

CUSS Meeting Minutes — January 13, 2026 (UMB)

Meeting details

- **Body:** Council of University System Staff (CUSS)
- **Date/Time:** January 13, 2026, 10:00 a.m. – 1:00 p.m.
- **Location:** UMB, Saratoga Building (14th Floor), Baltimore, MD (hybrid)
- **Recorder:** Kevin Bruce (Secretary)

Attendance (as captured in transcript)

Officers/Executive Board & Council members who spoke: Roy Prouty (Chair), Kevin Bruce (Secretary), Meredith Carpenter (Vice Chair), Trish (Member-at-Large), plus others.

Guests: Provost Roger J. Ward (UMB), Vice Chancellor Susan Lawrence (USM Government Relations).

See Roster for member attendance:

https://docs.google.com/spreadsheets/d/1SjbSVtwmLRw7_ZLTwlIM4XlaSatzfM20c1Uvq1HSDiE/edit?usp=sharing

10:00 Establishing Quorum (Kevin Bruce)

- Quorum was confirmed (12 institutions total; quorum defined as 7).

10:05 Call to Order (Roy Prouty)

- Chair Roy Prouty called the meeting to order following quorum confirmation.

a. Approval of Agenda

- Motion to approve the agenda (**moved: Cathy; second: Brian**); agenda approved.

b. Approval/Correction of December Meeting Minutes

- Motion to approve December minutes (**moved: Shannon; second: Nicole**); minutes approved.
- Secretary noted the minutes would be cleaned up (remove watermark) and posted as a PDF.
- Meeting recording was discussed as supporting minutes creation, with a note it would be deleted after approval.

10:15 Welcome to UMB (Provost Roger J. Ward)

Provost Ward welcomed the Council and provided UMB highlights, including:

Introduction/Welcome

- Chair Roy Prouty introduced Provost Roger J. Ward and invited him to welcome the Council to campus; brief **A/V setup** occurred (microphone/laptop) before remarks began.
- Provost Ward welcomed in-person and virtual attendees and shared brief personal context about his tenure at UMB (noting he has been at UMB for many years and has served in multiple leadership roles).

UMB overview and distinctive mission

- Provost Ward noted UMB is the **founding campus (1807)** within the University System of Maryland and emphasized UMB's unique identity as a primarily **graduate and professional** institution.
- He described UMB's **seven professional schools** (including medicine, pharmacy, dentistry, social work, law, and nursing) and explained that UMB has limited undergraduate enrollment (primarily nursing pathways), with most students enrolled in graduate/professional programs.

Research enterprise and MPower partnership

- Provost Ward highlighted UMB's strong research profile and its structured collaboration with UM College Park through the **University of Maryland Strategic Partnership: MPowering the State (MPower)**, including shared research enterprise reporting.
- He referenced the joint research enterprise's national standing (No. **9** among U.S. public institutions and No. **14** overall in NSF HERD rankings).

Staff development and internal talent growth

- Provost Ward emphasized UMB's focus on **professional development and leadership growth** for staff (e.g., an "emerging leaders" program and other year-long leadership development opportunities at multiple levels), with an explicit goal of recruiting strong talent, supporting growth, and retaining staff.

Community engagement focus

- He described UMB's commitment to Baltimore City—particularly **downtown and West Baltimore**—and referenced UMB's community engagement efforts and partnerships in those areas.

Clinical, service, and experiential learning

- Provost Ward underscored that UMB is a highly **clinical-oriented campus**, describing major health/clinical operations and community-facing services (including clinical training environments and service clinics associated with UMB schools).
- He also referenced professional practice/field placement opportunities (e.g., legal clinics and social work-related placements) as a defining part of UMB's mission and student experience.

Campus footprint, growth, and operational realities

- Provost Ward noted UMB's campus size and described ongoing/near-term **construction and redevelopment** activity (including facilities growth tied to UMB's schools and surrounding state/city activity), and commented on local **traffic/shift-driven congestion** typical of a health/clinical hub.

Eastern Shore partnerships (Q&A prompt and response)

- In response to a prompt about Eastern Shore partnerships, Provost Ward emphasized UMB's statewide role and described expanding collaborations with **UMES** and discussions with **Salisbury**, including a pipeline concept for students interested in medicine that connects Shore-based preparation with UMB training and **clinical rotations back on the Eastern Shore**, with an emphasis on graduates returning to practice there.
- He noted the university's president, **Bruce E. Jarrell**, is from the Eastern Shore and was in Annapolis that day (sending regrets).

