



# COUNCIL *of* UNIVERSITY SYSTEM FACULTY

## CUSF General Body Meeting

**Wednesday May 15, 2024  
9:30 am-12:30 pm**

**Meeting Location:  
Zoom**

<https://usmd-edu.zoom.us/j/92160058991?pwd=Y2ljQUs0enZyZ2xzMmw2YlITQ1dBdz09>

### FINAL MINUTES

**On Zoom Voting Members:** Heather Haverback (Chair, TU), Tom Abrams (UMD, Vice Chair), Holly Brewer (Past Chair, UMD), Lorenda Naylor (Secretary, UBalt), Ellen Schaefer-Salins (SU), Miroslaw Janowski (UMD), Maida Finch (SU), Maria Joao Antunes (TU), Sergiy Borodachov (TU), Jamie Pierson (UMCES), Karen Russ (UMD), Rosellina Ferraro (UMCP), David Anyiwo (BSU), Benjamin Arah (BSU), Loretta Baryeh (CSU), Atma Sahu (Member at Large, CSU), Ahmed Zhony (CSU), Jay Zimmerman (TU), Briana Snyder (TU), Mary Crowley-Farrell (UMGC), Emma Bate (UMGC), Agis Iliadis (ECE UMCP alternate voting), Kelly Elkins (TU), Kelechi Ekpagu (UBalt), Nagaraj Neerchal (Member at Large, UMBC), Amy Froide (UMBC), Timothy Nohe (UMBC), Emily Gorman (UMB), Jordan Sly (UMD), Joyce Bell (UMES), Etahe Johnson (UMES), Patricia Campbell (UMB), Ziad Bentahar (TU), and Jana Shen (UMD).

**On Zoom Non-Voting Members:** Dr Alison Wrynn (USM), Kelsey Beckett (USM).

**On Zoom Guests:** USM Chancellor Jay Perman, Chad Muntz (Associate Vice Chancellor for Decision Support & Chief Analytics Office), Colleen Dove Auburger (USM, Executive Director of the University Budget Office), Ellen Hurst (Senior Vice Chancellor for Administration and Finance), Leigh Ann Hess (Executive Assistant to the SVCAF and Deputy Chief of Staff), and Lorri McMann (USM, Chief of Staff to the SVCAF).

**Call to Order- Beginning of formal meeting**

**9:30-9:34**

Heather Haverback called the meeting to order.

**Consent Approval of April 2024 CUSF Council Minutes & May Agenda** **9:35 -9:36**

Minutes approved.

**Special Mention** **9:35-9:41**

Nagaraj Neerchal announced that our CUSF colleague Holly Brewer (UMD) was a lead author on a US Supreme Court amicus brief asking the question if a US President has the immunity of a king. Please see [www.brennancenter.org/our-work/research-reports/historians-amicus-brief-trump-v-united-states](http://www.brennancenter.org/our-work/research-reports/historians-amicus-brief-trump-v-united-states) Nagaraj made the motion for special mention, and Lorenda Naylor seconded the motion. Motion passed unanimously.

**Chair Report & Updates** **9:42-9:49**

CUSF Chair, Heather Haverback reported on several items:

FAFSA. This is an ongoing issue; still working out details, student acceptance deadlines getting pushed back.

Graduations. This is a time for university graduations across Maryland and the country.

CUSF Shared Governance Survey. Heather sent the survey out and has been reaching out to campuses that have not yet responded.

Joint CUSF/CUSS Survey. So far, 790 surveys have been received. This survey is to everyone (faculty, staff, and administration).

AY25 Calendar – Heather is waiting on another unit to establish their calendar before she can set the CUSF calendar. She will set the CUSF calendar as soon as possible.

**Edits/Change to Constitution (Institution Names)** **9:50-10:00**

Third Read/Vote

Kelsey Beckett advised that 2/3s of CUSF body members need to be present to take a vote. Currently, do not have enough votes so will revisit later in meeting. There are 23 voting members on Zoom.

**USM Board Policy on Tuition VIII-2.01** **10:01-10:21**

Chad Muntz, Associate Vice Chancellor for Decision Support & Chief Analytics Office). Chad brought the USM Steering Committee on Tuition Policy with him: Ellen Hurst (Senior Vice Chancellor for Administration and Finance), Leann Hess (USM, Executive Assistant to the

SVCAF and Deputy Chief of Staff), Lorri McMann (Chief of Staff to Senior Vice Chancellor Ellen Hurst), and Colleen Auburger (USM, Associate VC Budget Analyst).

The steering committee is seeking input on the USM tuition policy (H-201) from stakeholders including students, staffs, administration, and faculty. In put will help them improve the policy. By December 2024 we should expect an approved tuition policy, however, it will be implemented in AY26. See slide deck. The committee also created a survey on the tuition policy and is asking faculty to complete it.

