

CUSS Meeting – September 14, 2021 – hosted by UBALT

Call Meeting to Order (10 AM)

Welcome

President Kurt Schmoke:

Welcome and thanks to the committee for your work and commitment. President Schmoke spoke about what they are doing at UBALT. The University system Board of Trustees did a study and now are implementing some of the recommendations. University of Baltimore is a little different by design and was established in 1925 from a merger of a night law school and night business school so there is a career focus of nontraditional students of working people. From 1925-1975 it was a private institution. In 1975 University of Baltimore became a part of the university system and would only be an upper division premiere institution (no freshman or sophomores). After 30 years, in 2005 the institution allowed freshmen and sophomores to attend which became a four-year institution without the trappings like dorms as it is a commuter school, no fraternities and no athletics. We are working on what is our view for the future as we are no longer an upper division institution but a career premier regional institution. Moving towards those ideas and very interested in what is to come from CUSS. Region has 3 institutions in the area with Baltimore. Instead of University of Baltimore being called UB we are transitioning to being called UBALT or The University of Baltimore.

Chancellor Liaison's Report

Chancellor Perman and Chair Gooden Statement on the Retirement of UMBC President Freeman A. Hrabowski, III:

Baltimore, Md. (Aug. 25, 2021) – UMBC President Freeman Hrabowski announced his intention to retire following the 2021–22 academic year. While his retirement is more than well-deserved, it will be difficult to say goodbye to a leader like Freeman.

It's impossible to overstate his influence on UMBC—and on its students, faculty, staff, and alumni. Over an incredible 34 years at UMBC—30 of them as president—Dr. Hrabowski has led the university to national and international acclaim. UMBC is widely considered one of the country's most innovative universities and is consistently ranked among the top colleges nationwide for undergraduate teaching. Its six-year graduation rate has climbed nearly 14 points in only a decade. Just this year, UMBC was asked to join the University Innovation Alliance, whose 11 select member institutions are dedicated to increasing the number and diversity of U.S. college graduates.

"I don't think I've ever met a person who so powerfully inspires excellence," said Jay Perman, chancellor of the University System of Maryland, which oversees UMBC and 11 other public institutions. "And that's exactly what his legacy is — a commitment to inclusive excellence that lives on in UMBC, its students, faculty, staff and alumni."

Save the Date | Open Enrollment

It is the time of year for Health Benefits Open Enrollment! The Open Enrollment period for the 2022 plan year will begin on **Monday, October 18 and end Friday, November 12, 2021**. Open

Enrollment instructions, changes, updates, and the location of materials will be communicated in the coming weeks. Between now and then, please sign in to [Workday](#) to view your current elections and change your password, if required, so that you are ready for Open Enrollment!

Save the Date | National Health Education Week

The USM Training Committee is coming together to bring back **National Health Education Week (NHEW) from October 18 – 22, 2021** to the USM. This week of workshops will focus on mental health, physical health, and wellness education. USM Institutions and [Guidance Resources](#) will be offering live webinars for employees on topics such as navigating virtual work during the pandemic and incorporating fitness into your daily life.

Moving forward – if there is something you would like me to report on, please feel free to send me an email

Question: If system had any plans for hybrids or return to work: Each institutions have their own plans for telework and hybrid work.

Chair's Report

The chair will be looking at telework and hybrid work and what options are and what it looks like on each campus.

First in person Board of Regent meeting. Each person that won the BOR award were presented their plaques.

Past chair, Jim Brady, passed away. Please check email for the September Board of Regents Report to see a note on his passing from the BoR.

Nomination for people to serve on the search committee for Dr Borowski's replacement. Will send roaster to BoR so the committee can receive meeting recap.

Committee Meetings

Awards & Outreach - Deniz Carol and Susan will serve as co-chairs

Legislative Affairs & Policy - Roy and Vonzella will serve as chair and co-chair

Staff Resources & Special Projects - John Thompson & Elizabeth Hinson will serve as co-chairs

When meeting the focus should be on 3-5 goals that you would like to reach this year.

