



COUNCIL of UNIVERSITY
SYSTEM FACULTY

CUSF General Body Meeting

Final MINUTES

Friday, February 23, 2024

9:30 am-11:25 pm

Meeting Location:

Zoom

<https://usmd-edu.zoom.us/j/95003988149?pwd=QzBZRWd2WVVHckVtcldpSdXVQUEV3UT09>

Voting Members:

Heather Haverback (Chair, TU), Holly Brewer (Past Chair, UMCP), Tom Abrams (UMB), Miroslaw Janowski (UMB), Emily Gorman (UMB), Lorenda Naylor (Secretary, UBalt), Ellen Schaefer-Salins (SU), Vitus Ozoke (SU), Jay Zimmerman (TU), Kelly Elkins (TU), Ziad Bentahar (TU), Maria Joao Antunes (TU), Mary Crowley-Farrell (UMGC), Agis Iliads (ECE UMCP alternate voting), Nagaraj Neerchal (UMBC), Timothy Nohe (UMBC), Kelechi Ekpogu (UBalt), Loretta Baryeh (CSU), Atma Sahu (CSU, alternate voting), David Anyiwo (BSU), Benjamin Arah (BSU), Doris Santamaria Makang (FSU), Kate Sheehan (FSU), Joyce Bell (UMES), and Etahe Johnson (UMES),

Non-Voting Attendees:

CUSF: Briana Snyder (TU, alternate), Sergiy Borodachov (TU, alternate), Stephen Scales (TU),
USM: Alison Wrynn, (USM), Zakiya Lee (USM), and Kelsey Beckett (USM)

Guest:

Dr. Anthony Jenkins, President, Coppin State University

9:30-9:35 a.m. Call to Order- Heather Haverback, Chair

Heather called the meeting to order then introduced President Jenkins.

9:36-9:50 a.m. President Anthony L. Jenkins, Coppin State University

President Jenkins thanked CUSF for the invitation to speak today. He stated this is basketball homecoming week on CSU campus so there is lots of positive energy. Dr. Jenkins had the opportunity to meet with Maryland Governor Wes Moore on CSU issues and higher education in general.

Dr. Jenkins shared that he arrived at CSU in 2020, and focused on increasing enrollment by flipping the recruitment process. This meant they met with high school counselors in Baltimore city and surrounding counties. Baltimore county is the second largest county where CSU receives students. In addition, CSU has also focused on their brand and messaging. They put faculty out front because faculty drive the work on the national stage. Additionally, CSU emphasized student retention and achievement through the Eagle Achievement program. CSU retention rate was 57% in 2020 and is now 74%; a positive achievement in a short amount of time. One strategy employed by CSU is identifying students early on that need extra support. In regards to enrollment, CSU enrollment grew by 5% this past academic year with graduate student enrollment increasing by over 50%; a tremendous achievement. CSU utilizes a holistic framework. They provide support with student housing, clothing, and food so students can focus on academics and not basic needs. President Jenkins believes that we need to solve community problems for students to achieve. Dr. Jenkins thanked CUSF for the opportunity to speak today and share CSU's success.

9:51-9:53 a.m. Consent Approval of January 2023 CUSF Council Meeting Minutes

Minutes approved. No changes.

9:54-10:04 a.m. Chair & Education Policy Update

Heather advised that Mary Crowley-Farrell, Education Policy Committee, Chair needed to leave for another meeting and needed to provide her update early. Heather will provide the CUSF chair's update immediately following Mary's update.

Education Committee Update. Mary Crowley-Farrell reported that she met with legislators at the USM Annapolis day. Issues addressed educational access to incarcerated individuals and artificial intelligence in classroom instruction. She also shared that the MD Artificial Intelligence (AI) summit was fast approaching. They have closed the call for proposals. Judges will meet March 7th and select finalists. They are emphasizing inclusion. The keynote speaker has been selected. Mary will be sending an email to CUSF faculty soon to get the word out on the AI summit.

CUSF Chair's Update

Heather Haverback, Chair, requested that faculty not use AI bots during our CUSF meetings, which provides transcript. Faculty are receiving pings that state “here are the minutes from your meeting.” Mary Crowley-Farrell reported that Zoom has an AI function.

Annapolis Day. Heather Haverback reported that the USM Annapolis Day went very well, lots of energy. There were a couple of scheduling snags, which Heather will iron out for next year.

CUSS Invitation. Heather reported that she invited Kalia Patricio (CUSS) to discuss the annual shared governance survey. Heather is recommending that CUSF use the AAUP survey, which has been used since 1994 and provides trend data. These surveys go to the governing body.

CUSF Constitution. Heather also reported that the CUSF Constitution needs to be amended, which will be addressed later in today’s meeting.

