CUSS Minutes – 8/16/2022

1. **Call Full Council Meeting to Order**

2. **UMB Welcome Provost Roger J. Ward, EdD, JD, MSL, MPA**
   a. Thanked staff for what they do for the USM.
   b. He works with the Staff Senate and has been able to cultivate a good relationship and promote shared governance and transparency on campus.
   c. 87% of UMB students are seeking professional or graduate degrees.
   d. UMB has only nine hundred or so undergraduates and no first-time freshmen.
   e. The undergraduates are transfer nursing students from community colleges.
   f. UMB has 3900 Executive/Professional and support staff. 3100 full and Part-time employees.
   g. They are one of four research Universities in the USM system
   h. UMB revenue comes from the state funds, research grants and contracts, clinical care, tuition and fees and auxiliary fees. The most revenue comes from research and grants and clinical care
   i. UMB Launched a strategic plan for Diversity and Inclusion with a special focus on a staff track for recruitment, and retention.
   j. UMB Launched a task force to rethink their telework policy.
   k. UMB has a Home Buying Incentive program for their employees which helps staff purchase houses near UMB.

3. **Questions:**
   a. What is the percentage of staff that participate in the Home Buying Incentive Program?
      I. 20 people have benefited from the program. They have received about $43,000.
      II. Website for Home Buying Incentives is www.maryland.edu/livenear-your-work.
   b. How is the data from the Diversity and Inclusion Dashboard being used to make changes to UMB?

      I. It shows us where we need to be actively involved on campus.
      II. As an institution we need to make an active strategic plan and put money towards it to make the plan work.

4. **UMB Staff Senate President, Gregory A. Brightbill, MBA, Med -** please see PowerPoint presentation attached.

5. **Approval of minutes from** July 2020- approved.

6. **Chancellor's Liaison report – Tom Hoffacker**
   a. Dr. Michele Masucci was appointed as the USM's Vice Chancellor for Research and Economic Development
   b. She has been at Temple University for 25 years, where she as served as both a faculty member and is now vice president for research.
   c. On Sept. 6, Dr. Masucci will report directly to Chancellor Perman.
   d. She will be responsible for promoting and developing strategic research and business   partnerships among the USM campuses, state and federal government, laboratories and agencies, corporations and industry, and other public and private higher education institutions.
   e. Dr. Masucci will have an appointment in the Department of Geography and Environmental Systems at the University of Maryland, Baltimore County (UMBC).
   f. She has a BS in Geography and Regional Planning from Salisbury University. Dr Masucci received both her M.A. and Ph.D. in geography from Clark University.

7. **Chair's Report**
   a. Board of Regents met and made some changes to the faculty leave policy.
   b. Executive Committee met and discussed moving the October CUSS meeting from 10/18 to 10/11.
   c. Date for the joint Council meeting is November 16th and date for Advocacy Day is February 15th.
   d. USM unveiled their 10-year strategic plan which is on the USM's website.
   e. Updates to the By-Laws were made and voted on at out the July meeting- All campuses can have three primary and alternate representatives.

8. **New Business**
   a. Member- At - Large Elections
   b. Yvonne Oliver (CU) and Kathleen Hebbel (UMGC) were elected.

9. **Committee Meetings**
   a. Committee Chairs shared an overview of last year's work and what the committees do.
   b. Please see the end of the year reports for more information.

10. New Business
   a. Had a vote to approve the recording of the CUSS meetings for the purpose of using the information for the minutes. Once the minutes are written the recording will be erased.
   b. The CUSS Committee approved the recording of the minutes.
   c. The October meeting was changed from 10/18 to 10/11.

11. Adjourn