

Council of University System Staff
University of Maryland College Park
September 12, 2023

Call to Order

The meeting was called to order.

Approval of Minutes

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

Chancellor's Liaison Report – George Samuel

- Elevate Program – Workday
 - Workday – a Modern cloud-based ERP system – Go Live November 15, 2023
 - UMD, UMES, UMCES & USMO
 - Workday will replace.
 - PHR, eTerp, Quali and student information system
 - Online training available now at [Homepage | Elevate Program \(umd.edu\)](#)
 - Maryland Connect Project – Projected “Go-Live” July 2024
 - BSU, CSU, FSU, SU and UB
- Benefits Open Enrollment Dates
 - October 16, 2023 – November 9, 2023
 - The Employee Benefits Division (EBD) is working on communication. Website not up yet.
 - Effective January 1, 2024 Domestic Partners and Domestic Partners' children are eligible for health benefit enrollment.
- Professional development week – Neena
 - RSVP to save your seat.
 - If you are interested, apply to be a presenter.
 - <https://www.usmd.edu/learning-and-talent/>

Chair's Report – Kalia Patricio

Kalia provided updates from the recent Board of Regents Meeting.

- Chancellor's Meeting
 - Conversation about COVID and the concerns from parents
 - USM will not get involved in campus COVID response
 - CUSS Committee Action Plans – add info directly to the document
 - Will be reported out at the next meeting
 - Retooling the non-exempt packet to make it more accessible to non-exempt population
 - Duplicative fees for staff taking course at their home institutions
 - Ombudsperson Issues – Seeking progress on ensuring that all campuses have program

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- Board of Regents Dates – Encouraged to attend while at Home Institutions
 - UMGC September 21st & 22nd
 - UMGC Retreat October 11th & 12th
 - Towson Meeting November 10th
- Joint Council's Meeting
 - UMBC in November – Remember to RSVP

Old Business

- MVA Benefits
 - Will not be permitted to use USM Leave to acquire pass, must use annual leave

New Business

- The October CUSS Meeting date will remain the same
- CUSS Committee Action Plans – add info directly to the document
 - Will be reported out at the next meeting
- Newsletter timeline changed – will be sent out twice annually

President Remarks – Dr. Darryl Pines

- Discussed the core pillars at University of Maryland College Park and the strategic plan.
- Advances to the public good – invest in the people and community
 - Historic increases in faculty and staff salaries through multiple cost of living and merit increases, also providing resources for family support
 - Ranked No 12 among public universities by US News – Ranked 13 in best Public Institutions in Forbes Magazine
 - Newsweek's List of America's greatest workplaces
 - Discussed the long term commitment to College Park community for its vibrancy, sustainability and environment with the installation of the Purple Line
 - New Workday Enterprise system to go live on November 15th
 - Discussed new partnerships and development projects near and around campus

Policy Amendment – Dr. Zakiya Lee

Discussed in full detail the changes to Religious Accommodations for students to ensure that the new policy is aligned with the new law. Current policy states that students are not penalized because of religious observances that may have caused them to miss assignments. Campuses should have policies published regarding the processes and procedures. Being introduced to all three groups of shared governance. Encouraged each member to check the policy and inquire about when it will be updated, as the new law went into effect in July.

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Committee Reports

Awards & Outreach

Awards:

1. To continue working on the new non-exempt Board of Regents Staff Awards Packet to have it ready to distribute in fall of 2024.
2. Finish the rubric for grading the new packet.
3. Sent out monthly updates and information to the USM Board of Regents Staff Awards Committees .

Communication:

1. Create an instagram account.
2. Find who the audience is and what they want to see CUSS put on social media.
3. Invite someone from the Marketing department from one of the USM campuses to give us ideas on how to increase our social media.
4. Have a dedicated person from this committee be in charge of social media.
5. Keep CUSS' website updated.

Legislative Affairs Committee

1. Plan and execute 2024 Advocacy Day
2. Review Constitution and Bylaws of CUSS
3. Explore BoR policies related to Ombudsman, Fees, Tuition Remission, Telework, Wage Compression
4. Partner with SRSP Committee on large-scale initiatives related to policy or issues that relate to legislative action
5. Serve as conduit of information between USMO of Governmental Relations, CUSS, and institutional Staff Councils

Staff Resources & Special Projects Committee

1. Tuition remission fees policy change
2. Staff Support Programs (OMBUDS)
3. Transparent Telework Practices and green initiatives to ensure equitable business needs
4. Leave Donation Program
5. Emergency Loan Support
6. Pet insurance
7. Professional Developments funds for conferences, workshops, webinars, and certifications.
8. Mental health resources for staff

Meeting Adjourned