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**CUSF General Meeting – October 18, 2021**

**UMGC is host – Meeting on Zoom**

**9:30 Welcome and Attendance**

**Attendance**

Joann Boughman (USM), Zakiya Lee (USM), Elizabeth Brunn (Chair), Benjamin Arah (BSU), David Anyiwo (BSU), Aerian Tatum (CSU), Erika Kennedy (FSU), Doris Santamaria-Makang (FSU), Kate Sheehan (FSU), Ellen Schaefer-Salins (SU), Jeni Davis (SU), Vitus Ozoke (SU), David Weber (SU), Ellin Lobel (alt.) (TU), James Manley (TU), Heather Haverback (TU), Shuhua Ma (alt.) (TU), Julie Simon (UB), Lorenda Naylor (UB), Karen Clark (UMB), Susan Antol (UMB), David Gray (UMB), Diane Flint (UMBC),  [Nagaraj](http://userpages.umbc.edu/~nagaraj/) Neerchal(UMBC), Justin Weber (UMBC), Debabrata Biswas (UMCP), Holly Brewer (UMCP), Marilee Lindemann (UMCP), Marcia Shofner (UMCP), Marc Pound (UMCP), Luz Martinez-Miranda (UMCP), Andrew Elmore (UMCES), William Chapin (UMES), Lashawn Nastvogel (UMES), Mary Crowley-Farrell (UMGC), Sabrina Fu (UMGC), Edward Haberek (alt.) (UMGC)

(Attendance needs correcting for this meeting.)

9:35 Minutes were approved for September CUSF Meeting

9:40 Welcome from UMES

* LaShawn Nastvogel from UMES introduced UMES President and Provost
* President of UMES, Dr. Heidi Anderson sent video greetings
* Provost of UMES, Nancy Niemi, gave virtual “in person” greetings

9:50 Elizabeth Brunn

* Chancellor was supposed to speak today but is not able to come
* Diversity issues came up in USM President’s meeting
* Yvonne Harper – President of the Student’s Council spoke
  + Students need to learn more about their universities
  + Orientation should be given several times a year for students
  + Yvonne wants to figure out how to work collectively across universities
* Laila Shishineh (CUSS Chair)
  + Exec Comm. stayed the same through pandemic
  + Three committees –
    - Awards and Outreach - how we bring info to staff and recognizing staff
    - Legislative Comm. And Policy
      * Looking at state policies that impact staff
    - Staff Resources and Special Projects that impact staff
* Anita Breaux (Council Chair of the Council of System Presidents)
  + Discussed importance of shared governance
  + Looking at different decision making across USM universities.
  + Important to have best practices in place on campuses for decision making using feedback from staff, faculty, students and more
  + With Zoom meetings we need to be much more intentional with communication.
  + Shared governance is a continuing process
  + Dr. Erika Covington question communication and working together
    - Breaux answer – Town Hall meetings can be good to have all parties
    - Building trust and respect is important –
      * So people can talk freely and not fear retaliation
      * Listening sessions are helpful
      * Careful of group think
    - Defining the term “governance”
  + Dr. Holly Brewer Question - how do you give shared governance strength
    - Breaux answer – learning how major decisions are made on campuses
  + Dr. Tatum asked about an article on Shared Governance
    - Share responsibility for setting strategic goals for the university
    - Then each constituency can be more tactical
    - Onboarding of individuals to roles – be sure they are clear to roles and responsibilities of shared gov.
  + Dr. Anyiwo is worried about the decrease of faculty that participate in shared gov. at Bowie State
    - Breaux says there was faculty participants in Town Halls.
    - Wants more info about why faculty are not involved.
  + Dr. Brunn Question
    - Article discusses ideas of leadership
    - Questions about leadership training for faculty
    - Breaux – professional development is an important thing
      * Look at roles and responsibilities of Deans and Chairs.
    - Jo Boughman – There was trainings for Deans. Things stopped with COVID but need to start again.
  + Dr. Lynch Question
    - Wants to know how shared governance works on other campuses.
    - BSU explains to new faculty about shared governance.

