

**Council of University System Staff Meeting
Salisbury University
August 13, 2024**

Notetaker: Trish Johnson
Meeting not Recorded

Prior to the beginning of the August meeting, the new members orientation was held.

Welcome – SU Senate Staff President

Mr. Joe Benyish gave the welcome to campus. He spoke in full detail of the new building additions to the campus. A motion was made by Ms. Shannon James and seconded by Ms. Lavel Jones.

Meeting Called to Order

Motion to approve the agenda was approved by unanimous consent.

Motion to approve the minutes was tabled due to minutes being unavailable.

USMO Updates – Mr. George Samuel

There was no report provided.

Chair Report – Dr. Kalia Patricio

Dr. Patricio informed the members of CUSS that she attended the recent meeting at Salisbury University.

- Expressed congratulations to Deniz, Brian for efforts with BOR packets. The committee congratulated Rueben Stevenson on his win. BOR meeting in September will recognize winners. Looking to separate the exempt and non-exempt packets. Packets have been sent to the USM for review.
- Received the Chancellor's support in removing the duplicative fees from campuses
- Shared Governance Awareness Survey has been limited
- Met with Ellen Herbst to discuss the MOU for AFSCME which is available to review on the AFSCME website. Some possible USM Policy changes as a result. Let me know if you see an area of change that you think should be adjusted due to this agreement. Items with a financial impact will likely be left to campuses to decide. The Leave Bank (will it affect all staff or just bargaining staff) will review the policies
- Nomination of the Chancellor's Diversity & Inclusion
- Professional Development budget approval
- Updates to the Title IX policy
- Preparation for the Freedom of Expression on campuses for the Fall, the expected semester of unrest

Campus Report Out from Points of Contacts (Each PoC)

Point of Contacts are to report out to CUSS regarding what is happening on individual campuses

AY24 Committee Reports & Overview

Mr. Roy Prouty asked each committee to review the action plans for each committee during the committee breakout sessions.

New Business

a. Leadership Roles Overview

Dr. Patricio asked that each committee provide details about the responsibilities of each committee.

Ms. Deniz Erman provided an overview for the BOR Awards committee

Ms. Yvonne Oliver provided an overview for the Staff Resources & Special Projects

Mr. Roy Prouty provided an overview for the Legislative Affairs & Policy

b. Member at Large Elections

Both Vivian Hill-Lawson(UMB) and Kathleen Hebbel(UMGC) were nominated to run for the Member at Large positions. Both Vivian and Kathleen accepted these nominations. Given two nominees and two vacant positions, a motion to move the matter to a vote by unanimous consent was recommended by the Chair. This motion passed without any dissent.

c. Recording of Meetings

A detailed discussion was made regarding the option to have the CUSS meetings recorded. A motion was made by Ms. Lavel Jones and seconded by Ms. Lisa Gray to approve the recording of the meetings. The motion was approved unanimously.

d. AFSCME MOU

See the Chair's report for this information.

Old Business

● **2024-25 CUSS Meeting Schedule**

Dr. Patricio indicated that the meeting schedule has been completed and that the Joint Councils meeting will now take place at UMBC on November 19, 2024.

Motion to approve the minutes from the July Meeting were approved by unanimous consent.

Committee Updates

Awards & Outreach AY24 Reports

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Legislative Affairs & Policy

- Plan and execute 2024 Advocacy Day
- Review Constitution and Bylaws of CUSS
- Explore BoR policies related to Ombudsman, Fees,
- Tuition Remission, Telework, Wage Compression
- Partner with SRSP Committee on large-scale initiatives related to policy or issues that relate to legislative action

Staff Resources & Special Projects

- We celebrated the work we have done regarding the removal of duplicate fees.
- Transparent Telework Practices and green initiatives to ensure equitable business needs
- Leave Donation Program
- Emergency Loan Support
- Pet insurance
- Professional Developments funds for conferences, workshops, webinars, and certifications
- Mental health resources for staff
- Staff Support Programs (OMBUDS)
 - UMB - Unsure if they have an Ombuds, but doesn't believe so.
 - UBalt - No Ombuds, looking at a possible collaboration with Coppin.
 - UMCES - They have two virtual Ombuds via third party. They scheduled two weeks of introductions to their campus so that employees would know about them.
 - Salisbury - The Special Assistant to the President is their Ombuds.
 - Bowie - Their Ombuds has a dual role Equality Compliance/Ombuds.
 - Frostburg - Their working on getting an Ombuds, looking into using respectable retirees and provide training for them.

- o College Park - Has three full time Ombuds for students, faculty, and staff.
- o Coppin-Working on getting an Ombuds, working on a budget and which office they'll work out of as well as collaborating with UBalt.