



COUNCIL of UNIVERSITY SYSTEM FACULTY

CUSF Resolution on Bowie State University Retrenchment and Shared Governance

Passed by the Council of University System Faculty (CUSF) on May 13, 2026

22 yea, 6 abstentions, 0 nay

Whereas, a year after a vote of no confidence in the Provost at Bowie State University, and a year after the Council of University System Faculty (CUSF) passed a resolution seeking to raise awareness of the concerns at Bowie State University, most are unresolved. An evaluation was commissioned as a result of the concerns that had been raised (the “Commodore Report” in July 2025). But nine months after the Commodore report on shared governance at BSU highlighted “a distressed working relationship exists between the faculty and Provost, with tense and at times hostile communications between parties and distrust and discord from the outset of the Provost's tenure,” little has been done to address the problems. According to a survey of full-time faculty concluded on May 7, 2026, 61% of respondents* of BSU faculty reported that the President and Provost have not taken appropriate steps to restore faculty trust and confidence.

Whereas, the Commodore report repeatedly described the adverse effects of neglect of shared governance and provided recommendations intended to serve as a “foundation for strengthening shared governance practices at Bowie State University,” these recommendations have not been effectively followed and to date, retrenchment is being initiated by the BSU administration without convening the relevant historical shared governance body, the Faculty Senate Committee on Budget and Retrenchment.

Whereas the Provost has repeatedly violated Appointment, Rank and Tenure policies and procedures and ignored faculty committees making decisions without justification;

Whereas 75% of BSU faculty respondents* reported “fear of retaliation when I consider sharing concerns with the BSU administration;”

Whereas the administrative dysfunction throughout the university and the disregard for shared governance are exemplified in the attached list across numerous programs, including:

- Delayed summer teaching contracts and faculty payment risk
- Repeated Contract Delays Demonstrate a Pattern, Not an Isolated Error
- Bachelors in Dance Program: Disregard for Approved Program Structure, Faculty Expertise, and Enrollment Commitments
- Failure to Honor K-12 Partnership Agreements and Damage to Workforce Development Pipelines
- Administrative De Facto Decision to End the Certificate of Advanced Studies in School Psychology Program
- Unilateral Program Consolidations Without Faculty Input
- Abrupt Closure of the Office of Regional and Online Programs
- The loss or pending loss of the Prince George’s County Dual Enrollment Program, and the Paraeducator Pipeline.

Whereas, additional concerns include the lack of transparency surrounding the university's engagement with vendors such as Risepoint and Blue Rose and the use of vendor-created faculty profitability dashboards, which appear to characterize faculty and academic departments through financial metrics such as instructional margin, department margin, budget utilization, return on budget, enrollment, class size, and credit-hour production. The use of such dashboards without full transparency, faculty access, methodological clarity, or shared governance review raises serious concerns about whether academic decision-making is being driven by opaque financial metrics rather than mission, academic quality, accreditation needs, student success, and institutional responsibility.

Whereas, these actions reflect a troubling pattern of top-down decision-making that has undermined faculty trust, weakened academic programs, harmed external partnerships, disrupted enrollment strategies, damaged the workforce development pipelines, and placed the institution's credibility, fiscal health, and public mission at risk.

Whereas BSU leads the system in declining enrollment and has failed to strategically address the enrollment problem.

Whereas, in developing the BSU retrenchment plans the current administration at Bowie State University is not following its own written policies, nor USM policies, especially about shared governance. (*Bowie State Faculty Handbook, section 6.4; USM Bylaws section 49.0 II-8.00 - POLICY ON FACULTY RETRENCHMENT*)

Whereas Faculty are required to annually review university presidents, these reviews should be included in the BOR reviews of university presidents, including of the current president at Bowie State.

Resolved:

Therefore, the Council of University System Faculty recommends that the USM Board of Regents pause the retrenchment process at Bowie State until those shared governance policies are followed and respected and faculty input is considered.

- 1) We recommend at a minimum, the Faculty Senate Committee on Budget and Retrenchment at Bowie State should be reconvened, with voting members consisting of full time faculty duly elected according to policies set by the Faculty Senate, with BSU administrators participating in an *ex officio* capacity, with the solicitation of input from faculty in programs across the university to ensure collaborative decisions as to which academic programs can be restructured with minimum adverse impact on both BSU students and the greater Maryland community.
- 2) We further recommend that the BSU administration take immediate action to protect the threatened programs that are critical to support K-12 education. These include providing adequate administrative support to prevent further withdrawal of Maryland School Systems from the School Administrator doctoral program and immediately hiring tenure-track faculty to ensure the continuity and NASP accreditation of the Certificate of Advanced Studies in School Psychology program and to mitigate the growing negative impact on BSU students in this program and on services provided by specialist school psychologists in Maryland.
- 3) We finally recommend that the Board of Regents investigate the Bowie State administration's refusal to follow protocols with respect to shared governance. We request that the Board of Regents should conduct an investigation including potential public meetings and consider appropriate actions commensurate with their responsibilities as members of the Board of Regents.

*Poll conducted by CUSF, with care, with each full time member sent a discrete link usable only once, to which more than 1/3 of the full-time faculty at Bowie Stae responded within three days.

From Legislative Affairs Committee, in consultation with Faculty Concerns Committee