

Council of University System Staff Meeting

University of Maryland Eastern Shore

July 16, 2024

Approved unanimously at Aug 13, 2024 CUSS Meeting

Welcome – Dr. Robert Mock

Dr. Robert Mock, Chief of Staff & VP of Strategic Initiatives welcomed CUSS to the virtual meeting at the University of Maryland Eastern Shore. He noted that President Heidi M. Anderson was currently on travel at the American Association of State College & Universities Conference. Dr. Mock expressed his excitement on the University's third straight year of increased enrollment and was looking forward to its fourth year. He explained that it would be its largest incoming class since 2015. Dr. Mock shared that there would be eight new academic programs added in the upcoming Fall semester. Dr. Mock also shared that he was most excited that UMES would be implementing a Veterinary School, with a scheduled open date in Fall 2026. Dr. Mock informed the members that the Veterinary School would be the only Veterinary school in the state of Maryland and only the second HBCU to have a Vet school. He explained that it was one of the school's legislative priorities to acquire additional funding. Dr. Mock also talked about the other building projects that were in the works on campus, including the new Agricultural Building that has already broken ground. UMES' other legislative priorities are the 1890 Land Grant Match. Dr. Mock also spoke in full detail about the Howard Hughes Medical Institute Stem Stars Program and expressed his gratitude to UMBC for assisting with leadership and guidance with starting their own scholarship program that is reminiscent of their Meyerhof Scholarship. Dr. Mock also gave additional updates on campus, including the accolades towards the Bowling Team.

Minutes

The minutes were approved unanimously.

USMO Updates - Mr. George Samuel

Mr. Samuel provided an update on the following:

- The process of gaining ratification of the tentative MOU. The system office is hoping to have that ratification and therefore approval, before the end of the summer, if all goes well.
- Doing a thorough comparison of the tentative agreement to existing BOR policy. The purpose is to identify specific areas/items/policy goals that could be looked at in light of the tentative agreement for potential change.
- After the USMO has completed that comparative analysis, we will engage in discussions to gain input from a wide range of stakeholders on potential changes to Board policy.
- Once all input has been considered, any recommended changes will be presented to the Board of Regents for consideration.
- Hoping to have this process completed by the end of this calendar year, if not sooner.
- Explained to the members about the budget cuts to the Universities

Chair Report - Dr. Kalia Patricio

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Dr. Patricio informed the members of CUSS that she is still waiting for the updates on the BOR Awards. She also noted that she has begun analyzing the data from the Shared Governance survey. She explained in full detail the concerns that staff members had about not feeling heard or consulted with by campus leadership. Dr. Patricio noted that she would provide the committee with her report upon completion. She also noted that there would be a special BOR meeting held to approve the MOU on July 31, 2024. At the Chancellor's meeting, the updates to the Title IX policies were discussed so that the system is up to date with the Biden Administration. Dr. Patricio acknowledged Ms. Deniz Erman for her assistance with providing the certificates for the CUSS members. She also recognized everyone for their time and effort from this past year. She also expressed her excitement with the upcoming year and the change in our involvement and advocacy at the system level. Ms. Lavel Jones inquired about how to get the communication out for members. Dr. Patricio gave her insight as to how she planned to handle the effectiveness of Shared Governance.

New Business

- ***Upcoming Year***
 - ***Links***

Dr. Patricio asked Ms. Kathleen Hebbel to include links for members to review, including, Point of Contacts, as well as new and returning member forms.

- ***End of Year Reports***

The committee was asked to complete and submit End of Year Reports by July 26, 2024

- ***Meeting Schedule***

The date for the Joint Council Meeting will still need to be scheduled, still waiting on the response from CUSF.

- ***Meeting Notes***

Would like to have meeting notes submitted at the end of the meeting so that CUSS members can have notes to take back to their respective campuses to share.

- ***Committee Summary Statement***

The committees were asked to create a brief statement that would describe what each committee is responsible for.

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Committee Updates

Awards and Outreach

- *We selected chair and co-chair of the committee, Deniz Erman and Brian Jara respectively*
- *We were able to get a clean version of the management packet*
- *We discussed goals to aid with the onboarding process and to show more awareness on shared governance inside of the newsletter*

Special Projects

- *We reviewed our accomplishments, tuition remission success, OMBUDS proposal on all campuses and discussed challenges that our committee had*
- *We are all going to commit to being more consistent with our attendance in our monthly meetings.*
- *Ask Chair Kalia to inquire with USMHR member (George Samuel) the status of Pet Insurance and identify what he may need from the committee to move things along faster.*
- *Any item that may result in a policy change or bargaining issue, we'll ask Chair Kalia to advocate with USMHR member (George Samuel) on our behalf since she has the better relationship.*
- *Completed the End of Year Report*
- *Selected chair and co-chair of the committee, Yvonne Oliver and Meredith Carpenter respectively*

Legislative Affairs

- *The committee would like to take charge of figuring the process out for the MOU and having it posted somewhere for posterity. This should include information about funding sources, funding landscape regarding state/auxiliary units, who is/isn't eligible to unionize on campuses, the role of shared governance in lieu of a union, etc. All of this in the hopes that the next time an AFSCME-USM MOU is written there isn't as much collective frustration.*
- *Further, we took another swing at our End of Year report that we started on last time. The major goal is for us to run Advocacy Day ourselves as CUSS.*
- *Looking to address any concerns with us having a staff-only Advocacy Day in 2025. Would like to confirm Advocacy Day attendance (by staff) around November.*
- *Additional goals for this coming cycle would be to separate from Advocacy Day and the MOU process are to:*
 - *review job descriptions that are listed as BOR Policies*
 - *hold meetings separate from the main CUSS meetings*
 - *better understand the pay scale studies and to apply appropriate pressure throughout the year*