



COUNCIL of UNIVERSITY
SYSTEM FACULTY

SPRING 2020 NEWSLETTER

The Chair's Report



Sometimes you are able to determine the agenda and other times your agenda is determined by events. This year, CUSF's agenda has been determined by the coronavirus and a reaction to events. Many of our initiatives have been placed on hold or have been slowed.

Personally, I don't like looking rearward regarding what we accomplished, because then we aren't looking forward. I am interested in going forward. Since I am retiring, I will indulge myself with a rearward review of our accomplishments. On some of these initiatives, I took a lead role and on others, I helped facilitate.

Perhaps my biggest contribution with CUSF has been the State of Shared Governance Report. The report surveys the senate chairs and evaluates the presidents on implementing the BOR I-6.00 Policy on Shared Governance. The report is used by the Chancellor in the yearly evaluation of the presidents. The other two Councils have developed similar reports, and the process is unique in the country, although it shouldn't be.

The ombudsperson resolution (advocating for ombudspersons or ombuds services at each institution) is illustrative of the collaborative spirit of the Councils. The proposal originated with CUSF. Because of morale issues, my counterpart with the Staff Council saw the need for the initiative and championed it. Her term as Chair ended, and she handed the baton off to me to complete the initiative. With the support of BOR Chairman Jim Brady, the initiative moved forward and USM wrote the guidelines to encourage the implementation of the initiative on the campuses.

The role of CUSF is to advise the Chancellor and report to the BOR. In order to remain competitive in the marketplace, the BOR has a policy which seeks to maintain faculty salaries at the 85th percentile. The percentile had been dropping precipitously. Getting the State to address this issue with COLAs and merit increases can be problematic. However, many of the presidents developed salary equity plans to increase faculty salaries in accordance with the BOR policy. CUSF addressed this issue and the presidents responded.

Recently, CUSF has had two significant academic initiatives. First, the Faculty Concerns Committee reported on and made recommendations to the provosts and institutions on the over-reliance of student evaluations in faculty course evaluations.

The second academic initiative focused on academic integrity. Again, this has been a collaboration between the Councils, System, and the Kirwan Center for Academic Innovation. Spearheaded by Elizabeth Brunn, the incoming Chair, I played my part in facilitating an initiative aimed at changing the academic integrity culture on the campuses. With the support of the BOR, the Kirwan Center for Academic Innovation, in collaboration with CUSF, sponsored a convening for the institutions. Those in attendance returned to their campuses to further address academic integrity, and follow-up has occurred with them. Currently, CUSF is reviewing BOR policy dealing with academic integrity with the intent to update the policy.

Along the way, we developed a mission statement, vision statement, action plan, logo and revised the Constitution and Bylaws. The abbreviated version of our mission statement is to "*Strengthen higher education through shared governance.*" It has been my pleasure to have strengthen higher education in Maryland through the shared governance efforts of CUSF.

Robert B. Kauffman, Ph.D.
Chair, Council of University System Faculty

OFFICE OF THE CHANCELLOR

To the Council of University System Faculty:

As we wrap up the spring semester, I imagine none of us is doing it in the way we envisioned four months ago. In March, when we made the decision to transition to distance instruction for the remainder of the semester, our universities, students, and faculty had to pivot on a dime. Since then, we've relied on you to provide our students the high-quality education they deserve—even though many of you are providing it in a way you've never done before.

Your ability to adapt—to be creative and innovative and flexible—quite frankly saved our semester. The students to whom you gave your time, attention, and compassion might say you saved much more. As we rightly celebrate the many heroes serving throughout this pandemic, I want you to know that I consider your work heroic.

I won't pretend our circumstances are ideal. I won't pretend there aren't very real frustrations in teaching a course one way when you designed it to be taught in another. Perhaps the most frustrating thing about this time is that we don't know right now when it will end. As of this writing, I've just convened a USM Return to Campus Advisory Group to outline the conditions we must meet if we're to resume in-person instruction this fall. I thank incoming CUSF Chair Elizabeth Brunn for agreeing to serve on this group.

While I know the pain of this pandemic isn't over, I am optimistic. I'm optimistic that we'll weather this crisis together, with new strategies and techniques we can employ long after the crisis has passed. I'm optimistic we'll be more flexible in the future, more nimble in responding to change. I'm optimistic we'll remind our leaders how critical our work really is, as we contribute our alumni, our research, and our scholarship to finding the solutions we seek. I'm optimistic that we'll prove more powerfully than ever before that the University System of Maryland is a public good, and that our mission to educate, to discover, and to serve is just as resilient as we are ourselves.

Thank you for being the leaders we need right now.

