

Council of University System Staff

Frostburg State University

October 10, 2022

Call to Order

The meeting was called to order at

President's Welcome- Dr. Ronald Nowaczyk

- Discussed record alumni attendance at the recent Homecoming Weekend. Recently switched to Division II and football team is now ranked #16
- Discussed the newly implemented Budget Advisory Council (BAC). The Governing Board consists of Students, Faculty, Staff senates and the Administration.
- New Education & Science building will soon be opened on campus.
- Discussed Academic Programs that FSU has collaborated with through other USM institutions.

Chancellor's Liaison Report-George Samuel

- Governor's Office approved a COLA of 4.5% for State Employees. Details are still being worked out
- Open Enrollment began on 10/10. Virtual open enrollments events are now available to register to attend. Indicated that it is a passive enrollment that means there are no changes needed to be made to your previous benefits, as they will roll over for the next calendar year. FSA programs will need to be re-enrolled
- Professional Development Week will take place on Monday, October 17th thru October 21, 2022 is being sponsored by the USM Learning & Talent Development Committee. You access the PD Week information on the main USMD website. This year's theme is, Empower Your Journey, Unleash Your Potential.
- Questions on what the potential lapse of coverage is for the State Employees. (2Z(RD1br~c•Rcu=RXce5!p 5 1]ç

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- Discussed the Student & Staff Mental Health issues on campuses and how the individual institutions are supporting them.
  - University of Maryland College Park Dining Services donates all of the profits from the alcohol served on campus goes to Counseling Services
  - Will meet Vice Chancellor Ellen Hertz to discuss the following:
    - o Special fee categories for staff
    - o Discuss representation for Staff that are not represented under collective bargaining to be included in system wide policy making

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Cont'd

- o Noted that there would be an upcoming Board of Regents Retreat
- o Board of Regents Staff Awards process is officially open, packets will be available in Spanish this year. The Spanish packet will also be updated on the website. Denise is available with supporting the institutions with any assistance. Willing to meet with the committees to discuss packets. Discussed whether the representation for Shady Grove and other smaller entities that are represented by larger campuses with regards to the BOR awards.
- o Nametags for CUSS members will be provided and paid for through funding.
- o Joint Council Meeting will be held via remote.

Approval of Minutes

- The minutes were reviewed and a motion was made by Sister Maureen Schrimpe and seconded by Ms. LaVel Jones. The minutes were approved.

New Business

- Deniz asked if other institutions were hiring for positions. The discussion talked about how some departments are stressed due to positions being vacated by retirements and due to the pandemic. Discussed the processes from different institutions on their hiring practices. Talked about how the institutions aren't able to entice new employees due to salary
- Talked about the pay for degreed employees versus non-degreed and how experience can be substituted for some roles
- Discussed the options for the CUSS Retirement Policy (If an employee is on the CUSS list for 3 years and has 13-14 years of service)

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- o Siobhan would be responsible for the compiling the list of suggestions and presenting