



COUNCIL of UNIVERSITY
SYSTEM FACULTY

CUSF Executive Committee
Monday, November 4, 2019

ExCom Minutes

Present: Robert Kauffman (Chair; Frostburg), Elizabeth Brunn (Vice Chair; UMGC), Karen Clark (Secretary; UMB), Phil Evers (At-Large; UMCP), Zakiya Lee (USM), and Joann Boughman (USM).

Conference call in: Erika Covington (At-Large; Coppin) and Bill Chapin (Membership and Rules; UMES).

Topic	Discussion	Action
<p>Approval of minutes</p> <p>Joann Boughman report</p>	<p>To have final review by Zakiya Lee for editing.</p> <p>Topics:</p> <ul style="list-style-type: none"> • Board of Regents shifting and looking for increasing governance and transparency. • Looking more at systemness, initiatives across campuses, enterprise solutions with campuses working together and alignment. Looking at the importance and usefulness across the system of each shared governance groups. • Requested a paragraph to describe the role of faculty, staff, and students within the advisory councils. An example as an initiative engaging faculty across universities is the CUSF orientation. • Three policies were noted as nearly 20 years old – violence and extremism, nondiscrimination based on sexual orientation, and affirmative action/equal opportunity. Working on revisions by governance and compensation committee and following the federal and state law requirements. One concern expressed was the impact on faculty involvement and free speech guidelines. Looking at providing asterisks to reference back to USM Freedom of Expression Values Statement and Guidelines. • The topics of NCAA athletics and payment to athletes was discussed at the president’s council. At present, USM is not taking any specific stand. No word on whether this will be a topic for the legislature. It was noted we recognize that news media is focusing on 1) payments to famous students for endorsements and 2) the ‘pay for play model’ resulting in removing athletes from amateur status. • The Higher Education Act is reviewing 117 higher education institutions for compliance requiring reports regarding following regulations for foreign students. Presently, there 	<p>Motion, 2d, approved pending editing for clarity.</p> <p>Robert Kauffman will follow up.</p>

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<p>Robert Kauffman provided overview and information of the following topics:</p>	<p>are about 250,000 foreign student reports that are submitted. The Department of Education has changed what is reported in the respect it now defines levels of gifts (from a foreign entity) as tuition and fees and wants 30 years of data to be collected and submitted. USM is one of the institutions that must report.</p> <ul style="list-style-type: none"> • The topic of Baltimore universities merging was brought up and Elizabeth Brunn linked back to the systemness topic. In the Faculty Chairs meeting it was discussed that faculty potentially impacted were not unhappy with talking about the proposal, but they preferred to hear directly from administration than the media. Joann Boughman responded considering concerns, questions, and transparency it was encouraged for faculty to be more assertive bringing to leadership topics, such as this, and discussing rationally the pros and cons. For any questions, concerns, Faculty Senate Chairs can reach out to faculty and bring topics from faculty to CUSF. <p>Potpourri of Items: OER follow-up: No new news.</p> <ul style="list-style-type: none"> • Continue to be supportive. Challenges for faculty surround several aspects of the work and recognition for that work in OERs as valuable toward promotion, research, and ultimately workload. Erika Covington added this could fall under ART or might need to interface with the ART workgroup. • The challenge is to determine how to measure. • Consider finding someone to help interface OER with ART. <p>The new workgroup for ART will put on hold, as far as interfacing until it is further developed. The list of potential (volunteered or nominated) candidates include:</p> <ul style="list-style-type: none"> • Jay Zimmerman (Towson) • Elizabeth Clifford (Towson) • Stephanie Gibson (UB) • Sabrina Fu (UMGC) • Marc Pound (UMCP) professional track faculty • Aerium Tatum (CSU) • Suggested John Bertot (UMCP) Associate Provost for Faculty Affairs • Sara Shin (UMBC) Associate Provost 	<p>Will bring to CUSF. Elizabeth Brunn will look for someone to help develop policy and process regarding this and interconnect with the education policy committee.</p> <p>Determine the final ART group and how many members.</p>