Closing

- Provost Ward offered to take questions; following thanks, the meeting transitioned back to the Chair for continued agenda items and brief A/V adjustments before the next presentation.

10:30 USM Legislative Overview (Vice Chancellor Susan Lawrence)

Vice Chancellor Lawrence provided an overview of the 2026 Maryland General Assembly session and USM budget context, including:

Opening context

- Chair Roy Prouty invited Vice Chancellor **Susan Lawrence** to provide a legislative update as the Maryland General Assembly session was about to begin.
- Vice Chancellor Lawrence joined **virtually** (car trouble; she reported being in Manhattan) and noted she hoped to attend in person.

Session start and overall climate

- Lawrence stated the session **officially starts tomorrow at noon**, but it “feels” like activity has already been underway for weeks due to pre-session developments.
- She described the environment as unusually fluid—particularly in the **House of Delegates**—and said it was difficult to compare to prior years despite her long experience (32nd session overall; third in her current role).

House leadership and structural changes

- Lawrence reported substantial turnover and reorganization in the House:
 - A **new Speaker** was installed after “Speaker Jones” resigned the post in mid-December.
 - The House expanded from **six to seven standing committees**, with memberships still being assigned, and the General Assembly website not yet reflecting the changes.
 - **Three new House members** were expected to be sworn in that day at 4:00 p.m.
- She noted the Senate appeared more stable, while House priorities and direction were less clear at that moment.

Volume of legislation and USM bill tracking

- Lawrence highlighted a significant increase in **prefiled legislation**:
 - **531 bills** had already been introduced through the prefile mechanism.
 - USM receives and reviews **fiscal notes** for bills affecting USM/public higher education; she indicated USM received about **40** such fiscal notes on Sunday.
 - For comparison, she said last year’s prefiled bills were “a little over 200,” versus **531** this year, and reiterated that public higher ed impact bills are expected to be elevated this session.

Budget timeline and uncertainty

- Lawrence stated the Governor’s budget would be **fully introduced January 21**.

- She noted she had communicated with the **Secretary of DBM (Jake Weissman)** and described limited “intel” available prior to release; she expected only a small heads-up window on what it might mean for USM.
- She reviewed recent context:
 - Last year included an **initial 5% hit** tied to an estimated **\$3B shortfall**, and agencies were asked to participate in reduction efforts.
 - Coming into FY27, expectations were that the deficit would look closer to **\$300M**, but she said reporting now suggested roughly a **\$1.5B** gap.
 - She attributed drivers to a mix of federal pressures/policy changes, state agency pressures, and shifting revenue projections, and noted additional major numbers were still expected later (March).

USM advocacy posture and messaging (interim work)

- Lawrence described extensive interim outreach/briefings with House and Senate stakeholders to communicate how USM has been “squeezed,” citing roughly **\$220M** in operating budget cuts/pressure over the last two years and additional federal research pressures.
- She indicated that, last year, clarity about the budget picture helped USM successfully push back on additional policies/regulatory burdens by emphasizing that employees/resources were already strained and additional layers would be harmful.

Election-year dynamics and expectations

- Lawrence said the election year environment tends to drive **higher bill volume** and different fiscal choices:
 - She expected fewer “creative” measures such as new fees/taxes this session.
 - She stated she expected a **COLA**, and cited what she had heard as a **1.5%–2%** range.
 - She cautioned that while near-term tactics may get the state through this year, **FY28** was expected to be extremely difficult.

Questions, staff role, and coordination guidance

- A question was raised about what role staff (through CUSS and campus staff councils) can play in supporting advocacy—especially around protecting jobs, budget stability, and messaging—while staying aligned with institutional guidance.
- Guidance emphasized:

- As private citizens, individuals can speak with legislators; however, institution-related advocacy should be coordinated to avoid misrepresenting official campus/system positions.
- Each campus has government relations staff; at the system level those leads coordinate through the **State Relations Council (SRC)**, which is convened by system government relations.
- Recommended approach: staff bodies should **work through campus government relations/SRC contacts** to understand what engagement is appropriate and “blessed,” and to align resolutions/testimonials with system strategy.
- Baseline shared-governance advocacy: participation in **Joint Councils Advocacy Day**, including meetings with key budget/appropriations committee legislators.