Jo Boughman

* UMBC President Hrabowski, is stepping down – USM is setting up search committee
* SU President Wight is also stepping down
* Regents had a retreat last week
  + Big issue is developing USM Strategic Plan
  + Discussion of Crisis Plan – “who needs to know what and who is doing what” in developing a plan
  + What is the history of strategic planning? What are they looking at?
    - Shifting demographics toward non-traditional students
    - Begin to think of other credentials in addition to BA, MA and Ph.D. degrees
    - Looking more at certificates to measure outcome of students and how can we do this better?
* Question asked about search for new Presidents. Both President searches will be a closed search but there will be listening sessions and a website to check about the search. Listening session include students, staff, and faculty.
  + Robert Rauch will chair SU President search
* Question about how to get more input from campuses for USM strategic plan

12:15 Break-Out to Committee Meetings

* Awards Committee – Ben Arah
  + Deadline is November 12 for Award Nominations
  + Nominations go through each university process
* Education Policy – Mary Crowley-Farrell
  + Talked with Nancy Shapiro from USM about bringing civic engagement into classes
  + Helping students to understand civic responsibility and their roles
  + Sub-Committee on Academic Integrity (AI) did not happen today. It was supposed to look at differences between faculty and student prospective on AI.
* Structural Inequities
  + Planning a Town Hall with Dr. Hrabowski
* COVID 19 Comm. – Ellen Hondrogiannis
  + Looking at new COVID survey to go to faculty to get feedback on pedagogy, health resources, and more
* Technology Committee
  + Send a questionnaire to Provosts and CIOs
    - Security issues of working off campus with personal comp.
  + Will present results to CUSF
  + New survey will go out looking about cybersecurity
  + Looking at issues on Intellectual Property for the future
* Legislative Affairs – no report
* Rules and Membership
  + Including part-time faculty in CUSF?
  + Delay election for next year back to April or May?
  + Use track changing when making needed changes to the CUSF constitution

1:00 Meeting Adjourned

***CUSF/CUSS/USMSC Joint Councils Meeting***

Wednesday, November 17th, 2021

9:15 USM Chancellor Welcome & Updates - Dr. Jay Perman (Chancellor – USM)

* Discussed COVID and vaccine mandates
* Virtual Learning changes
* Mental Health of students
* Staff to student ratio issues
* Salaries
* Enrollment has gone down except for larger campuses
  + Community colleges – improve transfer process
  + Feels there are plenty of students to get in K-12 schools
* Cut at $95 million in state budget but USM is working to get it back

9:45 USM Board of Regents Updates - Robert Neal (Vice-Chair – USM Board of Regents

* Almost all University Presidents and the Chancellor have been replaced in last five years
* Discussed COVID
* Strategic Plan
* Empower program - merged UMB and UMCP for research grant purposes

10:15 Legislative Session Strategy & Updates

Mr. Patrick N. Hogan (Vice-Chancellor – USM Government Relations)

Mr. Andy Clark (Assistant Vice-Chancellor – USM Government Relations)

* $577 million for HBCU after lawsuit
* Consolidated collective bargaining bill
  + Collective bargaining happened at each campus but union argued that it should be at USM level.
  + Bill was vetoed
  + Veto will be overridden
* Pathway to Success Bill – to make transferring more smooth
* University Innovation Initiative – Frostburg and Bowie State
* Strategic Partnership to be strengthened
* Cyber Security Center at UMBC was funded
* Student Athletes bill – allows students to take advantage of name, image, and likeness
* Student Fee Bill – provides more transparency around campus fees
* Future Act – reduce carbon emissions on campuses – 2025 to be carbon neutral – did NOT pass
* Lots of leadership change in Maryland government
* There may be a budget surplus that USM if trying to tap.
* January 12 to April 11 is the legislative session for the state of Maryland

Jo Boughman of USM

* UMB and UMCP have not merged but there is a partnership called Empower that has a single vice president of research. They get $1.1 billion in research on an annual basis
* ARTSYS is the transfer system that needs improvement, so we are asking for money from legislature to improve system

11:00 State of the Councils Reports

Dr. Elizabeth K. Brunn, M.S. Ed, J.D. (Chair – Council of University System Faculty)

Dr. Laila M. Shishineh (Chair – Council of University System Staff Ms. Yvonne Harper (President - USM Student Council)

11:20 Joint Councils Potential Areas of Collaboration Breakout Rooms

Discuss: Issues, Potential Solutions, Potential Collaborations

* Hybrid Learning & Work Environments (Host: Laila Shishineh)
* Diversity, Equity, & Inclusion Work (Host: Elizabeth Brunn)

Mental Health Resources & Support (Host: Yvonne Harper)

12:00 Adjournment