

Council of University System Staff (CUSS)

Minutes for Tuesday, June 21, 2022

Call Full Council Meeting to Order

Bowie State Welcome from President Breaux

- Bowie – first HBCU in Maryland
- Thanks to Laila for your leadership
- Thanks to LaVel and George Jones for their service
- Racing towards excellence
 - Top Priorities – academic excellence, student success, long term viability of the institution.
 - Focus on student needs and success (Public U for Public good – I don't know what this is?)
 - Pace yourself (not burning out)
 - Self-care is important
 - Take care of each other
 - Proud of advancements in mental health
 - New health programs “Health Week”
 - Bringing back the joy in our workplace is how to advance mental health.
- Question: What was the big update: Tony Award for lead actor in a musical: Miles Frost (student at Bowie State)

Approval of April & May 2022 Minutes - Approved

Chancellor's Liaison Report (10:15 AM)

Pay increases effective July 1, 2022

- 3.0% COLA.
- 2.5% average merit increase.
- Salary structures will be adjusted for exempt and nonexempt staff so anyone below the new minimums will receive an increase.
- Some staff in grades 2-5 will receive an increase to adjust for compression that resulted when the minimum pay was raised to \$15 per hour.

CUSS Chair's Report (10:30 AM)

- Elizabeth, Kalia and Laila have a meeting with Ellen Herbst, Vice Chancellor for Administration and Finance, tomorrow re: the two letters sent to the BOR this spring from CUSS

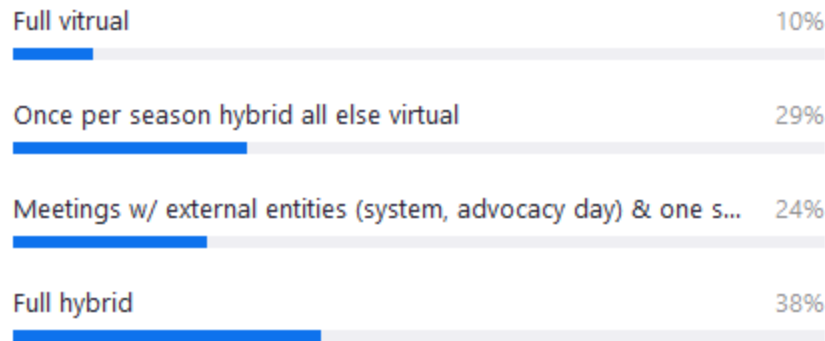
- Year end meeting on Friday, June 24th at UMBC 11:30-1:30. Will have food, portfolios and Certificates of Recognition.
- BOR met at UMES, Laila's last meeting, 2 board members stepping down.

New Business

- 2022-2034 Meeting Schedule Review
 - 2022-23, 3rd Tuesday in Month
 - Questions/Concerns?
 - Tom: Do we always host meetings at the system in December – December meeting are at the system, traditionally we've donated to Toys for Tots at the system meeting.
 - Suggest having Frostburg in person
 - 22-23 schedule approved by Council
- 2022 & Beyond Meeting Format Discussion
 - Need a hybrid option if meeting is held in person
 - Tim – efficiency since pandemic has been very good, 25-30 in person. = suggested some meetings remain virtual.
 - In person meetings need to meet COVID protocols
 - Call in re: video option
 - UBalt – no phones, all video
 - Sheila Chase will confirm it's available at Coppin for September meeting.
 - Frostburg has the ability
 - Concern about meeting in committees on hybrid, might be difficult to engage.
 - Suggestion that Annapolis Day remain virtual, will discuss with Legislative Affairs
 - Poll

Untitled Poll 2

1. What is your meeting preference for 2022-2023? (Single Choice) *



Your answer: Meetings w/ external entities (system, advocacy day) & one summer in person all else virtual

