

Council of University System Staff Meeting

January 19, 2021

1. Call Meeting to Order (10 AM)
2. Welcome
3. President Gregory Fowler from UMGC welcomed CUSS members and discussed his vision of how to stay at the forefront by using the best possible tools. How do we personalize the experience for students, create different learning experiences and deal with challenges like no universal wifi? He remarked that not everyone is looking for a 4 year degree, some just want to strengthen their skill set and we should be set up to accommodate that.

Questions:

- a. How might the System help you achieve your goals? (Kalia) Create a symbiotic relationship within the system where we can help each other. Need sounding board, feedback, what are your experiences, engage colleagues between all campuses. Want to incorporate user experiences across the board.
4. Approve Minutes: December 2020
 - a. Approval request sent by poll
 - b. December minutes approved
5. Chancellor Liaison's Report
 - a. Violence at the Capitol

Message from the Chancellor; I do want to reflect for a moment on the siege of the U.S. Capitol. Along with all of you, I watched the violence unfold. I saw the symbols and slogans of white supremacy, bigotry, and hatred. I heard the calls for the assassination of our top leaders and the overthrow of our government. And I felt what we all felt: revulsion, anger, deep sadness and shame.

Democracy requires constant tending and constant vigilance. From all of us. I thank everyone at the System who's dedicated to exactly that.

- b. USM Diversity, Equity and Inclusion
 - i. Yesterday the Chancellor put out this message and I want you all to see it:
https://www.youtube.com/watch?v=Q6BYXP_OrwY&feature=youtu.be
- c. Vaccinations
 - i. Our COVID Research & Innovation Task Force has launched a PSA Challenge for USM students, soliciting creative public service announcements urging Marylanders to get vaccinated and to comply with safe COVID practices.
 - ii. VACCINE DISTRIBUTION SITES And once a vaccine is more widely available, our USM campuses will step up as vaccine distribution sites. Five of our universities have already been asked by state and local health departments to make their facilities available. And, of course, all five have enthusiastically agreed—Towson, Frostburg, UMB, College Park, UMES. We're working on a Systemwide agreement to facilitate more campus distribution sites should the state ultimately need them.

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- iii. COVID PREPAREDNESS Our USM institutions plan to operate during the spring semester, beginning Jan. 25, much as they did last fall. That means they'll rely on campus de-densification and, to a significant degree, on distance learning.

d. Gregory Fowler is the new University of Maryland Global Campus president

- i. The system's Board of Regents announced the hire on Dec. 9. Perman said Fowler puts a premium on diversity, equity and inclusion, seeking to tailor education to the needs of adults, including those who are poor and might not have a high-powered laptop. "We snared somebody that's a big shot in that space," said Jay Perman, Chancellor of the University System of Maryland. Perman predicted that Fowler would become an "in-house expert" to advise other public universities in Maryland about online education — a major issue for all schools that have been forced to provide remote or hybrid courses during the coronavirus pandemic.

"He's not one of these guys that says, 'Technology, innovation, it's all great and it's good for everybody,'" Perman said. "He's a guy that thinks about all the people that can't easily avail themselves of this, and then he does something about it."

We want to thank Antoine Beidleman for his participation in the search and his voice for CUSS in the search process of hiring Dr. Gregory Fowler.

Questions Regarding Chancellor Liaison's Report:

Tom P - Will the system be offering paid time off to receive the vaccine, particularly for non-exempt staff and GAs? Discussions are happening now, more information will be given later.

Legislative session is very streamlined and productive due to remote environment.

Discussion re: rapid testing to allow employees to get back to work.

Lisa - Has the Governor released his budget? Haven't heard anything yet, will check and get back to us.

Collette Beaulieu – teleworking extended at least to the end of March.

6. Chair's Report

- a. Resumed monthly Chancellor meetings (1st Monday of each month)
- b. Mentioned to Presidents to advertise the BOR awards nominations on their campuses
- c. Executive committee meeting today
 - i. Agenda items for the monthly Chancellor meeting
 - ii. Special meeting of BOR introduced roll out plans for vaccination
 - iii. Will meet with BOR meetings quarterly - next meeting Friday 2/19.

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7. Committee Meetings (10:45 – 11:30 AM)

a. **Benefits & Compensation**

Attendees: Colette Beaulieu, Co-Chair, Rhonda Schwinabart, Elizabeth Hinson, Kathleen Hebbel, Suzanne Tabor, Melanie Barner Meredith Carpenter, Jessica Scott, Sheryl Gibbs, Maureen Schrimpe, Aimee Nightengale, Kalia Patricio – Executive Committee, Guest: Annie Foster Ahmed – Women’s Forum

