



COUNCIL of UNIVERSITY  
SYSTEM FACULTY

**CUSF Executive Committee  
Zoom Meeting  
Wednesday December 6, 2023  
12:00 – 1:50**

**FINAL MINUTES**

<b>Attendee</b>	<b>Attendance &amp; Modality</b>
Heather Haverback, Chair (TU)	Zoom
Holly Brewer – Past Chair (UMCP)	Zoom
Lorenda Naylor – Secretary (UBalt)	Zoom
Atma Sahu – Member at Large (CSU)	Zoom
Nagaraj Neerchal – Member at Large (UMBC)	Zoom
Tom Abrams – Member at Large (UMB)	Zoom
Jay Zimmerman – Previous Chair (TU)*	Zoom
Zakiya Lee – (USM)*	Zoom
Doris Santamaria-Makang (TU)*	Zoom
Mary Crowley-Farrell (UMGC)*	Zoom

\*Non-Voting ExCom Members.

**A G E N D A**

**12:00-12:05 p.m. Call to Order**

**12:06-12:10 p.m. Approval of October minutes** (didn't meet November 2023 due to Tri Council meeting). Minutes approved. No abstentions.

**12:11-12:17 p.m. USM Student Success Convening – Zakiya Lee**

Zakiya shared in March 2024, hosting a student Success Summit. Nagaraj advised that Amanda at UMBC runs a student success program. Nagaraj, Lorenda, Holly and Atma shared that their campuses have an early alert system (grade check in). Each faculty completes a list of names to advising advise who are at risk of failing. Zakiya said UMBC has a completer degree program. Atma shared they also have a tutoring program. Jay reported that we need more tutoring for junior and seniors.

Jay raised amending the bylaws today. Heather advised Jay to wait until the December general CUSF meeting is addressed later in the meeting.

### **12:17-12:29 p.m. USM Update - Zakiya Lee, USM Assistant Vice Chancellor for Academic and Student Affairs and Chief of Staff to Dr. Alison Wrynn**

Dr. Alison Wrynn is out on medical leave and not able to attend today. Dr. Zakiya Lee reported that Susan Lawrence (formerly of UMB) has been hired as USM, Vice Chancellor of Government Relations. Next, she shared that MHEC hosted a campus safety summit last week. Key presenters included staff from the FBI and Michigan State University, which had a recent campus shooting. We should expect additional safety summits. Shared governance leaders were in attendance including Heather Haverback. Dr. Lee reported that the Board of Regents Committee on Education Policy and Student Life is seeking to amend its name to Education Policy and Safety. Religious Accommodation – students want more details on how it will be implemented. USM policy on religious accommodation needs to change to comport with the law: 1) include a student grievance procedure (decided by each campus); and 2) a campus physical space requirement (decided by each campus). Most campuses are setting up space as non-denominational which can be complicated due to the range of religions and overlapping holidays. State law went into effect summer 2023. Campuses are given 6 months to develop a specific policy that comports with the new law.

### **12:30 – 12:47 Agenda for December General Meeting – Heather Haverback, Chair**

Heather asked for input into the upcoming December general meeting. There was robust discussion from faculty on the process for adding agenda items. She requested that all committee chairs notify her ahead of time on any items needed to be on the agenda .

### **12:48 – 1:15 pm Committee Updates**

*Legislative committee report by Holly Brewer* – The committee’s agenda includes increasing the number of teachers in Maryland, providing police officer training, creating the Governor’s Do Good Initiative, and planning for Advocacy Day in Spring 2024. Holly will send a proposed collective bargaining resolution to Heather on Friday. The prescription drug resolution is complex and will take more time.

*Faculty Concerns report by Doris Santamaria Makang* - The committee identified 2 important categories: 1) Diversity, Equity & Inclusion and prioritized 2 issues, campus safety assessment & affirmative action (impact of SCOTUS ruling); and 2) Academic Support Personnel: adjunct faculty salary discrepancy and reduction in graduate assistants, which negatively impacts faculty research. There are 10 members who volunteered for the committee. Nagaraj Neerchal shared that in addition to impacting faculty productivity, GA's play a critical role in mentoring undergraduate students, which can decrease student enrollment.

*Rules Committee report by Jay Zimmerman and Nagaraj Neerchal* – Jay is working on amending the bylaws and will send to Heather when it is finalized.

*Ed Policy Committee report by Mary Crowley-Farrell* – The committee is partnering with the Kirwan Center and Maryland Online, Montgomery College to host an upcoming conference on Artificial Intelligence (AI). A call for proposals will be sent out soon with a Feb 12<sup>th</sup> deadline with acceptances ideally sent on March 25<sup>th</sup>. Faculty and staff who've tried AI in the classroom are encouraged to apply. The format is 10-minute presentations followed by a Q&A. In addition, there will be a major speaker. Next, the committee is revising list of resources from previous webinars with the aim of putting the resources on the USM and Kirwan Center website.

Research Committee report by Tom Abrams (Mirsoslaw Janowski, co-chair)– The committee is working hard on animal care and will be writing a white paper report with recommendations. Currently, there are 12 faculty on the committee. The committee's objective is to improve support and offer a welcoming environment for international researchers, specifically Asian researchers who've been targeted, plus there is a significant drop of Chinese post docs in the U.S.

### **CUSF Chair Report – Heather Haverback**

Campus Safety. At the beginning of each BOR meeting it is started with a safety moment to highlight the importance of USM campus safety. Also, there was a MHEC and USM campus security summit this past Monday.

World Events. Within the context of global events that create additional concerns USM is focusing on safety.

Gambling. Heather attended a meeting in which gambling is being discussed due to addiction by students and in general.

Heather asked for a vote to approve the December 2023 agenda. Atma Sahu made motion to approve the agenda and Nagaraj Neerchal seconded the motion. All voted in favor.

### **1:45-1:50 pm New Business**

Heather reported that CUSS wants to conduct a shared survey with CUSF on shared governance (4 questions). Heather will invite CUSS Chair to present at next CUSF general meeting.

**1:50 Adjourned**

Nagaraj Neerchal made motion to adjourn. Atma Sahu seconded the motion. Meeting adjourned at 1:50 pm.