

CUSS Meeting @ UMBC – Tuesday, May 11, 2021

Call Meeting to Order (10 AM)

Welcome

- Greg Simons VP Intuitional Advancement @ UMBC
- Dr. Hrabowski from UMBC sends his regards, appreciation and thanks to the committee.
- Enrollment is exceeding expectations with several hundred over the normal target of freshmen and transfer students.
- Federal spending on grants is up.
- 5 UMBC students were named Goldwater Scholar
- Conference Championships in a single year with collective average above 3.2 GPA scholar for our athletes.
- How do we turn the corner to make people feel safe to return to our community?
  - What the vaccine means and how do we support the people that have medical needs?
  - Collect data, learn what works and doesn't work, and figure out how to share formal and informal information. Transparency and truthfulness are key to return to our community.
- Questions- How did COVID effect fundraising?
  - Last week 150 Million Campaign started. 145 million in the pipeline for the first time and multi –year donors were affected. The bottom-line is that we are short by 3 million, but Alumni gifts are up because people believe in what we are doing,

Introduce Obioma (Obii) Akaigwe – USG Staff Advisory Council (SAC)

SAC has started a staff council of 8 members. Staff needs on campus are growing and they want to start by writing By Laws. Obi will sit in CUSS meetings in June and July and will take back information to staff to see what would be more effective and useful.

Chancellor Liaison's Report

### **Vaccine Mandate**

- Chancellor Perman recently communicated that vaccines are the best tool we have against fighting COVID and keeping our communities safe and issued a mandate requiring that all eligible students, faculty, and staff who will be on our Maryland campuses this fall be vaccinated against COVID. In compliance with all federal and state laws in granting appropriate exemptions for medical or religious reasons. Administrators across the Institutions are in discussions figuring out how to safely and securely manage this mandate, including allowing for medical and religious exemptions and collecting and tracking vaccination data. Continue to watch out for information from your respective Institutions.

### **\$100 Vaccine Incentive**

- Earlier this month, Governor Hogan issued a \$100 vaccine incentive for State Government Employees as an incentive to get vaccinated against the Coronavirus. Unfortunately, the \$100

Vaccine Incentive does not apply to USM staff or Morgan State employees, as we are already required to get the vaccine by the start of the Fall semester.

### **Professional Development Week | June 7 – 11**

- USM Professional Development (PD) week is the first virtual conference hosted by the USM Training Committee, a group of talent development professionals representing each USM school. Professional Development week is a knowledge-building week for USM faculty and staff. The conference workshops are designed to broaden and advance the employee's professional and personal well-being. Throughout the week, you will have the opportunity to network with other USM employees. This is a one-of-its-kind event—register to reserve your seat next to other higher education professionals.

### **May is Mental Health Month**

- Mental health, like physical health, is a positive concept related to well-being. Mental health involves the enjoyment of life, the ability to cope with stress and sadness, the fulfillment of goals and potential, and a sense of connection to others. Like physical health, mental health is not fixed - it exists on a continuum or range from positive, healthy functioning at one end to severe mental health conditions. While 1 in 5 people will experience a mental illness during their lifetime, everyone faces challenges in life that can impact their mental health. Please reach out to your Institutions EAP provider or Health Clinics for those of you who do not have Guidance Resources for assistance.

### **Chair's Report**

- The Shared Governance report was sent to the Chancellor and the Presidents will receive their individual report and the full report.
- BOR Staff award report will be done before the end of the month.
- Executive committee met last week and discussed:
  - Does the way we function work?
  - Do the committees work?
  - Are we a functioning committee?
- Question- What happens if the chair and the co-chair leave at the same time?
  - Co-chair will serve on the committees so there is better continuity from year to year and between exec board and the committee. Sometimes they may leave at the same time.

### **Committee Meetings**

#### **BoR Staff Awards & Recognition**

- Attendance: Linda Kuligowski, Yvonne Oliver Kevin Joseph Deniz Erman
- We spoke about changing the Rubric and how it is hard to meet out of CUSS to work on suggested changes. The Rubric will be sent to all BORSA committee members for them to make their

suggested changes. At the next meeting we will discuss the changes. We spoke about Senior Leadership and we agreed that Senior Leadership should be defined as everyone that sits on the President's Council. Michelle and I will discuss this with Laila and Chevonie.

- Then we spoke about the committee changes the Executive Board brought to the meeting which I will send in another e-mail.

