



COUNCIL of UNIVERSITY
SYSTEM FACULTY

CUSF General Body Meeting

Tuesday January 23, 2024

9:30 am-1:00 pm

Meeting Location:

USM Adelphi or Zoom

<https://usmd-edu.zoom.us/j/98633247340?pwd=VnVKZFZA2VnpQV2hnWkptMUdtSmxyUT09>

FINAL MINUTES

In Person: Heather Haverback (Chair, TU), Holly Brewer (Past Chair, UMCP), Tom Abrams (UMB), Lorenda Naylor (Secretary, UBalt), Ellen Schaefer-Salins (SU), Jay Zimmerman (TU), Mary Crowley (UMGC), Emma Bate (UMGC), Karen Russ (UMD), Agis Iliads (CSU), Kelly Elkins (TU), Briana Snyder (TU), Mirosław Janowski (UMB), Ahmed Zohny (CSU), Nagaraj Neerchal (UMBC), Kelsey Beckett (USM), Zakiya Lee (USM), and Chancellor Jay Perman (USM).

On Zoom: Loretta Baryeh (CSU), Atma Sahu (CSU), Jordan Sly (UMD), Jamie Pierson (UMCES), Amy Froide (UMBC), Timothy Nohe (UMBC), Meredith Gore (UMB), Joyce Bell (UMES), Briana Snyder (TU), Kate Sheehan (FSU), Emily Gorman (UMB), Emma Bates (UMGC), Doris Santamaria Makang (FSU), Benjamin Arah (BSU), David Anyiwo (BSU), Sergiy Borodachov (TU), Jay Zimmerman (TU), Kumuduni Munusinghe (FSU), Maria Joao Antunes, (TU), Kelly Elkins (TU), Agis Iliadis (UMCP), Rosellina Ferraro (UMCP), Bart Debicki (TU), Maind Finch (SU), Kelechi Ekpogu (UBalt), Etahe Johnson (UMES), Meredith Gore (UMCP), Timothy Nohe (UMBC), ZE Wang (UMB), Atma Sahu (CSU), Vitus Ozoke (SU), and Sergiy Borodachov (TU).

9:55 - 9:56 Call to Order- Heather Haverback, Chair

9:56 - 9:59 Consent Approval of December 2023 CUSF Minutes & December Agenda

Minutes approved. Agis Iliadis (UMCP) last name corrected.

10:00 - 10:10 Welcome and Chair Updates

Heather Haverback (TU) reported that Andy Clark (USM) provides a weekly verbal legislative update in addition to the weekly USM written legislative update. This update is available to all faculty who sign up to participate. She will highlight committee updates.

10:11 - 10:36 Report from USM

Dr. Zakiya Lee, USM Associate Vice Chancellor for Student Affairs and Chief of Staff to Dr. Alison Wrynn

Staff Changes. Zakiya reported that Dr. Alison Wrynn is not able to attend today due to other commitments. Kelsey Beckett (USM), will replace Zakiya Lee on CUSF. Kelsey will be the Chief of Staff to Alison Wrynn & Director of Operations. Zakiya has received a job promotion and will be moving to a new position with new responsibilities. The Kirwan Center is hiring a new director. The UMCES president search continues.

Student Religious Accommodation. Final Version of Religious Accommodation Policy has been issued. Policy has been amended: A second religious accommodation must be sought if the first student request for an accommodation is not being met. Policy updated by BOR in December.

Student Success Symposium in March 2024 – each campus will send teams (at least 1 faculty)

Civics Course – USM is seeking advice on adding a civics course. A BOR member brought it up as a possibility. CUSF engaged in a robust discussion took place regarding credit hour counts, definition of civics, impact of removing social studies. Amy Froide (UMBC) reported UMBC has a center for civics and democracy. Agis Iliadis stated the dictionary definition of civics to provide a starting point. Joyce Bell (UMGC) advised its important to get wide faculty input on the issue. Jay Zimmerman (TU) suggested that an ethical component needs to be added to civics, and wants to know what problem it addresses. Nagaraj Neerchal (UMBC) advised that ethics needs to be added to civics because civics is government. Mary Crowley-Farrell (UMGC) advised that we need to define the aim of of a civics course; identify what problem it is designed to solve. Chancellor Perman shared that students reported they did not want a stand-alone civics course but rather integrate the concept of civics into courses. Jordan Sly reported that campuses have been promoting civics for decades using different mechanisms, not necessarily a formal class.

10:37-11:30 USM Chancellor, Jay Perman

Budget – Maryland is facing a budget deficit of \$760 million, which is estimated to balloon to \$2.7 billion in 4 years. Part of the deficit is due to the fact that the COVID recovery money is gone. Another variable is that Governor Moore had ambitious policies that utilized surpluses, such as the Blueprint, Pre-K 12, transportation, and climate initiatives. USM is funded at \$2.1 billion. USM has the largest discretionary part of the budget. USM is expected to receive a 2% decrease in state funding, \$50 million, which will be spread across all USM institutions. USM will respond by closing out position vacancies across the board. However, there is money for faculty increases (merit & COLA), and HBCU funding. Enhancement requests, which is utilized

mostly for growing student financial aid, takes \$150 million in foundation funding and use interest for student financial aid. Chancellor Perman is asking for P20 funding. USM needs good bond ratings from S&P, Moody's, and Fitch (ratings agencies). The aim is to get funding for the high school pathway to college initiative. There are no enhancement funds for AY24-25. USM institutions will need to need to promote badges and certificates to supplement the Governor's non-degree path for students. The legislature can now tweak the governor's budget (instead of trimming the budget). This is a new change and is important.

