

CUSS June 2020 Meeting Notes

Call to Order: June 23, 2020 at 11:05

Poll to Approve Minutes

- a. May minutes approved by poll.

Chancellor's Liaison Report

USMO Town Hall on Race, Racism, and Bias

Last Monday, at the USMO Town Hall, Chancellor Perman invited Dr. Bediako, a professor of psychology at UMBC, where he's served in a number of administrative and leadership roles to speak to the group. He teaches an honors seminar on race, science, and society; is involved in efforts to promote health equity research; and served on a UMBC committee focused on recruiting, retaining, and advancing underrepresented minority faculty. Dr. Bediako talked to us about starting meaningful conversations within our organization on race, racism, and bias, and on the concrete steps we can take to move the University System toward greater equity, inclusion, and racial justice. This is only the beginning of our conversation—and much more importantly, our **work**—around examining our part in anti-Black racism and systemic inequities that so badly hurt and so badly disadvantage people and communities of color. These are systems designed and calcified over centuries to cause suffering, to engender hate, to perpetuate inequality, and to profit from it. They won't be dismantled easily. Dr. Perman said, "I know this spring and summer have held a hard lesson for many of us. I hope we vow to keep learning. I hope we vow to confront—fully and finally—the pain and indignity that slavery has left behind".

University System of Maryland Freezes Tuition, Room & Board Rates for the 2020-21

Academic Year

The University System of Maryland (USM) will freeze tuition, as well as room-and-board rates, for undergraduate and graduate students and families for the upcoming 2020-21 academic year. The USM Board of Regents voted to approve this recommendation originally put forward by Chancellor Jay A. Perman during the board's Finance Committee meeting on June 10. Under the policy, the USM will maintain the same [tuition and room and board rates](#) that were in place during the recently completed 2019-20 academic year. The board's decision to freeze tuition and room-and-board rates reflects the system's ongoing commitment to offering a high-quality academic experience that is affordable for students and families. The health and safety of students, faculty, staff, and the surrounding community is paramount to fall semester planning at each USM institution. Additionally, all USM campuses are determined to ensure quality and equity in students' learning experience, with the understanding that their students will be learning in different ways and in different environments.

USM Statement on Supreme Court Decision Regarding the Deferred Action for Childhood Arrivals (DACA) Program

The ruling by the Supreme Court on the Deferred Action for Childhood Arrivals (DACA) program prohibits the immediate ending of the program, requiring that richer justification for termination be supplied to a lower court. The ruling means that, for now, hundreds of thousands of talented young people brought to the United States as children may continue to fully participate in, and contribute to, America's economy and society. Marylanders participating in the DACA program are our neighbors, our students, and our friends—they are

indistinguishable from any other member of our community and enrich our state and our campuses immeasurably. Educating every qualified student, regardless of background, is an essential part of the University System of Maryland's strategy to foster a highly skilled workforce that will help attract and create jobs. The DACA program remains a key component of this strategy and is critical to the growth and prosperity of our state and our nation.

USM and UMGC Form \$2.6 Million Partnership to Support Expansion of Online Learning Across System Institutions "USM OnTrack" to Pool Expertise from UMGC & USM Kirwan Center for Academic Innovation

The University System of Maryland (USM) and member institution University of Maryland Global Campus (UMGC) have formed a \$2.6 Million partnership, *USM OnTrack*, to work with provosts, teaching and learning center directors, instructional designers, technology professionals, and others to support and assess expansion of high-quality online learning across the system. As the USM makes comprehensive plans to facilitate a safe return to campus for some level of in-person instruction, parallel efforts are also underway to enable students to participate remotely. *USM OnTrack* is one critical response, as system schools prepare for a hybrid of online learning and in-person instruction during fall 2020. To be better prepared for the upcoming 2020 semester, USM institutions must adapt both their instructional technology use and their teaching methods to produce an optimally effective online learning environment, with improved student participation, engagement, and faculty effectiveness.

Chair's Report

Presented to the BOR virtually last week – a few updates below:

- BOR Chair addressed the two pandemics we are facing: COVID-19 and structural racism and USM recognized Juneteenth with Admin Leave
- Action Items included: Approval of Freeze of Tuition and Room/Board Rates for FY2021, Approval of USM Operating Budget for FY2021 (with caveat that updated budget will be submitted later this month to reflect the devastating impact of COVID-19), Approval of Resolution Authorizing Institutions to Take Certain Personnel Actions in FY2021 (if need be – temporary salary reductions and furloughs as every facet of the budget will take a hit this year)
- Welcomed President Anthony Jenkins to Coppin State University and bid farewell to President Loh from UMCP and Drew Needham, Student Regent
- Board reviewed Staff Awards in closed session – waiting to hear the outcome and will update when able to do so
- Return to Campus Advisory Group: at this point, each campus should have at least a tentative plan for the fall semester (and these have likely gone out – please let us know if your campus has NOT yet shared correspondence related to an updated plan for the fall semester – but as this is an ever-evolving situation, plans are still subject to change)

Everyone should be receiving the BOR Newsletter after each meeting so if not, please let us know.