Sincerely,



Jay A. Perman
Chancellor





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USM Advocacy Day 2020



Patrick Hogan and Chancellor Perman

The Council of University System Faculty (CUSF), the Council of University System Staff (CUSS), and the USM Student Council (USMSC) joined together to host our annual USM Advocacy Day in Annapolis on Wednesday, February 19, 2020. Across the three Councils and the University System of Maryland Office (USMO), 45 people attended this event including: 6 faculty members, 6 students, 28 staff, and 5 USMO staff. Details about the day are as follows.

The Councils were greeted by newly appointed Chancellor Perman, who inspired the groups to advocate for the USM, so we can continue to support the work we do on behalf of our students and the state of Maryland. The Vice Chancellor for Government Relations, Patrick Hogan, and Assistant Vice Chancellor for Government Relations, Andy Clark, also joined the group to share logistics for the day and provide suggestions of areas to highlight during legislative visits. After kicking off the day, participants split into groups to attend meetings with various senators and delegates. Collectively, these Council groups met with 16 senators (9 Democrats and 7 Republicans) and 16 delegates (11 Democrats and 5 Republicans). The focus of these visits was to advocate on behalf of the Governor's budget for the USM and to share all the great work that is taking place at all our institutions. Council groups shared data from the [USM 2019 Annual Report](#) with anyone they were able to visit with during the day. Senator Rosapepe and Delegate Pena-Melnyk recognized the USM Shared Governance Councils for their participation in the USM Advocacy Day during the Senate and House assemblies. Members of CUSF, CUSS, and USMSC were asked to stand to be recognized as welcoming remarks were made during the floor recognition.

Advocacy Day Continued~

Check out #USMAdvocacyDay2020 for posts on social media about the event. The day was very productive and went exceptionally well! Many thanks to Vanessa Collins, CUSS Rep from Salisbury University, and Lori Stepp, CUSS Rep from UMCES, for co-chairing the Legislative Affairs & Policy Committee and coordinating all of the logistics to make Advocacy Day 2020 such a success! Special thanks to Laila Shishineh from CUSS for this Advocacy Day summary!



CUSF Rep, Dr. Ericka Covington of Coppin State University; CUSS Rep LaToya Lewis of University of Maryland, Baltimore; and Lori Stepp, CUSS Rep from UMCES



From right to left: Chancellor Perman; CUSS Chair, Laila Shishineh; Robert Kauffman, CUSF Chair; and Benjamin Forrest, USM Student Council President

SHARED GOVERNANCE

As mentioned in the Fall Newsletter, the shared governance survey was conducted by each institution's senate chair, the results of which inform the chancellor. In the past, Chancellor Caret has taken the survey results seriously and used them as talking points with the individual university presidents. The results were collected and summarized then submitted to Chancellor Perman. Please view attached for the report:

<https://documentcloud.adobe.com/link/track?uri=urn%3Aaaid%3Aascds%3AUS%3Ad97f6134-65b4-4502-b753-023453f8f54a>



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ELECTION RESULTS

Welcome our new CUSF Chair, Dr. Elizabeth Brunn!!



The election results for academic year 2020-2021 year are as follows:

Chair:

*Elizabeth Brunn
University of Maryland
Global Campus*

Vice Chair:

*Jay Zimmerman
Towson University*

Secretary:

*Ellen Shaefer-Salins
Salisbury University*

At-Large Members:

*Julie Simon
University of Baltimore*

and

*Aerian Tatum
Coppin State University*

Elizabeth Brunn is a member of the collegiate faculty and is the Program Director of Management Foundations and Non-Profit and Association Management in the School of Business at the University of Maryland Global Campus. In this role, Elizabeth collaborates with more than 168 adjunct faculty, collegiate faculty, the dean, and vice deans to create and teach the curriculum for both the B.S. and M.S. Management programs in the Business School at UMGC.

In addition to her work at UMGC, Elizabeth has been a CUSF representative for four years. As Education Policy Committee Chair, she devoted much of that time to developing proposals to revise the University System of Maryland's academic integrity policy. Academic integrity is a topic that is extremely salient and compelling to faculty and to Elizabeth personally. She served as CUSF Executive Committee Secretary in 2018-2019 and Vice Chair in 2019-2020.

After spending decades teaching, practicing law, and playing a crucial role in running an international food ingredient business, Elizabeth brings a lifetime of hands-on business experience to her students and a practiced eye to guide their success in the future.

Elizabeth holds a B.A. in Government and Politics from the University of Maryland, College Park, a MS in Adult Education from Johns Hopkins University, and J.D. from George Mason University's Antonio Scalia School of Law. She is licensed to practice law in Maryland, Virginia, and the Federal Bankruptcy and Circuit courts.

Elizabeth can be reached at elizabeth.brunn@umgc.edu.