### **Communication & Marketing**

- LaVern Chapman reported on her efforts in having a USM CUSS marketing video made. She has been in contact with Paul and Cara at the USM Marketing & Communications who offered to produce a voice over video for free using PowerPoint and photos. They mentioned they are limited in their ability to provide actual video which would be expensive and require hiring an outside vendor. The committee was supportive of the voice over PowerPoint option, so LaVern will continue in that direction with the project.
- Dawn reported that the CUSS Spring Newsletter dates were changed to accommodate a request to include the CUSS Remote Work Survey Results. The Institutional updates are due 5/17, the newsletter will be published on 5/24 with a spotlight on the CUSS Remote Work Survey results instead of the Benefits and Compensation Committee.
- We had an opportunity to answer some of the questions posed on the Agenda regarding committee feedback. Committee members mentioned that our committee worked well together with respect to communicating with each other, covering assignments, reporting back, and accomplishing tasks and goals.
- Some challenges in our committee were not being able to meet face-to-face and not having tech savvy members.
- With regard to reconfiguring the committees, we came to the conclusion that we needed more time to think about the proposed new committee structure, so everyone will need to send feedback individually.

### **Legislative Affairs & Policy** - Lori Stepp and Vanessa Collins

- We discussed steps we can take to improve the committee's engagement with CUSS members regarding Advocacy Day and thinking about inviting Government relations representatives to meet with the committee. We developed and made recommendations to the Executive Committee for process improvements.

Benefits and Compensation: Colette Beaulieu, Co-Chair, Melanie Barner, Meredith Carpenter, Sheryl Gibbs, Kathleen Hebbel, Amy Nightengale, Sister Maureen Schrimpe, Rhonda Schwinabart, Jessica Scott

Guest: Obii Akaigwe – Shady Grove

- The committee discussed the results of the survey sent to POC's last month. All Institutions responded to the survey.
- It appears the not all campuses have an Ombudsperson or a conflict resolution group on their campuses. It was a 6/6 split. More follow-up needs to be done in the upcoming term beginning in

August 2021. The committee suggests that the directive from Joann Baughman/AG Office at USM be consulted for further action.

- The committee was pleased to see that all campuses had mental health resources in place for staff. Frostburg reported that they rely on staff member's health insurance for mental health resources, but their Staff Senate is working with HR to address this issue.
- Most campuses do not have food pantry services available to staff. Some do have pantry services for students. Sister Maureen reported that UMCP have established a food pantry that will be open to all staff, faculty and students. They will have cooking classes along with the availability of fresh foods. The seed money came from student services. The committee felt that this was an excellent model that should be shared with other campuses across the USM.

**Executive Committee** In attendance: Kalia Patricio, Susan Holt, Carol Green-Willis, Lisa Gray, Tish Johnson, Antoine Beidleman, and Laila Shishineh

- Votes on executive committee and the new committee structure will occur at the June meeting. Bylaws changes will be voted on in July.
- Kalia will send the CUSS Shared Governance survey to all the Staff Senate Chairs and campus Points of Contact for CUSS. The surveys have already been shared with the campuses.

### **New Business**

Please share what you discussed in your groups or major concerns. Send ideas and notes to the chair and vice chair.

For committee assignment we send out a questionnaire of what committee they want to sit on and then they are ranked. We want representation from each university members to serve on each committee. If people join late they are placed where needed.

How does the Outreach and Award committee work?

More people in the group would assist with outreach, reviewing packets, and would change the way we do communication so newsletters. Spot major things throughout the year and develop an action plan. Also, since the secretaries will be on the committee, they can keep the minutes updated. This will help in how we get information out with a monthly recap of the committee work.

Each committee should focus on what's not working in your committee and how you feel about the changes. Send your thoughts to Kaila and Laila.

-Explanation about the positions and responsibilities of the Executive Committee.

Call for nominations for the Executive Committee positions.

Question- Is there a term limit?

No there is no limit in the bylaws.

- Laila Chair- Accepted
- Kalia Vice Chair- Accepted
- Susan Co-Secretary- Accepted  
Michelle Prentice and Suzann Taylor were nominated for Co-Secretary

One more call for nominations for the Executive Committee will be addressed again in the June meeting.

### **Old Business**

Push the bylaws back due to upcoming changes.

Adjourn

Motion - Sister Maureen Schrimpe

Second - Antoine Beidleman

Next Meeting UMES virtually June 15<sup>th</sup> (changed from June 22<sup>nd</sup> previously)\