Debrief and explanation (post-presentation)

- Chair Prouty led a short debrief to ensure shared understanding of budget mechanics, including DBM’s role in assembling operational cost requests and informing the Governor’s proposed budget, which the legislature can then approve/modify.
- He summarized the impact concern: additional reductions at this point would likely come “down to people” (staffing impacts) and noted USM’s desire to hold the line against further cuts.

Close / next steps

- Lawrence reiterated the situation was “messy” largely because key decisions would hinge on the budget’s release and subsequent interpretation.
- Chair Prouty noted the Legislative Affairs group and other Joint Council government relations partners would **reach out after the budget release** to discuss strategy once the Governor’s budget is out and digested.
- Lawrence offered to return for additional updates during session if helpful and was thanked by the Council.

11:15 Reports

a. Executive Board (Officers)

Secretary Report

- Secretary (Kevin Bruce) noted use of AI tools for note-taking with required human review for accuracy/completeness.

Chair Report

- References to the **Board of Regents meeting (12/12)** and **Chancellor's Council meeting (01/12)** (as listed on the agenda).
- Updates/themes that came up in those system-level conversations, including:
 - the **system salary/compensation study**,
 - **tuition remission** concerns (incl. how costs/fees land and how changes get communicated),
 - continued discussion of **ombuds** / staff-support infrastructure,
 - broader **budget/legislative pressure** context and the need for coordinated messaging.

Vice Chair Report

- No report

b. Standing Committees (Committee Chairs)

Awards & Outreach (A&O) (Cathy and Brian)

- A&O reported that during a **two-week period in December (right before break)**, committee members and many additional volunteers helped **grade staff awards packets**; the committee thanked all graders for stepping up.
- The committee stated that **award recommendations were sent to the Chair**, and asked members to keep results confidential because final approval is still **months away pending Board of Regents action**.
- A&O noted an **April gathering with the Chancellor** covering **staff, student, and faculty awards**.
- Looking ahead, the committee is discussing ways to make next year's awards process **less burdensome ("less crazy")** for committee members and volunteers.

- **Outreach / Newsletter:** A&O said the next **spring newsletter** typically comes out **mid-to-late March** (discussion included confirming the usual timing).

Staff Resources (Kevin Bruce)

- Staff Resources reported their last meeting included discussion of **digital accessibility progress on certain campuses** and general concern about **budget crises**.
- A **cross-campus spreadsheet** (to collect items such as **ombuds information** and related campus resources) had not been shared out broadly earlier due to **permissions/visibility issues** encountered when it was previously presented (“when Dave was sharing it”).
- Kevin stated he would **share the spreadsheet** and that he had **opened access widely**; a small number of campuses still need to provide input and would be prompted via email.

Law and Finance (ethics-focused; no formal report-out)

- Chair attempted to pass the mic to **Shannon, Lisa, or a delegate**, noting they were “basically spending all of our time talking about **ethics**” and indicated there were **no additional updates** at that time.
- Brief side note: Chair referenced **bylaws having passed** at the prior meeting (with applause), but indicated he would address this later in the agenda.

Advocacy Day note (raised during Standing Committee segment)

- Chair asked for an update on **Joint Councils Advocacy Day** logistics:
 - RSVP deadline noted as **January 15**; there were still about **10–11 spots open**.
 - Plan to reach out to **students (Women’s Forum)** to increase representation; if someone did not receive the survey (e.g., not on the relevant list), they were encouraged to reach out and the Council would try to accommodate.
 - Chair clarified that participation starts with Joint Councils members, but if space remains, **campus senates and additional staff/faculty/students** may participate; **11 seats** were confirmed as open **in total**.

