

Council of University System Staff
 Council Meeting Minutes - Draft
 June 28, 2016 – Bowie State University

P = Attending by Phone

Bowie State University		
X	Trish E. Johnson	Primary
X	Trenita Johnson	Primary
	George Jones	Senate
	April Johnson	Senate
Coppin State University		
	Steve Delice	Primary
X	Sherrye Larkins	Primary
X	Tim Casey	Alternate
	Yvonne V. Cook	Alternate
Frostburg State University		
	Reid Bluebaugh	Alternate
	Jesse Ketterman	Primary
	Rubin Stevenson	Primary
	Stacy Wassell	Alternate
Salisbury University		
X	Lisa Gray(Vice Chair)	Primary
X	Paul Gasior	Primary
	Teri Herberger	Alternate
	Kim Meyer	Alternate
Towson University		
X	Mary Hickey	Primary
X	Jayne French	Primary
X	Deniz Erman	Primary
		Alternate
		Alternate
		Alternate
University of Baltimore		
	Eric Jones	Primary
	Michelle Junot	Primary
	Keiver Jordan	Alternate
		Alternate
University System of MD Office		
X	Chevonie Oyegoke	Chancellor's Liaison to CUSS
X	John Wolfe, Jr.	Primary
X	Joseph Vivona	Guest

University of Maryland, Baltimore		
X	Amanda Azuma (Co-Secretary)	Primary
P	Kevin Watson	Primary
X	Bill Crockett (Past Chair)	Primary
	Angela Hall	Alternate
	Carl Jackson	Alternate
Univ. of Maryland Baltimore County		
X	Laila Shishineh	Primary
X	Sheryl Gibbs	Primary
X	Kevin Joseph (Co-Secretary)	Primary
X	Tom Penniston	Alternate
X	Arthur Bezwada	Alternate
	Victoria Lloyd	Alternate
UM Center for Environmental Science		
		Primary
X	Curtis F. Henry	Primary
University of MD, College Park		
X	Dana Wimbish (Chair)	Primary
	Dylan Baker	Primary
X	Sister Maureen Schrimpe	Primary
	Willie Brown	Ex-Officio
X	Debbie Grover	Alternate
X	Sarah Goff-Tlemsani	Alternate
	David Klossner	Alternate
University of Maryland Eastern Shore		
X	Chenita Reddick (Member At	Primary
		Primary
		Alternate
		Alternate
University of MD University College		
	Lindsey Brown	Primary
X	Debby Mathis (Member At	Primary
X	Candace Johnson	Primary
	Cynthia Steele	Alternate
	Jade Walker	Alternate
P	Mark Freeman	Alternate



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14000 Jericho Park Road
Bowie, MD 20715

Coppin State University
2500 W. North Avenue
Baltimore, MD 21216

Frostburg State University
101 Braddock Road
Frostburg, MD 21532

Salisbury University
1101 Camden Avenue
Salisbury, MD 21801

Towson University
8000 York Road
Towson, MD 21252

University of Baltimore
1420 N. Charles Street
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*University of Maryland,
Baltimore*
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P.O. Box 775
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*University of Maryland,
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College Park, MD 20742

*University of Maryland
Eastern Shore*
Princess Anne, MD 21853

*University of Maryland
University College*
3501 University Blvd. East
Adelphi, MD 20783

*University System of Maryland
Office*
3300 Metzgerott Road

AGENDA
June 28, 2016
Bowie State University
Student Center 1st Floor Ballroom B&C
10:00 a.m.

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Call to Order

1. Welcome and Introductions

- Dr. Weldon Jackson, Provost and VP for Academic Affairs

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2. Discussion with Joseph Vivona, COO/Vice Chancellor for Administration and Finance

- Strategic Partnership Act

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3. Consent Agenda

<https://coppineagle.sharepoint.com/teams/CUSS/ARC/2016>

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4. Approval of Minutes from May Meeting

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5. Chair's Report

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6. Chancellor's Liaison's Report - Chevonie Dyegoke

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7. Old Business

- Items moved off of Consent Agenda
- Nominations for Executive Committee

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8. New Business

- Elections for Executive Committee

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9. Committee Meetings

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10. Committee Updates

- Benefits and Compensation
- Board of Regents Awards
- Communications and Marketing
- Legislative and Policy
- Executive Committee

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Call to Order

1. Welcome and Introductions

- **Dr. Weldon Jackson, Provost and VP for Academic Affairs**
 - i. Thanks for all of the hard work by staff
 - ii. Hopeful of record freshman class
 - iii. Robert Batton received Staff Award

2. Discussion with Joseph Vivona, COO/Vice Chancellor for Administration and Finance

- **Strategic Partnership Act**
 - i. Discussed various aspects of the new partnership
 - ii. SSB 1052 (identical bill in House)
 - iii. Governor did not sign, but did not veto
 - iv. Restatement of 2011 agreement – not a merger
 - v. Given name – UM Strategic Partnership
 - vi. President's powers at the two institutions remain the same
 - vii. Bill directs Presidents to develop plan to encourage more collaboration
 1. Hoping to create larger outcomes across various areas
 - viii. Funding guideline around aspirational peers
 1. Driven by Carnegie guidelines/classifications
 - ix. Seek areas to increase effectiveness and efficiency – no consolidation prescribed
 - x. Bill preserves "status" of UMBC
 - xi. Would like to report data as one institution
 1. Would move the combined institution into top 10 nationally
 2. CP is 33
 3. UMB med is biggest research
 4. NSF objects due to two presidents
 - xii. MPower has steering committee
 1. Partnership will have steering committee
 - xiii. 2 Centers
 1. One in CP
 2. One in Baltimore
 3. No funding for fiscal year 2017
 - xiv. Headquarters of system office must have presence in Baltimore
 - xv. Additional money to various institutions – mostly Towson and UMBC
 - xvi. Increase standing in funding guidelines for all institutions
 - xvii. Questions
 1. How will success be determined
 - a. No metrics determined except for job creation in Baltimore
 2. How will tuition remission be handled
 - a. No change
 3. Will overlapping departments be combined
 - a. Not right now
 4. What changes does the partnership cause?
 - a. None except for level of partnership
 5. Will there be changes to school logos?
 - a. Partnership logo will probably change
 - b. Will not advertise as one University
 6. Where is money coming from?

