

Council of University System Staff
September 20, 2022
Coppin State University (Virtual)

- 1) Call Full Council Meeting to order (10 AM)**
- 2) Welcome from President Jenkins**

President Jenkins gave CUSS some fun facts about Coppin State University.

 - a.** Coppin has the #1 Nursing Program, within the HBCU.
 - b.** Coppin started as a teaching school. Their teacher education program is the cornerstone as to who they are.
 - c.** You will find a teacher in just about any school in Maryland that received their teaching degree from Coppin State University.
 - d.** Center for Inclusive Education received a grant for an additional 3.3 million dollars which will help expand their College of Education.
 - e.** Coppin Sports teams
 - f.** Coppin's baseball team won the Middle Eastern Athletic Conference (MEAC)
 - g.** Baseball team went to the National Collegiate Athletic Association (NCAA) but lost their first game.
 - h.** Coppin's volleyball team is doing incredible this year.
 - i.** Coppin has the highest graduation rate amongst their athletes than any of the other teams that are in MEAC.
- 3) President Jenkins is invested in having shared governance within Coppin University and works with the University's Staff Senate.**
- 4) President Jenkins gave an analogy – An institution is focused on students. He sees it like a Football game. Sometimes the focus is more on the players and the team loses sight of the other pieces. For a team to work, all pieces must work together. If they don't then the people will not come back to the game.**
- 5) Approve Minutes: September 2022- Minutes approved**
- 6) Chancellor's Liaison Report**
 - a.** Tom Hoffacker introduced the new Chancellor's Liaison for CUSS who is George Samuel.
 - b.** George is the USMO's new Director of HR. We're in good hands with him.
 - c.** Tom will miss being on CUSS.
- 7) Staff Awards winners that were recognized at Friday's meeting of the Board of Regents. 7 awards went to persons from 4 universities:**
 - a.** Exceptional contribution: Felicity Knox, TU
 - b.** Exceptional Contribution: Donna Carey, SU
 - c.** Extraordinary Public Service: Tanya Jones, BSU
 - d.** Effectiveness and Efficiency: Jackie Gabrielian, TU
 - e.** Effectiveness and Efficiency: Haley Cristea, SU
 - F.** Inclusion, Multiculturalism, and Social Justice: Katheryn Atchison, UMPC
 - g.** Outstanding Service: "Sister" Maureen Schrimpe, UMCP
- 8) New leaders in the System Office: Dave Mosca will join the Chancellor's executive team as Vice Chancellor for accountability. He will continue his role as Director of Internal Audit.**

- 9) Other new leaders across the USM who have recently begun their new roles in the system:
 - a. Dr. Lynn Lepre, President of Salisbury State university
 - b. Dr. Valerie Sheares Ashby, President of UMBC.
 - c. Dr. Larry Weill, Interim Executive Director of the USM Hagerstown (USMH).
- 10) Professional Development Week 2022 will be held online from 10/17-10/21. Registration is open.
- 11) Questions
 - a. Change with Blue Cross/ Blue Shield not being accepted by Johns Hopkins.
 - B.T om does not think we can do anything because it is between Johns Hopkins and Blue Cross Blues Shield and their negotiations.
- 12) Kalia introduced a new CUSS member from Salisbury University, Shannon Hardester.
- 13) CUSS Chair's Report
 - a. First Board of Regents meeting on 9/16.
 - b. Chancellor Perman asked Kalia specifically to tell CUSS that he not only has gratitude toward the Board of Regents Staff Awards Recipients but to all the staff in the system. He knows that Staff Members are what keep the system moving and operating. He wanted to share this with us and the 40,000 staff members we represent.
 - c. Chairs of CUSF, USMSC, and CUSS got together to discuss interesting things that they want to partner on.
 - d. The students want to improve student financial literacy.
 - e. CUSF wants to focus on improving the funding for libraries, and unionization. She wants faculty, staff, and students to play a more powerful role as an advisory form to the system.
 - f. There may be a subcommittee set up to investigate unionizing.
 - g. Board of Regents Packets will be coming our next week. Kalia asked presidents to take special consideration and nominate non-exempt staff members. Because some non-exempt staff members are underrepresented.
 - h. Kalia would like the CUSS committees to make some things a priority when setting up goals.
 - i. The Board of Regents does not have an annual review for the staff policy, and we are not involved in the review of the policy, which is strange, since staff are the ones that often must be the ones operationalizing these policies
 - j. Pet insurance- this may be kind of fun, there are some other regional institutions, like American University, which offers their staff members pet insurance. Kalia is looking at the benefits package and thinking of what else can be offered to staff. There are a lot of pet lovers on CUSS so it is something to think about.
 - k. About ten or eleven years ago there was a proposal sent to campuses suggesting that all campuses have an ombudsman representative for staff. It might be useful to do an audit to see which campuses have an ombudsman.
 - l. An Ombudsman can be a very useful third-party consultant on campuses that are theoretically separate from administration and can help with everything from grievance options to mediation.
 - m. Charges at home institutions when engaging in tuition. Permission is an ongoing issue that can be talked about some more.

- n. look into establishing an Emergency Loan program for staff who have gotten behind on paying their bills on rent or have car problems. This program was at UMCP and the very lower-paid staff took advantage of this program.

14) New/Old Business

- a. Everyone should have received the Leadership Roster
- b. Kalia really tried to give everyone their first committee preference.
- c. When in committee determine one co-chair, and the second co-chair will be someone from the executive committee.
- d. Discuss goals for the 2022-2023 year and start working on an action plan.
- e. Goals are just identifying the things that you want to champion this year to set a firm direction, and not only work on that within our committees, but also to share with the system, Chancellor Perman, and the Board of Regents, and the University Presidents. This will let them know what we are working on, and they can support us or challenge us of vice versa.

15) Adjourn

- a. Motion: Tim Casey
- b. Second: LaVel Jones