

**Council of University System Staff Attendance Roster**  
November 18, 2016, at University of Maryland College Park

X = Present in Person

P = Present by Phone

<b>Bowie State University</b>		
X	Trish E. Johnson (PC)	Primary
X	Trenita Johnson	Primary
X	Andrea Davis	Alternate
<b>Coppin State University</b>		
X	Steve Delice (PC)	Primary
X	Sherrye Larkins (Chair)	Primary
X	Sheila Chase	Alternate
	Yvonne V. Cook	Alternate
<b>Frostburg State University</b>		
	Jody Pifer (PC)	Primary
X	Dana Severance	Primary
	Rubin Stevenson	Alternate
	Angela Hovatter	Alternate
<b>Salisbury University</b>		
X	Lisa Gray (Vice Chair)	Primary
X	Paul Gasior	Primary
	Teri Herberger	Alternate
	Kim Meyer (PC)	Alternate
<b>Towson University</b>		
X	Mary Hickey (PC)	Primary
X	Cyndi Zile	Primary
X	Deniz Erman	Primary
	David Biglari	Alternate
<b>University of Baltimore</b>		
	Eric Jones	Primary
	Keiver Jordan (PC)	Primary
X	Margie Bivans	Alternate
	Michelle Junot	Alternate
<b>University of Maryland Eastern Shore</b>		
	Chenita Reddick (PC)	Primary
<b>University System of MD Office</b>		
X	Chevonie Oyegoke	Chancellor's Liaison to CUSS
X	John Wolfe, Jr.	Primary

<b>University of Maryland, Baltimore</b>		
	Amanda Azuma	Primary
X	Mike Ruddock	Primary
	Bill Crockett	Primary
X	Angela Hall	Alternate
	Hillary Anne Edwards	Alternate
X	Susan Holt	Alternate
<b>University of Maryland, Baltimore County</b>		
X	Laila Shishineh (Co-Secretary)	Primary
X	Sheryl Gibbs	Primary
X	Kevin Joseph (PC)	Primary
	Tom Penniston	Alternate
X	Olivia Dent	Alternate
<b>UM Center for Environmental Science</b>		
	Curtis F. Henry (M@Large) (PC)	Primary
X	Julianna Brush	Primary
X	April Lewis	Alternate
X	Amy Griffin	Alternate
<b>University of MD, College Park</b>		
X	Patrick Perfetto	Primary
	Emily Hartz (PC)	Primary
X	Sister Maureen Schrimpe (M@Large)	Primary
X	Dana Wimbish (Past Chair)	Alternate
X	Sarah Goff-Tlemsani	Alternate
	Dylan Baker	Alternate
<b>University of MD University College</b>		
X	Candace Johnson (Co-Secretary) (PC)	Primary
X	Jennifer Volberding	Primary
	Elia Amegashie	Alternate
X	Jade Walker	Alternate
X	Mark Freeman	Alternate

**Council of University System Staff  
Council Meeting Minutes  
November 18, 2016, at University of Maryland College Park**

**Call to Order**

**1. Welcome**

**2. Consent Agenda**

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

**3. Approval of Minutes from October Meeting**

**4. Chair's Report**

- a) Chair requested comments regarding the joint session. Pros, cons, and suggestions to be shared with the BOR Chair.
- b) Comments:
  - i. Format of the joint meeting was favorable.
  - ii. Consider having one-two Regents answer the specific question they specialize in. Some answers were contradictory
  - iii. Regents needed to include staff in their comments regarding workload issues.
  - iv. Categorize the questions.
  - v. Suggested improvement: break out into small work groups for additional time for one-on-dialogue.
  - vi. Regents should be strategically placed at individual tables. This gives the meeting a connection that we're seeking.
  - vii. Interested in hearing the BOR Chair explain how they were connecting on personal concerns (institution specific).
  - viii. One member stated that a faculty member thanked her for being part of CUS S because it allows the faculty to do great work.
  - ix. Consider having a keynote speaker, invite the Regents and have a more intimate environment to have more questions answered
  - x. The council had a split concern: Do or don't have strategic planning after lunch. Several new CUSS members felt that the recap of strategic planning was useful.
  - xi. Distribution of the Strategic Plan PowerPoint ahead of the meeting would have been beneficial.

- xii. Suggestion to not to deviate from Regents present at joint council meetings in the future. It's the only way to learn about what's going on.
- xiii. Recommendation that three council chairs come together and gather questions to ensure that they're understood. It would allow the council's presentation of questions to be crisp and tight.
- c) Chair asked a Maryland Charities question: At your institutions, do you also have a family campaign (money goes directly to the university and none of money or proceeds goes to Maryland charities). UMBC, UMUC, Towson, FSU, and Salisbury participate in a university campaign. UM college Park it's an option to select it as part of the Maryland Charities campaign. UMBC says it can be a conflict. Sherrye asked if the participating institutions reached their goal.
- d) Chair shared the following CUSS concern to the Presidents at the Chancellors Council meeting. Council members voiced significant discomfort with staff relations regarding who do staff and faculty go to with workplace concerns, to clarify and resolve conflict, to understand policies, receive resource information and other employee relations issues. Do campuses have an ombudsman for staff & faculty? Council will conduct further study and review of universities with ombudsmen and the impact of this service. University of Maryland Baltimore council member shared that an ombudsperson is a valued service at their institution.
- e) There was an article about students cheating. Sherrye will upload article to our SharePoint drive.

#### **5. Chancellor's Liaison's Report**

- The exempt salary structure has been approved with 7.625% effective January 1, 2017. Information is available online. Class and comp group for HR – now starting to look like a non-exempt structure.
- There was a budget reduction plan submitted by the governor. Reduced by 14.2 million (just over 1%). Between now and FY 17 (June 30<sup>th</sup>) eliminate 101 positions system wide (60 vacant). No layoffs because 41 vacant positions won't be filled.
- Frostburg mentioned Toys for Tots drive. Chevonie will send email. Letters to Santa: Toys for Tots drive toys should be new and unwrapped. Mittens, gloves, scarves, hats and toys welcome. On December 13<sup>th</sup> drop off gifts. Saturday, December 17<sup>th</sup> gifts will be given to less-fortunate. May bring gifts to new CUSS meeting on December 13<sup>th</sup>. Cash donations may be accepted, but Chevonie will check to make sure.

#### **6. Committee Updates no reports at this meeting)**

#### **7. Adjourn**

A motion to adjourn was made at 2:42 pm.

The next meeting, the meeting with the Chancellor, is at the USM Office on December 13, 2016.