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<p>Elizabeth Brunn provided brief follow-up from Senate Chairs Meeting</p> <p>Chair's Report reviewed by Robert Kauffman</p> <p>Committees</p>	<ul style="list-style-type: none"> • Two major areas reported by Senate Chairs at this meeting to include what was accomplished and items to pursue from last year and the upcoming plans for academic year ahead. • Robert Kauffman indicated the Chairs of the Faculty Senates see the value in learning what other campuses (at these meetings) and at System is doing, however, to a lesser extent what CUSF is doing. • Topic: Merging the universities in Baltimore City was mentioned by UB President Schmoke; schools currently battling several challenges; senate chairs disappointed that ideas weren't talked about with faculty first; there are no solid plans regarding this initiative. • Topic: Active participation in CUSF: There are some faculty that feel they did not have as much shared governance at their universities as they would like to have in their institutions. • Robert Kauffman indicated that for shared governance, as it is intended, simply meeting is not the same as consulting; listening, two way communication, and valuing conversation is more meaningful than meeting and not feeling heard. • Elizabeth Brunn spoke to the need to be proactive vs reactive. • Topic: Salary Disparities - Robert Kauffman spoke to how campuses are developing salary reports to establish recommendations for increasing salaries and how focusing more on equity versus just monetary changes is important. • Topic: Elizabeth Brunn indicated, based on conversation of Chairs, that some items on the Shared Governance Survey should be reviewed as to fit a broader scope. • Chancellors search committee: Candidates are now identified and Board of Regents (BOR) to meet next week and make selection. • Emeritus Faculty as a BOR member discussed as to next steps. • Presently, there are vacancies on the BOR. • Joann Boughman and Robert Kauffman both indicated this is timely to consider now. To explore the viability to move forward. <p>Membership (apportionment) Amendment – Bill Chapin</p> <ul style="list-style-type: none"> • Discussed possible changes of membership; Senate versus House model. Concerns expressed as to lack of member participation and need ideas on how to increase it. 	<p>Elizabeth Brunn will work to see if lines of communication between the faculty can be improved by using the 'basecamp' platform. More to follow.</p> <p>To follow up.</p> <p>Consider resolution as a short paragraph, however, should explore feasibility. Reviewed steps that</p>

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<p>Legislative</p> <p>Educational Policy (Academic Affairs)</p> <p>Faculty Concerns</p> <p>Fiscal Matters</p> <p>Members and Rules</p>	<p>The topic of the requirement to be full time faculty to qualify for membership was discussed. Full time faculty numbers are reducing across the country.</p> <p>Robert Kauffman proposed three alternatives for membership: Do nothing Go to the senate model equal number each institution UMGC with 4 reps as is unique</p> <p>Elizabeth Brunn – to meet the end of this week to present in December</p> <p>TBD Phil Evers and Sabrina Fu. Phil Evers not at the last meeting. No update from Sabrina Fu communicated to Phil Evers.</p> <p>No discussion</p> <ul style="list-style-type: none"> • Further review: Change in membership comments were reviewed again here regarding what status qualifies to be a member of CUSF, full time versus other, looking at tenure and professional (larger issue), The Constitution would need to be changed. • Mentioned hybrid is a possibility and fairly important to recognize different ways. Provided an example from his campus as it sends an adjunct to CUSF and Systems does not preclude any level, therefore, each campus decides how to do it. 	<p>would be necessary to move forward. To explore the viability to move forward.</p> <p>Will discuss further topic of full time versus other status to qualify for membership to CUSF (in some instances based on the decisions of the individual universities).</p> <p>Three alternatives to be considered and pursued moving forward.</p> <p>To meet the end of this week to present in December</p> <p>Will be trying to identify what topic to focus on</p>

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<p>Dates for spring 2020 meetings</p> <p>Agenda for upcoming Joint meeting on November 14, 2019.</p> <p>Adjourned</p>	<ul style="list-style-type: none"> • Reviewed options on the table as above: • Option 1) No change–full time faculty determining number. • Option 2) Senate model- each equal number of representatives; to determine number suggesting 3 or 4. • Option 3) Hybrid option: No change except UMGC with 4 reps. • Phil Evers expressed preference for option 1, unless to leave as is if with a better metric of calculating numbers of full time faculty. • Robert Kauffman indicated full time definition by Department of Labor and MHEC is what is approved to date. Based on legislative audits could go back and look at categories. • Phil Evers not debating full time faculty, it is the adjuncts- if counted from with UMGC then should include this count from all the universities. • Erika Covington expressed preference for option 2 (Senate model) as it takes the size element out of deciding number of representatives. • Bill Chapin requested Joann Boughman to obtain the final total FTEs and adjuncts at each institution – can further address with those numbers. The topic of credit hours taught by tenure and tenure track has reduced according to Joann Boughman, however, full time faculty credit hours taught has increased. • Robert Kauffman indicated that full time non tenure track at UMGC will be smaller because of the restructuring <p>Frequency of meetings on Tuesdays and Thursday difficult for many members to attend.</p> <p>Reviewed agenda for upcoming Joint meeting on November 14, 2019.</p>	<p>Will continue to pursue and discuss.</p> <p>Robert Kauffman will address other potential days and dates.</p>

Topic	Discussion	Action
	Motion to adjourn, 2d, approved. Meeting adjourned.	

Respectfully Submitted November 7, 2019

Karen Clark

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