

Moving Online

Due to the ongoing COVID-19 pandemic, all CUSF meetings were pushed online.

Much attention has been paid to codifying some of our unwritten practices in the by-laws and creating new ones to address the questions of how we vote, the terms of Ex Com officers, continuity, and ways to enforce more participation by our members.

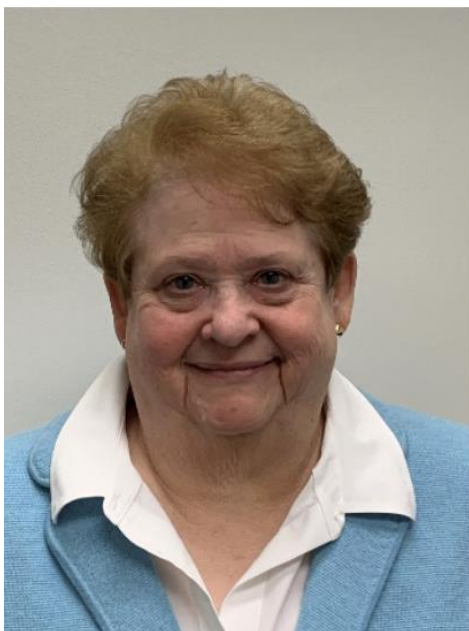
Our focus was to improve delivery and record keeping so that those who follow behind us know how things get done.

CUSF will continue to meet online until our campuses open. Rules prohibiting online voting were lifted during this time.



CUSF Executive Committee meets with University Faculty Presidents in October 2020

Elizabeth Brunn
The Chairs Report



Elizabeth Brunn
CUSF Chairperson

As I look at the work that is going on at CUSF this year both in the formal tasks of committee work and in our roles as representatives to our university I have observed faculty advice has taken on a deeper appreciation by the administrators and system.

They have used our feedback on the issues facing us with Covid-19 in their decision making and have respected our position as faculty in asking for our voice to communicate and promote civic engagement on our campuses in the recent election. Most importantly, they are looking to us to take a leading role in combating the impact that structural racism and inequality has on our campuses. Reaching out to us for advice on academic matters is to be expected, it is our role in shared governance, but this past year has set a precedent for a stronger and deeper relationship in the year to come.

Let us rise to the challenge and exceed expectations by bringing to System the same excellence that we strive to bring to our professions.

CUSF's Purpose

CUSF counsels the Chancellor and reports regularly to the Board of Regents on matters of faculty concern. Its responsibility is to consider and make recommendations on matters of System wide professional and educational concern to the faculty and matters to which faculty bring special expertise (Article I, section 1 of the [CUSF Constitution](#)). CUSF functions in an informed advisory role in aspects of academic matters. As a group we seek to facilitate shared governance within the system institutions by giving counsel to the Chancellor and Board of Regents.

CUSF Standing Committees

- Executive Committee
- Ed Policy Committee
- Board of Regents Faculty Awards & Recognition Committee
- Faculty Concerns Committee
- Rule and Membership Committee
- Legislative Affairs & Policy Committee

Education Policy

This committee reviews matters related to learning and student outcomes.

The Academic Integrity subcommittee will present a final “talking points” draft proposal to the general body for approval at the February 26th Meeting. Assuming the draft is approved by the general council, the talking points draft will be presented by the CUSF chair to all shared governance councils, Provosts, and Presidents for review and comment beginning in March.

A review of the seminal research on academic integrity by the Education Policy Committee of the Council of University System Faculty (CUSF) revealed that the ethical underpinnings of academic integrity, authenticity, and honesty are being challenged by emerging technologies, commercial enterprises, globalization, and changing societal norms. The net result has been exponential growth in academic misconduct.

Further, CUSF’s internal review revealed that there are inconsistencies among the University System of Maryland (USM) institutions in the development and use of policies, processes, and procedures for the appropriate teaching and learning with integrity.

This has led to a lack of reporting, inadequate education on appropriate conduct for both students and faculty, and confusion over what constitutes academic misconduct both inside and outside of the classroom.

The proposed revisions have been through several reviews in the provost’s offices already and will be sent to the Office of the Attorney General.

The draft policy will be voted on by CUSF membership in the Spring and plans to submit it to the Board of Regents for approval during the June 2021 meeting.

Academic Integrity

Board of Regents Faculty Awards & Recognition

By William Chapin, UMES

This committee reviews award dossiers and makes recommendations to the Board of Regents.

The members of the Faculty Awards Committee meet in early December to review and recommend awardees for consideration by the Board of Regents.

Awards guidelines have been developed by CUSF and describe that faculty from all USM institutions are eligible to win awards in five categories: teaching; mentoring; public service; research/scholarship/creative activity; and innovation. Faculty who collaborate across USM institutions in one of the aforementioned categories are also eligible for awards.

