



**Report by the
Council of University Faculty (CUSF)
to the Board of Regents
Monday, October 19, 2018**

CUSF met at the Universities at Shady Grove on September 17. We chose this site for our first meeting to underscore our support for the regional higher education centers, which provide educational outreach to students who would otherwise be difficult to serve.

The meeting began with an orientation for new CUSF members. The orientation focused on CUSF's role and on the importance of making and honoring commitments to attend CUSF meetings on behalf of one's constituents, to communicate consistently and enthusiastically, and to engage diligently in one's committee work.

The centerpiece of the meeting was a 75-minute panel and discussion, led by Karen Clark, a CUSF executive committee member from the University of Maryland, Baltimore (UMB), on interinstitutional and interprofessional experiences (IPE). The presentation noted that IPEs provide opportunities for students to interface with students and faculty from disciplines other than their own, thus enhancing valuable work skills. These approaches also encourage innovation in both the academic and work environments through creating a "learning/systems thinking" environment, which focuses on looking at the whole, rather than isolated areas of study. This provides opportunities to develop multiple alternatives to solving a problem and enriches chances of developing useful solutions. It also enhances "soft skill" sets of members by placing them in an environment in which communication is imperative to complete tasks effectively. One interesting discussion question centered around ensuring that prospective employers recognize the value of interprofessional programs. Several CUSF members responded to this question with stories about former students with this type of exposure who were hired over students with similar backgrounds but without experience in IPEs because employers recognized "soft skills" – especially the ability to collaborate and communicate – and other benefits of these interactive activities. It was also noted that regional and discipline-specific accreditors are now asking for these types of activities and experiences in students, as they enhance students' attractiveness to future employers and to graduate and professional school admissions panels. CUSF will continue to develop ideas about IPE for the remainder of this academic year. We are very excited about the possibility of supporting this innovative approach to teaching and learning.

[CUSF CHAIR'S REPORT TO BOR](#)
[SUBMITTED BY PATRICIA WESTERMAN ON OCTOBER 8, 2018](#)
[PAGE 1](#)

Another important moment during the meeting occurred when CUSF voted to approve the following members as the Board of Regents' Faculty Award Committee, chaired by Benjamin Arah of Bowie State University: John Bessler from University of Baltimore School of Law, Jianhua Zhu from College Park, and Karen Clark from UMB. We thank Dr. Arah for his leadership and the entire committee for their pledged commitment to service to CUSF and to the BOR.

During our committee work, our Fiscal Affairs committee worked toward a report requested by BOR Chair Jim Brady on faculty salaries. In late spring, Chair Brady ask CUSF to develop this report, in support of the USM policy II-1.21 -POLICY ON COMPENSATION FOR FACULTY, part of which states:

“GENERAL POLICY -The University System of Maryland seeks to provide salaries for faculty that are adequate to attract and retain individuals with the qualifications and level of performance necessary for the USM and each of its constituent institutions to reach and to maintain the highest levels of excellence in education. To this end, the USM shall seek increases in funding to attain and to maintain a faculty salary structure for each of its constituent institutions which is merit-based and in which the average faculty salary is at or above the 85th percentile of that institution's classification group.”

On the basis of data provided to us by the USM, our committee will produce a report by late November that will include an evidence-based rationale and supporting definitions and recommendations. We thank Chair Brady for giving us the opportunity to speak about this important matter.

An area of focus for this year is academic integrity. At the September meeting, a motion was unanimously passed, stating that CUSF recommends that: (1) the academic convening in early November focus primarily on raising awareness about the complexity of the academic integrity problem, and (2) the makeup of the attendees' list be extended, especially with regard to faculty and students, to reflect the need to engage the people who can best effect change in this area. As part of the second component of this motion, the motion included a recommendation that faculty governance leaders be given a strong role in identifying faculty attendees of the convening.

After the meeting, the CUSF Education Policy committee chair communicated this information to Dr. MJ Bishop, Director of the William E. Kirwan Center for Academic Innovation. Dr. Bishop suggested, and CUSF agreed, that the convening be moved to spring 2019, so that CUSF could work on developing awareness among faculty and students between now and then. The convening, then, will focus on pedagogical and other approaches in support of academic integrity. We are grateful to MJ for her flexibility and leadership, especially with regard to the academic innovation component of this important topic.

In addition to these areas, CUSF will continue to work the year, through its committees, on faculty evaluation and legislative outreach. We are also in the final planning stages of the Senate Chairs' meeting, which will take place on October 17th at USM in Adelphi, Maryland.

I provide below the schedule for all future CUSF and Senate Chairs' meetings. We look forward to working with all of you throughout the year, and to hearing from some of you as we visit your campuses.

Schedule of Future CUSF Meetings		
Month	Schedule of CUSF Council Meetings for 2018-19 Academic Year	Location
October	Wednesday, Oct 10, 2018	UMB
November	Friday, Nov 16, 2018 (joint Councils)	UMCP
December	Tuesday, Dec 11, 2018	CSU
January	Thursday, Jan 17, 2019	USM, Adelphi
February	Wednesday, Feb 13, 2019	UMUC
March	Wednesday, March 13, 2019	UMCES/UMB/UMBC Inst. of Marine & Environmental Tech. (IMET), Baltimore
April	Friday, April 12, 2019	SU
May	Thursday, May 16, 2019	TU
June	Tuesday, June 18, 2019 (optional)	UB
Schedule of Senate Chairs' Meetings		
Semester	Schedule of Senate Chair's Meetings for 2018-19 Academic Year	Location
Fall	Wednesday, October 17, 2018	USM, Adelphi
Spring	Wednesday, April 24, 2019	USM, Adelphi