

Council of University System Staff
 Council Meeting Minutes
 March 22, 2016 – Coppin State University

P = Attending by Phone

Bowie State University		
	Trish E. Johnson	Primary
	Trenita Johnson	Primary
		Alternate
		Alternate
Coppin State University		
X	Steve Delice	Primary
X	Sherrye Larkins	Primary
X	Tim Casey	Alternate
X	Yvonne V. Cook	Alternate
Frostburg State University		
	Reid Bluebaugh	Alternate
X	Jesse Ketterman	Primary
	Rubin Stevenson	Primary
	Stacy Wassell	Alternate
Salisbury University		
X	Lisa Gray(Vice Chair)	Primary
X	Paul Gasior	Primary
X	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
X	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

University of Maryland, Baltimore		
P	Amanda Azuma (Co-Secretary)	Primary
	Roy Ross (retired)	Primary
	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
	Arthur Bezwada	Alternate
	Victoria Lloyd	Alternate
UM Center for Environmental Science		
	Barbara Higgins	Primary
X	Curtis F. Henry	Primary
University of MD, College Park		
X	Dana Wimbish (Chair)	Primary
X	Dylan Baker	Primary
X	Sister Maureen Schrimpe	Primary
	Willie Brown	Ex-Officio
	Debbie Grover	Alternate
	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		
	Deanna Mayer	Primary
X	Debby Mathis (Member At	Primary
X	Candace Johnson	Primary
	Cynthia Steele	Alternate
	Jade Walker	Alternate
	Alyssa Petroff	Alternate
X	Mark Freeman	



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Bowie, MD 20715

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

Frostburg State University
101 Braddock Road
Frostburg, MD 21532

Salisbury University
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Salisbury, MD 21801

Towson University
8000 York Road
Towson, MD 21252

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*University of Maryland,
Baltimore*
620 W. Lexington Street
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*University of Maryland
Baltimore County*
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Baltimore, MD 21250

*University of Maryland Center
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P.O. Box 775
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*University of Maryland,
College Park*
College Park, MD 20742

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Eastern Shore*
Princess Anne, MD 21853

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

*University System of Maryland
Office*
3300 Metzgerott Road

AGENDA
March 22, 2016
Coppin State University
Talon Center in Room 214
10:00 a.m.

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Call to Order

1. Welcome and Introductions

- Dr. Maria Thompson, CSU President

2. Consent Agenda

- <http://bit.ly/1kOSTIt>

3. Approval of Minutes from January Meeting

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4. Discussion on USM Strategic Partnership Act of 2016

- Senate Bill 052/HB 607

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5. Chair's Report

- Background Check Policy Review

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

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7. Committee Meetings

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8. Committee Updates

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

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9. Old Business

- Items moved off of Consent Agenda
- Constitution & Bylaw Revisions

10. New Business

- USM Advocacy Day Feedback

Conference Call Information

Dial-in Number Participant: 1-410-951-1399

Access Code: 3800

Call to Order

1. Welcome and Introductions

- **Dr. Maria Thompson, CSU President**
 - i. Introductions by CUSS members
 - ii. Started July 1, 2015; came from SUNY
 - iii. Student body less than 10% traditional
 1. Average age 28
 2. Working adults
 - iv. Goals
 1. To be nationally recognized for community engagement (Carnegie by 2020)
 2. Improve research
 - a. Teach through research
 - b. Student centered research enterprise
 3. Continuous excellence
- Sribala Narasimhadevara, senator from Coppin State University Staff Senate in attendance

2. Consent Agenda

- <http://bit.ly/1kOSTIt>

3. Approval of Minutes from January Meeting

- Approved with changes; Motion by John Wolfe, Jr., second Jayne French

4. Discussion on USM Strategic Partnership Act of 2016

- **Senate Bill 1052/HB 1607**
 - i. Wants to legislate and create a strategic alliance between UMB and UMCP
 - ii. Some of the legislative goals
 1. Will give the flagship campus a medical school, law school, additional professional schools
 2. Make more competitive for research dollars
 3. Improve Carnegie ranking
 - iii. Provide a plan to move the Systems office to Columbus Center in Baltimore, though funding it is not specific or identified
 - iv. UMB town hall over 300 attending, most were not in favor
 - v. UMB staff senate, faculty senate, and student government overwhelmingly opposed
 - vi. UMCP town hall less than 30
 - vii. Even with the amendment additions and changes, there is still no specific language that doesn't say this isn't a merger. Though the revised version keeps both presidents and assets independent, both UMB's president and the Chancellor have requested such language in the house version. Both UMB and USM do support legislation that would strengthen the partnership without merging the campuses

