

Council of University System Staff Meeting

January 19, 2021

1. Call Meeting to Order (10 AM)
2. Welcome
3. President Gregory Fowler from UMGC welcomed CUSS members and discussed his vision of how to stay at the forefront by using the best possible tools. How do we personalize the experience for students, create different learning experiences and deal with challenges like no universal wifi? He remarked that not everyone is looking for a 4 year degree, some just want to strengthen their skill set and we should be set up to accommodate that.

Questions:

- a. How might the System help you achieve your goals? (Kalia) Create a symbiotic relationship within the system where we can help each other. Need sounding board, feedback, what are your experiences, engage colleagues between all campuses. Want to incorporate user experiences across the board.
4. Approve Minutes: December 2020
 - a. Approval request sent by poll
 - b. December minutes approved
5. Chancellor Liaison's Report
 - a. Violence at the Capitol

Message from the Chancellor; I do want to reflect for a moment on the siege of the U.S. Capitol. Along with all of you, I watched the violence unfold. I saw the symbols and slogans of white supremacy, bigotry, and hatred. I heard the calls for the assassination of our top leaders and the overthrow of our government. And I felt what we all felt: revulsion, anger, deep sadness and shame.

Democracy requires constant tending and constant vigilance. From all of us. I thank everyone at the System who's dedicated to exactly that.

- b. USM Diversity, Equity and Inclusion
 - i. Yesterday the Chancellor put out this message and I want you all to see it:
https://www.youtube.com/watch?v=Q6BYXP_OrwY&feature=youtu.be
- c. Vaccinations
 - i. Our COVID Research & Innovation Task Force has launched a PSA Challenge for USM students, soliciting creative public service announcements urging Marylanders to get vaccinated and to comply with safe COVID practices.
 - ii. VACCINE DISTRIBUTION SITES And once a vaccine is more widely available, our USM campuses will step up as vaccine distribution sites. Five of our universities have already been asked by state and local health departments to make their facilities available. And, of course, all five have enthusiastically agreed—Towson, Frostburg, UMB, College Park, UMES. We're working on a Systemwide agreement to facilitate more campus distribution sites should the state ultimately need them.

iii. COVID PREPAREDNESS Our USM institutions plan to operate during the spring semester, beginning Jan. 25, much as they did last fall. That means they'll rely on campus de-densification and, to a significant degree, on distance learning.

d. Gregory Fowler is the new University of Maryland Global Campus president

i. The system's Board of Regents announced the hire on Dec. 9. Perman said Fowler puts a premium on diversity, equity and inclusion, seeking to tailor education to the needs of adults, including those who are poor and might not have a high-powered laptop. "We snared somebody that's a big shot in that space," said Jay Perman, Chancellor of the University System of Maryland. Perman predicted that Fowler would become an "in-house expert" to advise other public universities in Maryland about online education — a major issue for all schools that have been forced to provide remote or hybrid courses during the coronavirus pandemic.

"He's not one of these guys that says, 'Technology, innovation, it's all great and it's good for everybody,'" Perman said. "He's a guy that thinks about all the people that can't easily avail themselves of this, and then he does something about it."

We want to thank Antoine Beidleman for his participation in the search and his voice for CUSS in the search process of hiring Dr. Gregory Fowler.

Questions Regarding Chancellor Liaison's Report:

Tom P - Will the system be offering paid time off to receive the vaccine, particularly for non-exempt staff and GAs? Discussions are happening now, more information will be given later.

Legislative session is very streamlined and productive due to remote environment.

Discussion re: rapid testing to allow employees to get back to work.

Lisa - Has the Governor released his budget? Haven't heard anything yet, will check and get back to us.

Collette Beaulieu – teleworking extended at least to the end of March.

6. Chair's Report

- a. Resumed monthly Chancellor meetings (1st Monday of each month)
- b. Mentioned to Presidents to advertise the BOR awards nominations on their campuses

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7. Committee Meetings (10:45 – 11:30 AM)

a. Benefits & Compensation

Attendees: Colette Beaulieu, Co-Chair, Rhonda Schwinabart, Elizabeth Hinson, Kathleen Hebbel, Suzanne Tabor, Melanie Barner Meredith Carpenter, Jessica Scott, Sheryl Gibbs, Maureen Schrimpe, Aimee Nightengale, Kalia Patricio – Executive Committee, Guest: Annie Foster Ahmed – Women's Forum

- i. Our guest, Annie Foster Ahmed from the Women's Forum discussed the Forum's project to put together a position paper to advocate for the removal of tuition and fees for all staff seeking degrees. The Forum is particularly concerned that the fees associated with taking classes at various campuses is a deterrent to any staff seeking baccalaureate degrees.
- ii. The Committee informed Ms. Ahmed that we have been collecting what fees are being charged and will share that information with her. We also asked that whatever information the Forum collects that they be shared with CUSS.
- iii. The Committee also discussed the information we are collecting about what campuses are offering Employee Assistance Programs. Chevonie confirmed that Bowie, Coppin, Salisbury, Towson, UB, UMBC, UMCES, UMGC and USMO are using a service provided by ComPsych Corporation, guidanceresources.com, as a resource for their staff for any mental health issues. We will be working on finding out what resources are being offered at Frostburg and UMES. UMB and UM have their own Employee Assistance Programs.
- iv. The Committee also discussed how the new minimum wage that went into effect on January 1, 2021 will impact salary compression issues. We also discussed the exempt and non-exempt salary survey's and where that information can be found (possibly on USM website).
- v. Another issue that the Committee will be making inquiries through the POC from each campus is what campuses are offering administrative or flexible leave for their employees who are using tuition remission to complete or enhance their educations. Submitted by: Colette Beaulieu, Benefits and Compensation Co-Chair

b.

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January 19, 2021

- iii. Committee had a discussion of how the nomination process was going on each campus and reviewed strategies for making the packets more impactful and to encourage submissions.
- iv. We are still looking for volunteers to help grade the packets.

c. Communications & Marketing

Present: Antoine Beidleman (Executive Committee), LaVern Chapman (Co-Chair), Dawn Stoute (Co-Chair), Sheila Chase, Paul Gasior, Francesca Kerby, April Lewis, Tom Penniston, Chenita Reddick

- i. LaVern

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