Jay Zimmerman asked about differential tuition. Chad advised that it would be helpful if a differential tuition process can be added to the policy instead of making it an exception. Lorri McMann advised USM seeks to re-name it in a positive way instead of an exception. Jay asked about “special groups” such as military members; he believes that the word special denotes discrimination. Chad advised that U.S. military members do not fall into the traditional categories of in-state or out-of-state.

Nagaraj Neerchal followed up on policy exceptions. He supports adding an exception process. Is the exception based on a time frame (annually)? Chad advised the request is annual. The BOR approves it. Lorri McMann also added that differential policies vary by campus. Nagaraj asked where the tuition goes (institution, college or school)? Chad advised that the institution/campus makes that decision, not USM. Lorri added each institution manages their own budget.

## **USM Report**

**9:49- 10:20**

### **Dr. Alison Wrynn, Senior Vice Chancellor for Academic & Student Affairs**

FAFSA. The new FAFSA process has had an impact on USM campuses; decision day has been extended from May 1 to May 15<sup>th</sup> or beyond if needed. She also noted that this has been a shift taking place nationwide.

CUSF Artificial Intelligence (AI) Showcase. Dr. Wrynn applauded the hard work of CUSF and the Kirwan Center on providing an excellent AI webinar.

BOR Ed Policy, Student Life & Safety Meeting – the meeting was held yesterday.

Arizona State University (ASU) – Chancellor Perman, Dr Wrynn, and staff visited ASU to look at ASU’s partnership with charter school programs some of which are Title 1 schools; low-income families). The new ASU model provides a seamless flow for students from high school to college. Students earn 25-60 college units when they officially enter college, students transition well into college classrooms, and perform well academically. There are 77,000 students at ASU. The ASU charter measures who they include (not by who is excluded). ASU is one of many potential models for USM campuses to ensure high school students transition seamlessly to college.

New Title IX Regulations. There are new Title IX policies from the Biden administration. The policies are based on the U.S. Supreme Court decision (*Bostock v. Clayton County, GA*, 2020) which expanded the definition of sex. This also impacts sexual harassment and wrong doing

definitions. The new Title IX policies need to be revised and implemented by August 1, 2024. Anticipate more staff on campus implementing Title IX regulations. Also see articles in Higher Ed and Inside Higher Ed on this topic.

Cost of Living Allowance (COLA). Jay Zimmerman asked about COLA raises for AY24. Alison advised that the Governor provided both COLA and merit this year for state employees (reminder: the USM is sometimes considered differently for HR purposes than other state employees). However, due to budgetary issues (including the issue that non-state funded employees might need to receive the raises as well, each campus addresses merit differently.

## **Break**

**10:21-10:30**

## **Chancellor Perman**

**10:31-10:48**

Heather announced that USM Chancellor Jay Perman was able to join our meeting today and provide updates.

Chancellor Perman shared that USM has completed another successful year. He is highlighting two core successes as a result of the hard work of faculty. Most recently, he was in Germany for UMGC's 75<sup>th</sup> anniversary in Europe. UMGC faculty teach students who protect our country. UMGC has been in Germany since 1949 and in 2024 there were 1,100 graduates of which approximately 260 attended graduation at the U.S. Military Base in Ramstein). SU, who also has a masters program there, also attended graduation. Chancellor Perman gave the commencement address. He has deep admiration for our UMGC faculty who show extraordinary flexibility due to the environment. Military students have lives and schedules that don't fit in the traditional model. This requires faculty to teach at 11:30 p.m. to meet the needs of military students. Faculty go to extraordinary lengths to meet the needs of students.

This Sunday at Hidden Waters Chancellor Perman will be honoring 12 students across USM institutions for their academic achievement, creativity, and/or service. Chancellor Perman shared that he is thankful to faculty for their hard work, dedication, and commitment.

Campus Protests. He stressed the importance of civility and safety across USM campuses. Students should be able to express points of view but be mindful of behavior.

New Title IX policy. Chancellor advised that he and USM is committed to preventing Title IX violations and have created a plan to prevent new violations. He takes Title IX very seriously. New federal Title IX guidelines from the U.S. Department of Education goes into effect August 1, 2024, and all USM campuses will abide by the new policy.

Legislative Session. Chancellor Perman shared that he has been through 15 legislative sessions and the 2024 session was by far the busiest session he experienced. For AY24 there were about 30 bills potentially impacting higher education. The USM budget took a cut, but there will still be raises. Each institution decides the amount of raises. For next year, AY25, the state has budget issues that need addressed.

After the Chancellor's remarks, Heather opened it for questions. There were no questions.

Chancellor Perman conveyed his appreciation for the hard work completed by faculty.

