



COUNCIL of UNIVERSITY  
SYSTEM FACULTY

**CUSF Council Meeting  
Zoom  
Tuesday December 10, 2024  
9:30 am-12:30 pm**

**Voting Members: Heather Haverback (Chair, TU), Tom Abrams (UMD, Vice Chair), Loretta Baryeh (Secretary CSU), Lorenda Naylor (Member-at-Large, UBalt), Nagaraj Neerchal (Member-at-Large, UMBC), Benjamin Arah (BSU), David Anyiwo (BSU) Doris Santamaria-Makang (FSU), Jenn Flinn (FSU), Jen Hart (SU), Ryan Conrath (SU), Maida Finch(SU), Vitus Ozoke - alternate (SU), Kelly Elkins (TU), Ziad Bentahar (TU), Marcia Vandiver (TU), Ryan King White (TU), Maria Francesco (TU), Kelechi Ekpagu (UBALT), Al Gourrier – Senate Chair (UBALT), Miroslaw Janowski (UMB), J. Ward Morrow, (UMB), Adam Schneider, UMB), Recai Aktay - alternate voting (UMB), Amy Froide (UMBC), Holly Brewer (UMCP), Heidi Scott (UMCP), Agis Iliadis (UMCP), Rosellina Ferraro (UMCP), Jaime Pierson (UMCES), Wei We Zhu(UMES), Leslie West (UMES), Mary Crowley-Farrell (UMGC),**

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

Month	Schedule of CUSF General Committee Meetings AY- 2024-2025	Location
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September	9/17/24 (Tuesday)	Virtual 9:30- New Members 10:00-12:30
October	10/28/24 (Monday)	In Person Towson University 9:30-1:00 <i>(lunch will be served)</i>
November	11/19/24 (Tuesday)	In Person UMBC Joint-Council Meeting <i>(details forthcoming)</i>
December	12/10/24 (Tuesday)	Virtual 9:30-1:00
January	1/22/25 (Wednesday)	In Person USM Adelphi 9:30-1:00 <i>(lunch will be served)</i>
February	2/12/25 (Wednesday)	Virtual 9:30-1:00
March	3/5/24 (Wednesday)	TBD 9:30-1:00
April	4/9/24 (Wednesday)	TBD 9:30-1:00
May	5/9/24 (Friday)	TBD 9:30-1:00
June	TBD	

- 1. Call to Order- Beginning of formal meeting** 9:40  
 Heather Haverback called meeting to order.
- 2. Approval of October 2024 CUSF meeting minutes** 9:57-10:05  
 (See Separate Email Attachment from CUSF Secretary)  
 Minutes were approved
- 3. Report from USM** 9:44-9:55  
 Dr. Alison Wrynn, USM Senior Vice Chancellor for Academic and Student Affairs or  
 Kelsey Beckett, USM Chief of Staff and Director of Operations, USM Academic and  
 Student Affairs

Alison shared about the Frostburg issue. She shared that the campus has a structural deficit that needs to be addressed. There have been several cuts including programs, administration, staff etc. The last option has been retrenchment.

4. **Chair Update** 9:55-10:05

Heather thanked the Committee chairs. She reminded faculty about the advocacy day. She recapped the tri-council meeting and thanked all for a successful meeting. She encouraged faculty to update representatives from each campus's information so dissemination of information will be more fruitful.

5. **Faculty Bullying Policy** 10:05-10:30

Heather shared that there is a bullying policy for staff, nothing on faculty bullying policy. Kelsey shared that work on bullying had been started by a committee, but it never got to the board stage for a vote. Kelsey would find the work already done and have it continued.

6. **USM BOR Recommendations for Reporting Requirements** 10:30-10:40

Kelsey Beckett, USM Chief of Staff and Director of Operations, USM Academic and Student Affairs. Kelsey recapped the USM BOR recommendations for reporting requirements.

7. Old Business

a. **Research Portal Survey Discussion** 10:40-11:00

Tom shared that the Research Committee has been considering the proposal for a USM-wide Research Portal system, consisting of a web database where faculty researchers could share: 1) research topics, 2) research approaches or techniques, and 3) contact info.

There are two major challenges:

- a) The creation and maintenance of the website and
- b) The participation of a substantial percentage of faculty researchers on the Research Portal.

Break

Tom continued to share about Hi flex.

**Legislative affairs:**

Holly shared that faculty representation is needed on the Board of Regents since the staff and students have representation.

**Education Policy:**

Mary shared that the committee was going to sponsor an AI conference. There would be a call for faculty to present their use of AI. They are also looking at the bullying policy.

**Faculty concerns**

Doris gave an update on the committees work on Campus safety. They also have an affirmative action and diversity group researching issues across campuses cross referencing issues across the nation. They are also working on a survey to present outcomes to CUSF.

**Awards:**

Ben shared that their work is almost done. They had 42 applicants and have a potential of 18 awardees.

**Rules:**

Jay shared about the upcoming election.