- a. Contemplated as state dollars
- 7. Do we see future alliances or expansion of this one?
 - a. New one in Baltimore between Coppin State and University of Baltimore
- 8. How does this affect money to other Institutions?
 - a. Hoping to not affect negatively any institutions

3. Chancellor bonus

- Joseph Vivona discussed concerns and questions around how the bonus was handled
 - i. Personnel matters are done in closed session
 - ii. Bonus based on meeting certain goals
 - 1. Obtaining extra money towards college completion
 - 2. Increasing capital budgets
 - 3. SSB 1052
 - 4. Recapturing research base
 - iii. Bonus was publicly disclosed
 - iv. Legislature knew about contract language
 - v. What happened to the COLA?
 - 1. Talks collapsed around overtime giveback

4. Consent Agenda

<https://coppineagle.sharepoint.com/teams/CUSS/ARC/2016>

5. Approval of Minutes from May Meeting

- Motioned by Kevin Joseph and seconded by Jayne French; approved by consent

6. Chair's Report

- Board of Regents approved recipients for Staff Awards
- Partnership between Coppin State University and University of Baltimore – BPower
 - i. Goal to Increase college participation in city
- Coalition case going forward
- Students – diversity and inclusion report
 - i. Students did not know to whom to report complaints/issues
 - ii. No real office, no follow-up
 - iii. Want something akin to sexual misconduct setup
 - iv. Want BOR to set standards/framework
 - v. UMUC has one for staff
 - vi. Salisbury – Office of Institutional Equity
 - vii. UMB – Office of Compatibility and Compliance
 - 1. Has advisory council – no diversity officer
 - viii. CP – has chief diversity and inclusion officer
 - 1. Probably referred to Title IX
 - ix. Towson – Center for Student Diversity
 - 1. Also uses Title IX
 - x. USM - Newly formed Diversity and Inclusion Council meeting soon
 - xi. More info on SharePoint site

- Increasing college completion
 - i. 5900 degrees earned; want to get to 55%
 - ii. More STEM degrees awarded
 - iii. Looking at academic redesign
 - iv. UMUC textbooks online
 - v. Bowie State University and Coppin State University named in HBCU College Choice
 - vi. UMES now doctoral university
 - vii. 80% of students attending institutions from Maryland

7. Chancellor's Liaison's Report – Chevonie Oyegoke

- Fair Labor Standards Act (FLSA)
 - i. Compensation committee met and working on what's next
 - ii. Working on communication strategy
 - iii. Each institution will implement as appropriate
 1. Working on how to communicate to employees
 - iv. Working on how to handle employees near threshold
 - v. Attorney General Office is looking at this to provide clear definitions from state
 - vi. Working with Vice President of Academic Affairs
 - vii. Looking to get appropriation from the Governor to fill shortfall
 - viii. December 1, 2016 deadline for implementation
- Affordable Care Act (ACA) Benefits
 - i. Disconnect in DBM for how to handle adjuncts
- Tuition remission revamp
 - i. Need comments/questions by next meeting
 - ii. This is about process and not policy
- Open enrollment will be on IVR again, hopefully for last time
- Optional Retirement Program (ORP) Board approved changes to fund line-up; more details to come
- Criminal background checks need to be implemented by Jan 1, 2017
 - i. Institutions are working on who needs to go through background checks
 - ii. Background checks will be required for those in
 1. Programs involving minors
 2. Adult dependent programs
 3. Involved in the transportation of hazardous materials

8. Old Business

- **Items moved off of Consent Agenda**
- **Nominations for Executive Committee**
 - i. Sherrye Larkins for Chair
 - ii. Lisa Gray for Vice Chair
 - iii. Laila Shishineh and Candace Johnson for Co-Secretary
- Bill Crocket motions to accept nominations as presented; John Wolfe seconds; approved by consent

9. New Business

- **Elections for Executive Committee**
 - i. Bill Crocket motions to accept nominations as presented; John Wolfe seconds; approved by consent

10. Committee Meetings

11. Committee Updates

- **Benefits and Compensation**
 - i. Tabling Job Shadowing due to low interest
 - ii. Will get feedback from institutions about the pros/cons/ideal on tuition remission process before next CUSS meeting July 19, 2016
- **Board of Regents Awards**
 - i. Deniz Erman agrees to be co-chair and possibly chair for next year
 - ii. Would like to make sure there is a CUSS representative on the BOR Staff Awards committee at each institution
 - iii. Want to develop a separate BOR Staff Awards email address
 - iv. Will present at next meeting the 2016-17 BOR letter and packet
 - v. There were no non-exempt nominees for the Outstanding Service to Students in a Residential Environment category
- **Communications and Marketing**
 - i. Submit newsletter information (plus "Did You Know") for September newsletter by August 15, 2016
- **Legislative and Policy**
 - i. What can we do differently to represent staff to legislature?
 - ii. Should we testify on certain legislation?
- **Executive Committee**
 - i. Planning for new member orientation
 - ii. Committees need to think about goals for next year

Motion to adjourn the meeting made by Mary Hickey and seconded by Sister Maureen Schrimpe; approved by consent

Next meeting July 19, 2016 at University of Maryland Center of Environmental Sciences