

CUSF Executive Committee

Tuesday, September 6, 2016

12:00 -- 2:00 pm

USM System, Adelphi Conference Room 1

**ATTENDANCE:**

Chair: Robert B. Kauffman, FSU	Present
Past Chair: Virletta Bryant, CSU	Present
Vice Chair: Nagaraj Neerchal, UMBC	Present
Secretary: Patricia Westerman, BSU	Present
At-large: Chris Brittan-Powell, CSU	Present
At-large: Elizabeth Clifford, TU	Present
Past Secretary: Patricia Alt, TU	Present
Past At-large: Joyce Henderson, UMUC	Present
VCAA: Joann Boughman, USM	Present
Asst to Sr VCAA: Zakiya Lee, USM	Present

12:37 Welcome

Robert called the meeting to order and welcomed the group.

12:38 Approval of Executive Committee Minutes

The minutes of the August 22, 2016 executive committee meeting were approved.

12:39 Report on Chancellor's Council—no report

12:40 Report from USM

Joann Boughman provided the following report:

### *Budget*

1. This is a long, involved process. The state says that the economy is not in an upswing as much as hoped, so budgets are expected to be flat. If there are increases in obligations of benefits, the state (not the institutions) will pay for them. Institutions are asked to submit a budget with a reduction as well as an enhancement budget. The focus of the enhancement budget this year is on college completion as well as support for new buildings. There is also a focus on research and economic development.
2. If the budget is flat, with expected increases in costs, USM will initially propose a 5% tuition increase. This may not be where we end up, however, as the state may pick up this cost.
3. There is not a current expectation of a midyear budget cut.
4. If there is a COLA or merit given, the state (not campuses) would probably pick that up.

### *HR 1052*

Funding of the state law ("merger") will come through, so two centers will be funded, and funds should be allocated for other requirements specified in the bill/law.

### *Baltimore Council on Foreign Relations*

Baltimore Council on Foreign Relations (BCFR) is a project of Regent Jim Brady (chair of BOR), so USM bought a basic membership. BCFR brings in great speakers, and we, as members, would be invited to attend speeches for free. Decision about who gets to attend events will be made by a new advisory group of provosts and others. Faculty may sometimes be invited, and students may sometimes be included.

### *B Power*

B Power (Baltimore power) is Chancellor Caret's initiative. USM is focusing on doing what we can through partnerships and program support to open opportunities for Baltimore city youth to enter into higher education. The two USM institutions in Baltimore city will conduct the outreach. Other efforts include Baltimore's promise and college-bound foundation. These groups offer intensive coaching and other types of outreach to Baltimore city public school students. The institutions will each provide a contact person to welcome these students to the institutions

and provide support as they begin matriculation. A similar effort is underway in Prince George's County.

### *Baltimore City Community College*

The legislature commissioned a report, written by the Schaefer Center for Public Policy at University of Baltimore, on Baltimore City Community College (BCCC). BCCC is state funded and has been failing for a long time, and that our institutions need to make better pathways to BCCC and its students. The report is available online. The major problems identified are:

1. State control of BCCC led to lessened relationship of BCCC to Baltimore, who sees it at a state college; and
2. Board is invasive in hiring and firing.

The following four recommendations were made:

1. Fire the board and restart with the same model.
2. Ask Morgan State University if it wants to take over BCCC. It does not.
3. Merge with Community College of Baltimore County (CCBC). CCBC is not interested.
4. Give it to USM. No decision has been made on this yet. Chancellor Caret and BOR will put together a group to look at the advantages and disadvantages.

### *Fair labor standards act*

Fair labor standards act (FLSA): This is an issue in which USM is embroiled. The federal government has decided that the basic annual salary at which people need to be offered overtime and other benefits has increased from \$27K to \$47.7K. This act relates to some exempt staff and some research faculty at USM institutions. There were two options as to what could be done for these people:

1. You can move some exempt persons to nonexempt status, and pay them overtime. The downside is that this is perceived as a downgrade in position. Another challenge is timekeeping, as this would require changes in vacation time, etc.; and
2. If someone was already making \$45K, it's simpler to move the person up to \$47.7K. For postdocs, NIH has increased pay for postdocs to reach this level. NSF has not yet done this.

The timeline for implementation of FLSA is December 1, 2016. This is being communicated to institutions via presidents and VPAAAs.

1:08 September CUSF meeting at UMB agenda

Moved UMB president to 1:05 p.m.

Joann: Do we need a statement on FLSA at this meeting? Maybe we could invite Carolyn Skolnick to speak at October meeting on this

UMUC—Theo Stone will report on the new structure.

Reapportionment—This is the year that it should occur. It usually occurs every 3 years and is based on the number of faculty, as reported by USM.

Logo—We are in a holding pattern as we wait for USM to adopt formally its new logo.

Disseminate info on media scan and clipping service

No changes on the agenda were suggested. The agenda was approved.

1:28 Mission, vision, goals and strategic plan

"Shared practices"—for example, salary increases with promotion—refer to the CUSF function of facilitating sharing of useful information among faculty within the system so that we can help each other. How shall we disseminate mediascan and other information to institutions and to institutional faculty?

At joint CUSS/CUSF meeting in November at UMCP, we will invite the new chair of the BOR (and have him invite 2-3 other regents) to join us and answer questions. (Chancellor Caret will be away the whole week, so he is unable to join us for the meeting.) This will provide BOR with ability to get to know what the Councils are doing, and will provide Councils with the ability to get to know what the BOR is doing. BOR would like to have a list of questions that we will ask.

There will be two newsletters—one in fall 2016 and the other in spring 2017—written by Elizabeth Clifford.

1:47 The meeting was adjourned.