



Chair's Report (CUSF) November 2016

For this report, I have two commentaries. These are based on our September and October meetings. The first is on UMUC. We had a report at the September meeting on the state of shared governance at UMUC and Theo Stone and his executive committee updated the CUSF Council on shared governance at UMUC. They indicated what they were doing internally. The second commentary is on CUSF's position on collective bargaining which has come out of the Legislative Affairs Committee. Since the last report, there were no committee meetings of the BOR. There was one meeting of the BOR and a AAAC meeting. Also, the Senate Chairs had their fall meeting at Adelphi. Reports on these meetings are provided.

Chair's Commentary: UMUC

I believe that it may be time to put the UMUC issue behind us. First, I want to thank the Council for a thoughtful and provocative discussion at our September meeting. It was not always a smooth deliberation, but we got through it. Below, I included my summary of our discussion on what the Council's deliberations were regarding the UMUC issue. I should note that before I included it in my report to the BOR, I circulated it to members of ExCom and others including some potentially less supportive people. Their feedback helped refine the summary and I thank them for their input. Our credibility with the BOR is based on our actions. What did not go unnoticed by several influential people was the last comment in the summary that we didn't pass a motion because we didn't want to set precedence. They were impressed with our thoughtfulness. It indicates a maturity on the Council's part and it goes directly to maintaining our credibility. The Council should be congratulated on its thoughtful response. As I stated, it did not go unnoticed.

UMUC Update – This summer the Council received a challenge regarding the selection of Council Members. The Challenge focused on the definition of faculty in the CUSF Constitution. As part of the process Theo Stone, Chair of the Academic Advisory Board (AAB) [i.e. UMUC's faculty shared governance group], and members of his executive committee were invited to provide Council at its September meeting with an update on shared governance at UMUC. The consensus of Council included the following: 1) The selection of Council members by member institutions including UMUC is an internal matter of each institution. Variations in the selection process from campus to campus were noted. 2) The AAB was created by the BOR as the shared governance mechanism at UMUC. The AAB has developed policies and practices that appear to be consistent with other institutions including its selection process. 3) No motions were made since the consensus of the Council was that they didn't want create a precedence where Council needed to approve the incoming Council members from member institutions in the future. (CUSF Report to BOR, October 21, 2016)

Some additional information that was not included in the discussion. UMUC underwent and passed Middle States Accreditation. This included the section on shared governance. Three suggestions were made. In my communications with Theo Stone, Senate Chair, they are addressing the first two issues and will address their third suggestion shortly. UMUC is acting no differently than any of our other

institutions would do in a similar situation. It is an internal matter for the AAB and UMUC, and they are handling it.

During my tenure with CUSF, I have found System to be an amalgamation of very different institutions thrown together to form a System. This is very different from most other states where the institutions in their systems tend to be more homogenous in their composition. We talk about diversity and inclusion. In ecology, diverse ecosystems are considered to be healthier and better systems. By USM policy, we are inclusive in terms of all the institutions in our system being part of System. We need to embrace our diverse institutions and use our diversity to strengthen CUSF and the faculty.

rbk

Chair's Commentary: Collective Bargaining Motion

Historically in 2010, CUSF took a position of supporting collective bargaining rights for faculty. The original motion is presented below. Note that the resolution urges the Chancellor and BOR. This is within the scope of the mission of CUSF. CUSF did not urge the Legislature which could be considered to be outside its scope of authority as defined by BOR policy (i.e. ultra vires). Second, the motion does not endorse collective bargaining. Third, it suggests that this should be a campus decision. This is the essence of the original motion passed.

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. (CUSF CB Resolution passed by 23-3 on 11/16/10).

There is a desire by the Legislative Affairs Committee to reaffirm the original motion passed in 2010. Even though it is still the current position, they noted that the six-year old position has little value when discussed with legislators during Annapolis Day. Their point is well taken. A motion came forth from the Legislative committee at the October meeting. It was tabled and after considerable negotiations, the current version is being presented to the Council (i.e. version six). It does two things:

- 1) It reaffirms the original motion.
- 2) The added text does not change the meaning of the original motion.

Now for the back story. The evening before the recent BOR formal meeting, the BOR has a dinner as it usually does. This is an informal event where people discuss issues and business informally. In contrast to the formal meeting which is fairly pro-forma, the dinner is where a lot of productive discussion and business occur. I was told by more than one source that anything we do on this issue is DOA (i.e. Dead on Arrival). This is the reality of the situation.

