

Council of University System Staff

Frostburg State University

October 8, 2024

Call to Order

The meeting was called to order.

Welcome- President Nowaczyk

President Nowaczyk appreciates everything shared governance and the staff does for its campuses.

The number one goal is to educate students. To provide educated citizens so they can move forward.

Question:

The USM will be seeing hard budget times in the next several years. How is Frostburg approaching this and how can staff help?

Answer:

- The USM has unfunded mandates from the state which has caused tuition and fees to go up and changes in other areas. President Nowaczyk thanks his staff at Frostburg who have experienced the brunt of the issues with the declining enrolment since COVID-19 which has seen a rebound.
- Frostburg needs to work smarter and look for ways to increase sufficiency now impacting the educational mission of the university and planning the services that are needed.
- For the future, he is looking at a radical change in higher education. Like the one we recently experienced with healthcare.

Question:

What is happening on your campus concerning generalization issues (if any) and teleworking for your staff?

- This is the first time in history you will find multiple generations working simultaneously in an industry and it is interesting because they come with different perspectives and understanding this and what defines most staff is a challenge at times.
- Frostburg invited someone to come to campus to talk about some of these challenges for example: The current generation wants to get very involved and do things in their jobs. If they cannot get the involvement, they will not be satisfied. The Baby Boomers are individuals who believe you do your job.
- There are different mindsets so knowing this Frostburg must be flexible in using technology. There is a lot of value in face-to-face interaction. A lot of learning and trust occurs when you interact with individuals face to face and sometimes with technology you lose this.

Approval of Minutes and Agenda

The members of CUSS reviewed the minutes agenda. The minutes and the agenda were approved.

Chancellor's Liaison Report – George Samuel

- Open Enrollment for benefits starts on 10/15 to 11/8. Each campus should have sent out information with the link to the benefits website. Starting on 10/8 benefit fairs will be taking place until the enrollment deadline.
- The Pharmacy Vendor is changing from CVS-Caremark to Medimpact. Staff will receive their prescription cards before January 1.
- The coverage is not changing. It is pretty much the same plan.
- A big thank you to Neena and Namrata and the Learning and Talent Development team for the Professional Development week they put together. It was well attended.
- Have not heard of any potential increase in salaries in fiscal year 2026.

Chair's Report – Kalia Patricio

The Shared Governance Awareness Report was reviewed by Chancellor Perman, and he said we can proceed with the Distribution of the report.

Each campus President will get an individualized report that includes the big report but also a separate report for their campus. The Board of Regents and the Chancellor will get an aggregate of everything- all the campus summaries.

This report shows that shared governance is not alive and well on the USM campuses. The Chancellor asked Kalia- "How do we get the Presidents committed to approving shared governance?"

We would like the presidents to also step in and say what shared governance is on their campuses. Be more involved in promoting shared governance.

The Joint Council meeting will be held on November 19th at UMBC. We will have Board of Regents members and the chancellor attending. Andy and Susan will speak about how we should prep for Advocacy Day.

Advocacy Day – the tentative date for Advocacy Day is February 19th. The day will start at 7:30 and end at 3:00. Staff, faculty, and students will meet at the Maryland Inn in Annapolis. We must show up as a unit and advocate for the USM budget.

Follow up on MOU: There are three or four policies from the USM that will be presented in the November meeting. These policies are leave for shared leave banks, non-exempt leave, and bereavement leave. Personal leave, holiday leave, and sick leave are the three big ones.

- Regarding the leave-related changes that were happening for bargaining staff, USM is putting forward these policies to the Board of Regents to affect non-bargaining staff. This is positive and it increases leave accruals and holidays for non-bargaining staff.
- The policies cannot be shared until the USM has presented them to the Board of Regents.

