



COUNCIL *of* UNIVERSITY SYSTEM FACULTY

Regents Report November 22, 2024

This is a summary report of The Council of University System Faculty (CUSF) activities since our last submission in September. The Tri-Council meeting was held on November 19, 2024, at UMBC. The next CUSF General Body Meeting will be held on December 10, 2024.

CUSF Meetings

CUSF General Body Meeting: October 28, 2024

A Council on University System Faculty General Body Meeting was held on October 28, 2024. The meeting was an in-person meeting (with a virtual option) at Towson University (TU). We were very pleased with the high rate of attendance, as this was our first in-person meeting of the year and our first meeting at TU in a long time. Introductions were made to new members, some of whom we had not met in person before.

At this meeting, Chancellor Perman greeted CUSF. He gave a USM update and reported on various topics of import for faculty. He took a great deal of time to answer questions from faculty and also thanked CUSF and USM faculty for the hard work they do and dedication to their students.

Towson University's President Mark Ginsberg joined the CUSF meeting, as well. He has now been at TU for a year, and he started by introducing himself, sharing updates from TU, and giving an overview of the university. USM Senior Vice Chancellor for Academic and Student Affairs, Alison Wrynn and CUSF Chairperson Heather Haverback both shared updates and answered questions.

During this meeting, CUSF passed a resolution (brought forth by the Legislative Affairs Committee) regarding the election and number of CUSF members of the C7 taskforce. This resolution was shared with Dr. Wrynn.

USM Senate Chairs' Meeting: November 5, 2024

The USM Senate chairs meeting was on November 5, 2024. This meeting was held in-person (with a virtual option) in the Colwell Center Multi-Purpose Room. Tom Abrams, CUSF Vice-Chair, and Heather Haverback, CUSF Chair, greeted the USM Senate Chairs. Senior Vice Chancellor Alison Wrynn shared USM updates and answered questions. Chancellor Perman was also in attendance. He gave updates and had a discussion with the chairs. Dr. Kayla Liggett-Creel from the University of Maryland, Baltimore and Dr. Charles Adams from Bowie State gave a presentation on University Community Engagement Programs – two models at the USM. Then,

the USM Senate Chairs had an opportunity to introduce themselves and share information from their campuses.

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 October 2, 2024, and November 6, 2024. At both meetings Heather Haverback, Alison Wrynn, and Kelsey Beckett shared updates/reports with the committee. The Executive Committee discussed issues and ideas brought forth by members and future meeting agendas. We are awaiting the committee's decisions on the initiatives they would like to formally bring to GB.

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.

After the CUSF October 2024 meeting, the committee members were to agree on the most suitable time to meet and review the "ranked" applications. The deadline for this year's application is Friday, November 15, 2024. Subsequently, the members will receive the applications to begin the initial review and ranking before their December 2024 meeting date.

The committee will then select and recommend some excellent candidates to the USM for consideration.

Education Policy Committee

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

The committee began the AY thinking our priorities would be: A two-page summary of what we've learned about generative AI uses in the college classroom, accompanied by an annotated bibliography, possibly shared as a Wakelet or Google Sharedoc for crowd sharing with faculty across the USM; A meeting with Alison Wrynn, USM's Senior Vice Chancellor for Academic and Student Affairs, to discuss whether the BOR or the Chancellor wants CUSF to develop a policy or guidance document for the USM faculty and student affairs and related teams on appropriate instructional and research uses of generative AI; and a 5-min. YouTube presentation on how to use AI in the classroom

MHEC-FAC, the Kirwan Center, and the Chancellor are urging USM faculty to get up to speed on how to use and integrate generative AI tools (genAI) into their instruction. They each also have expressed interest in developing a repository of information on genAI instructional and other best practices for the faculty. As a follow-up to CUSF's 2023 & 2024 AI conferences, the committee proposes meeting these needs, perhaps in collaboration with MHEC-FAC and the Kirwan Center, by focusing on how faculty can use genAI for everything from emails to grading rubrics. We would approach the various USM centers for instructional excellence to solicit 5-minute videos from USM faculty on practical ways genAI can be used as a productivity and instructional tool, which we would post in a CUSF channel on YouTube, along with any supplemental materials they reference.

After the committee's October deliberations, they are adjusting their AY priorities to be as follows: Responding to the Chancellor's call last month for CUSF to help socialize the use of artificial intelligence tools in day-to-day tasks among faculty on all campuses; Planning to release a Call for Proposals to all USM faculty, soliciting participants for 5-min. videorecorded interviews in which faculty members describe how they use AI in their daily tasks; Developing a Wakelet for sharing resources, such as the annotated bibliography we wrote for the first conference, best practices resource in the USM, etc.; and Coordinating this work with MHEC-FAC, which also wants to develop a best practices and resources repository or training for faculty.

There's interest on the committee in reviewing the USM workplace professional conduct guidance (Policy VII-8.05) for any gaps in its language on cyberbullying (Sec. IV), especially faculty-to-faculty and student-to-student cyberbullying.

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:

Campus Safety Group: During the spring 2024 semester this group gathered information from institutions across USM on the matter of policies, structures, and strategies in place across campuses to establish safety mechanisms to protect students, faculty and staff. A particular concern from faculty was to explore the degree to which the safety mechanisms currently in place are designed and established to ensure “faculty safety”.

To explore this particular concern, we reviewed the information gathered from all the institutions and used it to develop a survey that would provide us with specific data that would help us understand the impact of those safety mechanism on ensuring faculty safety. In May-2024 we presented the Survey to the CUSF body for discussion and approval.

Coming back in the fall 2024 semester, we made a few revisions to the survey, incorporated additional feedback, and put the survey in its final form for distribution. We send it to CUSF’s Chair, Dr. Heather Haverback, and requested her assistance for mass distribution to all CUSF members and Senate Chairs across campuses. The Survey has been sent by Dr. Haverback with November 1, 2024 as the deadline for responses. Our hope is to start collecting the information soon with a significant turnaround.

Support Personnel Group: This group is exploring information across USM campuses regarding two specific issues of concern in our institutions: (1) The current status of “Adjunct Faculty compensation” and the nature of apparent discrepancies of adjunct faculty salaries across our USM institutions; and (2) the concerning reduction in the number of Graduate Assistants (GA) in some of the universities in the system. This is a critical concern considering that, in most cases, GAs are considered instructional assistants who replace a significant number of adjunct positions for graduate programs in the institutions.

The group has reached out to USM and gathered information from USM institutions. The goal is to use the information collected for the development of a survey that would allow them to collect data on the two issues across institutions.

Affirmative Action Group: Our interest is to explore policies and current practices in institutions across USM to determine the impact of the Federal ruling on the matter of the implementation of the Affirmative Action act throughout their admission and hiring processes and guidelines. During the spring semester the group gathered information and resources from institutions across campuses that would assist them in exploring whether the implementation of this new ruling had brought changes and/or revisions to the institutional practices in place, and if so, what would be the direct outcomes in enrollment.

One of the leaders of this group is on Sabbatical leave this semester, and as of now I am checking with the group members about the possibility that they pick up the work that was started last semester.

Legislative Affairs Committee

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

No report submitted.

Research Committee

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

No report submitted.

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