### **Senate Chairs Meeting Update**

10:49-11:00

Tom Abrams reported that at the meeting Michelle Masucci, USM, Vice Chancellor for Research and Economic Development, and Heather Haverback, CUSF Chair, reported on the teacher shortage in Maryland. We need legislative assistance such as a new policy to address MD teacher shortages. Tom suggested creating a CUSF Task Force on Teaching shortage next year.

Research Portals. Tom advised CUSF needs more faculty input on research portals. First, he would like to have CUSF faculty list major areas of research (broad areas). Maida Finch asked about research portals. Tom advised that each portal represents an area such as anthropology.

USM Research Security. In the past both NIH & NSF had employed scientists that had ties to China, which raised concerns from the National Security Agency (NSA). A cursory investigation of faculty has taken place. This does not involve scientific investigation into research (there are protocols for this). This involves an approach for investigating individual cases of foreign-born researchers. Foreign-born faculty have received threats and are afraid to return home to China to visit. Heather advised that USM campuses have an Office of Inclusion and Educational Equity (OIEE) that may be of assistance.

### **Vote for Amended CUSF Constitution**

11:01 -11:11

Heather Called for a vote. Kelsey Bennett completed a roll call for the vote. Kelsey advised we have a quorum for the vote. Kelsey sent out an electronic vote by email using Doodle. 24 votes sent out, received 23 yes and 1 no. The amended CUSF Constiution passed.

### **ART c7 Policy Resolution**

11:12-11:32

Legislative Affairs - Holly Brewer - Vote

Resolution: CUSF recommends the Chancellor establish a task force committee regarding Section c7 that includes at least one CUSF faculty member. Holly added that USM policy is out of compliance nationally with AAUP policy. She advised that USM represents a range of campuses (Research 1, etc.) and as such we need multiple CUSF faculty members on the task force and a process in place for faculty representation; selecting a range of faculty from institutions. Tom Abrams advised that the tenure process and firing tenured faculty impact academic freedom.

Heather opened it up for discussion. Joan Antunes makes a friendly amendment to add 2 faculty. Nagaraj seconded the motion.

Heather asked for a show of hands in support, then asked for a roll call. Kelsey Beckett took a roll call at 11:24 -11:27 am. Heather requested that faculty raise their hands. Kelsey counted 22 in favor, 1 abstention, and 0 nays. Motion passed to change the recommendation from 1 faculty member serving on the committee to 2 faculty members on committee.

For the vote for the original motion (with number of faculty changed), Heather asked if there was discussion. No discussion. Kelsey counted 22 yeas, no nays, and 1 abstention. Motion passed 22-0-1.

### **Mental Health White Paper, Doris Santamaria-Makang Vote**

**11:33- 11:51**

Doris shared a Mental Health White Paper written by the CUSF Faculty Concerns committee. Doris highlighted recommended accommodations for faculty, staff, and students. She provided a history. Doris made the motion to accept the mental health white paper. Lorenda Naylor seconded the motion. Nagaraj suggested that the white paper be presented when Chancellor Perman attends a CUSF meeting to get his reaction and level of support. Jay Zimmerman advised the supports the white paper but that some of the accommodations are “pie in the sky” wishes given budget constraints, but he supports the white paper in general.

Nagaraj advised that we do not need to take another roll call as long as no one objections. Heather advised that at least one faculty member had objected before. Jay concurred. Kelsey counted 19 votes in favor, 0 nays, and 1 abstention. White Paper motion passed 19-0-1.

### **June 2024 CUSF Meeting**

**11:52-11:56**

Heather advised our last item on the agenda is the June CUSF meeting. Nagaraj advised we always take a vote on whether to meet in June. Heather advised there is nothing pressing that would need a June meeting. called a vote for a CUSF. Nagaraj advised we have already met the required number of meetings. Jay made motion to not have June meeting. Heather called a vote: 19 yeas, 1 nay, and 0 abstentions. Agis seconded motion. Motion carried: 19-1-0.

### **Committee Reports**

**11:57-12:00**

Education Policy Committee - Mary Crowley Farrell reported they held the AI showcase last month and the USM computing center also expanded AI courses. Kirwan Center will hold a debriefing committee this month to discuss the AI showcase and needs for next year.

Rules Committee: Nagaraj advised they might consider more changes to the bylaws such as the voting procedure. Jay shared he wants the voting procedure to be less cumbersome.

Faculty Concerns: Doris Santamaria-Makang reported on campus safety. Each campus varies based on institution needs. The subcommittee is recommending a survey on campus safety.

**Awards Committee:** Ben Arah reported there are no updates.

### **Adjourn Formal Meeting 12:01**

Agis Iliadis made motion to adjourn. Lorenda Naylor seconded the motion. Meeting adjourned.

**Committee Meetings and Lunch**

**12:02-12:30**