

CUSS Meeting – October 19, 2021

Call Meeting to Order (10 AM)

Welcome

President Nowaczyk (FSU)

Welcome and thanks to the committee for our work and our commitment. President Nowaczyk spoke about what the vaccination rate is at FSU, 90% of the faculty and students are vaccinated. They have had 1 to 2 cases a week on the campus although western Maryland has a low vaccination rate. They are wearing masks and back to normal density with no cluster outbreaks.

Telework Policy in place – hybrid approach partly working at home 1 to 2 days a week if work can be done off campus which was implemented 3 weeks ago.

Upgrade and expanding DocuSoft computer software get away from paper in Admissions, Financial Aid and even expanding to the curriculum.

Salary study looking at non represented (non-bargaining) staff salary benchmarks

Promoting within to ensure that all employees are advancing by developing a plan via online trainings and webinars

Question- What are you all doing for community outreach for vaccination?

Local pharmacies are open to all, working with the health department to be a backup space for additional vaccinations.

Chancellor Liaison's Report

Open Enrollment officially began yesterday Monday, October 18th at 8:00am.

Also, we highly encourage you to login to your [Workday](#) account to make sure that your login credentials are up to date. If not, please click on the "Forgot Password" link on the mail login page and follow the password reset instructions. If you have any questions, please contact your HR department.

Highlights for 2022:

- **FSA's:**
 - Plans elected in 2021 do not roll over to 2022- you must reelect your plan(s).
- **Flu Shots:** Under all medical plans, employees have expanded access to flu shots at most pharmacies nationwide -with a \$0 copay.
- **Rates:** See the [2022 rates sheet](#) for new plan rates.

National Health Education Week

The USM Training Committee came together last year in partnership with GuidanceResources® Online to provide all USM employees at no cost health education workshops to address the physical, emotional, and mental health challenges we all face today. This year the committee met and discussed managing stress and anxiety as the most important topics for their employees. So, they partnered with GuidanceResources® Online to put together the following line-up for this year's National Health Education Week:

Tuesday 10/19

10 am: Tools to Handle Stress

2 pm: Managing Worry and Anxiety

Wednesday 10/20

10 am: Healthy Food Choices on the Go

2 pm: Living with Change

Thursday 10/21

10 am: Running on "E:" Adding Energy and Fun to Your Life

2 pm: Mindfulness: Being Present in Your Work and Life

Click on the link that I'll add in the chat and register right now and check out what's going on this week.

<https://www.usmd.edu/training-and-development/>

Chair's Report

President White will be retiring June 2022

BOR Retreat link to what was covered <https://www.usmd.edu/regents/agenda>

Risk Management for student groups will meet at Salisbury in November

Joint Council will be virtual on Wednesday November 17th. Meeting will start at 9 and ends no later than noon.

Committee Meetings

Awards and Outreach Committee

Carol Green-Willis, LaVal Jones, Yvonne Oliver, Samantha Mais, Kathleen Hebbel, Tim Casey, Dawn Stoute, Kevin Joseph, Deniz Erman

- Will continue with the newsletter and Institutional updates.
- Tim will create a SharePoint that is a subgroup for this committee.
- Work with individuals at each University to promote what CUSS is doing on the websites. What we put out must be consistent and say the same thing.
- Facebook- Kathleen and Samantha agreed to work on CUSS' Facebook page. How do we access the page?
- Logo branding for CUSS. Work on coming up with a logo for CUSS.
- LaVern is waiting for the Executive Board to approve the voice over video which introduces CUSS to the University campuses.

Legislative Affairs & Policy

Chairs: Roy Prouty (proutyr1@umbc.edu) & Vonzella McQueen (vmcqueen@bowiestate.edu)

Attendance: Greta Ober-Beauchesne, Lori Stepp, Keisha L. Bownes, Jerry Lewis, Jess DiBernardo, John Brenner, Lei Zhang, Meredith Carpenter, Sheila Chase

1. Approval of Action Plan Portion for LAPC
2. Addressing Attendance from the Previous Meeting
 - a. Reported in minutes for 20210914: Vanessa, Lori, Vonzella, Michael
 - b. Remove: Vanessa, Vonzella, Michael
 - c. Add: Greta, Jessica, Lei, Sheila, Jerry
3. Identification of Needs to Address at Joint Council Meeting
 - a. We briefly discussed the recently reported \$2.5 Billion surplus identified in the MD State Budget. What portion of this might be earmarked for the USM? And with what purpose?
4. Childcare
5. Relief for Student Debt
6. Others
7. Discussion of How to Build Legislative Platform that Works with Other Organizations within the USM
8. Advocacy Day is Wednesday, February 16th, 2022
9. Joint Council Meeting on November 17th. We need to prepare a roster for break-out rooms
10. Patrick and Andy from the USMO will be joining us at the Joint Council Meeting November 17th and also at our December CUSS Meeting

FALL 2021: Distribution date - November 19, 2021 (Article request email sent out 11/1, articles due 11/12, Draft sent to Executive Committee for review, Distributed 11/19)

- CUSS Chair Letter
- Institutional Updates

- CUSS Committee Spotlight: BOR Awards **OR** the Joint Council Meeting summary (need to confer with the Executive Committee)
- New CUSS representatives to be listed at end of newsletter

Staff Resources & Special Projects

- Irene, John, Elizabeth, Jayne, Obioma, Tom, Rubin, Shereece, Kalia, Trish, Aaron, Raelynn

In the October meeting the Staff Resources & Special Projects Committee rewrote their 2021-2022 goals. Two goals, regarding hybrid work environment and COVID communication tools and resources will be combined. The three chairs will lead subcommittees around the three goals provided for 2021-2022. Some potential actions items include the following:

- Poll all committee members for preferred subcommittee
- Schedule meetings with subcommittee to address action items
- Goal 1: Determine preferred forms of communication and develop a sample in their preferred format
- Goal 2: Develop list of campus policies, fees and barriers
- Goal 3: Finalize description of third goal and develop action items

Executive Committee

n/a

New Business - None

Old Business - None

Adjourn

Motion - LaVal Jones

Second – Lisa Gray

Next Meeting virtually - November 17th USM Joint Council