



## COUNCIL of UNIVERSITY SYSTEM FACULTY

### **FINAL MINUTES**

#### **General Body Meeting**

**Wednesday, December 13, 2023 ~**

**9:30 am-12:30 pm**

**Meeting Location: Zoom**

#### **Attendance**

Voting Members: Tom Abrams, (UMB; Vice Chair), Holly Brewer (UCMP; Past Chair), Atma Sahu (CSU), Lorenda Naylor (UBalt; Secretary), Patricia Campbell (UMB), Loretta Baryeh (CSU), Ahmed Zohny (CSU), Jay Zimmerman (TU), Maria Joao (Joan) Antunes (TU), Kelly Elkins (TU), Sergiy Borodachov (TU - alternate), Mary Crowley-Farrell (UMGC), Emma Bates (UMGC), Mirosław Janowski (UMB), Doris Santamaria-Makang (FSU), Kate Sheehan (FSU), Emily Gorman (UMB), Ellen Schaefer-Salins (SU), Bibiana Koh (SU), Vitus Ozoke (SU), Ellen Maida Finch (SU), Xin Zhang (UMCES), David Anyiwo (BSU), Karen Russ (UMB), Ze Wang (UMB), Nagaraj Neerchal (UMBC), Amy Froide (UMBC), Tim Nohe (UMBC), Meredith Gore (UMCP), Rosie Ferraro (UMCP), Etahe Johnson (UMES), Jaime Pierson (UMCES), and Joyce Bell (UMES).

Non-Voting: Heather Haverback (TU; CUSF Chair), Zakiya Lee (USM), Agis Iliadis (UMD), Bart Debecki (TU, Senate Chair), and Jordan Sly (UMCP, Senate Chair).

#### **AGENDA**

##### **9:30 Call to Order -**

Consent Approval of October 2023 CUSF Council Meeting Minutes. Approved, no abstentions, no nays. Minutes approved.

December 13, 2023 Agenda – approved. No abstentions, no nays. Agenda approved.

### **9:35-9:45 Chair Updates – Heather Haverback (TU)**

Board of Regents (BOR): Campus Safety. Each BOR meeting is started out with a campus safety moment. In addition, USM and MHEC held a state-wide campus safety summit to address campus safety across the state. Tom Abrams (UMB, vice-chair) – stated he would like to start a dialogue on global events (Israel-Gaza conflict), anything happening on your campus please reach out to Tom. Student Centric – Heather advised that USM campuses are continuing the focus of putting students first.

Tri-Council meeting – Heather shared that CUSS organized the last tri council meeting (hosted at UMBC) and perhaps CUSF should share the responsibility for planning the event. Zakiya Lee (USM) advised that CUSS needs help with planning, and we need to ensure colleagues attend the tri council meeting when they sign up due to the costs of food. Nagaraj Neerchal (UMBC) suggested we put a committee together to help plan the next tri-council meeting.

### **9:45-10:15 PROMISE Academy & Postdoctoral Discussion. Robin H. Cresiski, Ph.D, Associate Vice Provost for Graduate Student Development & Postdoctoral Affairs - University of Maryland, Baltimore County (UMBC); Director, Maryland's AGEP PROMISE Academy Alliance**

Dr. Cresiski (UMBC) provided a presentation on increasing faculty diversity. See attached slide deck. The diversity program was based on a model for increasing graduate students in STEM. The UMBC grant for increasing diverse faculty members in STEM started in 2018. All USM campuses can participate in the grant program and are encouraged to do so. It focuses on assisting post-docs into faculty positions. It is free for USM campuses to join. Currently, USM has approximately 1,000 post-docs. The goal is to assist post-docs to transition to faculty. Program limited to domestic post-docs (international students are not accepted).

Bibiana Koh (SU) asked if the promise academy works with non- Research 1 (R1) campuses such as Salisbury University. Dr. Cresiski advised the answer is yes and in fact the program has brought post-docs to Salisbury's campus.

Tom Abrams (UMB) asked if program partners communicate with non-USM partners? Dr. Cresiski advised that they are in the process of creating a directory, which includes non-USM institutions, as well as in state campuses and out of state. Next, Tom asked how to decrease isolation for post-docs and increase campus connection? Dr. Cresiski responded that connection is important and the program provides campus visits as well as coordinate online connection.