- Kim Hinds-Brush stated she did not have the current breakdown available at that moment (not in office), but confirmed there were still spaces.
- Chair said he could pull the numbers later and would **re-send the link** as part of the meeting recap.
- With no further questions on Standing Committee reports, Chair transitioned to the **Chancellor's Liaison** report (George Samuel).

c. Chancellor's Liaison (George Samuel)

- **Legislative session workload (fiscal notes):**
 - Samuel said he did not have extensive updates beyond what was discussed in the legislative overview, but noted USM is actively managing the start of session.
 - He reported USM is tracking **~32 bills** at that point that require **fiscal notes**, and that his team would **monitor** the bills and **contribute where possible**.
- **Major upcoming initiative: Maryland paid family leave (PFMLA) implementation**
 - Samuel flagged the rollout of **Maryland's paid family leave** as a major upcoming initiative for USM.
 - He stated that **effective July 1**, there will be a **new leave program** that is similar to **FMLA**, but **does not require employees to use their own accrued leave** because it is **state-paid leave**.
 - Samuel described the benefit as **12 weeks** of leave for reasons similar to FMLA, including **family medical needs** and **one's own medical needs**.
 - **Implementation coordination:** Samuel said he is working closely with **benefits coordinators** and the **SHRC** and that there is a plan to implement the program with the right level of **communication** and **process**.
 - **What to expect next:** He indicated more information would come via **campus benefits coordinators and HR departments**, likely in the **spring** timeframe.
 - Samuel concluded his report and the Chair thanked him.

Clarifications and follow-up (Chair Roy Prouty, immediately after liaison report)

- **Acronyms defined / governance path:**
 - Chair clarified **SHRC** as the **System HR Committee**, composed of campus **CHROs** (Chief Human Resources Officers) and other system-level HR leadership

responsible for coordinating and disseminating HR information/policies.

- Chair explained this is effectively a shift from prior **FMLA**-style leave practices toward **paid FMLA** (referred to as **PFMLA**), while noting **FMLA remains intact** and the new program is **the state's paid version**.
- **Draft policy documents + requested action from Council members:**
 - Chair reported receiving a set of **working draft policy documents** related to these PFMLA changes **the day before** and noted they were linked on the **online agenda** under the **Finance** subheading in the USM Working Group area.
 - Chair stated he would send an email explaining what he wanted members to do: **review the draft policies for clarity and implementability** (even if members may disagree with the substance, unclear policies will be difficult for campuses/units to implement).
 - Chair emphasized the drafts were **still in flux** and that the Council could **propose changes/amendments** at this stage.
 - Timing note: Chair stated the policies were expected to go before the **USM Board of Regents Finance Subcommittee in late February**, and emphasized there would be **no Council meeting between then** (creating a tight review window).
- **Where to send questions/comments:**
 - Chair asked whether questions should go to George Samuel or to Dan Chanen (who had presented at Chancellor's Council). Samuel indicated members could **send questions to him and Dan**.

Related note (earlier in meeting, from George Samuel)

- During the earlier legislative discussion, Samuel clarified in response to the Chair that a link he posted referenced **COLA history**, noting there was a **1% COLA in July 2025**.

d. Campus Updates (Each Campus Replied Via Email)

Bowie State

No updates.

Coppin State University

All activities are geared towards Middle States Accreditation.

Coppin State University is advancing its 2023–2026 Strategic Pillars by focusing on five key areas: enhancing academic programs and campus life to become the university of choice; supporting holistic student development for better retention and graduation outcomes; strengthening its brand and reputation as a leader in urban higher education; fostering workplace excellence through employee engagement and growth; and investing in teaching and research excellence to elevate educational quality and innovation.

Frostburg State University

FSU just wanted to bring up the questions of how the other campuses were handling the holidays given by the President (12/24, 12/26).

Towson University

TUSS & Governance

Building on recent CUSS discussions regarding delegation structure and representation, TUSS is finalizing a charter for our CUSS Delegation. The charter is expected to be ratified by the Staff Senate prior to opening nominations for the next election cycle.

Staff Impact

As previously shared, Towson University is preparing for the transition of UStore operations to an external partner. Approximately 11 staff members are affected, with a transition date of March 13. All impacted employees received written 90-day notice in accordance with USM policy and are being offered individual meetings with Human Resources for resume support, exploration of internal opportunities, and guidance related to career or life transitions, including retirement.

Staff Engagement

TUSS has begun planning for Staff Week, a dedicated week each April focused on celebrating staff and offering engagement opportunities that support community building and wellness. We intentionally schedule Staff Week to align with the week that includes Administrative Professionals Day. We would be interested to learn what types of Staff Week activities or engagement efforts other campuses have found to be most meaningful or well-received by staff.

Campus Climate

TU staff appreciated the administration's decision to grant administrative leave on December 22 and 23, which allowed many employees to take a full two-week winter break. This gesture was viewed positively as recognition of staff contributions and well-being.

