



# COUNCIL of UNIVERSITY SYSTEM FACULTY

## DECEMBER 2017 NEWSLETTER

### CUSF GOALS 2017-2018

1. Increase communications and advocacy with CUSF's constituents.
2. Strengthen shared governance within the USM institutions.
3. Advise and work with USM on major policy initiatives.
4. Advocate for faculty concerns.
5. Strengthen CUSF's organizational structure and increase its visibility.



*CUSF Chair Robert Kauffman*

### MESSAGES FROM THE CHAIR: ACADEMIC INTEGRITY AND SHARED GOVERNANCE

#### The Issue of Academic Integrity

Fall semester 2017 has been an extremely busy time for CUSF. CUSF approved and is working on items in its action plan. Review of the Regents Faculty Awards is in progress and minor revisions were made to the Survey of Senate Chairs on the State of Shared Governance. However, the issue of academic integrity and misconduct has mushroomed into a major activity during fall semester.

Events surrounding academic integrity and misconduct have been moving very quickly. It began with a commentary submitted as part of my October Chair's Report. The commentary was based on the findings from the CUSF Education Policy Committee. In writing my reports to the Chancellor's Council and BOR, I normally submit the commentaries as part of my reports. For the most part, the reports are informational and rarely is there a question from the Board when I present my report at their meeting. The October commentary piqued the interest of the Board and not only were there questions, but there was discussion. Picking up on the CUSF initiative, the Academic Affairs Advisory Council (Provosts) has discussed the topic twice at its meetings as has the Education Policy and Student Life Committee of the Board. Panel discussions on this topic took place at the December meetings of both the Board of Regents and CUSF.

This is an unfolding story. As part of my October, November and December Chair's Report, I have written commentaries on the issue of academic integrity and misconduct. These commentaries are available on the CUSF website and provide a good background on the topic. (<http://www.usmd.edu/usm/workgroups/SystemFaculty/ChairReports.>)

## STATE OF SHARED GOVERNANCE REPORT

It has been several years in the making, but the Survey of Senate Chairs and the State of Share Governance Report have finally reached maturity. Increasingly, this task has become a major responsibility of CUSF in advising the Chancellor on the state of shared governance within the System. It closes the loop and provides direct feedback to the Chancellor for his use in the annual evaluations of the Presidents. In addition, two campuses are evaluated for the Board of Regents yearly and the report is included in that report also. Reflecting its importance, the annual report on shared governance is now a duty of the Chair in the bylaws.

The survey consists of 18 Likert scale questions grouped into sections. The sections include the climate for shared governance, institutional communications, the Senate's role, the President's role, the faculty's role, joint decision making, and the structural arrangements for shared governance. The Likert scales provide a quantitative analysis and the potential for a longitudinal analysis in the future. Perhaps the most important component in the survey is the comment section for each of the sections. This enables the Senate Chairs to provide in-depth analysis and comments.

To maximize the effectiveness of the survey and maintain confidentiality, there are two versions of the final report. The first version is a summary of the findings. The completed survey instruments are not included in this version. It is for public consumption and is the version that appears on the CUSF website. The second document is an internal document used by the Chancellor. It includes the completed survey instruments attached to the public document. (For the public version, see <http://www.usmd.edu/usm/workgroups/SystemFaculty/>.)

For 2016, the results of the survey suggest that shared governance is relatively healthy in the University System of Maryland. In the survey, the first question served as an overall measure of the state of shared governance on the individual campuses. Seven of the senate chairs agreed with the statement that "*Shared governance was alive and healthy on their campus.*" Four of the senate chairs strongly agreed with the statement. Two campuses neither agreed nor disagreed. For these two schools, there was usually a mitigating circumstance such as hesitancy to evaluate a new president. Two schools disagreed with the statement reflecting shared governance issues or some potential problems on campus.