5. Chair's Report

- **Background Check Policy Review**
 - i. Needed a system-wide policy to make sure USM and institutions are in compliance with state and federal law
 - ii. Does not address required student background checks
 - 1. The state or system should "hold" background checks so that students do not have to get them in each jurisdiction
 - iii. Faculty members teaching minors would require a background check
 - iv. Policy would apply to new hires and existing employees
 - v. Question was raised as to how long is a background check good for? Unclear. Two years to forever
 - vi. Policy does don't cover IT specifically, but probably should have done so
 - vii. Sister Maureen Schrimpe motioned, seconded by Mary Hickey that CUSS support the policy moving forward; approved by consent
- Diversity and inclusion workgroup
 - i. Want to bring back the diversity council
 - 1. Chancellor sent out letter to institutions
 - 2. Executive committee made up of exclusively provosts
 - 3. Membership from other areas including shared governance councils
 - ii. At last BOR meeting Dana stressed that staff was important to this since we are often the ones most students interact with early on

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

- Strategic partnership act
 - 1. Question was raised if there would be a joint meeting between shared governance groups; No, but Joseph Vivona would be available to come to a meeting. CUSS members should contact Dana Wimbish if they would like him to join our next meeting.
- Fair Labor Standards Act
 - i. Minimum wage, overtime pay, record keeping and youth employment
 - ii. Establishes hourly/salary qualifications
 - 1. Duties test
 - a. Professional position (exempt)
 - b. Others (non-exempt)
 - 2. Salary test
 - a. \$23,660 and above are exempt
 - b. under are non-exempt
 - 3. Proposed change would raise minimum to \$50,440
 - a. For exempts making less than the new minimum would have to increase salary or convert to non-exempt
 - b. affects overtime, retirement, leave
 - iii. Only 60 days to implement once in affect
 - iv. State submitted whitepaper to Department of Labor requesting changes
 - 1. Tiered implementation of salary increases
 - 2. Year to implement
 - 3. Prorate part-time faculty and staff

4. Grandfather in current retirement participants for those affected by classification changes
5. Grandfather in leave balances for those affected by classification changes
6. Number one concern is pay compression
7. Border case issues (employees just under the salary minimum could possibly make more than those just over the salary minimum due to overtime wages)
- v. Identifying most affected groups (such athletics, admissions counselors); may have to move exempt to non-exempt
- vi. Expect information from the Department of Labor by July 1, 2016
- vii. Exempt salary structure discussions put on hold until after this is resolved
- viii. Unclear how \$50,440 was arrived at
- ix. Will this affect contingent – yes
- x. Senate bill 979 – Optional retirement eligibility
 1. Current Exempt employees affected would be allowed to stay in ORP
 2. Passed on senate floor
 3. Keep current leave balance and then accrue at new rate or keep current leave balance and continue at current rate. The current policy suggests keep current leave balance and then accrue at new rate – which many people are leaning towards. Needs approval.
 4. Was discussion of hybrid category, but decided to stay with two categories
- xi. Senate Bill 453 – ORP Benefit Eligibility
 1. Did not pass
 2. Created workgroup to study optional retirement program
 - a. Many agencies involved
 - b. Report findings to Governor by December 2016
- xii. J. Thomas Sadowski, Jr. hired as Vice Chancellor for Economic Development
 1. May 1, 2016 start date
- xiii. Need to know if discounts webpage needs to be taken down or updated

7. Committee Meetings

- Committee meetings were not held

8. Committee Updates

- **Benefits and Compensation**
 - i. Reviewed CI and CII benefits
 1. Missing from one school (BSU)
 2. Need clarification from UMB
 3. Asking institutions to review before next meeting
 4. Mary Hickey has a collection of council mission statements for other institutions if others want the information
- **Board of Regents Awards**
 - i. Sherrye Larkins thanked everyone for participating in evaluating packets
 - ii. Need schools to do better at understanding the requirements; too many submitted who were just doing the job extremely well
 - iii. Feedback evaluation will be going out

- iv. Should we have an orientation where we go over a packet so that people are using same criteria when reviewing packets?
- v. CUSS members should try to be on school committees to help ensure packets follow guidelines
- vi. The committee reviewers were split in two categories. These nominees were forwarded to the executive committee for a secondary review
- vii. Will discuss in committee final results
- viii. Dana will get names of nominees to Board of Regents in April
- **Communications and Marketing**
 - i. Updated LinkedIn site to allow member institution employees to join
 - ii. Will focus next on SharePoint site. Need committee memberships
 - iii. Next newsletter information is due in May for June issue; Salisbury is Presidential Spotlight
- **Legislative and Policy**
 - i. Looks like Governors budget will get through with a few tweaks
- **Executive Committee**

9. Old Business

- **Items moved off of Consent Agenda**
- **Constitution & Bylaw Revisions**
 - i. John T. Wolfe, Jr. motioned, seconded by Sister Maureen Schrimpe that Constitution & Bylaw revisions be approved as amended; approved by consent

10. New Business

- **USM Advocacy Day Feedback**
 - i. We could have used talking points
 - ii. Students were very organized
 - 1. Representatives gravitated to students
 - iii. Need more food
 - iv. Needed more formalized way of greeting delegates and staff
 - 1. Maybe have representatives from each council greeting
 - v. Question was raised should we testify in front of budget committee

11. Motion to adjourn by Mary Hickey, second by Sister Maureen Schrimpe; approved by consent

Next meeting April 26, 2016 at Towson University