



COUNCIL of UNIVERSITY
SYSTEM FACULTY

CUSF Executive Committee Meeting Online
Monday, September 14, 2020
Minutes

Attendee	Attendance
Elizabeth Brunn - Chair	Online
Zakiya Lee - USM	Online
Joann Boughman - USM	Online
Julie Simon - At Large	Online
Jay Zimmerman - Vice Chair	Online
Aerian Tatum - At Large	Online
Ellen Salins-Schaefer - Secretary	Online
Karen Clark - Committee Member	Online
Diane Flint - Committee Member	Online

1:05 Call to order; Welcome— Elizabeth Brunn called the meeting to order.

USM Update: Jo spoke to the following points:

- Campuses are still working hard to stay open.
- Salisbury is having an uptick in COVID cases.
- Get flu shots.
- Elizabeth asked who is online and it is the following:
 - UB and UMGC online
 - TU online - could not find a pattern of where cases were coming from
- Many campuses are 85 percent or above online or hybrid.
- UMES is doing very well with low COVID numbers. Started semester early.
- Frostburg – Telling students not to go to WVU to party.
- All presidents and student leaders trying to get students to behave and not have parties; most students are being responsible.
- Models are not good for greater numbers of students to go back to campuses.
- Elizabeth asked about layoffs
 - Each university will decide about layoffs.
 - Things will change due to loss in income from fewer students living in dorms.
 - There may be furlough days where people don't get paid.
 - Temp salary reductions for presidents and higher ups at each campus
 - Decision as a group with presidents through USM.
 - Each campus deciding on salary cuts.
 - Unions are upset with cuts.
 - Salaries issues.
 - PPE complaints.

- Need to negotiate with unions about salary issues.
- Hogan’s announcement pertains to county public schools, not USM universities.
- Elizabeth concerned about how CUSF is helping with faculty issues.
- Jo - Faculty and staff changes stops at the President level, not Chancellor.
- We have to look at each county to make COVID decisions about different campuses.
- Zakiya says that we can say system-level announcements through CUSF.
 - Elizabeth thinks it is a good idea.
 - We should have a report that we sent to CUSF representatives about what is happening at the system level.

Elizabeth Brunn - Chair

- Should we go back to F2F meetings in the Spring?
- Discusses CUSF meeting dates.
- More people attend CUSF when it is on Zoom.
- Have breakout sessions after lunch?
- Julie says don't break for lunch.
- Discussion of time for the meeting and format.
- Elizabeth – no speakers the first half of the year.
 - Reduce COVID conversation to focus on other things.
 - Chancellor won’t be at all the meetings; scheduled to attend at least three.
 - Julie says let Presidents and Senate Presidents talk from each campus.
 - Main meeting - 10:00 to 12:00; Committees - 12:00 to 1:00.
 - Committees will meet and then report briefly.
- We have to work on filling vacancies for CUSF members.
 - Some schools misunderstood how many seats they have.
 - Need more people for all the work there is to do.
 - Julie asked about UB person who Elizabeth knows.
 - Postpone tomorrow’s training? Members are not voted yet for this year.
 - There will be a CUSF training.

Action Plan

- Academic integrity – Look at agenda for more.
- Need people who are active in doing the work for committees
 - Can there be compensation or release time?
 - Can’t get compensation except for people on ExComm.
 - Aerial says hard to get course release.
 - How to get people to do CUSF work?
 - Julie says tell Senate Chairs this is service.
 - If a person misses two meetings, they are supposed to be kicked off CUSF.
 - Julie says that a non-tenured person can have something held against them. Not tenured.
 - Aerial says we should have a speaker about civility on campus.
 - Julie talks about bullying from faculty.
 - New committee chairs - look at agenda for who is leading committees!

- What does each committee want to do?
- Legislative committee reporting
 - Zakiya says that things move quickly.
 - Andy has a call about the bills, weekly newsletter that comes out
 - How should committee use info to move forward.
 - Jay says that each campus has legislative officer that we should know. VP of governmental affairs (or a similar position)
- Elizabeth - should be connecting with school liaison. Info needs to get back to senate about legislative issues.
- Jay - Faculty Senates meet once a month - not enough for legislative issues.
- Jo and campus liaisons meet regularly with VP of Government Relations
 - Elizabeth - can these people come to break-out session?
- Julie - CUSF should be above campuses to take info back to your campus
- Karen - We should discuss what issues are happening on different campuses
- Jay - How far ahead can we be notified on different bills?
 - Shown in weekly newsletters from Andy
 - Starts at the end of January with legislative session.
 - Zakiya says mid to late January about new bills
- Jo says state budget revealed 21 of January
 - Who will be in Annapolis this year with COVID?
 - Jay asked about hearings online.
 - Jo says they could always be watched online. This will continue.
- Elizabeth asked how CUSF impacts legislation
 - Jo says sometimes there are letters giving support on bills.
 - Jo says some things are campus issue and some things are USM.
 - She takes hits for campus presidents on issues such as Title IX, testing, or public health.
 - Elizabeth asked how we use resources
 - Jo said we could use ExComm to help with legislative issues.
 - ExComm will take over function of legislative affairs and call in on Monday with Andy.
 - Elizabeth said we have limited resources.
- Karen working with MJ Bishop on IPE credentialing.
 - Feedback on competencies.
 - Looking at healthcare arena.
 - Growth pattern of undergraduate and graduate.
- Elizabeth – Chancellor at first meeting and we should bring up IPE. Important to discuss with chancellor.
 - Shared resources – Ex. Shady Grove got textbooks online free but now that has stopped.
 - Maybe because of money and resources.
 - Libraries are cutting resources but are working together over universities to get open resources.

- Jo - Chuck Thomas heads USMAI – Library Consortium of USM so libraries work together.
- Things need to be online so they are easy to get to faculty and students.
- Elizabeth wants to vote on Action Plan topics in main meeting.
 - Add Civic Behavior
 - Aerial asked for goals of each committee.
 - Julie motioned to change the action plan as said right above.
 - Ellen seconded.
 - All voted yes.
- Elizabeth wants better communication.
 - Newsletter and Slack have not worked well.
 - People need to know what we do at CUSF.
 - Julie discussed doing a short video after each meeting about what happened at CUSF. What is CUSF working on?
 - Says she can put it on Youtube since all is public.
 - Julie will take care of recording and video clip.
 - This will only work while we are on Zoom.
- We need to change the by-laws so that people can vote online
 - Jay asking do we change the by-laws for now or forever?
 - Forever could stop campus visiting, which is valuable.
 - Allow for option of both online and face to face votes.
 - If you can vote online then alternates will never vote.
 - Jay says that alternates can fill in when member can't be there.

Elizabeth looks at agenda for Sept. 25 minutes.

- CUSF will approve June minutes
- Should add what the senate chairs say in the shared governance report.
- Zakiya says that the senate president report was not added to the report.
- Update on USM site for CUSF? Draft on it for CUSF?
 - Work on new action plan for Vision and Mission for the website.
 - Still need to know what is on what committee.
- Chancellor will make comments.
- Need to talk about structural racism being addressed on campus.
- Diversification of faculty is not happening quickly.
 - Minority faculty sometimes get recruited away from USM.
 - Can't pay enough compared to other universities.
 - What do we need to be doing differently to keep minority faculty?
 - Zakiya talked about campus climates in keeping faculty.
- Jay suggested structural racism and shared governance report be added to Senate Chair meeting.
- Approve new meeting agenda as outlined above.
- Training tomorrow for CUSF.

Meeting adjourned at 3:15