

**Council of University System Staff**

**University of Maryland, Baltimore**

**March 12, 2024**

**Call to Order**

The meeting was called to order.

**Welcome- President Jarrell**

Six to seven new deans have been a great addition to the campus particularly in the leadership area. They are taking the school in a wonderful direction.

1. Focused on future of work. Put together a task force to ask how we will deal with remote working vs. hybrid vs. in person. We have very energetic conversation with a lot input. We have a thoughtful policy and will continue to be thoughtful. By thoughtful I mean giving supervisors the options to work through what is best for his/her employees. This is not a fixed policy; President Jarrell hopes it evolves over time.
2. UMB is a shining jewel in Baltimore City. He/we have an obligation to work with the community that is immediately around us. We call this vibrancy. We have our police force extended off campus. For example, you will see our Police officers patrolling Lexington Market and other areas surrounding the city. UMB can't be an Island it has a commitment to those individuals and businesses who work in the community to help improve their life and the UMB's campus community life. UMB's police force in combination with a group of returning citizens and with UMB's School of Social Work have developed a program where individuals on the street, (persons using drugs, dealing drugs, and homeless) will have the opportunity, get a job, get a house, get back in school, get reliable lifestyles to get off the streets. UMB has had spectacular results with this program.
3. Sustainability- view future of the world is important to the children. These are the kinds of things universities should be focused on.
4. Staff Senate- Cleanup day – Go around the campus and make it cleaner and the community.

**Question:** Have you participated in Race to Zero waste?

Not sure if this answers your question, but we will be net carbon neutral on our energy in the next year.

**UMB Staff Senate President Aaron Graham**

UMB Staff have been actively involved in promoting UMB's core values Gratitude to leadership of UMB. Leadership has been very hands on and crucial to the success of the staff senate. Thanks to CUSS for the advocacy across the USM.

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UMB Senate has been involve with various endeavors to promote UMB's core values to contribute to the betterment of their community. Their outreach committee has excelled especially with their Thanksgiving drive in collaboration with USM and WJZ the local news station, there was a remarkable turn out.

- Great success with the cold weather kits, they provided aide kits to the neighbors in the surrounding areas but now it is expanded to all weather kits which is a yearlong effort with the kits adapting to the change of the seasons.
- Success with UMB's Christmas Store. They work with a local church to provide toys and parents in the neighborhood come to shop.
- Back to school drive where we support local schools with school supplies.
- Organized UMB's first Got Talent which celebrated the diversity of talent among staff members and they had an Art gallery.
- In the past year, Staff Senate has made sure their mission statement clearly aligns with the goals to UMB. A lot of senators have been active in participating in various workgroups around the campus. Future Work Staff group that Aaron is on and it has been a yearlong endeavor with a lot of dedicated staff members putting in extra hours outside of work to study trends and provide recommendations which UMB's Leadership recently responded to. You can find this information on UMB' website if you are interested.
- The Senate has been committed to obtaining a clean and welcoming environment on campus. Fall campus cleanup had 34 volunteers that collected over 135 pounds of trash. Demonstrating the commitment of their staff to keep their campus clean.

**Questions:** Can you tell us some of the lessons learned in your process of working through telework Policy on your campus?

UMB has Adopted the holistic approach to telework and the policies. How do you come up with a universal policy that will address the specific needs of not just faculty, not just staff, but students, staff, and faculty. UMB's Leadership responded to the senate's evaluation with thorough evaluation. As technology adapts and progresses, Aaron thinks the future will be a moving target.

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**USM learning and Talent Development Committee Introduction and updates.**

Zonda Rollins Director at UMB for Organizational and Employee Development

Power point presentation:

**What this committee does**

- A collaborative team of learning Professional from each USM school
- A subcommittee of SHRC.
- An Arm of CUSS

**Achievements in Numbers**

- 40+ Virtual workshops provided.
- 9 virtual conferences hosted.
- 2,035 attendees reached.
- Cost-effectiveness: \$2.06 per attendee.

**Structure and Collaboration**

- 25 committee members
- Representation from the majority of USM campuses.
- Bi-weekly and quarterly meeting structure.
- Use of common virtual; conference and document sharing platforms.

**The Impact of our work**

- Free training for staff and faculty
- Participation of over 20 executive leaders
- A shared training calendar for all campuses
- Best practices and courses shared between Talent Development Professionals
- Joint training sessions offer.
- Opportunity to have leveraged vendor cost for Online learning and recruiting.

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**Next Step-2024**

- **Performance Review Mini Conference**  
Completed with 750 registered.
- **Professional Development Week**  
Planned for Sept 2024
- **Community of Practice Workshops**  
2 planned for 2024

**Questions? Comment?**

**Question:** Out of all the workshops you have done, what has been your favorite?  
Leveraging resources. To work and collaborate with other staff and bring learning ideas back to the campus. Sharing resources and hearing and seeing what other universities are doing helps to broaden our resources. Also, having the high-level executives come speak to the committee. Some of the Presidents of the USM have spoken to the committee. The signature event is the Professional Development Week.

**Question:** Do you keep archives of the professional workshops and trainings?  
Yes, go to the USM website and under Talent and Development Resources, you will see the Learning Videos Archive and USM Institutions Learning Links.