- i. Our guest, Annie Foster Ahmed from the Women’s Forum discussed the Forum’s project to put together a position paper to advocate for the removal of tuition and fees for all staff seeking degrees. The Forum is particularly concerned that the fees associated with taking classes at various campuses is a deterrent to any staff seeking baccalaureate degrees.
- ii. The Committee informed Ms. Ahmed that we have been collecting what fees are being charged and will share that information with her. We also asked that whatever information the Forum collects that they be shared with CUSS.
- iii. The Committee also discussed the information we are collecting about what campuses are offering Employee Assistance Programs. Chevonie confirmed that Bowie, Coppin, Salisbury, Towson, UB, UMBC, UMCES, UMGC and USMO are using a service provided by ComPsych Corporation, guidanceresources.com, as a resource for their staff for any mental health issues. We will be working on finding out what resources are being offered at Frostburg and UMES. UMB and UM have their own Employee Assistance Programs.
- iv. The Committee also discussed how the new minimum wage that went into effect on January 1, 2021 will impact salary compression issues. We also discussed the exempt and non-exempt salary survey’s and where that information can be found (possibly on USM website).
- v. Another issue that the Committee will be making inquiries through the POC from each campus is what campuses are offering administrative or flexible leave for their employees who are using tuition remission to complete or enhance their educations. Submitted by: Colette Beaulieu, Benefits and Compensation Co-Chair

b. **BoR Staff Awards & Recognition**

In attendance: Deniz Erman, Delores Jackson, Linda Kuligowski, Yvonne Oliver, Michelle Prentice, Jenn Volberding, Sara Wilhelm

- i. Committee went over the upcoming timeline for receiving and setting up nomination packets, training on the grading system (by early February), assigning and distributing packets for grading to committee members and volunteers (by mid-February) and deadline for completing packet grading (by March 15).
- ii. After grading is completed in March, the committee will review the definition of senior leadership across campuses as well as ways to revise the grading rubric, starting in the April CUSS meeting.

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- iii. Committee had a discussion of how the nomination process was going on each campus and reviewed strategies for making the packets more impactful and to encourage submissions.
- iv. We are still looking for volunteers to help grade the packets.

c. Communications & Marketing

Present: Antoine Beidleman (Executive Committee), LaVern Chapman (Co-Chair), Dawn Stoute (Co-Chair), Sheila Chase, Paul Gasior, Francesca Kerby, April Lewis, Tom Penniston, Chenita Reddick

- i. LaVern is reaching out to the Legislative Committee to discuss the possibility of collaboration on a CUSS video.
- ii. Institutional update request email will go out the first week in February and the newsletter will be published shortly after receiving the February 17th Advocacy Day spotlight article.
- iii. Antoine posted a town hall on “Understanding the COVID-19 Vaccine” on our CUSS meeting website and on the CUSS Facebook page. He will also obtain the YouTube link of the Chancellor’s video shown at the CUSS meeting and post it.
- iv. Dawn updated the CUSS Info sheet and sent to Laila for input before having it posted to the CUSS Website.

d. Legislative Affairs & Policy

Attendees: Vanessa Collins, Lori Stepp, Sherese Essien, Megan Manley, Susan Holt (as liaison), Kelly Ward, Michael Walsh, Laila Shishineh

- i. Vanessa recommended that the committee go to the Maryland General Assembly website <https://mgaleg.maryland.gov/mgawebsite/> to review the senate and house bills that may pertain to the Senate Budget and Taxation and the Education, Health and Environmental Affairs Committees as well as the House Appropriations Committee.
- ii. Laila joined our committee to share and discuss the teaser video that will be produced jointly with USM legislative affairs representatives, Andy Clark and Patrick Hogan, CUSF, Women's Forum, CUSS and graduate student council.
- iii. Laila will be meeting with Paul Stackpole this afternoon and they will be providing the script for the teaser video to our respective committee member representatives. The video will be shared with legislators on either the Friday or Monday before advocacy day, February 17th.
- iv. Legislative affairs committee will receive an email containing teaser video script, invitation to advocacy day, and a pdf of talking points.
- v. Action: Legislative affairs committee will determine the core events of advocacy to include space and meeting schedules.

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- vi. Action: follow-up with Patrick and Andy to determine if we should focus on scheduling meetings with key legislators and who they might be and to offer open breakout rooms with legislators who may want to meet with our council members.
- vii. **Encourage all CUSS members to join Andy Clark's information calls on bills that the USM will be focusing on. *This will be helpful for Advocacy participation.* Calls are every Monday morning at 0930 866-685-2209 passcode 8582667# Andy will also provide a newsletter summarizing key bills on Fridays.**

e. **Executive**

Present: Kalia Patricio, Lisa Gray, Susan Holt, Antoinne Beidelman, Trish Johnson, Chevonie Oyegoke

- i. Topics:
 - Inclusion of auxiliary campuses on CUSS
 - Updates from Benefits & Compensation Committee for action items

8. New Business

- a. By-Laws Review & Vote (Coming Soon – March Meeting)
- b. Documents will be sent out in February; we will review and discuss in March.

9. Old Business

- a. Trish Johnson - Bowie is closing for Inauguration
- b. No other system schools seem to be closed.
- c. Sr. Maureen Schrimpe – Will system address the death of Mike Miller? Resolution? Chevonie will find out.

10. Adjourn

- a. Motion – Sr. Maureen Schrimpe
- b. Second - Vanessa Collins

11. Next Virtual Meeting:

- a. Advocacy Day on Wednesday, February 17, 2021
- b. CSU on Tuesday, March 23, 2021