If interested in serving on the Executive Committee, please reach out to Laila.

Awards and Outreach Committee

Attendance: Deniz Erman, Susan Holt, Carol Green-Willis, Mubo Sani, Lavern Chapman

1. Promote CUSS through our social media using Facebook, the newsletter, videos, Power Points.
2. Promote the Board of Regents Staff Awards through social media.
3. Examine the Exempt and Nonexempt grading of the packets and decide if they should have different criteria.
4. Work on modifying the Grading Rubric for the BORSA packets.

If you have any questions, please let me know. I am going to send an e-mail out to everyone which will explain BORSA to the new members, ask for more goal ideas, and send them examples of the awards packet, grading rubric and monthly letter that is sent to the committees. Go over what we discussed in the meeting, ask for a volunteer to take notes, and send them the PowerPoint that has been put together by USM to promote CUSS.

Legislative Affairs & Policy

Attendance: Vanessa Collins, Lori Stepp, Vonzella McQueen, Michael Walsh

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

Summary: At our first meeting, we were tasked with deciding on goals for the year. We briefly reviewed the committee charter and then used this to outline high-level goals. We also reviewed the Committee's Year-End-Report for the AY 2020-2021. We used these to add detail to our listing of goals which were passed to the Executive Committee and are reproduced below.

First, we reminded ourselves of our committee's purpose. This is reproduced below.

This committee is responsible for all legislative and policy related matters pertaining to the Council. Members will plan and implement the annual Advocacy Day event, conduct an annual review of the Council's Bylaws and Constitution, and identify and explore USM policies pertaining to staff.

Next, we identified the following resources that committee members should be familiar with.

Quick descriptions and links (where appropriate) are provided below.

- The CUSS Legislative Affairs & Policy Committee Year-End Report for 2020-2021 AY into the current folder in our shared Google Drive space. ([link](#))
- MarylandReporter.com is a daily news website produced by journalists committed to making state government as open, transparent, accountable and responsive as possible. (<https://marylandreporter.com/>)
 - They have a podcast and an e-mail newsletter!
- USM MediaScan is an electronic compendium of major-outlet news items of interest to leaders throughout the University System of Maryland. It is intended to alert the reader to stories in the media; inclusion of an item does not imply verification or endorsement of the content by the System Office. Whenever possible, a direct link to each article will be posted to minimize your search time.

USM MediaScan is produced and distributed by the USM Public Information Office in Adelphi. Questions, concerns, and comments should be directed to Mike Lurie, 410/576-5748 or mlurie@usmd.edu.

- USM BoR Policies are located at the following link. (<https://www.usmd.edu/regents/bylaws/>)
- USM CUSS Governing Documents are located on the right-hand-side of the CUSS webpage. (<https://www.usmd.edu/usm/workgroups/SystemStaff/index.html>)

Finally, we discussed a few items when generating our list of goals. Below is what I sent to the Executive Committee on 15. September 2021. Please send Roy a note with any changes or leave a comment on this document.

Staff Resources & Special Projects

Attendees:

Annual action plan:

Objective: This committee is responsible for identifying and exploring staff concerns and resources as well as focusing on annual special projects that may arise. Members will conduct research to identify staff concerns/resources as needed. Special projects may be generated internally or from other standing committees.

Goals:

Hybrid Work Environment: Address staff needs and resources in a new work environment comprised of telework, remote services, and both fully remote and on-site staff.

CUSS COVID Communication: Create ways for staff to communicate concerns. Develop blurbs, templates and general language for staff to advocate for themselves and explain why it is beneficial for the institution.

Tuition Remission: Remove barriers to benefits. Address fees (library, technology, parking, etc.) for your home campus. Proposal of a reduction or exemption from home institution fees.

Executive Committee

None – see Chair’s update.

New Business

Old Business

Adjourn

Motion – Sister Maureen Schrimpe

Second Paul Gasior

Next Meeting virtually October 19th