

Council of University System Staff  
University of Maryland Center for Environmental Science  
May 14, 2024

Call to Order

The CUS meeting was called to order.

Welcome-Interim President Bill Dennison

A PowerPoint presentation was given to the council called UMCES Centennial in 2025.

UMCES will be celebrating one hundred years in 2025.

- x In 1925 the Chesapeake Biological Laboratory was established and it studied Es05 Tc (-10 ua)-10006 circle. It was built in 1720 and is 320 years old. There are three levels in the building, the top level will be used as a conference room to host collaborations, the staff will be on the middle floor, on the bottom floor, and the Mair Street side, will be a real engagement hub.

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UMCES has locations in Maryland which are the following:

- x Chesapeake Biological Lab 1925 (Southern Maryland)
- x Horn Point Lab 1973 (Eastern Shore)
- x A piece of the Institute of Marine Environmental Technology located in downtown Baltimore.
- x Appalachian Lab in Frostburg, Maryland.
- x Maryland Sea Grant, College Park
- x Integration application network where the Chesapeake Global Collaboratory will be housed

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Question:

- x Will you define what a student is? Some staff members who are taking classes at their institutions find it challenging to get some of the benefits that students receive.

Answer:

- x Chad had not thought about defining a student. He said It is a great suggestion to define what a student is.

Chancellor's Liaison Report George Samuel

The Chancellor's Office is issuing a clarifying policy about duplicate fees charged to staff when taking courses in the USM. The clarification will avoid duplicate type fees charged to the staff when taking courses in the USM.

Kalia-The USM office realized that making an actual policy change to the tuition remission policy or fee policy is a AFSCME negotiable item and with the unified collective bargaining it is not something the system office is prepared to add to their agenda. CUSS has been assured that the Chancellor's Memo has the same weight as a policy change.

USM is engaging a compensation study for the entire system. USM finally got the commitment, and they got the RIP completed. This will be sent out to get a bid then the work can start on it.

Question:

The wording going forward will cover both the duplicate fees and times when the staff member might not have access to something because of their status.

Answer

No, the memo is clarifying the fees at the home institution.

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Question:

- x Can you in general tell us what the guidelines are for compensation for 2025?

Answer:

- x The guidelines provide a 3% cola, and it allows for a merit increase. The effective date when the increases can begin is being left to the President of each institution. The merit increase percent is left to the President of each institution to decide what to give. Each institution will come up with its' guidelines.

Kalia asked George if the USM was still looking into getting pet insurance discounts and other benefits. They will be looking at it again for the next fiscal year. They are looking at a better way to deliver the products through payroll deduction, but right now it is not possible. They are looking for a cleaner more efficient process to have the deduction taken out of the employee's paycheck.

Chair's Report Kalia

- x Cola/Merit- average 5.5%
- x Shared Governance Awareness Survey, USM and Campus level update
  - o Missing from Coppin, Towson, UMBC, UMCP, UMES, UMES.

Chancellor's Council Updates

- x Policy updates to student residency, procurement, faculty appointments, titles, and -

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Committee Reports and Updates:

*Awards and Outreach Committee:*

- x The committee spoke about due dates to finish their projects. The new exempt BORSA packet will hopefully be done on July 16. Changes to the grading criteria for the current packet will be due on 7/1, and updates to the exempt BORSA packet, title changes, will be due 6/18.
- x The committee wants to add a new award to the BORSA packet, Community Awards, and decided to work on this in 2024



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*Staff Resources and Special Projects Committee:*

The committee reviewed the 2023-2024 Action Plan Goals to identify what items they can check off their list and what may still require additional action this year as well as potentially next year.

1. Tuition Remission fees policy change currently waiting to see the final letter Chancellor Permanissues (with the understanding that the letter/memo will hold just as much

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7. USM/George in terms of eventually exploring a pet insurance program where the premium can be taken as payroll paycheck deductions and provide a greater and less costly benefit.



UMB Senate has been involved 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 turnout.

- x Great success with the cold weather kits, they provided 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.
- x Success with UMB's Christmas Store. They work with a local church to provide toys and parents in the neighborhood come to shop.
- x Back to school drive where we supported local schools with school supplies.
- x Organized UMB's first Got Talent which celebrated the diversity of talent among staff members and they had an Art gallery.
- x 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 UM2ee6.6 (rk) 0.0.6a ( )3n61(u)2.2 (s-9.6 (it)-2.9 et)-3 ( )JTJ1yu

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 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 Rollin Director at UMB for Organizational and Employee Development

Power point presentation:

What this committee does

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

Achievements in Numbers

- x 40+ Virtual workshops provided.
- x 9 virtual conferences hosted.
- x 2,035 attendees.

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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 Berkeley for her Ph.D. Her academic work is on the history of 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

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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 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 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 loser. Everyone can win and move forward together.

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

Chancellor's Liaison 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



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.

