



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

**Friday, December 9, 2016**

Since the last report submitted on October 7<sup>th</sup> for the October 21<sup>st</sup> BOR meeting, CUSF has had an ExCom and two Council meetings. The October Council meeting was at FSU and CUSF thanks President Nowaczyk and FSU for their hospitality. Although I have noted this verbally at the last BOR meeting, I note it here formally in this report. The second Council meeting was at UMCP and CUSF thanks President Loh and UMCP for their hospitality. The next Council meeting is scheduled for December 8<sup>th</sup> at Coppin State University.

In this report, I highlighted two items from the campuses. The first are the two policies on bullying and on Professional Conduct of Faculty from FSU. From the Senate Chair at UMCP, the second item focuses on the relationship between shared governance and faculty to assemble.

**MEETINGS AND ACTIVITIES:** The following are the meetings and other activities recently conducted by CUSF since the last report. Several of the items are continuations and updates of items mentioned on previous reports.

- **October Council Meeting at FSU** – As noted, CUSF had its October Council meeting at FSU and CUSF thanks President Nowaczyk and FSU for their hospitality.
- **Mission Statement, Vision and Strategic Plan** – These items were passed at the October meeting at FSU and are now posted on the CUSF website.
- **November Council Meeting at UMCP** – As noted, CUSF had its November Council meeting at UMCP and CUSF thanks President Loh and UMCP for their hospitality.
- **Joint Council Meeting at UMCP** – The three Councils had a joint meeting at UMCP. In an effort to increase communications, the joint Councils invited Regents Brady, Gossett, Pevenstein and Gooden. Historic, it was the first time the Regents attended a joint meeting and it was an outstanding outreach effort on their part. We learned a lot on this first encounter and we thank them for their participation.
- **Motion to Reaffirm Collective Bargaining Motion** – At the 10/18 meeting at FSU a motion was brought forth from the Legislative Affairs Committee to reaffirm the 11/16/10 motion which is the current position of CUSF. The motion was tabled. After considerable discussion the committee withdrew and put forth a substantially shorter motion that simply reaffirms the

11/16/10 motion. The motion passed at the breakout meeting at the 11/18 meeting at UMCP.

Logo – CUSF is still working on its logo.

**HIGHLIGHTS:** The following items are highlighted for consideration and discussion. In its advisory role, CUSF conducts reports from the state of shared governance on the campuses. In addition, Senate Chairs report on initiatives they have taken on campus.

- **Social Media and the Ability of Shared Governance to Communicate and Assemble** – At the UMCP breakout meeting, the Faculty Senate Chair, Jordan Gordan, reported on the state of shared governance at UMCP. Again, this is part of CUSF's effort to report on issues and innovations on the campuses regarding shared governance. In addition to his report, he noted that they were successfully using social media and the free software SLACK to communicate with each other electronically. As a footnote, one of the issues in this age of technology and online programs is the ability of faculty to assemble. In the traditional “brick and mortar” schools this was simply reserving a room and calling a meeting. As faculties became more spatially diverse, the ability to assemble is assumed but difficult to accomplish. Consider UMUC with its worldwide faculty or UMCP where shared governance doesn't have universal email access. Also, consider bringing in and representing adjunct and part-time faculty as part of the faculty. Assembling the faculty can become problematic. **It is my observation that one of the underlying precepts of shared governance is the ability to assemble.** Without it, shared governance can become difficult. An issue for discussion by the Regents is how to facilitate the ability of faculty to assemble. Social media and SLACK offers a venue by which faculty who cannot assemble in a specific room can communicate with each other and advance the dialogue between faculty and enhance the university. This is an issue which may need more discussion among everyone.
- **Bullying and Policy on Professional Conduct for Faculty** – As part of its efforts to collect data on shared governance on the campuses and bringing those efforts to the attention of the Regents, the Chair of the Senate at FSU, Mike Murtagh, indicated that they created and passed two policies. The first was on bullying and the second was a policy on the Professional Conduct for Faculty. These have been noted to the Regents and are mentioned here again. Mike Murtagh noted that the issue of bullying is most likely where the issue of sexual harassment was twenty years ago. Either of these issues is worthy of further consideration by the Regents.

Respectfully Submitted: November 23, 2016  
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Chair, Council of University System Faculty