The Survey of Senate Chairs and the State of Shared Governance Report have become an important tool used to advise the Chancellor on faculty matters and shared governance. Also, the staff and student councils are in the process of developing similar instruments. It has been with initiatives like the Shared Governance Report that CUSF has been able to *strengthen higher education through shared governance.*

Robert B. Kauffman, Ph.D. Chair, CUSF

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*The CUSF mission is "to strengthen higher education through shared governance."*

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COUNCIL *of* UNIVERSITY  
SYSTEM FACULTY



2017-2018 Members of the Council of University System Faculty

## PURPOSE OF CUSF

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**Article I, section 1 of the CUSF Constitution states that CUSF "advises the Chancellor and reports regularly to the Board of Regents. Its responsibility will be to consider and make recommendations on matters of system wide professional and educational concerns to the faculty and matters to which faculty bring special expertise."**

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## CUSF CONVENES CAMPUS FACULTY SENATE LEADERSHIP MEETING

The Fall 2017 meeting of USM Faculty Senate chairs was hosted by CUSF on October 31, 2017 in the USM office in Adelphi, MD. The agenda included a report from the USM by Dr. Antoinette Coleman, Associate Vice Chancellor for Academic Affairs, and Dr. Zakiya Lee, Chief of Staff to the Senior Vice Chancellor for Academic and Student Affairs, and a questions and answers session with Chancellor Robert Caret. One of the important action items was to discuss the methodology of data collection used for the annual Senate Chairs Report of Shared Governance. The chairs decided that there should be flexibility since the same method will not work for all campuses due to the heterogeneity in size and composition of the shared governance bodies. There was also a discussion of levels of administrative support for senate chairs on various campuses.

The highlight of the meeting was a workshop on "Workload Reports" with guest speakers Dr. Connie Pierson (UMBC, Associate Vice Provost, Institutional Research, Analysis, and Decision Support), Ms. Gayle Fink (Bowie State, Assistant Vice President for Institutional Effectiveness) and Dr. Ben Passmore (USM, Assistant Vice Chancellor for Administration and Finance). The workshop gave an overview of the role and expectations of the workload report. The data are gathered at the individual academic department levels, and are then rolled up at the campus and subsequently at the system level. There was discussion on how it is done on individual campuses, and how the level of faculty involvement in this process varied. Dr. Passmore also provided a brief overview of the process at the system level. There is now a system-level "Workload Workgroup" which is considering innovative ways of reporting to more accurately reflect changing types of faculty productivity.

Representatives from Bowie State, Coppin State, Frostburg State, Salisbury, Towson, University of Baltimore, UMBC, UMCES, UMES, UMUC, and UMCP were present. CUSF would like to thank CUSF Vice Chair Nagaraj Neerchal, for planning this meeting. The next meeting of the senate chairs will be held April 17, 2018.



*2017-2018 CUSF Executive Committee*

Left to Right: Nagaraj Neerchal (Vice Chair), Robert Kauffman (Chair), Elizabeth Clifford (At-large), Patricia Westerman (Secretary), and Chris Brittan-Powell (At-large)

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**JOINT MEETING OF THREE COUNCILS AT UMCP**

On November 15<sup>th</sup>, CUSF met jointly with the Council on University System Staff (CUSS) and the University System of Maryland Student Council (USMSC) at University of Maryland, College Park. The council members were welcomed by UMCP president Wallace Loh who brought greetings from his campus, and discussed challenges for college campuses in an increasingly diverse – and divided - society. Chancellor Robert Caret then addressed the councils on the state of the University System of Maryland. He responded to questions regarding topics such as budget, Amazon, Deferred Action for Childhood Arrivals, the coalition law suit, tax reform, and unionization.

Assistant Vice Chancellor for Government Relations Andy Clark provided a presentation about how the System is gearing up for the upcoming legislative session in Annapolis, in which they expect bills related to social media policies, paid sick leave, college affordability, free speech, and others. He also noted that the System needs to pay close attention to legislative issues at the federal level, as they will have an impact on public higher education on the state level. As an example, he noted that the twelve USM presidents have signed a letter to Maryland's congressional delegation regarding their stance on the proposed House tax reform bill. USM Senior Vice Chancellor for Academic and Student Affairs Joann Boughman also addressed the councils, focusing on the CUSF ombudsperson resolution. She reported that USM presidents and provosts agree in principle with the resolution, but that work remains to be done to ensure that implementation will not conflict with existing legal, personnel, and student judicial board processes.

