

Council of University System Staff

University of Baltimore

January 16, 2024

Call to Order

The meeting was called to order.

President Remarks – Mr. Kurt L. Schmoke

- Noted that the University would be celebrating its 100 Year Anniversary next year; lots of activities planned
- Dual enrollment with over 700 students in the Baltimore City Public Schools taking part of the program
- BCPD Police Academy has been housed on the physical campus of UB for the past 3 ½ years
- Second Chance Program in Jessup, MD that has educated 136 men returning back to society
- Community Fellows Program
- Current Positions just filled in Leadership/needed
 - New Dean of the Business School
 - New Provost
 - In need of new Dean of Law School

Welcome Remarks – Mr. John Brenner (Chair of UB Staff Senate)

- Expressed appreciation for all essential staff
- Referenced that UB receives standing reports from the CUSS Reps
- Discussed the dual enrollment programs that UB is participating in

Advocacy Tips – Candace Dodson-Reed & Jake Weissman (UMBC)

- Discussed role as an advocate for USM policies
- Importance of having the legislator identify you with not only the institution and the mission/vision
- Building relationships and connections (i.e. inviting them to campus)
- Discussed the importance of campus visits for advocacy and how to tailor the visit towards the particular guest

USM Salary Structures – Carolyn Skolnik

- Pay structure for non-exempt employees
 - Board policies address a pay administration program
 - Systemwide pay structure
 - Every other year a committee takes a look at pay structure to see if it needs to be adjusted
- Pay structure for exempt employees
 - Allows each institution to implement their own pay administration program

Council of University System Staff

University of Baltimore

January 16, 2024 Cont'd

- Campuses have the leeway to make adjustments to pay within the structure that is set up by the USM
 - Discussed if the universities could base salary structures on geographical need
 - Discussed Alternative salary structures
 - Discussed how COLA adjustments work
 - Discussed the annual salary memo that each institution provides by the USM Presidents

Approval of Minutes

The members of CUSS reviewed the minutes. A poll was set up for a motion. The motion was made through a poll and was seconded. The minutes were approved.

Chancellor's Liaison Report – George Samuel & Neena

- Performance Review Preparation Mini-Conference
 - Open to all USM Staff/Faculty on February 29, 2024 from 9:00 a.m. to 3:30 p.m.

Chair's Report – Kalia Patricio

Kalia provided updates from the recent Chancellor Meeting.

- Chancellor's Meeting
 - Ombudsperson Issues – Seeking progress on ensuring that all campuses have program
 - Chancellor understands the value of having an Ombudsperson
 - Request from the USM Training & Talent Committee to support requesting that they have stable funding from the Central pool of money to provide additional conferences
 - Shared Governance Survey Updates
 - Streamed down survey going all staff/faculty about awareness of Shared Governance
 - Request from CUSF to create an Ex-Officio BOR role for both a faculty/staff member
 - BOR Meeting with Governor Wes Moore

Committee Reports

Awards & Outreach Committee

1. Reviewing last year's packets to prepare for the revisions for next year's packets
2. Revamping the Non-Exempt packets for next year

Council of University System Staff

University of Baltimore

January 16, 2024 Cont'd

Staff Resources & Special Projects Committee

1. Telework Policies & Practices at USM Institutions
2. Collaborate with Legislative Affairs Committee for Advocacy Day
3. Development of workflow/swimlane flow of various committee goals while moving them through the approval process
4. Tuition Remission and Ombuds updates from Kalia as it relates to ComPsych

Legislative Affairs & Policy Committee

1. Still waiting on information on UMMSO on Government Relations to send information on Legislative Newsletters and Monday Morning Calls
2. Apart from our normal support for the USM portion of the USM budget, we are looking for bills on retiree benefits, but have seen none filed yet.
3. For logistics, we're awaiting the results of a doodle poll to meet and discuss day-of logistics for Advocacy Day which is Wednesday February 21.
4. We still need to send save-the-dates to legislators we identify and organize around the new space we have in Annapolis for the day.

Meeting Adjourned