



COUNCIL of UNIVERSITY
SYSTEM FACULTY

**CUSF Resolution:
Bowie State University Promotion and Tenure History and Shared Governance**

Passed at CUSF General Meeting on May 9, 2025

19 Aye, 5 Nay, 0 Abstentions

Whereas both AAUP and American universities, generally, recognize the primary role of university faculty in decisions of promotion and tenure, given the expertise of the faculty in education and their more complete understanding of the expectations and standards of specific academic disciplines;

Whereas the University System of Maryland respects the primary role of faculty in promotion and tenure and academic decisions more broadly;

Whereas Shared Governance is a principle that is fundamental to the organization and regulations of the University System of Maryland, which emphasizes the cooperative roles of faculty, students and staff, together with administration, and it is the Council of University System Faculty that is the System-level Shared Governance body for the faculty of the University System (see introduction to CUSF Constitution, below);

Whereas the institution of tenure is critical for ensuring academic rigor and academic freedom in universities;

Whereas the Council of University System Faculty has a primary responsibility for advocating for the faculty's role in Shared Governance within the University System of Maryland, and also has a major responsibility for ensuring the integrity of tenure and academic freedom within the University System;

Whereas historically Black colleges and universities in Maryland have been for many years disadvantaged in terms of funding and support;

Whereas the State of Maryland should be strongly supportive of historically Black colleges and universities, which play a unique and critical role in our state;

Whereas the Council of University System Faculty has been made aware of a series of alleged violations of the normal and formally approved promotion and tenure protocol at Bowie State University (see letter from BSU Faculty Senate Chair and BSU AAUP President, below); these violations, which involved decisions by the provost, compromise confidence in the respect for academic standards and the protection from arbitrary decisions provided to Bowie State University faculty;

Whereas at Bowie State University, there recently have been repeated complaints to the Faculty Senate and AAUP chapter about apparently arbitrary promotion and tenure decisions made by the provost that are not consistent with the recommendations of faculty Appointments, Retention and Tenure committees;

Whereas the Bowie State University provost does not appear to recognize widely accepted promotion and tenure standards and protocols;

Whereas the Bowie State University administration has not responded to faculty complaints and refused to reevaluate the decisions regarding promotion and tenure that have been the subject of these complaints, but rather has allegedly accepted the authority of the provost to act independently of faculty ART review committees, disregarding the policies of Bowie State University;

Whereas, of the 112 Bowie State University faculty who participated in the vote on March 24 (of 247 eligible faculty members of the Bowie State Faculty Association), 64 percent expressed no confidence in the provost, 17 percent voted against the motion of no confidence, and 19 percent abstained;

Whereas the BSU administrative leadership allegedly has attempted to impede faculty Shared Governance bodies, the BSU Faculty Senate and Faculty Association, including by allegedly seeking to prevent them from meeting in executive session and by intimidating faculty from participating in shared governance (see letter from BSU Faculty Senate leadership, below);

Therefore, CUSF recommends to the Board of Regents that, because of the accumulated behavior violating normal university regulations, as well as the no confidence vote, the Chancellor and the Board of Regents should establish a committee that includes faculty elected by CUSF to investigate the recent abandonment of accepted promotion and tenure procedures and established procedures for appeal at Bowie State University;

And CUSF recommends that any arbitrary denials of tenure by the provost and the president should be put on hold as a result of the apparent violations of due process and the BSU promotion and tenure protocols. Candidates for promotion who believe there has been a failure to appropriately follow the policies and procedures for promotion and tenure review should be able to file an appeal to a committee established by the Bowie Faculty Senate.



I-2.00-Constitution of the Council of University of System Faculty

(Approved by the Board of Regents, February 1, 1989; Amended June 11, 1993; Revised and Amended by CUSF, November 15, 2001; Amended by the Board of Regents, July 10, 2002; Revised and Amended by CUSF, January 18, 2018; Amended by the Board of Regents, April 20, 2018; Revised and Amended by CUSF, May 15, 2024; Amended by the Board of Regents, June 14, 2024)

Basic to the effective operation of any system of higher education is the acceptance of the concept of shared governance. It is the faculty, whose careers are dedicated to the advancement of learning, who provide the thrust and direction of any academic institution. Therefore, the faculty shall have wide powers in determining professional and academic matters, an informed advisory role in areas of administrative responsibility, and a voice in basic decisions which affect the welfare of the system as a whole.

ARTICLE I

Section 1. Purpose.

The Council of University System Faculty advises the Chancellor and reports regularly to the Board of Regents. Its responsibility will be to consider and make recommendations on matters of System wide professional and educational concern to the faculty and matters to which faculty bring special expertise.