

Council of University System Staff

Frostburg State University

October 10, 2022

Call to Order

The meeting was called to order at

President's Welcome – Dr. Ronald Nowaczyk

- Discussed record alumni attendance at the recent Homecoming Weekend. Recently switched to Division II and football team is now ranked #16
- Discussed the newly implemented Budget Advisory Council (BAC). The Governing Board consists of Students, Faculty, Staff senates and the Administration.
- New Education & Science building will soon be opened on campus.
- Discussed Academic Programs that FSU has collaborated with through other USM institutions.

Chancellor's Liaison Report – George Samuel

- Governor's Office approved a COLA of 4.5% for State Employees, details are still being worked out
- Open Enrollment began on 10/10. Virtual open enrollments events are now available to register to attend. Indicated that it is a passive enrollment that means there are no changes needed to be made to your previous benefits, as they will roll over for the next calendar year. FSA programs will need to be re-enrolled
- Professional Development Week will take place on Monday, October 17th thru October 21, 2022 is being sponsored by the USM Learning & Talent Development Committee. You access the PD Week information on the main USMD website. This year's theme is, Empower Your Journey, Unleash Your Potential.
- Questions on whether the potential lapse of coverage between Care First Blue Shield and Johns Hopkins Hospital would the USM allow an extension during Open Enrollment until the decision was finalized. There wouldn't be an extension but USM would send out an announcement as soon as they receive an update. Two weeks prior to the end of Open Enrollment, EBD will put out an announcement on the details so that employees can make an informed decision.

Chair's Report – Kalia Patricio

- Discussed the Student & Staff Mental Health issues on campuses and how the individual institutions are supporting them.
- University of Maryland College Park Dining Services donates all of the profits from the alcohol served on campus goes to Counseling Services.
- Will meet Vice Chancellor Ellen Hertz to discuss the following:
 - Special fee categories for staff
 - Discuss representation for Staff that are not represented under collective bargaining to be included in system wide policy making

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- Noted that there would be an upcoming Board of Regents Retreat
- Board of Regents Staff Awards process is officially open, packets will be available in Spanish this year. The Spanish packet will also be updated on the website. Denise is available with supporting the institutions with any assistance. Willing to meet with the committees to discuss packets. Discussed whether the representation for Shady Grove and other smaller entities that are represented by larger campuses with regards to the BOR awards.
- Nametags for CUSS members will be provided and paid for through funding.
- Joint Council Meeting will be held via remote.

Approval of Minutes

- The minutes were reviewed and a motion was made by Sister Maureen Schrimpe and seconded by Ms. LaVel Jones. The minutes were approved.

New Business

- Deniz asked if other institutions were hiring for positions. The discussion talked about how some departments are stressed due to positions being vacated by retirements and due to the pandemic. Discussed the processes from different institutions on their hiring practices. Talked about how the institutions aren't able to entice new employees due to salary
- Talked about the pay for degreed employees versus non-degreed and how experience can be substituted for some roles
- Discussed the options for the Use of Lose policy. If an employee is denied leave by their employer, employees are permitted to have the remaining leave paid out. The Board discussed the transparency of this policy to all USM employees
- Talked about the policy of having a Lactation Room on the campus of each USM institution and how is it funded.
- Kalia asked that each committee discuss their priorities for the year in their committee meetings. Asked that the committee meeting notes be uploaded to the Google Document that Susan Holt created

Committee Reports

- **Board of Regents Awards**
 - A group of four was designated to review Non-Exempt packets and the grading rubric. Sister Maureen Schrimpe was tasked with finding solutions that could be made to accommodate non-exempt staff.
 - Discussed outreach on how the committee would like for CUSS to be portrayed to Staff members. Talked about potentially adding some fun output in the media, etc.

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- Siobhan would be responsible for the compiling the list of suggestions and presenting them to the committee for agreeance. Also discussed if CUSS should have a Twitter account. Need to seek approval from USM prior
- Suggested that the committee would connect with each other campus' marketing department to inquire if they would help to promote CUSS information.
- **Legislative Affairs Committee**
 - Discussed upcoming Joint Council Meeting in November and meeting with Andy and Patrick to discuss Advocacy Day 2024 preparations.
 - Will be sending out the previous Advocacy Day agenda, along with Talking Points, will base last year's points on next year's.
 - Asked if the date had been finalized and would there be breakout rooms again this year.
- **Staff Resources & Special Projects Committee**
 - Discussed best practices, surveys for campuses.
 - Goals to create a Remote Mental Health concerns survey, to promote green initiatives to return back to on campus work
 - Will table the fee schedule questions but will follow up with the findings from last year's study
 - Will research Lactation room facilities across the USM
 - Talked in full detail about the possibility to donate leave hours to employees that are in need.
- **Executive Committee**
 - Meetings are held the Tuesday prior to full CUSS Meeting
 - Discussed using funds for nametags
 - Discussed the Board of Regents updates
 - Try to provide you with notes to take back to your Staff meeting in a timely manner

Quick Notes

Will be discussing the upcoming Joint Council Meeting

Discussed if the idea of having in-person meetings to be revisited at December meeting.

Meeting Adjourned