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**CUSF General Meeting – March 16, 2022**

**USM is host – Meeting on Zoom**

**Meeting Began at 9:40**

**Attendance**

Joann Boughman (USM), Zakiya Lee (USM), Elizabeth Brunn (Chair), Benjamin Arah (BSU), David Anyiwo (BSU), Aerian Tatum (CSU), Atma Sahu (CSU), Erika Kennedy (FSU), Kate Sheehan (FSU), Doris Santamaria-Makang (FSU), Kumundi Munasinghe (FSU), Ellen Schaefer-Salins (SU), Jeni Davis (SU), Vitus Ozoke (SU), Heather Haverback (TU), Ellen Hondrogiannis (TU), James Manley (TU), Shuhua Ma (alt.) (TU), Julie Potter (alt.) (TU), Julie Simon (UB), Lorenda Naylor (UB), Susan Antol (UMB), Karen Clark (UMB), Roy Film (UMB), Diane Flint (UMBC), Nagaraj Neerchal(UMBC), Holly Brewer (UMCP), Andrew Elmore (UMCES), Lashawn Nastvogel (UMES), Mary Crowley-Farrell (UMGC), Sabrina Fu (UMGC), Edward Haberek (alt.) (UMGC)

Faculty Senate Pres.: Ericka Covington (CSU)

**9:43 Minutes approved from February Meeting**

* One change is that the final meeting at UMES is an online meeting, not virtual.
* Minutes approved

**9:45 USM - Zakiya Lee**

* Jo Boughman is retiring as of December 2022
  + There will be a national search and new person will hopefully start before she leaves
* Legislative session
  + Graduate Student collective bargaining bill will probably not pass.
    - Students have advocated well
    - But seems it will not pass the Maryland Legislature
  + Articulation for transfer students – bill has been changed some and is not what was wanted originally
  + Budget hearings happening
* Two Presidential Searches – UMBC and Salisbury
  + UMBC is farther ahead
* April policies will be brought for review
  + Academic Integrity is one policy
  + Test optional (SAT and ACT) will become permanent for undergraduate admissions with USM
* Employee conduct initiative for faculty – Anti-bullying
  + Currently a policy for staff and not faculty
* All need to be voted by May
* COVID Workgroup – Looking at pros and cons of vaccine mandate for future
  + It worked due to state of emergency this past year
  + Without state of emergency, it may be different
  + K-12 vaccines do not extend to higher education – meningitis is the only required shot at the university level right now.

**10:00 Guest Lecture - Dr. Shinelle Oglesvy - Urban Trauma Counseling Center - Director**

* Talked about stress in the workplace
* Validation of stress in the workplace is important
* Aerian wants administration to know about faculty stress
  + Help faculty to set boundaries

1) Imposter syndrome is an issue for faculty

* + Professors work in the public eye

2) Student imposed stressors on faculty

* + Students that complain all the time about the faculty

3) Pressure to get tenure and full-time positions – committees, creating programs, deadlines, grant applications

* Susan Antol – Performance is being monitored all the time from people above like Deans and more
* Dr. Ogelsvy will speak to Senate Chairs Meeting

**Vote for Constitutional Changes – Heather Haverback**

* Heather Haverback explained changes for constitution
* Changes were showed to CUSF members
* More changes need to be made and motion should be held till all is fixed
* UB name has not officially changed yet so we should hold on this
* Discussion on how many CUSF members per university

**USM Chancellor – Jay Perman**

* Thank you for passing resolution about mental health among the students
  + Chats with students – mental health is #1 topic
* Academic Integrity –
  + Had a conversation with Course Hero and General Council of UMGC and with Chancellors Office
    - Knowledge for jobs is important but don’t send us people who can’t follow the rules, can’t communicate, can’t conduct themselves
    - Faculty feels academic integrity is important
    - Upset there is an organization that helps to destroy academic integrity
    - Faculty has to deal with things that Course Hero exposes
    - Chancellor threatened legal action
* Presidential searches on time and on schedule for UMBC and SU will be named by the summer.
* Questions to Chancellor
  + How do we teach our students to do the right thing and not use Course Hero and other websites like it?
  + Holly Brewer talked of issues with open access information and about the picking of administrative positions at UMCP.
  + Aerian – these sites lie to students about tutoring and more
    - A student paid for another person to do the project for them.
  + Mary is asking what we need to do to get students to not violate academic integrity
* Dr. Perman says we have to demonstrate that we have expectations of the students which includes learning about integrity
* Shared Goverance issues were discussed
  + Vitus Ozoke – Departmental Chairs – must be open with shared governance for choosing a new chair.
  + Andrew Elmore UMCES – Shared vision leads to improved shared governance
    - What happened to the Shared Governance Survey?
  + Latest Shared Governance survey based on Steven Bahls from Augusta University
  + Shared Governance Survey sent to the Faculty Senate Chairs and is evaluated by school and is confidential.
    - If faculty hasn’t seen it then they should ask about it for their school
    - Several questions and comments about different school approaches to this survey
    - People are worried about equity among faculty for this survey across USM.
    - Zakiya – survey asks who filled this out. Always issues of how to make this uniform.
      * USM is working to get more accurate data.

**Alexander Hoyle – Graduate Student speaking on collective bargaining**

* Collective bargaining helps students
* Issues about time worked and compensation is not fair
* Showed that compensation of UMD GA is lowest compared to other Atmospheric Science GA’s at universities around country (for example)
* Zakiya referred him to the USM Student Council Exec. Board who support this.

**Academic Integrity Workgroup – Mary Crowley-Farrell (UMGC), Jeni Davis (SU), LaShawn Nastvogel (UMES)**

* Mary Crowley-Farrell -More faculty responded than expected - 722
  + Many faculty felt unsupported and not listened to in regards to AI.
  + Terms related to “cheating” and “plagiarism” appeared the most.
  + ICAI survey may be used to get a better sense of what students and faculty have to say on campus communities.
* LaShawn Nastvogel – Talking with students to educate about AI really helped.
  + People would like to see more enforcement
  + Faculty felt it was hard to report a case
  + Process to report should be easier
* Jeni Davis – Both students and faculty need training on AI.
  + A clear policy needs to be developed on AI
  + Faculty don’t use campus AI policy. They do their own independent approach.
  + Faculty were compassionate to the students
* Elizabeth Brunn – Problems to get people to answer was discussed with people who made and disseminated the survey

**12:45 Call for Elections**

* Heather Haverback - Call for CUSF Elections – self nominate to her e-mail hhaverback@towson.edu
  + Chair
  + Vice-Chair
  + Secretary
  + At-large
* Elizabeth Brunn – Chair is work intensive
  + April is for nominating Chair and Vice Chair
  + May for nominatingSecretary and at-large
* Zakiya and Elizabeth– Each position gets
  + Chair - $10,000 or course release
  + Vice Chair - $5,000 or course release
  + Secretary - $5,000 or course release
  + At-Large - $2,000 or course release
* Encouraged people to run for the positions
* Next year there will be work on by-laws and the constitution.
* Town Hall – was well done with Dr. Harbowski and Dr. White. Aerian did a good job as host!
  + Elizabeth asked that the Structural inequities comm. write finding of Town Hall
* COVID Comm. Follow-up was asked for by Elizabeth
* BOR Faculty Awards have been decided for the year. Elizabeth will announce later.

Old Business

New Business

**1:10 Meeting Adjourned**