



**Report by the  
Council of University System Faculty (CUSF)  
to the USM BOR at  
Shady Grove**

**Friday, February 17, 2016**

Since the last report submitted on November 23<sup>rd</sup> for the December 9<sup>th</sup> BOR meeting, CUSF has had three ExCom and two Council meetings. The December Council meeting was at Coppin and CUSF thanks President Maria Thompson and CSU for their hospitality. The January Council meeting was at USM. The February Council meeting is scheduled for February 16<sup>th</sup> at UB, the day before the BOR meeting. Chairman Brady will be in attendance at the meeting and we look forward to meeting with him. My second commentary addresses this visit.

In this report, I highlighted two items from the campuses. The first are the two policies on bullying and on Professional Conduct of Faculty from FSU. From the Senate Chair at UMCP, the second item focuses on the relationship between shared governance and faculty to assemble.

**MEETINGS AND ACTIVITIES:** The following are the meetings and other activities recently conducted by CUSF since the last report. Several of the items are continuations and updates of items mentioned on previous reports.

- **December Council Meeting at CSU** – As noted, CUSF had its December Council meeting at CSU and CUSF thanks President Maria Thompson and CSU for their hospitality.
- **The Changing Professoriate in 2020** – George Mehaffy, Vice President for Academic Leadership and Change, American Association of State Colleges and University spoke to the Council members on the changing professorship. His interesting session ran over into the lunch hour.
- **CUSF Logo Approved** – The CUSF Logo was approved at the December meeting. The Council thanks the efforts of Julie Simon and Virletta Bryant for their efforts in advancing the logo design process.
- **January Council Meeting at USM** – As noted, CUSF had its January 2017 Council meeting at USM and CUSF thanks System for their hospitality.
- **Statement Supporting Open Access Dissemination of Scholarship** – At the January meeting, Charles Thomas, Executive Director of the USMAI, sought an endorsement from CUSF on the statement supporting open access dissemination of scholarship. After a give and take discussion, the Council passed a motion endorsing the statement. Endorsement of the statement was viewed as enabling the general concept.

- **Social Media Platform** – In the December report to the BOR, the report highlighted the use of the social media platform, SLACK, used by the College Park Senate and the Senate Chair, Jordan Goodman, to facilitate communications among the faculty. The Faculty Affairs Committee of CUSF discussed the need for a social media platform. An action item was created.
- **Textbook Lead Time** – At the December meeting, the faculty raised the issue of lead time required for ordering textbooks. Upon further discussion by the Academic Affairs Committee of CUSF, an action item was added to this effect. It may require a change in the law, and the proposed change needs to be framed in the context of the original legislation, and that it benefits students.
- **STRIDE at UMBC** – Autumn Reed outlined the STRIDE at UMBC and provided Council members with numerous examples of the benefits of the program.. Formally launched in 2015 and adapted from the University of Michigan’s foundational STRIDE model, UMBC – STRIDE embraces a peer to peer education model in which highly respected faculty serve as STRIDE fellows who work within their communities to raise awareness about implicit biases and strategize best practices for recruiting and retaining a diverse and inclusively excellent professoriate.

**HIGHLIGHTS:** As part of my Chair’s Report to CUSF, I normally write one or more commentary. Normally, the commentaries focus on what we are doing or on things we need to be doing. I have included my most recent commentaries.

### **Chair’s Commentary: Thank You Virletta for Your Service** (February 3, 2017)

On January 27, 2017, we received an email from Virletta Bryant indicating that she has resigned her position at Coppin State University to return to her clinical social work roots. She has accepted a position at Washington Hospital Center as the Clinical Director of Outpatient Behavioral Services. In her email to us, Virletta noted the following:

Thank you [CUSF and ExCom] for your support and diligent hard work that has allowed CUSF to grow and remain relevant to USM faculty. We’ve tackled difficult issues, and with the rapid transformation of the professorship, more are sure to come. USM faculty are very fortunate to have such strong and dedicated leadership at such a defining moment in our profession as well as our nation’s history.[email from Virletta]

As everyone knows, Virletta served as Chair of CUSF for two years and is now serving as the Past Chair. Before that she served on ExCom in multiple capacities. Under her tenure, she spearheaded the report on UMUC. The report focused on inequities at UMUC and resulted in positive movement toward shared governance. In addition, she was a champion of the faculty and in advancing faculty rights.

In my email to her, I wrote to her that “*as one door closes, another door opens.*” Although it is often taken as a platitude, it is true. For Virletta, the door with Coppin, the University, CUSF and the faculty is closing, if only for the time being. For Virletta, a new door is opening where she can focus her talents and skills on helping others. And even though metaphorically one door has closed, it is always open to visit with us. We wish Virletta the best as she takes on her new responsibilities and we thank her for her service to Coppin State University, CUSF and the faculty. In her own way, she has sought to advance the

plight of the faculty. She will continue to do so with a new group. She will be missed.

rbk

### **Chair's Commentary: Q&A with Chairman Brady** (February 3, 2017)

We are privileged to have Chairman Brady attend our February meeting at UB. It indicates a concerted outreach effort on his part. In this commentary, I would like to echo my comments made at the beginning of the questions section in the packet.

First is what System calls the 30,000 foot approach. We need to remember that it is not the job of the Regents to be micro-managing the campuses, nor do we want them to do so either. Yet, they need to have familiarity with the campuses, their issues, and problems. We don't want to "get into the weeds" and try to solve specific issues that can best be solved at the campus level by the presidents. However, this is not to note what is going on the campuses either. Just remember that it is not his job to solve the problems on individual campuses.

Second, this session provides us with an opportunity to share with Chairman Brady the things that we do, the importance of shared governance, the role of the faculty in delivering the educational product in the 21<sup>st</sup> Century, and how we can improve shared governance. I can't emphasize this enough. As John Wolfe once stated, "*if we don't defend shared governance, no one else will.*" It is our job to advocate *how we strengthen higher education through shared governance*. In this respect, we can be a valuable source of input for the Chairman.

Third, Chairman Brady is a guest in our home. I know that we will all show the same level of respect that we did at the November meeting. Again, it is a good opportunity for us to advocate who we are and how we can assist in strengthening higher education through shared governance.

rbk

Respectfully Submitted: February 7, 2017  
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Chair, Council of University System Faculty