

1. Call Full Council Meeting to Order (11 AM)

2. Approve Minutes: June 2020

- a. Minutes approved

3. Chancellor's Liaison Report

ICE Guidance

Chancellor Perman came out against ICE guidance which stated international students on F-1 and M-1 visas may not take “a full online course load” and remain in the U.S. The guidance was subsequently rescinded, and the Chancellor made the following July 14th statement: It’s gratifying that the brightest, most ambitious students want to learn in the U.S., at the world’s very best universities. It’s equally gratifying that these international students enrich the educational experience for all of our students, broadening perspectives, challenging biases, and deepening global understanding. This is education. This remains our mission. ICE’s course-correction is a testament to the higher education community across the country, we stood as one against this capricious, misguided decision — a decision that would have harmed our students and our work.”

Winners Selected for USM COVID App Challenge from UMBC, Towson, UMCP, and UB

USM Task Force and Corporate Sponsors Recognize Six Outstanding App Technology Innovations to Improve Citizens’ Lives During the Health Crisis. Winning teams come from several USM institutions: Towson University; University of Maryland, Baltimore County (UMBC); University of Maryland, College Park (UMCP); and University of Baltimore (UB). “The ideas and interest this challenge generated were inspiring— from our students, faculty and industry alike. It will be through this type of partnership that we will enhance our collective response to COVID-19 and ultimately improve patient and community outcomes.”

The institutions are also getting creative with pledges, safety videos and new protocols for transitioning employees back to work...this is a new requirement for everyone, and the institutions are working on the safest protocols to have a limited number of students and employees back on campus for the Fall. Whatever your institution has decided, please take the necessary precautions and do what they ask in order to keep your campus safe.

More information about the winners on the Systems Website.

Changes to 2020 Benefits Elections

For those of you who may be interested in making a mid-year change to your benefits elections due to the impact of COVID-19, **please note that the deadline has been changed** from July 31, 2020 **to July 29, 2020 at 3:00pm**. Any change you make now through the deadline will be effective on August 1st and will remain in effect through December 31, 2020.

Please remember that only certain changes are allowed during this enrollment period:

Changing Your Medical or Prescription Drug Plan:

- You can make a new election if you were not previously enrolled in a 2020 plan;

- You can change your enrollment from self-only coverage to family coverage; and
- You can drop your existing coverage.
- Changes cannot be made from one health plan to another, dental plans, or to Life and AD&D coverage.

Changing Your Health or Dependent Care Flexible Spending Account (FSA):**

- You can stop your FSA election(s) so that you will no longer make any salary contributions;
- You can make a new FSA election if you did not make one during the Fall open enrollment period; and
- You can reduce your FSA election amount.

As employees, please continue to support the mission and the goals of the USM.

Thank you to those who will not be returning to CUSS next session.

Chevonie will continue next year in her role with CUSS.

4. Chair's Report

- Return to campus advisory group has now been filtered down to the campuses. The group no longer having weekly meetings, now meeting as needed. Last meeting was the end of June.

5. Chancellor's Committee Meeting

- David Ramsay of UM Baltimore (former president) passed away two weeks ago
- CUSF report - bringing academic integrity back up, also shared faculty are nervous about returning to work
- CUSS report - some staff are nervous about returning to campus, especially front-line service staff, and about balancing child care, etc.
- Student Regent Report - Annie Rappeport new rep. from UMCP. Voiced concerns students have raised since July 1 that include: MCE contract, ICE guidance on international students and in-person classes, advocated for Juneteenth holiday.
- USM is going to recommend to the state that Juneteenth become a state holiday.
- MCE partnership will be examined, especially the issues with the prison system and the disproportionate impact on the Black community.
- ICE regulations on international students - the System is looking at this and trying to find ways that international students could be enrolled in an "in person" course that meets minimally to follow the guidance. Tim McDonough says that the decision was a surprise to homeland security and a directive from the White House. USM made a statement.
- Title IX guidelines that were issued from the Dept. of Education - going to need to get in line with those ASAP as they change how many of our campuses handle reports of sexual misconduct.

- Enrollment management workgroup update - proposal is to update enrollment projections. Next meeting will talk through the latest understanding on short-term enrollment projections due to COVID. After that, looking at longer term issues (these items will be sent via email) like long-term enrollment, recruitment trends, etc.
- Questions:
 - a. What was the discussion about MCE?
 - i. MCE – concerns about prisoner compensation too low.

6. Committee Reports

- a. Thank you to the chairs of each committee
- b. Year-end report sent to chairs, please send final version of year-end report by the end of this week.
- c. Please let Laila Shishineh know if the chairs have been set for next year.
 - i. Co-chair's are encouraged, discussion will continue in August. Might be an opportunity to mentor a new member as a co-chair.
 - ii. Suggest new focus items for 2020-2021. 1-2 action items.

