

Council of University System Staff
University of Maryland, Baltimore County
May 16, 2023

Call to Order

The meeting was called to order.

Welcome - President Sheares-Ashby

President Sheares-Ashby has been working at UMBC since August 2022 and she was installed on April 27th, 2023. She is the first female university president. She is happy to be in Maryland. Her number one priority is **Inclusive Excellence** for students, faculty, and staff. She held twenty-two listening sessions since August 2022 and two of those sessions were for staff. One of the sessions for staff was held in person and 175 staff attended. The second priority is student success. Looking at better engaging the commuter students and non-traditional students. Increasing the graduation rate which is currently at 70%. She is concerned about the student's mental health and wellbeing. There is a lot of work to be done in this area. She is also concerned about the neurodiverse with disabilities students and the accessibility issues on their campus. Staff are everywhere on campus; they are part of making things happen. When she focuses strictly on the staff she is concerned about the following: retaining great staff, turnover amongst the staff, staff position vacancies, staff having professional development, feeling supported, UMBC being a place where they feel valued and visible, and the support of staff as a group of people. She wants to figure out an infrastructure that is more stable for staff and not depending on people's goodwill because goodwill gets exhausted and her people are exhausted which concerns her deeply because adult mental health and well-being is as important as the student.

Approval of Minutes

- The members of CUSS reviewed the minutes. A motion was made through a poll and was seconded. The minutes were approved.

Chair's Report – Kalia Patricio

- Met with Chancellor and reviewed the shared governance survey. He is grateful to everyone for your hard work and your responses to the survey. He takes shared governance seriously and was intrigued by the idea that we might benefit by sending the survey to all staff not just those in shared governance.
- We are getting a 2% cola and a/or an average 2.5% merit increase on July 1 and also some non-exempt wage scale changes are in the works to be increased.
- CUSP (Councils of University Presidents) is talking about student, faculty, and staff mental health, and providing active shooting training.
- Kalia and Deniz will be working on certificates of participation for CUSS members.
- CUSS will resume sending out participation notification for the coming August 2023 term.

Council of University System Staff Minutes Cont'd

UMBC Minutes, con't

May 16, 2023

- The Staff resources and Special Projects Committee are working contacting all USM universities to see which ones have Ombudsman on their campuses.

Chancellor's Liaison Report – George Samuel

1. I am happy to announce pay increase for USM.
 - a. DBM confirmed 2% COLOA and 2.5% Merit pool.
 - b. The Chancellor has provided communication to the Presidents regarding the increase.
2. House Bill 982- This bill does apply to the USM Institutions.
 - a. Up to \$600 match for employees making contributions to the SRA (State Retirement) Plan.
 - i. Does not apply to all employees, only those participating in the state's pension plan.
 - b. Eligible employees who can demonstrate repayment of higher education loans can use this as an alternative to contribution requirement for the match.
 - c. We are still in the process of understanding the nuances of this bill, and more information to follow.

New Business

Nominations for Executive Positions for 2023-2024.

Co-Chair nominations for two secretaries:

- Deniz Erman -accepted, nominated by Susan Holt
- Trish Johnson- accepted, nominated by Deniz Erman

Vice Chair nominations:

- Carol Green-Willis -declined, nominated by Lavern Chapman
- Kathleen Hebbel- accepted, nominated by Susan Holt
- Roy Prouty- declined, nominated by Laila Shishineh

Chair:

- Kalia Patricio -accepted, nominated by Susan Holt

Voting will take place in our June meeting.

Council of University System Staff Minutes Cont'd

UMBC Minutes, con't

May 16, 2023

Tim Casey from UMB had a question about Service years. Kalia is sending Tim the HR Policy.

Mubo Sani inquired about the \$600 dollar contribution that may happen for certain classifications and CUSS should investigate why it will be available for certain classifications. Kalia wants to wait and see what the final decision is and then, if we need t., we can follow up with George.

Old Business:

Approval of the meeting schedule for our next cycle- 2023-2024.

- Frostburg's meeting day was changed from September to October in person.
- UMCP's meeting was changed to September, and it will be online.
- UMBC will hold the Joint Council's meeting in November, and this will be in person.
- The new schedule is approved.

Committee Reports

Awards & Outreach

Attending: Deniz Erman, Lavern Chapman, Kevin Bruce, Tim Casey, Vanessa Collins, Carol Green-Willis, LaVel Jones, Sister Maureen Shrimpe, Dawn Stoute, Rubin Stevenson, Morounmubo Sani

Subgroup meeting sometime in June and July to update Non-Exempt BOR packets. Tim Casey, Vanessa Collins, Morounmubo Sani, and Dawn Stoute not coming back to CUSS next year. Laverne Chapman and Carol Green-Willis, Siobhan Keplinger, not sure about returning to CUSS next year. Dawn will share info for newsletter so someone can take over that role. Communication – Siobhan handling Facebook posts and Dawn handling newsletter publication. BOR Effectiveness and Efficiency Category: People were taking the meaning in a different way. Dollar amounts weren't attached to many of the nomination packets. Moving forward, it needs to be explained that dollar amounts are to be included. Make 5 years of USM service, not just institution service. Need to understand if contractual counts towards years of service for BOR Awards. (Check with Kalia) Rubric and grading across the spectrum went well this past year. Would like to keep this procedure. Deniz acknowledged what a great job the grading team did last year – went very smoothly. The Spring 2023 Newsletter is waiting on institutional updates from Bowie, Coppin, Frostburg, & UMCES (they were due 5/10). Hoping to send out a draft for review to the Executive Committee tomorrow if all the updates are received by COB today, and the final to go out this Friday 5/19.

Legislative Affairs Committee

We recapped last month's discussion of clarity of telework policies. First, it is clear that there is no easy-to-find location for university telework policies. We believe this lack of transparency is generating much frustration for current staff as well as likely hurting recruitment efforts for our institutions.

In looking for these policies, we discussed other benefits and salary ideas. We all ended the conversation utterly confused by the exempt salary structure communicated rather piecemeal via the USMO and our home institutions. We know that Ellen Herbst mentioned an Exempt Salary Study in December, so we're interested in the status and/or results of that study.

Finally, we noted that the current bylaws as posted on the USMD website for CUSS are a little ambiguous relating to the number of alternate representatives.

Staff Resources & Special Projects Committee.

We did a recap of the Spotlight items.

Tuition remission fees-We discussed the following institutions that have not adjusted their fees; SU, UMCES, UMCP and CSU, this was just based on the attendees in the meeting.

Ombuds-BSU's Ombuds has a dual role Title IX also, working out of the General Counsel's Office, CSU is working on getting an Ombuds on campus (working on how the position will be funded), UMCES has to resolve a few issues before the Ombuds come on their campus, SU Ombuds is working out of the General Counsel Office. The next step is to let Kalia know what schools have Ombuds on campus, and what schools have updated their fees.

Meeting Adjourned