



**Report by the  
Council of University Faculty (CUSF) Chair  
to the USM Board of Regents  
Monday, April 19, 2019**

As the close of the academic year looms, we are working very hard on activities relating to our theme of preparing the faculty for the future of higher education, with subthemes of enhancing interprofessional educational approaches and increasing exposure to emerging technologies. Since my last report, we have held our March executive committee meeting at USM in Adelphi and our March council meeting at UMCES/IMET. We greatly thank Chancellor Caret and Board of Regents Chair Linda Gooden for attending a large part of the council meeting and engaging in discussion with us. We are also grateful to the UMCES administration for its generosity in hosting our meeting, and to UMCES President Goodwin for bringing greetings.

We are looking forward now to our next CUSF meeting, which will be held at Salisbury University on April 12<sup>th</sup>. We are excited that Dr. Randy Bass, a noted higher education leader from Georgetown University, will be our guest speaker at this meeting to discuss the impact on higher education of emerging technologies.

We are also planning our Senate Chairs' meeting, which will be held at USM later in April.

**Ongoing activities:**

***Academic Integrity***

Elizabeth Brunn, our CUSF Secretary, has diligently and successfully led the CUSF Education Policy Committee in its work, over two years, relating to academic integrity. A panel, which included Elizabeth as well as CUSF's immediate past-Chair Robert Kauffman and others, presented a webinar to campus-based teams as they prepared to attend an academic integrity convening. This convening, presented by CUSF and the Kirwan Center for Academic Innovation on March 26<sup>th</sup>, provided leadership and support to institutional teams, each of which was selected internally, in order to help the teams determine how best to build a culture of academic integrity that would become a true part of each campus' institutional identity. Elizabeth, Robert, and I served as co-facilitators on three different concurrent sessions during this convening, which was also greatly supported by CUSF Education Policy Committee members. We believe that the convening was effective in helping our campus leaders to understand this matter more

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comprehensively, and CUSF will continue to work with the Kirwan Center to ensure that the efforts begun at the convening are sustainable at the individual campuses. CUSF has offered its support to the campuses in any way that they deem helpful, to include visits from small teams of CUSF members to engage campus stakeholders in ongoing training and discussion.

### ***Faculty Evaluation***

Ryan King-White, chair of our Faculty Concerns committee and CUSF Vice Chair-elect, has shown excellent leadership in his work related to faculty evaluation. At our March meeting, Ryan, Philip Evers, our current CUSF Vice Chair, and Elizabeth Clifford presented a very interesting panel on student evaluation of faculty. Their focus was on raising awareness about challenges, including some compelling findings about gender bias in this process, as well as solutions that might be shared with our USM institutional faculty and administrators. The committee is currently developing recommendations relating to this matter, which we expect to discuss in our April meeting.

### ***Legislative Outreach***

The significant issue of changes to retired faculty members' prescription drug benefits was brought to our attention over the past couple months by retired and current USM faculty. At our March Council meeting, our Legislative Affairs committee brought forth a resolution that CUSF reach out to our state government leadership to note our concerns about these changes. This resolution received strong support from attendees, and a motion on the resolution passed. I shared this news with Council of University System Staff (CUSS) Chair Lisa Gray, and she immediately asked if she might poll her membership to ask if they would like to join the resolution. The result was a joint CUSF-CUSS resolution that was then voted upon and supported by both CUSF and CUSS members. I sent letters containing this joint resolution to Governor Hogan and to the leadership of the Maryland State Senate and House of Delegates. The Governor's office responded that this is an important matter to the Governor. In addition, the Maryland state legislature has been working on a bill that aims to maintain some assistance relating to prescription coverage for retirees.

### ***Elections***

I am honored to have been elected to serve another year (my final term-limited year) as CUSF Chair, beginning on August 1, 2019. As noted above, CUSF elected Ryan King-White of Towson University, our current Chair of the Faculty Concerns Committee, to serve as Vice Chair. We will hold elections for CUSF Secretary and for two At-Large executive committee positions at our April meeting.

### ***Shared Governance Survey***

I submitted both a public and a confidential report on shared governance to Chancellor Caret on March 31<sup>st</sup>. These two reports are very similar, except that the confidential report includes the completed shared governance surveys submitted by the Senate Chairs/Presidents of each USM institution. The reports indicate that the state of shared governance overall within the USM is perceived to be good, but with some exceptions. The major themes with regard to these areas where improvement may be needed relate to shared governance at the sub-unit level,

perceived administrative bloat, and perceived failure to consult with faculty adequately on matters including budget and upper-level administrative hiring decisions. The reports include proposed solutions that CUSF may undertake, in support of the Chancellor, to resolve some of these issues. CUSF takes very seriously its role in enhancing shared governance throughout our System, as it is a special and important hallmark of higher education institution in this country.

As always, CUSF pledges to continue to support you in your work in any way that we can.

*Respectfully submitted by Patricia Westerman, CUSF Chair*

| <b>Schedule of Future CUSF Meetings</b>    |  |                 |
|--|--|-----------------|
| <b>Month</b>                               | <b>Schedule of CUSF Council Meetings for 2018-19 Academic Year</b>   | <b>Location</b> |
| April                                      | Friday, April 12, 2019   | SU              |
| May  | Thursday, May 16, 2019   | TU              |
| June                                       | Tuesday, June 18, 2019<br>(optional)                                 | UB              |
| <b>Schedule of Senate Chairs' Meetings</b> |  |                 |
| <b>Semester</b>                            | <b>Schedule of Senate Chairs' Meetings for 2018-19 Academic Year</b> | <b>Location</b> |
| Spring                                     | Wednesday, April 24, 2019  | USM, Adelphi    |