Benefits & Compensation:

The committee discussed the following:

- Sending to all POC for each campus a survey after August CUSS meeting to:
 - Identify mental health resources for each campus
 - Policies for refunding or lowering charges for parking while staff are teleworking
 - Tuition remission policies on each campus to ensure staff on each campus are paying the same fees across the USM
 - Issues of concern that the benefits and compensation committee can work on during the new term that begins in August.

BoR Staff Awards & Recognition:

Teri reported that for next year the committee will look at upgrading the scoring rubric, eligibility issues, and whether exempt and non-exempt should be scored differently for Board of Regents Staff Awards. Teri has stepped down from CUSS, so Deniz Erman and Michelle Prentice will co-chair the BOR Committee.

Communications & Marketing:

Members present

April L. Lewis – UMCES – Chair	Paul Gasior - Salisbury
Dawn Stoute – UMB – Co-Chair	Chenita Riddick - UMES
Lavern Chapman – Towson – Co-Chair	Francesca Kerby - UMGC
Sheila Chase – Coppin	Yvonne - Coppin

Committee met at 10:06 am and all on Webex call will be returning to CUSS for another year. We went over the timeline for the Summer newsletter:

- July 27th (Monday) - Send out email requesting Spotlight article, Chair's report and the Google Form requesting Institutional Updates -- all due by August 10th. (Gives a two-week window)

- August 10th (Monday) - Articles and Institutional Updates due
- August 13th (Thursday) - Draft newsletter to the Executive Committee
- August 18th (Tuesday) - Edits due from Executive Committee
- August 19th (Wednesday) - Edited draft out for any last-minute corrections
- August 21st (Friday) - Final Newsletter to Laila for Executive Committee distribution
Question was asked as to why the newsletter is going out later than normal. It is going out later so that we can include the NEW Council and a Webex photo (if not in person) in the newsletter. At our next meeting we will vote on who will be the Chair and Co-Chair for the committee.

We also went over the discussion from the last committee meeting as to putting together a clip or something that we are still working on and what we are doing during the pandemic.

Goals for 2020 – 2021 are:

1. Focus on getting information about CUSS out to staff;
2. Best practices on teleworking from all institutions; and
3. Continue to produce newsletter on schedule

Legislative Affairs & Policy: (Lori Stepp and Vanessa Collins co-chairs)

Attendees include: Kevin Jones, Vanessa Collins, Jenn Volberding, Suzanne Tabor, and Lori Stepp

- The committee discussed preparations for the next Advocacy Day and what we can do to jumpstart the planning process:
 - -Create a presentation or video showing how our collective institutions have been supporting our students during the pandemic. We could email to legislators before or after the planned Advocacy Day.
 - -Obtain maps of the locations of the Senate and House buildings, general interior floor plan of each building, and directory of legislators to distribute to Advocacy Day participants ahead of the event.
- We also discussed reviewing CUSS policies in September. Some policies considered were elections, attendance, and conflict of interest. The committee will wait for guidance from the Executive Committee before initiation of review.

Executive:

Present: Laila Shishineh, Carol Green-Willis, Lisa Gray, Susan Holt, Trish Johnson, Antoinne Beidleman

- Introductions (Two graduate interns with Laila, so did introductions)
- Brainstorm about what we want to focus on for next year
 - Charging each of the committees to come up with focus areas (1-2 each year)

- Give them a few options of things to focus on, have them add their own, and pick 1-2 to focus on
 - Need a strong chair who will lead them and really utilize the executive committee sub-group oversight (set agendas could work)
- Could other groups who have processes think about how to beef up what they do
- Make sure that committees are given things more evenly - what is actually a policy change (so legislative group) vs. a benefits/compensation need?
- What might we want to focus on as an executive committee?
 - Mentoring people into leadership roles
 - Strengthening points of contact
 - Support the committee work (flip how we meet)
 - Spend time in August to flush out how those would look
- Checking in on google doc
 - Most of us are carrying over, but still need to update these
 - Carol and Susan can combine
- Miscellaneous

7. Old Business

- Laila Shishineh announced the winners of the BOR Staff Awards

8. New Business

- 2019-2020 Council Recognition – Thank you for your service this year.
- If you are stepping down, feel free to keep in touch.
- Certificates of Recognition were sent out this week
- Member Info Form (Due July 24th)
 - Laila Shishineh will send out a member info form. Please complete and send it back if you are returning.
 - POC should forward the form to 2020-21 representatives. Please return by Monday
- August meeting will be virtual. New Member Orientation will be 9-10. We will meet in full committee at 10:00am then break into committees.
- Committees should try to have representation from all campuses
- Said goodbye to Casey, Julia and Teri who will not be returning next year

9. Adjourn

- a. Motion: Vanessa Collins
- b. Second: Casey Jackson
- c. Meeting adjourned

Next Virtual Meeting: August 18, 2020 (First Meeting of New Council)

**** New Member Orientation at 9 AM + Full Council Meeting at 10 AM ****