



**Report by the
Council of University System Faculty (CUSF)
to the USM BOR at
Towson University**

Friday, September 9, 2016

It is the end of August. CUSF ExCom has had a transitional meeting on August 22nd where the new ExCom and the old ExCom met at System. CUSF will have another ExCom meeting on September 6th and its first fall Council meeting is on September 19th. The primary activities of CUSF at this time have been transitional and are listed below.

CUSF welcomes James Brady, the new Chair of the BOR and the three new regents to the BOR. CUSF looks forward to working with the new Chair and the new and existing regents.

MEETINGS AND ACTIVITIES: The following are the meetings and other activities recently conducted by CUSF. In general, these are mostly preliminary items in preparation for the 2015-2016 academic year.

- **Elections and a New ExCom Selected** -- Based on the elections spring semester 2015, the new ExCom is as follows. Robert Kauffman (FSU) is Chair. Nagaraj Neerchal (UMBC) is Vice Chair. Trish Westerman (Bowie) is Secretary. The At-large positions are Beth Clifford (Towson) and Christopher Brittan-Powell (Coppin). We thank Virletta Bryant, previous Chair, and the previous ExCom for their service and contributions to CUSF.
- **Schedule of Meetings** -- A schedule of meetings for the CUSF Council, ExCom and Senate Chairs has been developed and posted. The meeting dates are included on the master list from System.
- **Joint Meeting of Councils** -- The three Councils will have a joint meeting in November at UMCP. The joint Councils are in the process of inviting James Brady and three to four regents to the meeting to present their vision for the System. A second major topic of the joint meeting is Annapolis Day.
- **Annapolis Day** -- The Joint Councils have selected February 28, 2016 as Annapolis Day where the Councils will meet with legislators during the legislative session. The Councils will work closely with Patrick Hogan in coordinating the event.
- **September Council Meeting at UMB** -- At the time that this report was written, CUSF has had a transitional meeting on August 22nd at System. CUSF will have another ExCom meeting on September 6th, and its first fall Council meeting is on September 19th.

- **Mission and Vision Statement** -- CUSF is developing a mission and vision statement. They are being reflected upon by ExCom and Council.
- **Strategic Plan** -- CUSF is developing a strategic plan for the year. It too is being reflected upon by ExCom and Council.
- **UMUC** -- Theo Stone and his executive council have been invited to present an update on shared governance at UMUC at the September 19th Council meeting .
- **CUSF Logo** -- CUSF is without a logo. Started under the previous Chair, Virletta Bryant, CUSF is in the process of developing a logo. Although this effort is moving forward, it has temporarily stalled waiting for the development of the new System logo.

Strategic Plan Initiatives

The following items indicate the direction and efforts of CUSF for the academic year of 2015-2016. These initiatives parallel CUSF's proposed strategic plan and as noted in the meetings and activities section, CUSF is already posturing itself to address these initiatives.

INCREASE COMMUNICATIONS AND ADVOCACY WITH ITS CONSTITUENTS. In the Strategic Plan this is Goal #1. Communications is one of the cornerstones of providing an effective organizational structure for CUSF. Within CUSF, the main lines of communication exist upward with the Chancellor and the BOR. It exists downward to the individual campuses, and it exists laterally between campuses. In addition, there are lines of communication between the Councils, with external organizations such as the AAUP, with other State agencies, and with the Legislature. This goal focuses on strengthening these lines of communication and advocating for strengthening higher education within the State of Maryland. **As noted in the meetings and activity section, the Council has already begun working on Annapolis Day and its joint Council meeting in November.**

STRENGTHEN SHARED GOVERNANCE WITHIN THE USM INSTITUTIONS. In the Strategic Plan this is Goal #2. Under the Shared Governance Policy [I-6.00], shared governance is also implemented at the institutional level. This goal focuses on implementing and strengthening shared governance at the institutional level. First, CUSF advises the Chancellor. Second, CUSF is a resource to System institutions. Third, the other institutions in the System are a resource to each other where CUSF can become the link between them. In a very real sense, it is sharing shared governance between campuses. Initiatives include the completion of the Senate Chairs Survey on the State of Shared Governance, shared practices, peer review committee, academic freedom policy, and shared governance at UMUC. The Senate Chairs Survey is already in place. **An update of shared governance at UMUC is being addressed at the September Council meeting of CUSF.**

ADVISE AND WORK WITH USM ON MAJOR POLICY INITIATIVES. In the strategic plan, Goal #3 focuses on working with System on major policy initiatives. The first four items listed below are initiatives that have been identified by System and have formally been listed on the strategic plan for the year. In addition, CUSF has been advised that the Regent priorities include access and affordability, diversity and inclusion, a climate survey, reporting to the legislature, and the diversification of the faculty. In its advisory capacity, CUSF will work with System to seek satisfactory resolutions on these initiatives.

- **E&E 2.0 Initiative** (Strategic Plan: Task 3.1)
- **Workload Task Force** (Strategic Plan: Task 3.2)
- **Diversity and Inclusion Committee** (Strategic Plan: Task 3.3)

- **ART Task Force** (Strategic Plan: Task 3.4)

ADVOCATE FOR FACULTY WELFARE. This is Goal #4 in the strategic plan. ExCom has expressed a desire for more information on collective bargaining and this task will be added to the strategic plan. In addition, there was an interest in the issue of sick days conversion for TIAA-CREF retirees upon retirement.

STRENGTHEN CUSF'S ORGANIZATIONAL STRUCTURE AND INCREASE ITS VISIBILITY. In the strategic plan, this is Goal #5. A strong organizational structure enhances the Council's ability to deliver its services. This goal focuses on improving CUSF's organizational structure and on enhancing its ability to advocate for CUSF as a Council. The focus of this goal is on strengthening CUSF itself as a Council defined under the Shared Governance Policy [I-6.00]. Tasks include the development of a strategic plan, operations manual, mission, vision and goal for CUSF, logo, focus groups, and reapportionment. **Except for the last two items, CUSF has begun to move on each of these items.**

In summary, this report indicates the preliminary work already completed by CUSF. Also, this report lays out a blueprint for what CUSF hopes to accomplish this year.

Respectfully Submitted: August 25, 2016
Robert B. Kauffman, Ph.D.
Chair, Council of University System Faculty