UBalt

CUSS is in a transition year, and we are working on our processes and policies moving forward re: campaigning and elections for new CUSS representatives, including getting to 6 voting members per the CUSS bylaws change.

We are also still in the process of soliciting feedback from constituents re: Workday challenges on our campus and partnering with our Staff Senate on getting feedback from constituents about what issues they would like us to prioritize in the coming year.

UMCES

For membership in the Staff Council, we are looking at the recruitment/engagement challenge: staff often don't understand what Staff Council does or see outcomes; the group discussed improving visibility and incentives.

Staff retreats - What format, topics, and how many? We discussed holding quarterly "Meet the Staff Council" open forums with defined topics, compile topic ideas (two per member), and use a shared tracking sheet.

Staff wants from the UMCES 5 year Strategic plan? Kurt Florez is on the Strategic Planning Committee and will bring Staff's priorities to the discussions.

UMES

Winter Commencement - UMES Celebrates 230 New Graduates

The University of Maryland Eastern Shore welcomed 230 new graduates during its 28th Winter Commencement ceremony, December 13, 2025. During her graduation remarks, UMES President Heidi M. Anderson addressed the newest Hawks leaving the nest, letting them know the importance of the day in their journey into making their mark on the world.

UMES Men's Volleyball Kicks Off Its First Season! - UMES Is the First D1 HBCU to Offer Men's Volleyball Program

Before taking the court for their first match, the University of Maryland Eastern Shore men's volleyball team had already made history. UMES, which opened its inaugural campaign with a 3-2 victory on Jan. 5 against the University of Puerto Rico-Rio Piedras, became the first Historically Black College or University to field a Division I men's program. "We're trailblazers in many ways at UMES and this is yet another example of us carving a new path by adding men's volleyball to our robust athletic program," President Anderson said. "With volleyball's popularity on the rise everywhere it made sense to launch men's volleyball."

UMCP

With the vacancy left by Sister, the UMCP Senate office will not be filling her vacancy since we are near the end of our term (all 6 of us are on the same term schedule). As Sister was a primary CUSS member, we are still working with our Senate office to determine which of our alternates will be elevated to primary status.

We are also still waiting for word from the Senate on our request to have a CUSS member as an ex-officio member of our Senate. We were told the Senate Exec Committee reviewed the proposal and voted to refer it to the Elections, Representation & Governance (ERG) Committee

for further consideration. The ERG Committee will now conduct a thorough review of the proposed changes and present its recommendations to the University Senate for approval.

e. USM Working Group

- **Diversity & Inclusion (Jennifer Walsh)**
 - Chair noted he and **Jennifer (“Jen”)** had exchanged “winks and nods,” and reported **no update** at this time.
 - Next meeting noted as **February**.

- **Education Policy & Student Life and Safety**
 - Chair reported **no update** for the Education Policy & Student Life and Safety Working Group.

- **Finance**
 - Chair reported **no update** for the Finance Working Group, but issued a reminder regarding **PFMLA draft policies**.

 - Chair clarified PFMLA verbally as “**family medical leave act**,” and noted the **draft policies were linked** in meeting materials.

 - **Action requested:** Chair stated he would **share the PFMLA draft policy links again via email** and asked members to:
 - identify an appropriate reviewer (the member and/or “whoever you think is a good person to review”),
 - review roughly “**half a dozen**” policies for clarity/understandability, and
 - **send feedback back to the Chair** so he could pass it to the system.

11:40 Ten Minute Break

- Break taken; reconvened at approximately 12:05 p.m.

11:50 Business (Items Requiring Council Action)

a. Professional Development Funds

- Council discussed holding funds rather than spending this cycle, with the idea of using funds toward a future retreat/orientation to build shared baseline knowledge across members.

b. FSU EdD Changes to Tuition Remission (tabled)

Background (Chair Roy Prouty)

- Chair noted the **FSU EdD tuition-remission change** has been on the agenda “as long as I’ve been chair,” and he wanted the Council to either **resolve it** or intentionally **keep it on the agenda**.
- Chair summarized the mechanism he understood to have been used:
 - Under a **Board of Regents tuition remission policy, Frostburg State University** requested that the **FSU EdD program** be placed on an **exemption list**, meaning **tuition remission could not be used** for that program.
 - Chair described this as: FSU President requests → Chancellor signs off → staff can no longer use tuition remission for the EdD.
- Chair acknowledged the change has disadvantaged staff and said he did **not expect the exemption itself to be reversible**, but he questioned whether the **process** (decision made and then shared governance hears after the fact) is optimal.
- Chair proposed exploring a **narrow policy/process amendment** so campus shared governance groups (faculty and staff) are made aware **before** the Chancellor signs off on future tuition-remission exemption changes.

