



**Report by the  
Council of University Faculty (CUSF)  
to the Board of Regents  
Monday, September 10, 2018**

It is an honor to have been elected to serve as the Chair of CUSF for the 2018-2019 academic year. As noted in an earlier report to you from Robert Kauffman, the CUSF Executive Committee consists of the following: Patricia Westerman (Bowie State) is Chair; Philip Evers (UMCP) is Vice Chair; Elizabeth Brunn (UMUC) is Secretary. The At-large positions are held by Nagaraj Neerchal (UMBC) and Karen Clark (UMB). Robert Kauffman will serve on the Executive Committee as Past Chair. We thank Robert Kauffman and the previous Executive Committee for their excellent leadership and service.

In late July, the CUSF Executive Committee attended an informal lunch meeting, at which we developed our vision for the coming year. The activities of CUSF discussed at the lunch meeting appear below.

**Academic year 2018-2019 planning:**

The following initiatives, which are consistent with the USM strategic plan, will be undertaken in the 2018-2019 academic year. Many of these activities represent continuations of the work of CUSF and other workgroups and councils over the last few years.

- Academic Integrity – CUSF is working with Dr. MJ Bishop and the Kirwan Center for Academic Innovation to present an Academic Integrity Convening this fall.
- Faculty Salaries – This fall, CUSF will provide a comprehensive report on faculty salaries to Board of Regents (BOR) Chair Jim Brady, at his request. This effort will be part of an initiative to work toward the goal, consistent with USM Policy II-1.21, Policy on Compensation for Faculty, of paying USM faculty at the 85<sup>th</sup> percentile of faculty at peer institutions.
- Faculty evaluation – CUSF will continue its assessment of faculty evaluation practices at USM institutions, with a focus on implementing best practices in student evaluation of faculty as well as use of faculty evaluation results in appointment, tenure, and promotion decision making.
- Interinstitutional and interprofessional academic programs – CUSF will work this year on increasing awareness of current interinstitutional and interprofessional programs across the USM as well as best practices in developing such programs.
- Policy review -- We will review the USM policies on shared governance (USM Policy I-6.00) and faculty retrenchment (USM Policy II-8.00).
- USM Policy Initiatives – CUSF will continue to collaborate with and advise USM on its Effectiveness and Efficiency, Faculty Workload, and Inclusion and Diversity initiatives.

We look forward to working with USM also on Free Speech, and we are grateful to Robert Kauffman for serving as the CUSF representative to this new workgroup. CUSF continues to embrace its advisory role with System as we assist in discovering reasonable approaches in these important areas.

**Updates and News:**

- Schedule of Meetings -- Schedules of meetings for CUSF, the CUSF Executive Committee and the Senate Chairs have been tentatively developed and will be posted on the CUSF webpage. We thank Dr. Zakiya Lee for her assistance in developing our calendar.
- Joint Meeting of Councils -- As has occurred during the last two years, we are working with the Council of University System Staff (CUSS) and the USM Student Council (USMSC) on a joint meeting in November at UMCP. We thank in advance those of you who have agreed to participate in this meeting. We benefit greatly from every opportunity to discuss higher education with you.
- Advocacy Day -- The joint Councils will work together to prepare for an Advocacy Day in Annapolis in February 2019 in which the Councils will meet with legislators during the legislative session. The Councils will again work closely with Patrick Hogan in coordinating the event.
- BOR Faculty Awards Committee --The other major accomplishment of CUSF over the last month has been the tentative population of the BOR Faculty Awards Committee, which will be chaired this year by Dr. Benjamin Arah (BSU). We are pleased that this committee, which will presumably be approved at our September CUSF meeting, will work toward its important goal of preparing to review submissions and select recipients to recommend to you for these prestigious awards. We thank Dr. Zakiya Lee for her enormous assistance in helping us to construct this group.
- September CUSF meetings -- We held our first official CUSF executive committee meeting of the 2018-2019 academic year today, September 10<sup>th</sup>. Our first general CUSF meeting will take place one week from today, on September 17<sup>th</sup> at the Universities at Shady Grove (USG). This is the second year in a row in which CUSF has begun our year at USG, signaling our support for this important educational and research site. The major focus of the September CUSF meeting will be a 75-minute panel discussion developed and led by Karen Clark (UMB), on interinstitutional and interprofessional academic programs.

We at CUSF are excited to work with you this year. CUSF is here to support your priorities and to enhance teaching and learning at all of our institutions.