Campus Reports

University of Baltimore (UBalt):

- UofBalt is hosting Baltimore City College in the fall of 2025. There are a lot of moving parts going on at the campus to accommodate them.
- 10/25 UofBalt is having a teaching and learning symposium for faculty, staff, and students.
- UofBalt was recognized as a Gold Star status campus by the All on Campus in Campus Democracy Challenge.
- They are also recognized for high voter participation and voter engagement polled from the 2022 election cycle data.
- UofBalt continues to be recognized nationally as a Gold Star Institution for the engagement of voter registration.

Bowie State University (BSU):

- On 10/3, BSU held a voter registration rally. Angela Alsobrooks and Governor Moore attended and spoke to the students about how important it is to vote and how important the upcoming election is.
- This is the first time BSU has a Latino drum major in their school, and they were celebrating him before he was to perform at the Capital Battle of the Bands.

Coppin State University (CSU):

- CSU's fall enrollment numbers increased to more than 2,200 students, which is a 10% increase from 2022.
- CSU's annual Golf Classic took place at Turf Valley. The funds raised from this tournament support the development of Coppin's student-athletes. Not sure about the amount raised in 2024 but in 2023 this event raised over \$100,000.
- This week Coppin is having voter registration on campus.
- Season tickets for Coppin's basketball season will be available soon.

Frostburg State University (FSU):

- Frostburg has set up a portal with several different channels that can be used. This will make communicating easier for the university. Example: A staff senate channel was set up so all senators could get onto the portal and have access.
- FSU has seen a slight increase in its enrollment since COVID-19.
- FSU has chosen to close its campus on election day so faculty, staff, and students can be able to vote.
- FSU's football is now on ESPN.

Salisbury University (SU):

- SU brought in its second-largest class. The target for next year is much higher.
- SU will be celebrating its 100th anniversary next year. It was established in 1925. SU is planning for its 100th-anniversary celebration.
- Middles States is all set and scheduled to happen in the spring.
- SU is beginning its 10-year Master Plan process. A lot of staff have been asked to be involved in the meetings.

- SU is getting ready for the Workday launch.

Towson University (TU):

- TU continues to rank high in national publications, affirming our standing as a top institution.
- TU hosted a successful Family Weekend, with strong participation from students and their families. The annual Crab Feast was a major highlight, celebrating a cherished tradition. Our sports teams had a winning streak, with victories in both volleyball and football home games. Showcasing the Tigers' athletic prowess.
- TU emphasizes the importance of constructive dialogue on our campus. We remain committed to creating an environment that supports open conversations and civil discourse, crucial for our growth and understanding as a community.
- TU offers a range of resources and programming focused on well-being, inclusivity, and professional development. TU's commitment to mental health, diversity, equity, and inclusion is strong, ensuring every individual on campus has access to support and opportunities to thrive.
- The Towson University Staff Senate (TUSS) is supporting the annual office decorating contest for homecoming. This is a fun way to engage staff, show Tiger pride, and get everyone excited for the upcoming festivities.

University of Maryland Center for Environmental Science (UMCES):

- UMCES is looking at a policy for having minors on their campuses.
- UMCES is preparing for the "Workday" rollout.

University of Maryland Global Campus (UMGC):

- UMGCC celebrates its 75th anniversary overseas and on the different military bases that the University presides on.
- UMGCC signed an agreement with major league baseball to help encourage the players to continue with their degrees.

University of Maryland, Baltimore (UMB):

- UMB's 7th annual free vaccination day for the campus is on 10/10.
- UMB is celebrating 217 years on 10/15.
- UMB will celebrate its Founders Week from 10/10 – 10/15.
- UMB has started its Middle State Self Draft Report.

University of Maryland, Baltimore County (UMBC):

- Staff Senate is looking into the Title IX training that brings UMBC in compliance with Federal regulations and caught staff by surprise that new policies were released without any training. Staff are asking what we do.
- In the last two years, UMBC has seen a 60% turnover at the VP level. They are trying to understand and develop Best Practices around campus communications in general.
- Staff is concerned about the Time and Place Policies surrounding student activism on campus. Staff are worried that they do not have enough information to know how to advise students who come to them for advice on how to comply with activism on campus.
- UMBC Homecoming week ends on 10/26.