These joint meetings enhanced cooperation among the three councils, and members learned a lot from the speakers. We look forward to further strengthening the relationships among the councils.



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## MEET ZAKIYA LEE, ASSISTANT (CHIEF OF STAFF) TO THE USM SENIOR VICE CHANCELLOR FOR ACADEMIC AND STUDENT AFFAIRS

Dr. Zakiya Lee is a Maryland native who received bachelor's degrees in elementary education and psychology and a Ph.D. in college student personnel from the University of Maryland, College Park. She also holds a master's degree in higher education and student affairs from The Ohio State University. She's proud to say that past USM Chancellor, Brit Kirwan, has signed each of her degrees, as he was president when she earned her bachelor's and master's degrees, and he was chancellor when she received her Ph.D.! Dr. Lee's research centered around the processes Black males used to make decisions about pursuing postsecondary education.

As Joann Boughman's chief of staff, Dr. Lee helps keep the balls juggled in academic and student affairs. With CUSF, she contributes to executive board, general body, and faculty senate chairs meetings, and she is the main USM staff liaison to the Board of Regents Faculty Awards process. She is also a major contributor to the activities of the Board's Committee on Education Policy and Student Life and Workgroup on Intercollegiate Athletics and the regular meetings of the provosts and vice presidents for student affairs. Prior to her current position, Dr. Lee served as a P-20 program director (USM), middle and elementary school teacher (Anne Arundel County and Baltimore City), and coordinator of Greek life (Ohio State). She is also a dedicated runner and triathlete who'll talk about swimming, biking, and running at any time!



## USM BY THE NUMBERS

CUSF is an advisory body made up of faculty from each of the institutions in the University System of Maryland. *(Data from USM 2017-2018 Profile)*

Number of  
institutions:  
12

Faculty:  
17,840

Undergraduate  
students:  
130,393

Graduate  
students:  
41,598

Operating  
budget:  
\$5.48 billion

## SPRING 2018 CUSF MEETINGS

January 18  
USM/Adelphi

February 21  
BSU

March 26  
UMB

April 18  
UMBC

May 11  
TU

June 8  
USM/Adelphi

## CUSF MEMBERSHIP, 2017-2018 (INCLUDING ALTERNATES)

|  |  |  |
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| <b>Bowie State University</b><br>Benjamin Arah<br>Patricia Westerman                                 | <b>Towson University</b><br>Elizabeth Clifford<br>Ryan King-White<br>Rajeswari Kolagani<br>Jay Zimmerman           | <b>University of Maryland Center for Environmental Science</b><br>David Nelson<br>David Secor  |
| <b>Coppin State University</b><br>Chris Brittan-Powell<br>Mona Calhoun                               | <b>University of Baltimore</b><br>Stephanie Gibson<br>Julie Simon<br>Jessica Sowa                                  | <b>University of Maryland, College Park</b><br>Andrew Baden<br>Philip Evers<br>Ethan Kaplan<br>Rashawn Ray<br>Janice Reutt-Robey<br>Martha Nell Smith<br>Jianhua Zhu |
| <b>Frostburg State University</b><br>Sunshine Brosi<br>Robert Kauffman<br>Kelly Rock<br>Ronna Schrum | <b>University of Maryland, Baltimore</b><br>Karen Clark<br>Sarah Michel<br>Isabel Rambob                           | <b>University of Maryland Eastern Shore</b><br>William Chapin<br>Robert Johnson<br>Emmanuel Onyeozili  |
| <b>Salisbury University</b><br>Roberta Adams<br>Vitus Ozoke<br>David Parker                          | <b>University of Maryland, Baltimore County</b><br>Joyce Tenney<br>Nagaraj Neerchal<br>James Stephens<br>Lina Zhou | <b>University of Maryland University College</b><br>Elizabeth Brunn<br>Mary Crowley<br>Sabrina Fu  |