



**Report by the
Council of University Faculty (CUSF)
to the Board of Regents
Friday, December 14, 2018**

We continue to work on activities relating to our theme for the year, i.e., preparing the faculty for the future of higher education. I know that you are aware that the changes occurring within higher education are vast and unprecedented. We are committed to adjusting to changes in our student populations, workforce demands, and academic program needs, in light of rapid changes in technology and otherwise. In each of the activities that we are undertaking this year, there is a strong component relating to this need for continuous improvement in all that we do.

CUSF meetings:

Since our last meeting together, CUSF held an executive committee meeting on October 1st and a Council meeting at the University of Maryland Baltimore on October 10th. In addition, the CUSF Executive Committee attended the Senate Chairs' meeting, convened by CUSF Vice Chair Evers on October 17th at USM, Adelphi. We also came together at our executive committee meeting on November 5th and at the joint Council meeting on November 16th at University of Maryland College Park. We are in the final planning stages for our final CUSF meeting of this semester, which will be held at Coppin State University on December 11th.

October 2018 CUSF meeting

UMB President Perman was unable to attend this meeting, so Provost Bruce Jarrell welcomed CUSF to UMB. Dr. Jarrell provided an excellent overview of activities undertaken by UMB administration and faculty, including a focus on interprofessional education, collaboration among USM institutions, and community engagement. The major focus of the October CUSF meeting was for CUSF members to work within their committees on academic integrity, faculty evaluation, and other activities, in support of our overarching theme of preparing faculty for the future of higher education. Other committee work centered around a developing faculty salary report as well as legislative activities.

October 2018 Senate Chairs' meeting

Each year, CUSF holds two meetings of Faculty Senate Chairs, at which we examine issues of common interest and import. The October Senate Chairs' meeting included a Q&A session with Chancellor Caret, a report on USM activities from Dr. Zakiya Lee, and discussion of the major activities of CUSF for the current academic year. In addition, Senate Chairs were instructed about the shared governance survey. As you know, it is through this instrument that each Senate Chair

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seeks input about his or her institution's president's engagement with approved faculty governance bodies when developing and executing policies and procedures, initiatives, and other activities.

November 2018 Joint Council meeting

The November joint council meeting featured a number of excellent elements. We were joined by Chancellor Caret, who spoke about the future of higher education. He then graciously answered questions that we had submitted in advance as well as a number asked directly of him by the attendees. Patrick Hogan provided an overview of the coming legislative session and explained our role in advocacy Day. We always learn a great deal when we have the opportunity to talk with Bob and with Patrick, and we thank them very much for their attendance and interaction with us.

Academic Integrity

The other major component of the November joint Council meeting was a 90-minute panel and discussion on academic integrity, very ably led by Elizabeth Brunn, our CUSF Secretary from the University of Maryland University College. The panel, whose objective was to increase awareness and understanding of academic integrity as well as academic misconduct, engaged the audience, who enthusiastically interacted via cell phone polling and direct question-and-answer processes. As the panel explained advances in technology that appear to have changed perspectives on what it means for students, staff, and faculty to act with integrity on our campuses, in our classrooms, and elsewhere, one could hear audience members make sounds and comments indicating their astonishment. We are very proud of our Education Policy committee for leading this effort and we are excited about how they will continue their work to develop our understanding as well as important CUSF recommendations throughout the year. One definite outcome of their work will be an academic integrity convening this March. Elizabeth Brunn, Robert Kauffman and I serve on the planning committee, along with MJ Bishop, for this event.

Other ongoing CUSF activities:

BOR Faculty Awards

Benjamin Arah chairs the committee that works through applications for these prestigious awards. We are pleased to report that an especially large number of applications were submitted this year, and that the committee will report its recommendations this month. We greatly appreciate the support of all of you for our USM faculty.

Faculty Salaries

Robert Kauffman, immediate past-Chair of CUSF, and Jay Zimmerman, also a former CUSF Chair, continue to work on a White Paper on faculty salaries, as requested by former Board of Regents (BOR) Chair Jim Brady. As noted in my October report to you, CUSF is developing this report in support of the USM policy II-1.21--POLICY ON COMPENSATION FOR FACULTY. This policy states, in part, that, in order to continue to recruit and retain high-quality faculty, "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." Based upon data provided by USM, Robert and Jay have completed a draft, which will be discussed in the CUSF December 2018 meeting. It is our intention that the final white paper will be completed shortly, reviewed by CUSF, and then shared with the Chancellor, the presidents,

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the USM Governmental Relations staff, and others before delivering it to you within the next couple months. If you would like a copy of the current draft, we would be happy to share it with you.

Faculty Evaluation

Our Faculty Concerns committee, co-chaired by Philip Evers of University of Maryland, College Park and Ryan King-White of Towson University, is working to collate information about how each USM institution defines and evaluates faculty teaching, scholarship, and service. They will develop recommendations by the end of the year that would permit our campuses to evaluate faculty based upon the latest best practices in this area.

Other Activities

In addition to these areas, CUSF will continue to work the year, through its Legislative Affairs committee on legislative outreach. This committee’s work greatly supports the USM Advocacy Day in Annapolis, which is held in February each year.

I provide below the schedule for all future CUSF and Senate Chairs’ meetings. We look forward to continuing to work with all of you throughout the year, and to hearing from you anytime.

Schedule of Future CUSF Meetings		
Month	Schedule of CUSF Council Meetings for 2018-19 Academic Year	Location
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