

Council of University System Staff Meeting

Salisbury University

June 18, 2024

Welcome – President Lucree

President Lucree welcomed CUSS to the Salisbury campus. She indicated that Salisbury University had recently hosted the Board of Regents meeting on its campus. She also noted that the campus currently has a student population of about 7,200 students with an incoming class of about 1,480. President Lucree thanked the staff members for its role in shared governance. She also acknowledged the staff and their efforts in putting together the Employee Appreciation Day.

The members of Staff Senate were introduced by CUSS members. A brief discussion was made on how shared governance is productive on their campus.

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

Ms. made the motion. Ms. Lavel Jones seconded the motion. The minutes were approved unanimously.

USMO Updates - Mr. George Samuel

There was no update provided. A question was asked about the timeline for when the new MOU would be signed regarding the additional salary changes. Mr. Samuel indicated that there wasn't a timeline due to the waiting for the ratifications meeting to take place. He noted that he was sure that the pay would be retroactive July 1. Mr. Samuel also explained the non-exempt pay scale change would be in effect on July 1. Another question was also asked about the changes that might affect both bargaining and non-bargaining employees. Mr. Samuel explained that the System is currently working on a summary to include all its changes. He explained that he would ask Ms. Sherri Roxas to attend the July meeting to provide more insight. A brief discussion was made regarding the structural adjustments and the memo addressed when the Universities would decide on the timing of the increases.

Chair Report - Dr. Kalia Patricio

Dr. Patricio informed the members of CUSS that Chancellor Perman wanted to express his thank you's for all of the work and communications throughout the past year. She also discussed in full detail the most recent Board of Regents meeting that was held at Salisbury University. She noted that Chancellor Perman commented on how a school was having a campus issue and thought that the campus would've benefitted from having an Ombudsperson on staff. She also talked about the memo that sent out regarding the duplicative fees and asked that members of CUSS to inform her if there was still no change to the current fees. Dr. Patricio talked about the submission of funds that were sent to the Learning and

Talent Development Committee due to having leftover funds. An update to the Strategic Plan regarding alternative credentials was sent by the System office. Dr. Patricio also acknowledged that there was one change to the upcoming CUSS Meeting Schedule. It would be decided later that either UMBC or UMCP would host the Joint Council's Meeting. It was announced that the BOR packets have been voted on in a closed session meeting. Awardees would be notified later before the formal announcement comes out.

New Business

- ***End of Year Report***

Dr. Patricio indicated that each committee would need to put together an End of Year Report so that the outgoing committee could share their accomplishments and lessons learned. Also, an action plan was linked to the report so that information could be added about what the committee would like to address in the coming year.

Old Business

- ***New Executive Board Member Elections***

Dr. Patricio discussed with the members of the CUSS the rules for the reviewed in full detail the changes to the 2024-25 meeting schedule.

Chair – Dr. Kalia Patricio (No Opposing Vote) Motion approved unanimously.

Vice Chair – Roy Prouty (No Opposing Vote) Motion approved unanimously.

Co Secretary – Deniz Erman (No Opposing Vote) Motion approved unanimously.

Co Secretary – Trish Johnson (No Opposing Vote) Motion approved unanimously.

Dr. Patricio indicated that she had sent newly proposed non-exempt packets to the Board of Regents for their review which included new language.

Committee Updates

Board of Regents Committee

- ***BOR Packets***
 - Changes to the Non-Exempt packet for the upcoming year

Legislative Affairs

- ***COLA & Merit Progress***
- ***Advocacy Day Planning***
- ***Identifying a New Chair***

Special Projects

- ***Tuition Remission/Duplicate Fees***

- Ombudsperson
 - UM, Balto - Unsure if they have an Ombuds, but doesn't believe so.
- Campus Telework Policies for Upcoming Year
- Professional Development Conferences removed as all campuses now provide EAP programs
- A Leave Donation for all campuses