I just want you all to continue to do what you’re doing, being flexible, staying engaged and
hopefully staying healthy. I look forward to seeing all the things you accomplish this year.

On April 28th
 USM will provide
 workshops to celebrate and provide tips and strategies for
success for our administrative professionals and their contributions to the USM. It will be
day long and folks can register and sign up for any or all workshops.

I want to let you know that I have announced my resignation
 from the University System of
Maryland Office. I’m not going far, as I look forward to many exciting new challenges and
opportunities as the Associate Vice President/Chief Human Resources Officer at Morgan
State University. I hope that I can continue to work with shared governance in my new role
and that it brings me as much joy as you all did for me. Our office is working out the
transition and right now I can’t tell you which colleague will take my place in March,
however, I promise you they will be worth the wait. As always, stay safe, be well and
remain engaged. Our employees and students need you…. Please keep in touch with me on
LinkedIn, though I’m sure I’ll continue to work with many of you serving public higher
education staff, faculty,
 and students of Maryland.

CUSS Chair’s Report

a.
 Chancellors committee meeting – discussed winter term
 and what to look
forward to in spring – each campus will share their plans

b.
 Meet next week with Chairs from shared service – continuing conversations from
joint meeting. Will share updates after the meeting

c.
 Any interest in creating a space in March
 to reflect on the last two years dealing
with COVID? Might add into the March agenda.

d.
 Take the idea back to Staff Senate and see if want to do on each campus.

Minutes approved
 unanimously

5)
 Committee Reports

o
 We discussed the need to update pictures on the web. We discussed taking
candid meeting shots to be sent to FB and LaVel
 Jones
 felt we needed
 new
committee photos. We agreed they do need to be updated.

Legislative & Policy (Roy/Vonzella)

Attendees: Jerry Lewis
-UMCP, Amy Nightengale
-FSC, Lei Zhang
-UMB, Magui Cardona
-UBalt,
Michael Walsh- UMBC, Shelia Case
-?, Meredith Carpenter
-UMCP, Roy Poutry
-UMBC, Vonzella
McQueen
-BSU

•
 Discussions about Advocacy Day and getting the Points of Excellence in advance to
review so that everyone can be familiar with the ask as we speak with different
delegates on that day.

•
 Workshops for what it means to be an advocate? In progress of planning

•
 Graduate students are requesting to unionize (bill coming down the pipe again); may
want our help with support in organizing.

•
 We talked about other issues or concerns that we could also advocate for on that day as
well that is centered on higher education/or campus concerns based on your district.

•
 What are the teleworking policies on each campus? Who has one?

•
 Housing & Dinning fees increasing on campuses

•
 Equitable increase for staff - what does that look like across the system.

•
 COVID practices and the financial strain on different campuses once the federal dollars
are gone.

•
 Reviewing the bylaws for upgrading and recommending updates and changes.

•
 Any other focus points or ideas that we should discuss or do as a committee

•
 Following up with the Staff Resources and Special Projects committee about disparities
between the universities in what fees they charge employee; (presentation of argument
or position in a paper, memo or presentation of findings)

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

Attended:
 John Thompson, Kalia Patricio, Elizabeth Hinson, Irene Amoros, Sheryl Gibbs,
Vanessa Collins, Thomas Healy, Raelynn Grasso, Trish Johnson,
 Sarah Wilhelm, Alicia
Richardson, and Shereece Singleton.
Discussion regarding salary compression and
 what should be the message in the upcoming
Advocacy Day. Thanks to the Governor and the General Assembly for all you have done for
USM staff and faculty this year. The COLA and Merit increases are very important and
appreciated by all staff. It is also

shortfalls.

The tuition remission and fee sub
-committee have gathered data and will now start working on
a letter for the Executive Committee in partnership with the Legislative Committee. The letter
will include data and also some testimonials from staff who have not been able to take classes
at their home campus because the fees per semester are too high. This is an equity issue for
many, especially those at the lower end of the pay structure, and also an employee
development issue. Three things:
1.
 Chevonnie is looking for an IT individual at USM to look at more global data (i.e.
how many staff take classes at their home institution, how many take classes at
other USM institutions such as UMGC).
2.
 The letter should highlight two options - addressing the disparity in fees at the
USM level and/or looking at fees at each campus to ensure that staff are not
being charged "what the students pay" since some fees do not apply to staff (i.e.
athletic fees).

3.
 Other issues include an option to have financial aid available to cover fees and
books; some of our staff do not use computers at their job and may not have one
available to them, etc...

Executive (Kalia)

Executive committee met by email, information covered in Chair Report

6)
 Adjourn (12:15 PM)

•
 Motion
 Sister
Sis96tion