TU, UMBC, SU, UMGC, UMCES have heard of plans for fall semester. Laila would like to know if staff is being included in those plans so please let her know.

Legislative Affairs and Policy Committee

Present: Vanessa Collins (SU), Melanie Barner (UMGC), Lori Stepp (UMCES)

- Vanessa and Melanie will be returning to CUSS; Lori is still waiting for a final determination. The three of us are interested in returning to this committee for FY21. Vanessa and Lori will continue as co-chairs. (Note: If Lori is unable to return to CUSS, Vanessa would like another committee member to agree to co-chair).
- While we understand our role for Advocacy Day planning, we are wondering if a review of CUSS bylaws would be a part of our FY21 committee goals.
- We discussed our personal telework situations, return to campus, and how we managed our work-at-home lives with our parenting roles of school-aged children finishing the year with distance learning.

In August, Laila will have each committee share an overview of committee.

Board of Regents Staff Awards Committee

Present: Michelle Prentice, Sheryl Gibbs, Linda Kuligowski, Darrell Claiborne, Deniz Erman

- Looking at the possibility of changing the Rubric to have more weighted questions for when evaluating the packet.
- Should non- exempt and exempt packets be graded differently?
- Contact university BOR committees and speak with them about our process.
- How do we determine if a person's job is considered senior leadership? Now HR Departments in each University determines the criteria but in some Universities an Associate Director is considered Senior Leadership and in others it is not. Is this fair? Is there any way we can make it standard for all Universities?
- Get the contact list of the Universities BOR Staff Awards Committee from Teri.
- Deniz Erman and Michelle Prentice will be Co-Chairs for the 2020- 2021 year.

Executive Committee

- Strategically thinking about our roles
 - Intentionality in leadership recruitment, mentorship opportunities, diversify highest positions, etc.
 - Importance of having discussions about Chair and Vice-Chair replacement early
 - Pull together details on what our positions entail so people know what they're signing up for
- How are virtual meetings going?
 - Could we have virtual welcomes from our campus "hosts"?
 - What theme would work for next year?
 - Can we bring in USM leadership to talk about budgets, COVID, etc.?

- Need to collect information about staff experiences and campus communications to bring back to Laila's reopening group at the USM level.
- We will be asking each campus to identify someone to let us know what's going on at his or her campuses and will contact prior to each CUSS meeting. If anyone has suggestions for speakers while we are virtual, please reach out to Laila.

Question: Who was nominated for BOR? Laila will share in July meeting.

Communications & Marketing

Present: April L. Lewis – UMCES – Chair Lavern Chapman – Towson – Co-Chair
Sheila Chase – Coppin Ayamba Ayuk-Brown – UMB Paul Gasior - Salisbury

Committee met and had discussion whether we could put together a clip or something letting the public know that we are still here working. Continued conversation of a short video (a minute or so) as to what it is we do which could accompany the previous clip mentioned. It would be a good way to integrate all of this. UMB is doing something similar to communicate that they are still in full swing even though things are virtual.

Major Accomplishments

1. We are still here;
2. We are still able to move forward because of the staff;
3. We are continuing to push forward and keep things going; and
4. Able to produce a newsletter on time and able to do a spotlight for each campus

Major Challenges

1. Teleworking
2. Getting POCs (points of contacts) to get updates in a timely fashion

Items to Prioritize/Remember for 2020-2021

1. Focus on getting information about CUSS;
2. Best practices for all institutions;
3. Continue to produce newsletter on schedule

Upcoming dates for Summer Newsletter

New Business

Votes were cast for 2020-2021 CUSS Executive Committee with the following results:

Laila Shishineh - Chair
Kalia Patricio - Vice-Chair
Lisa Gray - Past-Chair

Carol Green-Willis - Co-Secretary
Susan Holt - Co-Secretary

The two members-at-large will be selected at the August meeting. Anyone interested in being mentored into a leadership role or open to serving as a member-at-large, please let Laila or Kalia know.

Adjourn

Antoinne Beidleman motioned to adjourn, Kaila Patricio seconded, meeting adjourned.