



COUNCIL *of* UNIVERSITY SYSTEM FACULTY

Regents Report December 20, 2024

This is a summary report of The Council of University System Faculty (CUSF) activities since our last submission in November. The CUSF General Body Meeting was held on December 10, 2024.

CUSF Meetings

CUSF General Body Meeting: 10, 2024

A Council of University System Faculty General Body Meeting was held on December 10, 2024. The meeting was virtual. At this meeting, USM Senior Vice Chancellor for Academic and Student Affairs, Alison Wrynn discussed Frostburg University and answered questions. CUSF Chairperson, Heather Haverback shared updates and answered questions.

A discussion was held about the importance of working on a USM Faculty Bullying Policy. Kelsey Beckett, USM Chief of Staff and Director of Operations, USM Academic and Student Affairs, shared the history of the work that has been done on this previously.

During this meeting, CUSF passed three resolutions regarding collective bargaining rights for graduate students, collective bargaining rights for faculty, and Frostburg State University (brought forth by the Legislative Affairs Committee.)

Executive Committee

The Executive Committee members are:

- Heather Rogers Haverback, Chair- Towson University
- Tom Abrams, Vice Chair- University of Maryland, Baltimore
- Loretta N. Baryeh, Secretary- Coppin State University
- Lorenda Naylor, At Large Member- University of Baltimore
- Nagaraj Neerchal, At Large Member- University of Maryland, Baltimore County

The Executive Committee met on December 4, 2024. At both meetings Heather Haverback, Alison Wrynn, and Kelsey Beckett shared updates/reports with the committee. The Executive Committee was joined by the committee chairs, who discussed initiatives on which their committees were working.

Awards Committee

Chairperson- Ben Arah, Bowie State University

The CUSF Awards Committee members have been invited and agreed to participate in this year's work. The following faculty members are serving on the committee: Lorenda Naylor, Michel Cukier, James Pierson, and Atma Sahu. At our meeting, CUSF reviewed and approved the list of members for the 2024-2025 USM-BOR's Faculty Awards Committee. The committee noted the excellence of the applications this year and on time for their recommendations to the USM for consideration.

Education Policy Committee

Chairperson- Dr. Mary Crowley, University of Maryland Global Campus

The Kirwan Center approached the Education Policy Committee to ask that we co-sponsor another faculty showcase on AI. Given the Chancellor's charge to CUSF last month asking us to help socialize USM faculty on ways to use AI in their daily work as a step toward getting it in their classroom instruction, we have accepted the challenge and have successfully brought MarylandOnline & Montgomery College onboard again for additional support. At the moment, we are targeting a September 2025 date for the event.

As part of this event, the committee will be putting out a call for proposals from USM faculty to record 5-minute videos for a "lightening round" of quick interviews and how-tos in which instructors talk about how they use AI in their work, whether that's reviewing MRI images or sorting data, crafting quizzes, creating classroom chat bots, or writing emails.

The committee is also going to create a review panel that will meet periodically to solicit and review additional recordings that we're going to host on a CUSF YouTube platform for all faculty. We still have our existing bibliography of resources to post online, probably as a Wakelet, and other related ideas bubbling up that we want to pursue.

The committee's investigation of campus professional conduct policies continues. Once that review is completed, we'll make a report to CUSF with any call for action that may be warranted.

Academic Concerns Committee (ACC)

Chairperson- Dr. Doris Santamaria-Makang, Frostburg State University

CUSF's ACC includes three groups working on issues identified by its members and that are concerning faculty members across the USM institutions:

1. **Campus Safety Group:** After revising and enhancing the Campus Safety survey, through Dr. Haverback's and CUSF's members help, the Survey was distributed across all USM

campuses. We have collected the responses from the USM institutions, and the Campus Safety Group will be working on analyzing and summarizing the data for the writing of the recommendations. Our next step will be to present the summary of the results and the recommendations to the CUSF body for discussion and approval before sending it to the BOR.

2. ***Affirmative Action/Diversity Group***: This group's focus has been on monitoring media outlets and higher ed resources such as Inside Higher Ed, etc. on the impact of DEI programs across the country. Southern states are seeing DEI programs being defunded, terminated, or renamed. Progressive states such as Maryland have continued advocating for DEI, social justice, and human rights.
3. ***Support Personnel Group***: The group has generated information to revise their survey and will have a version to deploy to CUSF in at the first spring meeting. It is based off of 11 questions pertaining to the number, types, and compensations of Graduate Assistants (GAs) and Adjunct Instructors. They have identified a number of means, when combined, that can help them understand the equity of employment for support positions within the System. Because this could be different among campuses, they will provide CUSF reps a list of recommended sources for inquiries. The group's next steps - in the next month, is to finalize these documents for distribution in the New Year.

Legislative Affairs Committee

Chairperson- Dr. Holly Brewer, University of Maryland, College Park

Legislative Affairs reiterates their support for collective bargaining for both faculty and graduate students, in the form of resharing and urging the general body to reconfirm such support, which they have done. The Legislative Affairs Committee also expresses their deep concern, as per the resolution, about the retrenchment situation at Frostburg state, and hope that the Board of Regents will consider what we have recommended, and now the general body has passed, in this resolution.

Research Committee

Chairperson- Drs. Tom Abrams and Mirosław Janowski, University of Maryland, Baltimore

USM Research Portals. Research Faculty at University System of Maryland (USM) find themselves relatively isolated from colleagues at other campuses or even from colleagues at other schools on their own campus. Using current internet search strategies, it is just as easy to identify potential collaborators at US universities outside of Maryland as to form productive collaborations with faculty at other USM institutions. The proposed Research Portal platform would enable faculty to search for colleagues across the USM, a home for 16,000 faculty and 170,000 students. The Research Portal platform would also benefit students seeking mentors for internships or for graduate school. In the future, the organization of and searches on USM Research Portal platform could benefit from large language models and AI.

HyFlex to support collaborative research across USM. The HyFlex approach was developed in San Francisco two decades ago, and has gradually spread across the globe. HyFlex is defined as flexible hybrid, where participants who attend face-to-face remotely have equivalent access to participants who attend face-to-face in person. In fact, HyFlex enables face-to-face interactions even for participants in other countries. It was intended to dramatically improve course access for diverse student bodies. It has now been adapted to support a variety of collaborative discussions. USM lags behind many universities in adopting effective HyFlex infrastructure.

Appropriate and effective use of AI in research. The CUSF Research Committee is beginning to gain information about how USM researchers currently use AI to advance their research, and how they expect to do so in the future. These discussions will enable an understanding of the appropriate and effective use of AI in research.

Rules and Membership Committee

Chairperson- Dr. Jay Zimmerman, Towson University

The committee will be working on running an election for the C7 taskforce.

I look forward to updating you as we develop CUSF's priorities for the year.

Respectfully submitted,

Dr. Heather Rogers Haverback

CUSF Chair