My original position was that we didn't need to reaffirm the motion. My current position is one that if CUSF wishes to pass the motion, I will support reaffirming the motion. I do note two words of caution. First, it is not going to go anywhere with the Regents, so we should be cautious about consuming a lot of

time passing or not passing the motion. Second is a word of caution regarding the use of the motion if passed. People need to be careful that the use of the motion is not seen as lobbying legislators on a policy that is in direct opposition to the stated policy of System. We need to be discrete and I note this as we begin to prepare for Annapolis Day. Hopefully, people see the merit of this caution.

rbk

BOR Committee on Education Policy and Student Life (September 20, 2016)

The last Ed Policy meeting was on September 20, 2016 and covered in my previous report. The next meeting is on November 15, 2016 after the submission of this report.

Full Board of Regents (October 21, 2016)

The following summaries are excerpted from the BOR meeting held at UMB on Friday, October 4, 2016.

Regents' Professorship – BOR Policy II-1.30 establishes a Regents' Professorship. The Professorship recognizes faculty members whose record of scholarly achievement and potential for truly exceptional service to the System and its institutions warrants appointment to this most prestigious rank.

Appointment to a Regents' Professorship is made by the Chancellor upon recommendation by one or more of the presidents of USM institutions. University of Maryland, Baltimore's President, Dr. Jay Perman, nominated Professor Mark Graber, the Jacob A. France Professor of Constitutionalism, for a Regents' Professorship.

Baltimore City Community College Report – Traditionally, there has been a barrier between the four schools and community colleges. Also, the state schools have received funding by the State where the community colleges have received funding from their counties. Unlike other community colleges in Maryland, BCCC receives its funding from the State. The report looks at options for dealing with BCCC. One option would develop a close affiliation with Coppin State University.

Senate Chairs Meeting (November 4, 2016)

The following summaries are excerpted from the Senate Chairs meeting held at Adelphi on Friday, November 4, 2016.

State of Shared Governance Survey – The revised survey and procedures for completing the survey was discussed. The survey is a significant instrument used to advise the Chancellor on the state of shared governance on the campuses. Both items were distributed to the Senate Chairs.

Workload Report – Joann Boughman covered the workload reporting. She noted that there was a workgroup working on it. It is a long term goal to better capture the data and to report it. The emphasis is on creating an accurate reporting system to facilitate good decision making. In the discussion, J. C. Weiss, Senate Chair from UB, noted that they have an automated reporting system regarding professional development. A motion was passed where "**System is encouraged to investigate the use of "automated reporting systems" for the campuses.**"

Diversity and Inclusion – Joann Boughman noted that this topic was at the top of Regent’s Brady’s list. They have done considerable work on the issue including discussions with students and a group of provosts presenting to the Regents. Some of the feedback included the diversification of the faculty, police, safe spaces, and the issue of to whom do they report problems. Also, a group of provosts talked to the Regents on this issue. Issues included 1) diversification of the pool of candidates, 2) capture of hidden work and differential workloads, and 3) minority faculty were not receiving tenure at the same rate as other faculty.

Faculty Code of Conduct and Bullying Policy – Mike Murtaugh, Senate Chair from FSU, presented to the group the recent efforts at Frostburg on bullying. He noted that the topic of bullying is where the issue of sexual harassment was twenty-five years ago. He provided the group with three handouts: Description of Professional Behavior and Collegiality Code of Conduct for FSU Faculty, Faculty Ombudspersons Committee, and Recommended Sanctions for Uncivil Behavior Substantiated through Formal Grievance Hearing by Faculty Grievance Committee. Topics discussed included incorporating the process into the ART process, using the ombudsperson process prior to the formal grievance process, quantifying the factors, and sanctions taken.

AAAC Committee (November 8, 2016)

The last AAAC Committee was held on November 8, 2106 at UMBC. The following summaries are excerpted from the meeting.

Workload Report – Ben Passmore provided the provosts with a summary of the workload report for the year. He noted that it can be a daunting task collecting good data and converting contact hours into workload.

Urban Institute – Diane Jones from the Urban Institute presented on *risk adjusted student objectives*. In addition, she noted that the Higher Education Act is up for renewal.

TIPSY Math – Brit Kirwan presented on TIPSY math (Transforming Post-Secondary Education in Mathematics (TPSE). Brit prefaced his comments with the statement that “*remedial math is the graveyard of graduation.*” Under current methods, only 20% will graduate. He outlined four broad based goals.

- 1) They seek to create multiple pathways for quantitative literacy. These pathways should be relevant to the student’s career goal. Currently, the default is pre-calculus or algebra.
- 2) They seek to partnership with other departments.
- 3) The next objective focuses on “how do you teach math.”
- 4) There are job opportunities in math outside teaching at R1 institutions.

Brit noted that 71% of community college students need developmental math. They are focusing on a collaborative developmental program between Montgomery College, UMCP and their institute.

Respectfully submitted, (November 10, 2016)
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Chair, Council of University System Faculty (CUSF)