10:05-10:27 a.m. Committee Updates

Faculty Concerns – Doris Santamaria-Makang, Chair, reported the committee has identified three issues along with subcommittee members: 1) campus safety (Emily Gorman, Jamie Pierson, Bibiana Koh, Doris, 2) affirmative action (Ellen Schaefer Salins, Lorenda Naylor, David Anyiwo, and Kelechi Ekpagu, and 3) Adjunct Faculty & Graduate Assistants (Kate Sheehan, Sergiy Borrodachov, and Benjamin Arah). As such, there are three subcommittees, which meet independently and then as a larger group at CUSF. The Mental Health subcommittee created a White paper and is asking for it to be endorsed by CUSF. Doris reported that Tom Abrams wants to have a webinar on the Gaza War and is meeting with the Faculty Concerns committee today to discuss his vision.

Faculty Awards – Benjamin Arah, Chair advised the committee’s work was completed in December. Zakiya Lee reported that the faculty awards were approved by the full BOR. Awards will be announced by USM and press releases soon. Faculty award winners will be announced at the April BOR meeting. Neerchal asked Zakiya if she will continue to be involved in the awards process. Zakiya advised that Kelsey will be taking it over this year and she is fully equipped to do so.

Legislative - Holly Brewer, Chair, reported that she is glad Erica Kennedy’s mental health report will be released as an official CUSF White paper. They ran out of time last year and weren’t able to move forward on it. Next, she shared that the Drug Benefit Resolution passed at CUSF. Holly reported about 10 CSUF faculty attended Annapolis Day. The group met with legislators on the collective bargain resolution for faculty and graduate students. Holly also had the opportunity to speak with Eric Luedtke, the Governor’s chief of staff. Holly is optimistic that a compromise is reachable on drug benefits for retirees. The challenge is that bond rating companies want to hit the state with \$9 billion in expenses, which would lower Maryland’s bond rating if the drug benefit resolution is passed. Jay Zimmerman asked what impact the resolution will have on upcoming retirees. Holly responded that it is complicated because there are at least 4 distinct groups depending on when faculty retire. Agis Iliads asked what should he tell his colleagues. Holly shared that they are advocating for it and working hard to secure drug benefit for retirees.

Heather Haverback advised that Andy Clark provides a Monday 9:30 legislative briefing which is open to everyone and an excellent opportunity to receive legislative updates.

Research Committee – Tom Abrams, Co-Chair, reported the committee is working on creating a welcoming environment for foreign born researchers. He spoke with three legislators on this topic at the USM Advocacy Day. Also, the committee is working on research portals across USM to provide greater access. Heather Haverback asked Tom to write something up and present to ExCom or a committee. Tom reported he will bring it to ExCom in some form, not sure if written or verbal.

10:28-10:32 a.m. Break

10:33- 10:47 a.m. Kalia Patricio (UMCP; CUSS Chair) Survey Invitation

Heather Haverback reported that Kalia Patricio has already presented her survey idea to CUSF, ExCom.

Kalia reported that the survey asks about the awareness of governance at USM (ask institutions, faculty or staff, what do you know about governance at your institution and is it working). Kalia provided a copy of the survey in the Qualtrics program. She advised the survey is brief to encourage a high level of participation. USM does not have a central distribution email list so we will need to work through campus presidents. Tim Nohe asked if the survey was anonymous. Kalia stated that yes it is anonymous. Lorenda Naylor asked if Kalia will state in the email invite to respondents the estimated time to complete the survey to increase participation. Kalia advised the time estimate will be included in the email as well that the survey is anonymous. Heather Haverback said the survey will be simple, and she asked Kalia if the survey can be completed several times. Kalia said she was didn't believe so. Holly Brewer stated that you can't submit the survey multiple times on the platform she used last year. Atma Sahu reported since there are open questions there will be qualitative data as well as quantitative data (number of faculty, institution, etc.) so need somebody with quantitative skills to analyze the survey data. Kalia advised that her dissertation used quantitative methodology and she would analyze the survey data.

Heather Haverback asked if there were any concerns about the survey that would be disseminated to faculty. None reported by CUSF. As such, Heather and Kalia will move forward and implement the shared governance survey. Nagaraj Neerchal reported that the survey should be sent separately to faculty, and he predicts that the survey will generate powerful information.