- Old Business
 - 2022-2023 Third Call for Executive Committee Nominations
 - Kalia (Chair – Accept) UMCP
 - Susan (Vice-Chair – Accept) UMB
 - Deniz (Co-Secretary – Accept) TU
 - Trish (Co-Secretary – Accept) BSU
 - Kathleen (Co-Secretary – Accept) UMGC
 - 2022-2023 Executive Committee
 - Chair - Kalia (UMCP)
 - Co-Chair Susan (UMB)
 - Co-Secretary Deniz (Towson)
 - Co-Secretary Trish (BSU)
- Committee Meetings (10:45 AM)
 - Year-End Reports Overview
 - Send Year-End Reports to Kalia/Laila by the end of next week
 - Send Committee Meeting Minutes to Kalia by Wednesday, June 22, 2022

Committee Reports (11:30 AM)

Awards & Outreach (Deniz/Dawn/Carol/Susan)

In attendance: Paul Gasior, Samantha Mais, Yvonne Oliver, Kathleen Hebbel, Dawn Stoute, Sister Maureen Schrimpe, LaVal Jones, Greta Ober-Beauchesne, Mubo Sani, Susan Holt, Deniz Erman

Major accomplishments:

- BOR Awards completed in timely manner
- Talked about how committee worked as a whole - Communications/Outreach Chair and BOR Committee Chair w/Executive Committee members on each
- (4) CUSS Newsletters out – The Spring newsletter included the new CUSS logo
- Social Media sorted out – Facebook, Twitter, Linked In, Instagram, Website

BOR Challenges/Suggestions:

- How to grade for Non-exempt BOR packets to make more accessible to apply and win.
- Use word count and readable instead of size of letter and font
- Focus on the category applied for (too much fluff), Sister Maureen's packet was done well. Perhaps some helpful hints or suggestions of what a good package looks like.
- Mark up a packet and strike out name of person to create a sample.
- Get letter out by end of August or early September
- Honorable mentions for BOR nominees posted

Outreach Challenges/Suggestions:

- Getting the word out using social media
- CUSS video approved and posted
- Finding and replacing the old CUSS logo with the new one
- Take pictures and take a group picture at an upcoming picnic and send it to Susan to put on Social Media

Newsletter Schedule:

Summer 2022: August 2022 after new members are identified. Approximate dates: Article request email sent out August 1st, due August 12th (Reminder: August 10th), Published August 19th.

- CUSS Chair letter
- The new executive committee announced
- Institutional updates
- CUSS Committee Spotlight: BOR Committee (winners listed) or mini spotlights on the accomplishments of each committee.

Legislative & Policy (Roy/Vonzella)

Attending: Vonzella McQueen, Roy Prouty, Magui Cardona, Lei Zhang, Sheila Chase, Michael Walsh

We have been working over the last few weeks to provide some proposed edits to our Council Bylaws. We are happy to say that we are all happy with our proposed edits, and so we'll be sending this proposal out to the Council via Laila and Kalia early next week.

Given the nature of the committee, everything has sort of been down-hill since Advocacy Days so we've had some time to digest Advocacy Day. We've written down some ideas about how to best engage with the system office as well as with our advisory counterparts (CUSF and USMSC). Furthermore, the conversation we had as a Council on the format of future meetings instigated some thought on how best to run Advocacy Day in perhaps a post-pandemic world. We noticed that the past two virtual events saw less engagement with staff and certainly delegates. So we're still thinking about how to make the format work better for everyone who would like to be involved.

Link: https://docs.google.com/document/d/1P5geTohLEr6YA_Bbl9q1Keyh842-PngbaSNGipcbj5k/edit

Staff Resources & Special Projects (Elizabeth/John/Kalia)

Attending: Trish Johnson, Raelynn Grasso, Obioma Akaigwe, Sara Wilhelm, Elizabeth Hinson
We also had intern Marc Vukotich sit in.

The entire time was used filling out the committee report which will help guide the committee in the next academic year with priorities and suggestions regarding challenges and structure.

Executive (Kalia)

Recommendation of staying with the new set up of the committees. If you have any concerns, please mention in year-end reports.

- We will be creating a CUSS Gmail account and will save all documents in that space.
- Congrats to sister for CUSS award

▪ Adjourn (11:45 AM)

Motion: Tim Casy

Second: Deniz Erman

▪ Next Virtual Meeting: Tuesday, July 19, 2022 (UMCES)