

Council of University System Staff Meeting

Towson University

April 9, 2024

Welcome - President Ginsburg

President Ginsburg spoke in detail to the panel about the importance of shared governance. He acknowledged how integral the Staff Senate is to the University. Scheduled over fifty-five meetings throughout the year so that he is able to hear different perspectives on what the University needs. In those meetings, they discussed the history, the legacy and the values of Towson University.

Welcome - Ms. Heather Sorensen (Chair - Staff Senate)

Ms. Sorensen provided the background to the history of shared governance on the campus of Towson University. The Staff Senate was included in the inauguration ceremony for the installation of its new President.

Minutes

Sister Maureen Schrimpe made the motion. Mrs. Vivian Hill-Lawson seconded the motion. The minutes were approved unanimously.

USMO Updates - Mr. George Samuel

Mr. Samuel gave a brief overview of the COLA and Merit awards. He indicated that they were still part of the Governor's budget, although he was unsure of the dates. He also touched briefly on the Prescription Drug Plan for retirees. He noted that he believed that the plan would not be passed, therefore retirees are in danger of losing their coverage.

Chair Report - Dr. Kalia Patricio

Dr. Patricio informed the members of CUSS that she submitted the request to approve the Learning and Talent Development Committee funding request. She indicated that it would not take away from any funds that were allocated to CUSS. Ms. Lavel Jones asked if CUSS could possibly bring in a speaker to talk about leadership. Asked for suggestions for speakers.

- ***Shared Governance Survey***

All of thirteen are done and will be shared with the Chancellor and the University Presidents.

- ***Shared Governance Awareness Survey***

The University Presidents were asked to distribute it throughout the campus. Should be coming out within the next week and is due back in May.

Questioned if CUSS members are included in New Employee Orientation.

- ***BOR Packets***

Dr. Patricio gave a special thank you to both Ms. Deniz Erman and Mr. Brian Jana for reviewing the BOR packets.

New Business

- ***2024-25 CUSS Meeting Schedule***

Dr. Patricio reviewed in full detail the changes to the 2024-25 meeting schedule.

- ***2024-25 CUSS Elections***

Each member of the Executive Board gave an overview of the duties that are required for each position.

Committee Updates

Legislative

Advocacy Day

- Develop planning committee (not just LPC, but anyone interested in planning including students/faculty)
- Begin preparation prior to all bills being announced (August/September) for logistics
- Preschedule meetings
- Assign groups and require RSVP from participants
- Assign one person to each group who is comfortable speaking “on the fly”
- Develop our own talking points
- Meet with Susan/Andy well in advance to prepare
- Research bills and have knowledge prior to meetings
- Identify best person to speak with (chief of staff, representative, etc)

BOR Committee

- Defining “community service” in the award Extraordinary Public Service to the University or the Greater Community. “Community Service” must it be related to the University, or can it be something that they do outside the university. The committee discussed this, and they decided that it had to do with how the “community service” will benefit the university. The committee thought of adding a new award to the packet that would reflect the “community service” a staff member does outside of the university.
- On the Awards packet, it needs to clearly state that signatures can be electronic on all the forms in the packet requiring a signature.
- The committee spoke about changing the title of the award Inclusion, Multiculturalism, and Social Justice. Giving it an updated title with the words that are being used now.
- The committee spoke about the not including the President’s letter in the packet because the Presidents do not write their letters. The reason the President’s letter was included in the packet was for the President to know who was being submitted for the BORSA in his/her university. Since the President does not write the letter, maybe it can be asked that each president to have a meeting with each nominee to get to know the nominee. We will ask Kalia to ask how willing the presidents are to doing this when she attends her next meeting with them. The committee is still undecided.

- The committee spoke about changing the grading rubric. Instead of giving the Cover Letter and Position Description 4 points each, they want to change it to 2 points each.

Special Projects

Duplicate Fees

- We celebrated the work we have done regarding the removal of duplicate fees.

Ombudsperson on USM Campuses

- UM, Balto - Unsure if they have an Ombuds, but doesn't believe so.
- UBalt - No Ombuds, looking at a possible collaboration with Coppin.
- UMCES-They have two virtual Ombuds via third party. They scheduled two weeks of introductions to their campus so that employees would know about them.
- Salisbury- The Special Assistant to the President is their Ombuds.
- Bowie-Their Ombuds has a dual role Equality Compliance/Ombuds.
- Frostburg-Their working on getting an Ombuds, looking into using respectable retirees and provide training for them.
- College Park-Has three full time Ombuds for students, faculty, and staff.
- Coppin-Working on getting an Ombuds, working on a budget and which office they'll work out of as well as collaborating with UBalt.