Atma Sahu (CSU) asked if the program included only-STEM post docs. Dr. Cresiski advised that currently the NSF grant is only for STEM post-docs.

Heather Haverback (TU) asked if there are direct pathways to hire post-docs at their home institution. Dr. Cresiski shared that direct pathways are important but are currently limited.

UMBC and College Park currently offer a direct pathway to hire internally, and the program is working with human resources (HR) at other USM institutions.

### **10:15-10:25 USM Report**

**Dr. Lee, USM Vice Chancellor for Academic and Student Affairs and Chief of Staff to Sr. Vice Chancellor, Dr. Alison Wrynn.**

Dr. Lee thanked Dr. Cresiski for her presentation. In regards to USM staff changes, she shared that Patrick Hogan has stepped down and Susan Lawrence has taken his place. Susan began her position at USM last week.

The Campus Safety Summit was excellent. It was statewide, not just UMS (both the Maryland Secretary of Higher Education and USM Chancellor Perman sponsored the summit). The aim is to have an ongoing conversation on campus safety.

USM hosted a Civic Engagement Symposium at Towson University this fall. Very successful and meaningful. U.S. Senator Ben Cardin presented as well as students.

UMCES president search is moving forward.

BOR will meet this Friday. Education Policy and Student Life will be adding safety to the committee name to emphasize the new focus.

The Student Religious Accommodation policy will go to the full board for approval. Students were advocating for additional details to ensure fairness across campuses and faculty. Dr. Lee advised that the USM policy is broad and the key to its success is policy implementation at individual campuses. (Reference: Proposed Policy Revisions to Establish: III-5.10 – Policy Concerning the Scheduling of Academic Assignments on Dates of Religious Observance; Campus Space for Faith-Based or Religious Practices).

USM Institutions can no longer hold a student transcript if a student has a debt to a USM institution. USM has already updated the system policy. Student debt now goes to collections. The new law has no impact on students registering for classes. Nagaraj Neercahl (UMBC) stated that a student's inability to pay should not stop students from enrolling in classes.

### **10:40 – 10:45 Dr. Alison Wrynn, USM, Sr. Vice Chancellor for Academic & Student Affairs**

Religious Accommodation. Dr. Wrynn suggested that students identify their religious observations at beginning of semester (traditional faith-based practices). She also noted that accredited academic programs can have more stringent attendance practices than non-accredited programs, which may need to be taken into consideration.

### **10:45 Old Business.**

*Rules Committee - Bylaws Discussion and Vote*

Heather Haverback (TU; Chair) provided the background on the need to update the CUSF bylaws. Jay Zimmerman (TU) made a motion to approve the redlined draft, which was sent out electronically to CUSF members at the last general meeting. Nagaraj Neerchal (UMBC) seconded the motion. Heather asked for discussion. All voted in favor. No abstentions. Motion passed.

### **11:00- 11:12 Committee Updates**

**Education Policy – Mary Crowley Farrell (UMGC)** advised that she sent out a call for proposals (CFP) for an upcoming conference on Generative Artificial Intelligence (AI) for spring 2024. It is a state-wide conference. Mary requested that CUSF members disseminate the CFP widely to colleagues. See Mary for additional questions or a copy of the CFP.

**Research Committee – Tom Abrams (UMB) & Miroslaw Janowski (UMB), co-chairs.** Tom reported that they are working on: 1) animal care protocols; 2) protecting Asian faculty targeted for harassment. UMB wants to have a townhall to address this important issue; and 3) research portals – Tom is putting together a list from CUSF members.

**Rules – Jay Zimmerman (TU) and Nagaraj Neerchal (UMBC) co-chairs.** Jay reported there are no updates.

**Faculty Concerns – Doris Santamaria-Makang (FSU)** reported the committee is working on: 1) DEI – campus safety and affirmative action; and 2) academic support – adjunct faculty salary discrepancies. Bibiana Koh joined the committee today.

**Legislative Affairs – Holly Brewer (UMCP)** reported: 1) planning for Annapolis Advocacy Day, which will be held February 21<sup>st</sup>.; 2) collective bargaining for graduate students and faculty; 3) prescription drug benefits for USM faculty retirees; 4) teacher shortage; and 5) Maryland 250, planning related to commemorating 250 anniversary of American Revolution.

**Awards Committee – Ben Arah (BSU)** reported the committee will meet this afternoon and deliberate on faculty awards and make recommendations to the BOR.