The chair of the awards committee coordinates the process in consultation with USM’s liaison, Dr. Zakiya Lee.

BOR Award Recommendations

Faculty Concerns – Technology

By Patricia E. Campbell, UMS and Doris Santamaria-Makang, FSU

This committee deals with all matters related to faculty that are not academic in nature but do bear a relationship to the success of faculty and or student performance.

The Technology Subcommittee has been asked to review faculty concerns and recommend best practices relating to telework and online teaching in connection with the Covid-19 pandemic. Faculty have asked what technologies can or should be required for students engaged in distance learning, including use of webcams and recordings during classes and special software for exam administration. Faculty have also expressed concerns about potential liability arising from use of personal computer equipment for telework, particularly since universities across the System vary significantly in terms of equipment and related technologies (e.g., secure networks and email, cloud storage) that are provided to faculty.

The subcommittee has held initial discussions with representatives from the Chancellor’s Office, and it will be meeting with the CIO Council to learn more about policies and practices on the individual campuses. At the suggestion of Regent Wood, the subcommittee will be meeting with Robert Bruchalski, Chief Information Officer for the Maryland Judiciary, later this month. Research is also being conducted into practices at other universities in the United States.

Faculty Concerns – COVID-19

The Covid 19 subcommittee, led by Elin Lobel and Ellen Hondrogiannis, has been charged with creating a survey tool to forward to the USM faculty regarding their needs during the pandemic. These needs include, but are not limited to, resource support, academic integrity issues, student engagement concerns, administrative and staff support, guidelines for reopening, and testing/ vaccination concerns. The committee has also participated in cross-sectional discussion with the staff and student councils.

COVID-19

Structural Racism

Faculty Concerns – The Structural Inequality

By Lorenda Naylor, UB

Our subcommittee is looking into instances of inequality in higher education in order to help create fair circumstances, treatment, and environments for those often underrepresented in higher education.

Our subcommittee organized a panel discussion on “Structural Racism”. We were fortunate to have the Vice-Presidents for Diversity from three USM institutions as our panelists: Dr. Blair Hayes (University of Maryland Global Campus), Dr. Leah Cox (Towson University) and Dr. Georgina Dodge (University of Maryland College Park). Our panelists offered insightful perspectives on Structural Racism and the way it is present in higher education.

Our panelists also highlighted the work that needs to be done to provide a more equitable experience for all members of our university communities and offered suggestions for strategies that could help alleviate instances of inequality.

Going forward, we plan to organize a panel discussion focusing on structural inequality in academia from a faculty perspective and we plan to include faculty from rural, urban, HBCUs and predominantly white institutions.

Rules and Membership

This committee oversees all matters related to the constitution, by-laws, and rules of operation for CUSF.

The Rules and Membership committee has been working diligently amending our bylaws to include online meetings and online voting during the COVID-19 Pandemic.



Legislative Affairs & Policy Committee

This committee will monitor the Maryland Legislative Session to identify USM-related bills, inform the Council of relevant legislative issues/concerns, and propose responses to issues/concerns when appropriate.

“Annapolis Day” will be virtual this year due to the COVID-19 Pandemic. CUSF members hope to continue to show lawmakers we have worked hard and creatively to solve the problems created by the pandemic and teaching remotely.

2020-2021 CUSF Representatives

Bowie State University (BSU)

Benjamin Arah
David Anyiwo

Coppin State University

Aerian Tatum
Juanita Ashby-Bey
Atma Sahu (alt.)

Frostburg State University

John Lombardi
Erika Kennedy
Doris Santamaria Makang
Sheri Whalen (alt.)

Council of University System Faculty

2020-2021

2020-2021 CUSF Representatives

Towson University

Jay Zimmerman
Jennifer Potter
James Manley
Ellen Hondrogiannis
Ana Maria Soto (alt.)
Elin Lobel (al.)

University of Maryland, College Park

Debabrata Biswas
Pamela Lanford
Marcia Shofner
Stephen Thomas
Marc Pound
Daniel Falvey (alt.)
Rachel Gammons (alt.)

Salisbury University

Ellen Schaefer-Salins
Jeni Davis
Vitus Ozoke
David Weber (alt.)

University of Maryland Center for Environmental Science

Mike Wilberg
Victoria Coles

University of Baltimore

Julie Simon
Lorenda Naylor

University of Maryland Eastern Shore

E. William Chapin, Jr
Robert Johnson

University of Maryland, Baltimore

Karen Clark
Susan Antol
David Gray
Patricia Campbell
Roy Film
Michael Wooley (alt.)
Cynthia Boyle (alt.)

University of Maryland Global Campus

Elizabeth Brunn
Sabrina Fu
Mary Crowley-Farrell
Edward Haberek (alt.)