**8. New Business**

**a. Collective Bargaining Student Resolution 11:00-11:10**

Holly motioned for the resolution of collective bargaining be brought to the floor. Adam seconded. Vote was 21 yes 2 no

CUSF Resolution in Favor of Graduate Student Collective Bargaining

Passed with a vote of 21 Aye, 2 Nay, 4 Abstentions

Whereas the Council of University System Faculty (the Council) consists of faculty representatives of the constituent institutions of the University System of Maryland (USM) to act as the shared governance faculty body; and

Whereas it is the Council's responsibility to consider and make recommendations on matters of System wide professional and educational concern to USM faculty; and

Whereas the Council advises the USM Chancellor and reports regularly to the USM Board of Regents on matters of interest to USM faculty; and

Whereas CUSF members and their constituents are committed to supporting graduate students at USM institutions, who represent the next generation of higher education teachers, researchers, and scholars; and

Whereas support for graduate students at USM universities is an excellent investment in the growth of the Maryland economy because USM graduate students contribute substantially to the next generation of Maryland leaders in education, business, health care, and research; and

Whereas pursuing a graduate education is inherently challenging, and unnecessary additional challenges related to financial support and compensation, health care benefits and working conditions create barriers to recruitment to and completion of graduate programs; and

Whereas CUSF members and their constituents have observed that students pursuing graduate studies at USM institutions face significant challenges relating to working conditions, financial support, compensation, and benefits; and

Whereas CUSF members and their constituents believe that these challenges have a deleterious effect on the education and research mission at USM institutions; and

Whereas USM graduate students have consistently expressed a desire to address these challenges by engaging in collective bargaining; and

Whereas bills proposed in the Maryland General Assembly in each of the last five years that would allow graduate students at USM institutions to engage in collective bargaining have earned consistent, overwhelming support from graduate students and USM faculty and staff; and

Whereas graduate students at many top research universities have formed collective bargaining units in recent years; and

Whereas graduate students are transitory employees with no direct, sustained professional ties to state government; and

Whereas graduate students at USM institutions do not have supervisory or managerial control over their institutions or working conditions; and

Whereas individual graduate students at USM institutions with a collective bargaining unit will have the option not to join or financially support a union;

Be it here resolved that the Council supports the amendment of Maryland law to allow graduate students at USM institutions to engage in collective bargaining.

b. Collective Bargaining Faculty Resolution 11:10-11:20

Holly motioned for the resolution of collective bargaining be brought to the floor. Adam seconded. Vote was 25 yes 1 no

CUSF (the Council of University System Faculty) voted to reaffirm our support of this resolution by a vote of 21 yea, 2 Nay, 4 abstentions.

"Resolution Reaffirming the CUSF Affirmative Position for Collective Bargaining Rights for University System of Maryland Faculty

Whereas, the Council of University System Faculty (CUSF) serves as the faculty advisory body for the University System of Maryland (USM); and

Whereas, CUSF Council passed 23-3 the following resolution on November 16, 2010 which was and still is the current position of CUSF regarding collective bargaining.

CUSF urges the Chancellor and the Board of Regents to support legislation extending the right to consider the alternative of collective bargaining to USM faculty. This is not an endorsement of collective bargaining. Rather CUSF would like each campus to have the right to consider collective bargaining if it chooses based on its circumstances, as other public sector employees, even on some of our campuses, already have done."

c. Frostburg Discussion and Resolution 11:20-11:40

Holly motioned for the Frostburg Discussion and Resolution to be brought to the floor. Tom seconded. Justin shared that there is a leadership and financial challenge at Frostburg. Faculty input was not clear.

RESOLUTION from Legislative Affairs Committee of the Council of University System Faculty (CUSF) of the University System of Maryland (USM). Approved by CUSF General Body on December 10, 2024, by a vote of 14 Yea, 6 Nay, 4 abstentions.

Whereas Frostburg State University has been running a substantial structural deficit due especially to a decline in student enrollment that was not effectively addressed by the FSU administration.

Whereas on September 6, 2024, greater than 80% of the Faculty of Frostburg State University (of a majority of the faculty present) passed a vote of no confidence in the FSU President, Ronald Nowaczyk, who has been president of the university since 2016. Whereas during most of the past year, an Acting President Al Delia, who had no academic training or university administration experience in academic affairs, was leading Frostburg State University.

Whereas the Faculty of Frostburg State University also passed votes of no confidence in the former Acting President Al Delia.

Whereas this administration has nevertheless pushed forward a plan for retrenchment at Frostburg State University, requiring an extensive reduction in faculty lines, including a 25% reduction in tenured and tenure track FSU faculty in order to meet that structural deficit.

Therefore, CUSF resolves to recommend to the Board of Regents and the Chancellor of USM that no action be taken on retrenchment at Frostburg State University until a qualified acting administration has been appointed at Frostburg State University that the faculty trust to make sweeping, permanent, curricular decisions; and it has had time to review the financial situation and consider a broad range of possible actions to mitigate the deficit, with input from the entire faculty and from the Board of Regents about other strategies to responsibly grow student enrollment

Meeting adjourned at 12:40