### **11:13-11:20 New Business**

**USM Student Success Convening – Dr. Zakiya Lee (USM)** reported they are planning a USM Student Success Summit for March 2024. Tentatively, the goal is to campus provosts and vice provosts of student affairs assemble a team on student success. Faculty shared ideas with Zakiya, and she requested that faculty email their ideas and suggestions to her.

**Legislative Affairs Issues of Interest – Holly Brewer (UMCP)** reported they have put forth 2 resolutions on collective bargaining pertaining to: 1) graduate students, which will be voted on February 24, 2023,; and 2) faculty, which was passed December 14, 2017. The aim is to remove restrictions on collective bargaining. Tom Abrams (UMB) reported that each individual campus

retains its autonomy in voting and approving collective bargaining. Heather reported we will vote on both resolutions (graduate students and faculty) in January 2024.

### **11:42-12:15 USM Office of Government Relations. Susan Lawrence & Andy Clark**

Heather Haverback (TU) introduced USM staff Susan Lawrence and Andy Clark.

#### **Mr. Andy Clark, USM, Assistant Vice Chancellor for Government Relations.**

Mr. Clark reported that the Maryland legislative session starts January 10<sup>th</sup>. USM is starting to convene with state relations council (each campus has a representative). A weekly newsletter will start in January 2024 to report on general assembly bills (subscription only, located on USM Government Relations website. Heather Haverback (TU) will send out the link to CUSF members). Andy introduced **Susan Lawrence, USM, Vice Chancellor for Government Relations**, who has been part of the state relations council for the past five years and worked in Maryland State Senate for 24 years. She is a seasoned veteran and brings a wealth of experience and knowledge to USM.

Questions for USM Staff:

Jay Zimmerman (TU) shared that some faculty want collective bargaining and not all campus administrative leadership supports it. Tom Abrams (UMB) asked for clarification on Susan and Andy's roles. Susan shared that she and Andy work together as a team. Holly asked Susan what her priorities are for the upcoming legislative session. Susan advised that her goal is to maintain relationships, collaboration, and coordination. In terms of executive administrations, all the work gets done in years two and three, with heavy lifting taking place in year three. The budget is different this year than prior years. Zakiya Lee shared that the Chancellor, Susan, and Andy do not make independent decisions for USM. Susan and Andy hear collectively from USM campuses so it is a joint effort between USM and all the campuses. Heather Haverback (TU) asked about the legislative process (Governor and USM government relations). Susan provided an overview of how hundreds of bills are sponsored and put forth each year. Typically, USM doesn't bring bills forward. Susan and Andy provide timely information to the Governor's Office and state delegates. Joan Antunes (TU) advised that faculty have different needs than campus administration. For example, some faculty want the right to collective bargain while administration does not want faculty to engage in collective bargaining. Heather asked what the role of the BOR was in the process. Dr. Alison Wrynn reported that Susan and the chancellor report directly to the Board of Regents (BOR). There was one chat question: why will 2026 be a possible tough year. Susan responded that the COVID pandemic federal funding is no longer

available and will impact state budgets. Nagaraj Neerchal (UMBC) asked how does USM know when faculty have an opinion not aligned with administration?

**12:15-12:17 Meeting Adjourned.** Heather Haverback (TU) called for vote to adjourn. Tom Abrams (UMB) made motion to adjourn. Jay Zimmerman (TU) seconded the motion. Meeting adjourned 12:17.

**12:17-12:30 Committee Meeting Time**

Month	Schedule of CUSF General Committee Meetings AY- 2023-2024	Location
September	9/20/23 (Wednesday)	Virtual 9:30-12:30
October	10/24/23 (Tuesday)	In Person USM Baltimore 9:30-1:00 <i>(lunch will be served)</i>
November	11/15/23 (Wednesday)	In Person UMBC Joint-Council Meeting <i>(details forthcoming)</i>
December	12/13/23 (Wednesday)	Virtual 9:30-12:30
January	1/23/24 (Tuesday)	In Person USM Adelphi 9:30-1:00 <i>(lunch will be served)</i>
February	2/23/24 (Friday)	Virtual 9:30-12:30
March	3/27/24 (Wednesday)	Virtual 9:30-12:30
April	4/25/24 (Thursday)	TBD
May	5/15/24 (Wednesday)	Virtual 9:30-12:30
June	TBD	