Legislation – A PG county delegate wants universities more connected to their communities.

USM campuses want health computing (testimony) to generate better health outcomes through policy.

Questions. Chancellor Perman opened up the meeting for questions from faculty.

Kelly Elkins (TU) asked Chancellor Perman how do we keep MD students who go out of state because they don't get into College Park. Could USM allow students to take courses at the other 11 institutions and easily transfer to another institution. The structure exists for students to enroll in 1 campus and sit in for the class at another institution. Example: TU has 600 students with concentrations in criminal justice (CJ) but they don't have a CJ academic program. Chancellor Perman suggested we start asking "what's in it for students?" He advised that enrollment is increasing again; the USM student head count is up. Today it is 167,000 (2.5 % increase over last year, with an increase in first time full-time enrollment). HBCUs (3) have second year of growth over 5% from last year. Our 6-year graduation rate is at 71%, which is above the national average of 63%; our 4-year graduation rate is 52% and the average time to graduate is 4.1 years, which is excellent. USM generated \$ 1.8 billion in grants & contracts last year – a record for USM. He advised that its important all USM institutions make transfer as seamless as possible.

Middle East dialogue – Perman advised CUSF that students aren't ready to engage in a dialogue on the Middle East and more specifically Gaza. It's a timing issue. Tom Abrams (UMB) reported that TU is sponsoring a Middle East Scholar dialogue next month. Tom suggested to Chancellor Perman that the System Faculty (CUSF) could host a collegial conversation about the Middle East without requiring administrator approval. Heather Haverback advised Tom that his request would need to go through the CUSF, Faculty Concerns committee.

11:35-11:40 Break

11:40-12:14 Collective Bargaining, Holly Brewer (UMCP) reviewed two resolutions that were sent to CUSF before the meeting. The aim of the meeting today is to take a vote. Do we want to remove the faculty ban to bargain? Mary Crowley-Farrell asked what the implications would be for faculty and shared governance if collective bargaining is passed. Holly advised it would be positive. Bart Debicki (TU) asked if we want to remove the faculty ban to bargain? Tim Nohe (UMBC) reported there was a faculty impact on faculty collective bargaining. Nagaraj Neerchal (UMBC) asked what campuses around USM are doing. Maria Joao Antunes (TU) reported that campus faculty senates can vote, but votes can get overturned. There is currently a bill in the MD legislature on collective bargaining but it does not specify or identify USM faculty. See this link:

<https://mgaleg.maryland.gov/mgaweb/Legislation/Details/hb0114?ys=2024RS> Holly Brewer (UMCP) reported that in terms of history, CUSF passed the resolution every year since 2010 but Governor Hogan vetoed it.

After much discussion a vote was taken on Resolution A and Resolution B.

Voting. Zakiya Lee took roll call and counted both votes, 26 faculty attended the meeting, 8 faculty in person voted in favor of Resolution A for Faculty right to engage in collective bargaining, and 13 faculty on Zoom voted in favor of passing Resolution A. 0 opposed, 4 in person abstained from voting, and 1 online faculty member abstained. Vote Total for Resolution A: 21 (yes approved), 0 (no), 5 abstained.

Legislative Affairs Resolution I (A)- Collective Bargaining Faculty Passed: 21-0-4 Resolution A for Faculty passes.

12:15-12:29 Legislative Affairs Resolution B- Collective Bargaining Students

Resolution B: In person in favor 8, 12 online in favor, 0 opposed in person, and 0 opposed online, 4 abstained in person, and 2 abstained online. Total votes for Resolution B: 20 in favor, 6 abstained & 0 opposed: 20-6-0.

12:30-12:54 Legislative Affairs Resolution III- Retiree Drug Benefits – Supplement to Medicare Part B

Tom Abrams, (UMB) reported that the committee wants a 1 year extension to assess impact. The gap expires the end of this fiscal year. The motion was made if we are going to vote via email (change resolution and vote via email). The committee will disseminate the new resolution to ExCom by 1/25 /2024 and CUSF members. ExCom has until 1/26/2024 to agree, then it will be sent to the CUSF general body on 1/27/24. CUSF Faculty have until 6 pm 1/30/2024 to vote. Holly Brewer made the motion. Nagaraj Neerchal (UMBC) seconded the motion. A vote was called on the new proposal. In person, in favor of re-writing resolution 12, on Zoom in favor 12. In person against 0, 0 Zoom votes against, no abstentions. Vote was unanimous, 24-0.

The new proposal was written and approved by 1/26/2024. Heather Haverback (TU) sent out an email on 1/30/2024 with an electronic ballot on the Retiree Drug Benefit Resolution. Heather reported via email on 2/6/24 at 7:57 a.m. a final vote by CUSF of 18-0-0. The Retiree Drug Benefit Resolution passed.

12:55-12:57 Ed Policy – Mary Crowley-Farrell (UMGC) encouraged people to disseminate the AI call for papers.

12:58 Meeting Adjourned, Lunch Served & Committee Meetings

Ellen Schaefer-Salins (SU) made motion to adjourn and Emma Bates (UMGC) seconded the motion. Meeting adjourned at 12:58 pm.

CUSF meeting schedule provided on next page.

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	