**Introduction of Alison Wrynn, Sr. Vice Chancellor, Academic and Student Affairs**

Sr. Vice Chancellor Wrynn has been with the USM for a little over a year.

Speaking to this committee is a little different for her because she came from the California State University System, and they do not have a staff council.

She grew up outside of New York and went to Western Massachusetts to become a physical education teacher.

After she graduated from college, her family, and her move to California. She taught high school in Los Angeles for four years. She finished her master's degree at Cal State Long Beach in the History of Sport and went to Berkley for her Ph.D. Her academic work is on the history Sports Medicine and Exercise Science.

She started her academic career at Cal State Long Beach, and she went through the faculty ranks, she had a good career, she published a lot of journals in Sports History but decided to become an Administrator. She liked policy and curriculum and figuring out ways to help students. She was a lead

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advisor in her department of 1300 students. The best part of her day is helping a student figure out a problem, so she wanted to do this on a bigger scale and moved to Cal State Fullerton as the Director of Undergraduate Studies and General Education for a couple of years before moving to California State University System office which is one of three systems of higher education in California. She worked in Academic and Student Affairs while at the System Office and she moved from Associate Dean to Associate Vice Chancellor of Academic Programs.

While working through COVID she decided she wanted to do more and had the opportunity to apply for this position at Towson University. She likes Chancellor Perman he is honest and the people who work for USM have integrity. She does not like to work from home but is a big supporter of hybrid work. Everyone at the USM office pitch in to help one another. This is how they get through their days. She enjoys learning about things and moving forward on a variety of initiatives. The strategic plan of 2030 everyone is working hard to implement and make sure we meet the metrics. Spending time in Annapolis advocating for USM.

**Questions:** What ways can staff partner with you in advancing the USM?

Staff are very important. Everyone plays a key role in the University. She views work as a team. There does not have to be a winner or a loser. Everyone can win and move forward together.

She wants to hear from staff when things are not working on campus. If the functional part of the University is not working, then the academic can't support the students. In the end, we are here to support the students. Students are always her first concern.

**Chancellor's Laison Report (George)**

We are just monitoring the legislation that will affect the USM.

We are working on the compensation study with College Park to finish the RFP and get it out. Once that is done, they will start looking for a major compensation consultant to look at our pay programs and pay practices for the staff and see what adjustments must be made. This will be a long project. Projected date to be finished two years. One year for the study and another year for the USM to figure out what to do with the information.

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**CUSS Chair's Report**

A. USM Policy Change- Tuition remission and Duplicate Fees: An update

There is potential that at our next meeting or following meetings, we will see a draft of policy change to reduce fees for staff.

B. Learning and Talent Development Committee Funding Request- CUSS Support.

There was a lot of discussion on this topic. Roy motioned to give the LTF \$2000 from CUSS' fund and allocate it to LTD. With the notion that we will revisit this in fiscal 2025 and vote again.

1. Kalia changed the letter to the USM asking for their support for the LTD and asking them to approve the rollover of CUSS' funds, whatever is left over from CUSS' own development events to LTD.

2. CUSS voted on the following:

- a. Do you vote to approve the letter to the USM supporting the LTD Funding Broadly (removing using CUSS Funding)? 16- approved, 4- abstained, 2- voted no
- b. Do you vote to approve the general CUSS development funding reallocation of \$2,000 to the LTD for FY 24? 15- votes yes, 5- voted no, 2- abstained

C. Welcome letter to UMCES President and Vice Chancellor for Sustainability

All USS members agreed to send the letter without making changes.

D. Shared Governance Survey for Staff Senate Members.

CUSS received decent responses from the Universities. Kalia and Kathleen are starting to evaluate the information. Each University will receive their campus report and a summary. The Chancellor will receive the summary and all campus reports.

E. Shared Governance Awareness Survey- USM and Campus Levels

This is a brief questionnaire going to the Presidents of the universities to distribute to all staff and faculty. This questionnaire will show CUSS staff and faculty's awareness of shared Governance on the campuses.

**Approve Minutes:** December 2023 and January 2024. Minutes approved.

**New Business**

2024-2025- Executive Board Positions.

We will go over at the next meeting.

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**Old Business**

Roy will report in his committee briefing on Advocacy Day.

**Committee Reports and Updates on Action Plans**

- a. **Awards and Outreach-** The committee members spoke about how hard it is to do Facebook and the Newsletter, marketing CUSS through Facebook, etc. – someone needs to be committed to do this. It was suggested to pick one person from each committee who will be dedicated to working on the communication and marketing of CUSS. Maybe there can be an ad hoc committee formed for this.
- b. **Legislative and Polic Committee**
  - In the future this committee will have additional meetings to prep for advocacy day.
  - This committee will engage better with the Office of Government Relations.
  - It will start earlier in the year to identify committee members in the legislation earlier.
- c. **Staff Resources and Special Projects**

Looking into telework process on each campus. Most do have one. Most have two days of teleworking a week. No-one is truly remote.

Tuition remission – small celebration of success that the system is listening to CUSS.

**Meeting Adjourned**

