

June 2020

- a. Minutes approved

Chancellor Perman came out against ICE guidance which stated international students on F-1 and M-1 visas would not be permitted to return to the United States if they had been in the country for more than 120 days. This guidance was subsequently rescinded, and the Chancellor made the following July 14th statement: I

You can change your enrollment from self-only coverage to family coverage; and
You can drop your existing coverage.
Changes cannot be made from one health plan to another, dental plans, or to Life and AD&D coverage.

You can stop your FSA election(s) so that you will no longer make any salary contributions;
You can make a new FSA election if you did not make one during the Fall open enrollment period; and
You can reduce your FSA election amount.

As employees, please continue to support the mission and the goals of the USM.

Thank you to those who will not be returning to CUSS next session.

Chevonie will continue next year in her role with CUSS.

Return to campus advisory group has now been filtered down to the campuses. The group no longer having weekly meetings, now meeting as needed. Last meeting was the end of June.

Enrollment management workgroup update - proposal is to update enrollment projections. Next meeting will talk through the latest understanding on short-term enrollment projections due to COVID. After that, looking at longer term issues (these items will be sent via email) like long-term enrollment, recruitment trends, etc.

Questions:

- a. What was the discussion about MCE?
MCE concerns about prisoner compensation too low.

- a. Thank you to the chairs of each committee
- b. Year-end report sent to chairs, please send final version of year-end report by the end of this week.
- c. Please let Laila Shishineh know if the chairs have been set for next year.
 - i. Co-mentor a new member as a co-chair.
 - ii. Suggest new focus items for 2020-2021. 1-2 action items.

The committee discussed the following:

Sending to all POC for each campus a survey after August CUSS meeting to:

- o Identify mental health resources for each campus
- o Policies for refunding or lowering charges for parking while staff are teleworking
- o Tuition remission policies on each campus to ensure staff on each campus are paying the same fees across the USM
- o Issues of concern that the benefits and compensation committee can work on during the new term that begins in August.

Teri reported that for next year the committee will look at upgrading the scoring rubric, eligibility issues, and whether exempt and non-exempt should be scored differently for Board of Regents Staff Awards. Teri has stepped down from CUSS, so Deniz Erman and Michelle Prentice will co-chair the BOR Committee.

April L. Lewis UMCES Chair
Dawn Stoute UMB Co-Chair
Lavern Chapman Towson Co-Chair
Sheila Chase Coppin

Paul Gasior - Salisbury
Chenita Riddick - UMES
Francesca Kerby - UMGC
Yvonne - Coppin

August 10th (Monday) - Articles and Institutional Updates due
August 13th (Thursday) - Draft newsletter to the Executive Committee
August 18th (Tuesday) - Edits due from Executive Committee
August 19th (Wednesday) - Edited draft out for any last-minute corrections
August 21st (Friday) - Final Newsletter to Laila for Executive Committee distribution
Question was asked as to why the newsletter is going out later than normal. It is going out later so that we can include the NEW Council and a Webex photo (if not in person) in the newsletter. At our next meeting we will vote on who will be the Chair and Co-Chair for the committee.

We also went over the discussion from the last committee meeting as to putting together a clip or something that we are still working on and what we are doing during the pandemic.

Goals for 2020 - 2021 are:

1. Focus on getting information about CUSS out to staff;
2. Best practices on teleworking from all institutions; and
3. Continue to produce newsletter on schedule

Attendees include: Kevin Jones, Vanessa Collins, Jenn Volberding, Suzanne Tabor, and Lori Stepp

The committee discussed preparations for the next Advocacy Day and what we can do to jumpstart the planning process:

- o -Create a presentation or video showing how our collective institutions have been supporting our students during the pandemic. We could email to legislators before or after the planned Advocacy Day.
- o -Obtain maps of the locations of the Senate and House buildings, general interior floor plan of each building, and directory of legislators to distribute to Advocacy Day participants ahead of the event.

We also discussed reviewing CUSS policies in September. Some policies considered were elections, attendance, and conflict of interest. The committee will wait for guidance from the Executive Committee before initiation of review.

Present: Laila Shishineh, Carol Green-Willis, Lisa Gray, Susan Holt, Trish Johnson, Antoinne Beidleman

Introductions (Two graduate interns with Laila, so did introductions)

Brainstorm about what we want to focus on for next year

- o Charging each of the committees to come up with focus areas (1-2 each year)

Give them a few options of things to focus on, have them add their own, and pick 1-2 to focus on

Need a strong chair who will lead them and really utilize the executive committee sub-group oversight (set agendas could work)

- Could other groups who have processes think about how to beef up what they do
- Make sure that committees are given things more evenly -