10:48-11:10 Rules Committee – Edits/Change to Constitution (Institution Names)

First Read of Amendments to Constitution. Heather Haverback advised that this is not a vote; simply just a read of the proposed changes to the constitution. Some campuses have changed their official names and this needs to be recognized in our constitution. Since 2009, UMBI has not been a university but is still listed in the constitution. Heather reported that we are suggesting that we make the name changes and change faculty apportionment. This year we simply want to make editorial changes such as name changes and apportionment. Universities deserve to have

proper names in the constitution. Heather put the constitution on the screen to show the changes. Agis Iliads advised it looks like the changes are practical. Tom Abrams reported that UMB took the comma out. Heather reported that Zakiya has reviewed the names and it has gone through the Office of General Counsel (OGC). Tom Abrams advised that he double checked and was wrong about the comma.

USM, Kelsey Beckett, Chief of Staff to Dr. Alison Wrynn, and Director of Operations, Office of Academic and Student Affairs

Kelsey introduced herself to CUSF members. She is the Chief of Staff to Dr. Alison Wrynn, and Director of Operations, Office of Academic and Student Affairs. She will take over Zakiya Lee's responsibilities on CUSF. Kelsey has worked in the USM Chancellor's office for the past 8 years. As such, she is very familiar with the Board of Regents and USM. Kelsey also worked with the President's Council in her prior position. Kelsey shared that she looks forward to working with everyone on CUSF.

Heather Haverback– reported that the April 25th CUSF meeting is at SU and will be in person with a virtual option. Jay Zimmerman stated that in the past we've been able to get a president speak at the university. He asked if SU president will speak on April 25th. Heather advised they are in the process of securing a representative from SU, either the president or provost.

11:11-11:10 Break

11:11-11:40 USM Report

Dr. Alison Wrynn, Senior Vice chancellor for Student and Academic Affairs - she shared that she has been in Annapolis attending hearings and providing testimony. She also attended the USM Advocacy Day. Dr. Wrynn has been attending Board meetings at the regional higher education centers, and traveled last week to the USM Southern Maryland site and will be traveling to the Universities of Shady Grove on Monday, then on to Hagerstown soon. Dr. Wrynn reported that USM announced the new president at UMCES, Dr. Fernando Miralles-Wilhelm, from George Mason University. he has expertise in climate change. You can learn more about him at:

[https://www.usmd.edu/newsroom/news/2396#:~:text=Baltimore%2C%20MD%20\(Feb.,for%20Environmental%20Science%20\(UMCES](https://www.usmd.edu/newsroom/news/2396#:~:text=Baltimore%2C%20MD%20(Feb.,for%20Environmental%20Science%20(UMCES) In addition, USM is conducting a search this spring for vice chancellor of marketing and communication. Alison also shared that following a nationwide search, the William E. Kirwan Center for Academic Innovation hired interim director, Nancy O'Neill, as the new executive director. Nancy Shapiro, USM, Associate Vice Chancellor for Education and Outreach, and special Assistant to the Chancellor for P-20 Education, has announced her retirement effective July 1st.

Federal Legislation. FAFSA. Delays to the new Free Application for Federal Student Aid (FAFSA), which was supposed to make it easier for families to complete, will have an immediate, direct, and detrimental impact on students and universities. It is a very serious matter (see Inside Higher Ed). Students need to know how universities will support them financially. This FAFSA delay is a big deal. Historically, May 1st has been the decision day for students

selecting a campus. It was the day students received their federal financial aid package and university acceptance letters for admission. Some campuses are extending the deadline to May 15th. U.S. Secretary Miguel Cardona was on BSU campus a couple of weeks ago where he discussed the FAFSA delays. Dr. Wrynn suggested that faculty follow updates in higher ed publications and the broader media. She will continue to monitor this issue closely.

Dr. Wrynn opened it up for faculty questions. Holly Brewer asked Dr Wrynn about the collective bargaining testimony and why she didn't mention that the 2 collective bargaining resolutions were passed by CUSF and why she gave a positive role on shared governance. Dr. Wrynn advised that she only had 2 minutes to give legislative testimony, and her role is to represent USM, not CUSF. More specifically, Alison advised that her experience has been that the MD USM system works very well compared to other university systems across the country. It is her perspective and experience. Dr. Wrynn also advised that she represents a unified voice with the goal of building on positive momentum. In sum, USM has a good shared governance system, especially when compared to other systems across the country.

11:41-11:42 a.m. Adjourn Formal Meeting

Lorenda Naylor made the motion to adjourn the general meeting. Atma Sahu seconded the motion. No abstentions. Meeting adjourned for breakout committee meetings at 11:41.

11:42 a.m. - 12:30 p.m. Committee Meetings

Ed Policy – Mary Crowley Farrell

Faculty Concerns – Doris Santamaria-Makang

Legislative Affairs – Holly Brewer

Research – not meeting today

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 (lunch will be served)

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)	Salisbury University
May	5/15/24 (Wednesday)	Virtual 9:30-12:30
June	TBD	