University of Maryland, College Park (UMCP):

- On 10/7 there were two vigils on campus by the Palestinian students and the students for Israel. The vigils were very peaceful.
- 10/6-12 was Mental Health Week for UMCP. Educational events were held throughout campus and free mental health screens.
- UMCP is named one of the top 15 universities with attending students who have a W. Pell Grant.
- Terrapin Strong event is meant to bring faculty and staff together. There are workshops that faculty and staff present which is an opportunity to engage staff and faculty.
- College Park is playing Western which is part of the Big 10.

University of Maryland Eastern Shore (UMES):

- UMES' enrollment has increased this year. They welcomed 1700 new freshman to their campus.
- Angela Alsobrooks came to campus and spoke with the students and took a tour of the campus. UMES was happy to have her visit the campus.
- UMES' library was chosen as a patent and trademark for entrepreneurs on the Eastern Shore. It is the first HBCU to have a library that has a patent and trademark.

Old Business:

- Communication plan and strategy- covered in the Chair's Report
- Joint Councils meeting – covered in Chair's Report
- AFSCME MOU- covered in Chair's Report
- Guest Speakers- Please let the Executive Committee know if any speakers should be invited to the CUSS meeting.

New Business:

BOR policies affecting USM Staff- covered in the Chair's Report.

Committee Break-out Meetings (discussion Roy)- Roy brought a proposal to the CUSS members about committee meetings. He suggested having committee meetings separate from CUSS meetings and sending committee notes to the co-secretaries. The committees will present their meeting notes to CUSS at the next meeting. This is being suggested to help committees not feel so constrained by the 45-minute committee meetings when they meet at a CUSS meeting. The committee decided for now to hold the committee meetings during the CUSS meeting and extend the CUSS meeting to 1:00 PM.

Committee Reports:**Awards & Outreach**

- The Board of Regents Staff Awards Non-exempt packet has been approved.
- Deniz and Brian will make final changes to the packet and send it to the committee for final approval. Once this is done, we will let Kalia know. The committee is hoping to have this completed by 10/16/24.
- The due date of the packet will be moved back a month.

- CUSS has a Facebook account and now needs to create an Instagram account. The committee spoke about how to increase Facebook and Instagram viewers. Deniz and Brian will email Cara McCandless (cmccandless@usmd.edu) to get ideas on how to create content, what content can we put on our social media, and to set up a meeting with the committee
- The committee asked CUSS as a whole to send photos and clips of things happening on their campuses so we can start creating content.
- The committee will work on a timeline for special events to be put on our social media. Their first is the BORSA packets and process.
- At the November CUSS meeting the committee will seek content to put on Facebook.

Legislative Affairs Committee

- The Advocacy Day Committee is seeking to have a meeting with the Council of University System Faculty (CUSF), and the University System of Maryland Student Council (USMSC) with their legislative affairs committees. This will happen before the Joint Council's meeting. The purpose of the meeting is to discuss the protocol for Advocacy Day.
- Also, how to identify legislative interest to what extent we plan to interact with Andy and Susan within the Office of Governmental Relations
- How to best interact with CUSF and USMSC.
- Hoping the committee will put together a short agenda and get the ground rules which should happen towards the end of October.
- BOR Policies-Executive Committee is thinking about how they can share the policies with the committee and how best to do it.

Staff Resources & Special Projects Committee

- The committee talked about the Emergency Loan Support Program. College Park used to have this program available to staff but it is not available anymore. The other USM universities do not have a fund like this on their campus.
- Ellen Herbst is attending our December CUSS meeting and she is a good person to discuss the emergency loan.
- Will ask George, the system liaison to CUSS, if he knows how this is progressing.
- The committee needs to do some research and go to each institution's Representative to find out how the human resources Department markets its mental health resources for the faculty and staff.

Good of the Order(Anyone):

- Please fill out meeting notes on the CUSS link.

Meeting Adjourned: