity to perhaps meet and talk with some of you in this extended and relaxed setting as I familiarize myself with the USM's institution's initiatives, activities, partnerships, and areas of emphasis.

Faculty play a vital role in all that we do as a university. And just as our institutions would not be what they are without the faculty, so to Maryland wouldn't be the state it is today without the USM. And Maryland will never be the state it wants to be without the USM. We stand as an investment in Maryland's future.

Purpose of CUSF

Article I, section 1 of the CUSF Constitution states that CUSF "advises the Chancellor and reports regularly to the Board of Regents. Its responsibility will be to consider and make recommendations on matters of system wide professional and educational concerns to the faculty and matters to which faculty bring special expertise."

Professor David Parker is appointed to the P-20 LEADERSHIP COUNCIL OF MARYLAND

Former CUSF Chair and Professor of Math and Science David Parker (SU), is among the

distinguished gubernatorial appointees who will serve on the P-20 Leadership Council of Maryland in 2015. The P-20 Leadership Council of Maryland was initiated by the Governor in October 2007 and was established by statute in 2010. "P-20" refers to a system of education that encompasses preschool through graduate studies, and ensures that students from an early age are learning the necessary skills for a competitive workplace.

The purpose of the Council is to investigate ways to improve education, and advance workforce creation. The Council also ensures that college and career readiness, and college completion strategies for Maryland students are implemented. Thanks for your continued service and dedication Dave.

CUSF remembers its own....



Dr. Stephen C. Jacobs, a surgeon, former chief and professor of urology at the University of Maryland Medical Center and champion of shared governance died at the age of 70 on Oct. 30, 2015. During his long and illustrious career, Dr. Jacobs was chief resident in urology at Harvard Medical School, professor of urology at the Medical College of Wisconsin, as well as chief of urology at the Veterans Administration Hospital of Milwaukee before joining the University of Maryland. In 1989, he was named professor and head of the University of Maryland's Division of Urology, a position he held until 2002. He pioneered the development of laparoscopic nephrectomy for donor transplant and bilateral renal carcinoma and received numerous awards including in 1979, an award by the American Urological Association for his description of growth-stimulating activity found in the prostate and in 2009, their lifetime achievement award for his contributions to urology. In 1990, he was diagnosed with throat cancer and started a long personal battle with his health. He continued to teach at the University of Maryland Medical School until his death. You will be missed!

2015 – 2016 Meeting Schedule

September 24
Bowie State University

October 16
Frostburg State University

November 9
University MD College Park

Dec 10
Coppin State University

January 13
University System MD

February 11
University MD University College

March 10
Salisbury University

April 12
University MD Baltimore

May 6
University of MD Baltimore County

June 7
Towson University



RESOURCES FOR BEST PRACTICES IN SHARED GOVERNANCE

Report submitted by: CUSF Academic Affairs Subcommittee

Date: January 13, 2015

Association of Governing Boards of Universities (AGB):

<http://agb.org/>

- What is Shared Governance: <http://agb.org/blog/2015/12/22/what-is-shared-governance>
- Statement on Board Responsibility for Institutional Governance: <http://agb.org/statements/2010/agb-statement-on-institutional-governance>
- Best Practices:
 - <http://agb.org/trusteeship/2014/3/how-make-shared-governance-work-some-best-practices>
- Trouble with Shared Governance:
 - <http://agb.org/trusteeship/2013/9/trouble-shared-governance>
- Videos on Shared Governance: definition of, why it is important, challenges, and discussion of the balance between the governing board and others:
 - <http://agb.org/agbu/video/video-shared-governance>
 - <http://agb.org/agbu/getting-started>

American Association of University Professors (AAUP):

<http://www.aaup.org/our-programs/shared-governance>

- Resources on shared governance:

<http://www.aaup.org/our-programs/shared-governance/resources-governance>

- Webinar on Developing Shared Governance:

<http://www.aaup.org/webinars/#GovernanceWebinar>

- The Role of the Faculty in Budgetary and Salary Matters:

<http://www.aaup.org/report/role-faculty-budgetary-and-salary-matters>

- Faculty Communication with Governing Boards: Best Practices

<http://www.aaup.org/report/faculty-communication-governing-boards-best-practices>

- The Inclusion in Governance of Faculty Members Holding Contingent Appointments:

<http://www.aaup.org/report/inclusion-governance-faculty-members-holding-contingent-appointments>

- On the Relationship of Faculty Governance to Academic Freedom:

<http://www.aaup.org/report/relationship-faculty-governance-academic-freedom>

- Statement on Faculty Status of College and University Librarians

<http://www.aaup.org/report/joint-statement-faculty-status-college-and-university-librarians>

- Faculty Participation in the Selection, Evaluation, and Retention of Administrators:<http://www.aaup.org/report/faculty-participation-selection-evaluation-and-retention-administrators>
- The Role of the Faculty in the Governance of College Athletics:

<http://www.aaup.org/AAUP/comm/rep/athgov.htm>

- List of sanctioned institutions:

<http://www.aaup.org/our-work/shared-governance/sanctioned-institutions>

Middle States Commission on Higher Education (MSCHE)

<https://www.msche.org/>

- Expectations for governance:

<http://www.msche.org/documents/MSCHEExpectationsforGovernance.pdf>

- A Campus Wide Approach to Reforming the Leadership Governance Model

<http://www.msche.org/documents/ACampusWideApproachtoReformingtheLeadershipGovernanceModel.pdf>

- Characteristics of Excellence in Higher Education

http://www.msche.org/publications/CHX06_Aug08REVMarch09.pdf