Discussion highlights (Council)

- **Staff morale / benefits erosion:** Chair framed the issue as part of a broader pattern where changes can **erode benefits** and potentially **lower morale and retention**, and he encouraged ensuring “the appropriate number of eyebrows are raised” when such items arise.
- **Communication / “false advertising” concern:** Discussion raised that campus HR/benefits pages often promote tuition remission without clear exclusions, risking employees reasonably assuming the EdD is covered; members discussed needing clarity (e.g., an “asterisk” or explicit note) so people aren’t misled.
- Chair stated his understanding that the FSU restriction had been communicated **only to people currently in the program** (who were **grandfathered in**), and he was unsure how/when new staff would learn of the restriction (and whether there was a disclaimer on the tuition remission application).
- **Kim Hinds-Brush (Frostburg)** noted the EdD restriction appears on the **FSU EdD “more information” page** when searching for the program, suggesting communication on the program page may be better than feared.
- **Kara (online)** described receiving **conflicting explanations** (including concerns about hiring people pursuing degrees, and uncertainty about who pays whom), and asked for clarity on the **actual tuition-remission funding/process** and why decisions were being

made.

- Chair asked for a link to the BoR tuition remission policy and explained his understanding:
 - The policy does **not allow funds to be transferred between institutions**; for a UMB employee in the FSU EdD, **Frostburg “zeros out” the bill**, whereas for courses at one’s **home institution**, funds can be **transferred between units** internally.
 - Chair also noted (via “Mary” and others’ comments) that some leaders may be hesitant to hire degree-seeking employees due to concerns about work focus or retention after degree completion.

Action taken (Council decision)

- Chair proposed forming a **ad hoc committee** to investigate:
 - how tuition-remission exemptions/changes are communicated (HR pages, tuition remission application, program pages), and
 - whether a small **policy amendment** should be drafted (including shared-governance notification before Chancellor sign-off).
- **Motion:** April Parvizian moved to create the group; **Second:** Kim Hinds-Brush seconded.
- **Committee participants identified (at least):** Kim Hinds-Brush, April Parvizian, Jen Walsh, Kara (interest noted), Lisa Gray; plus an Executive Board member to help guide.
- **Timeline:** Committee to report back by **March**.
- **Outcome:** Chair treated it as an internal vote—**majority in favor, no dissent observed; motion carried**.

c. Resolution to adopt JCAD Mission (tabled)

- Item deferred until after Advocacy Day; to return in March.

d. Discussion: AI Policies

- No new system-level movement reported; anticipated that any substantial action would likely occur via system-level workgroup activity.

12:15 Committee Break-Outs & Lunch

Awards and Outreach

Awards: We are done grading, and our recommendations have been sent to Roy. Winners won't be announced for a few months, so please don't share anything you might know about category winners. We will start planning next year's timeline soon; the goal is to release the 2027 packet to schools by 5/1/2026.

Outreach: Planning for the Spring '26 newsletter is underway. Committee members have volunteered to work on articles and to learn Sway. We'll regroup at our March meeting.

Staff Resources & Special Projects

SRSP Committee is looking to take on the Tuition Remission issue, working with those that volunteered to head up a special committee.

Kevin is going to send out the questionnaire regarding efforts to cut costs at institutions, as well as USM mandated benefits like Duplicative Fees.

Law & Finance

tbd

12:50 Announcements

- Upcoming memos/communications planned regarding constitution and bylaw changes; a bylaw change noted was removal of alternate representatives.

12:55 Confirming Next Meeting & Good of the Order

- Next regular CUSS meeting: **March 2026** (no February meeting).
- Joint Council Advocacy Day: **February 18, 2026** (RSVP and logistics to follow; RSVP emphasized due to capacity).

1:00 Adjourn

- Council concluded the plenary meeting and proceeded with committee work (as reflected in transcript flow).