

Council of University System Staff
August 17, 2021
Salisbury University (Virtual)

- 1) Call Full Council Meeting to Order (10 AM)
- 2) Welcome from President Wight –
 - a. Effectiveness and efficiency – special focus on people, staff, faculty and students. We have great employees - hard working and talented. Staff critical to success – last year and half, you all have made this evident. Entire USM is proud.
 - b. Colleges and universities must be leaders in our community. The institution has stepped up to keep students, staff and communities safe.
 - c. Salisbury is fully open to students, most people are vaccinated, and everyone will be masked.
- 3) Questions for President Wight:
 - Q. How do you feel staff are reacting to being on campus, masked and how is it going?
 - A. Majority of people seem to be comfortable; people are wearing masks even though it's not strictly required which helps to keep everyone comfortable. Some are uncertain about coming back to campus. COVID rate is extremely low. County rate 10X higher than campus.
 - Q. What is the ballpark of people opting out of vaccine for health or religious reasons?
 - A. Around 200.
 - Q. Did the union get involved with the vaccine decisions?
 - A. Not directly, no formal bargaining with the union.
- 4) Approve Minutes: July 2021 - Minutes approved 17 yes, 8 abstain
- 5) Chancellor's Liaison Report
 1. Welcome to all new and returning CUSS members. Thank you for all of your efforts and I look forward to working with you all this year. I am Chevonie Oyegoke, Chancellor's Liaison and I'm here to share information from the Systems office, primarily from the area of Human Resources. Feel free to reach out to me with questions.
 2. Institutions are still finalizing return to campus plans, please stay engaged with your campuses and plans for returning. We ask that employees that have not yet gotten the vaccine, please reconsider, we want all of our staff, faculty and students to return to a healthy campus. As you know this new Delta variant is also concerning to all of us so whatever you do, please be safe and consider not only for yourself but your community. For those campuses that are requiring masks, please do so and encourage your colleagues to do so as well.
 3. With the return to campus plans, there is continued anxiety and we want our staff and faculty to reach out to their various mental health resources for assistance during this transition. Many of your campuses have Employee Assistance Programs, so please reach out to those available resources whether through EAP or your medical provider.
- 6) CUSS Chair's Report
 - a. Resume meetings in Sept (Chancellor's committee, BOR)
 - b. Next BOR full meeting will be in September in person.
- 7) New Business

- a. Member-At-Large Elections (2 Positions: Not From SU, TU, UMB, UMBC, UMCP)
 - a. Nominated:
 - i. John Thompson (UMGC) accept
 - ii. Trish Johnson (Bowie) accept
 - iii. Antoinne Biederman (UMGC) accept
 - iv. Vonzella McQueen (Bowie) accept
 - b. Results: John Thompson and Vonzella McQueen will serve as Members-at-large
- b. CUSS Committees Overview & Preferences Form

<p>Executive Committee: - Annual Action Plan, Meet Monthly, Secretaries & Members-At-Large Co-Chair Standing Committees</p> <p>Legislative Affairs & Policy Committee: - Annual Review of CUSS Bylaws & Constitution, Ongoing Review of USM Staff-Related Policies, Planning & Implementation of Advocacy Day</p> <p>Awards & Outreach Committee: - Update CUSS Website, Publish Spotlights on Major Annual Events, & Conduct Outreach and Review of BoR Staff Awards Process</p> <p>Staff Resources & Special Projects Committee: - Identify & Conduct Research around Annual Staff Concerns & Resources, Work Informed by Other Committees</p>
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- a. Laila will send out a committee preference form, choose three, try to represent all committees by campus
 - b. Need alternates to complete rosters, Laila will send out emails to the campuses who need reps.
 - c. CUSS Leadership Roles Overview (Committee Chair & Points of Contact)
 - a. Make sure each campus has one Point of Contact
- 8) Old Business
 - a. Final 2021-2022 Meeting Schedule – Note: Sept meeting will be one week earlier (9/14)
 - b. Joint meeting in November will be virtual this year and hosted by UMCP
 - c. Still waiting on advice on when we resume in person meetings for CUSS.
 - d. Advocacy day to be determined, will probably be February 16th.
 - e. Make sure meetings are on your calendar, we don't send calendar invites, Zoom link will be sent in emails with the agendas.
 - f. What does it mean to host a virtual meeting?
 - a. Reach out to your President or other senior leadership to welcome us to the campus.
 - b. Will virtual meetings still be an option when we go back to campus? – Yes, we will be exploring that.
 - c. BOR packets available? 2nd week in September to Presidents. There will be changes to the packets this year.
- 9) Adjourn
 - a. Motion: Lavel Jones
 - b. Second: Jane French