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January 2020 (deferred to April Meeting)

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- It goes without saying that these are unprecedented times, and that they require unprecedented action—swift, decisive, compassionate—to safeguard the health of our students and employees while maintaining the USM's essential role as a public good in Maryland.
- I have been overwhelmed by the dedication you've shown to help us through the challenges this pandemic has brought to bear. Working through upended schedules and remote locations—with child care, elder care, and other significant responsibilities added to your burden—you have been heroic in making sure that the USM is a beacon for our universities and regional centers, and that we can continue offering them the very best guidance and most beneficial support. These are uncharted waters—in teaching and learning, research, patient and client services, and absolutely every facet of our administrative, financial, and student support operations.
- Staff are supporting our employees during this period of remote work, helping them feel connected and heard when our isolation from one another makes both difficult. I can't thank you enough for the work you're doing. Please take care of yourselves and your families. Get rest and exercise. Take part in the things that make you feel stronger and more connected. Look out for friends and loved ones, neighbors and strangers, who might need you. I know you are among an incredible community of people who will come together in compassionate action to support one another, especially those whose health is more compromised than your own.
- Certainly, I didn't anticipate the full threat of COVID-19 when I became chancellor, but I've never been prouder of the University System of Maryland—for putting science, health, and safety first, and for leading, always, in the ways that matter.

- Be safe, be well, and be good to each other.

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- Q: Payroll – will hiring essential or non-essential staff continue during shutdown?
- A: Some campuses have continued to hire, especially for research and medical positions. It's a challenge to onboard staff while working remotely and discussions are continuing on how to accomplish this. Advise talking to individual

or not supported before the pandemic. We hope to be able to gather that information so that CUSS can advocate for more for teleworking in normal conditions and not just emergency situations.

We also discussed parking fees at our various institutions and if anyone at our institutions have discussed pro-rated parking for teleworkers, etc. Colette and LaToya both work at institutions with the highest parking and the other two members attending today see to work at institutions where parking fees are very low or non-existent.

Good afternoon. The BOR Staff Award & Recognition Committee met this morning to discuss this year's awards and how the grading process worked. Attendees included myself, Linda Kuligowski, Deniz Erman, Casey Jackson, Michelle Prentice, Sheryl Gibbs, and volunteer reviewers Liz Hinson, Susan Holt and Antoinne Beidleman.

A question was asked during the Council meeting about the need for additional volunteers. No additional volunteers are necessary as all reviewers have checked in, all packets assigned, and reviews should be complete by the end of this week.

The committee agreed that it is difficult to score the packets using only the scoring rubric. It is not a perfect tool and needs some revisions. Now that everyone on the committee has gone through the process, revisions may be easier to implement. Some specific items discussed were: whether or not we should "score" the cover sheet and position description; getting groups together to review a set of packets; ranking the packets we are asked to review; recruiting more volunteers. These suggestions and the specifics of each will be discussed over the summer and fall prior to the next round of awards.

CUSS  
Communications & Marketing Committee Updates  
March 24, 2020

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April L. Lewis – UMCES – Chair  
Dawn Stoute – UMBC – Co-Chair  
Laven Chapman – Towson – Co-Chair  
Sheila Chase – Coppin  
Ayamba Ayuk-Brown

Comments were made about the Winter newsletter in reference to how timely it went out, things that were covered, and a big thank you to Dawn for always getting it out.



- Encourage CUSS members to be familiar with the Legislative Newsletters that are sent out weekly.
- When possible, connect a Bill number to talking points. This can be found in the weekly Legislative Newsletters all CUSS members receive. Encourage them to bring the latest issue of the newsletter so they have it for reference.
- Reach out to 2020-21 CUSF Chair and ask if they'd like CUSS to include CUSF members in the groups instead of using placeholders. This would help streamline the check-in process and they won't have to figure out what group to join.
- Provide a more detailed maps of the buildings.
- Perhaps meet virtually sometime between the January CUSS meeting and Advocacy Day to give updates and go over main topics or important points to share with the legislators.