

# Board of Regents Report

April 15, 2016



**Bowie State University**  
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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**  
1101 Camden Avenue  
Salisbury, MD 21801

**Towson University**  
8000 York Road  
Towson, MD 21252

**University of Baltimore**  
1420 N. Charles Street  
Baltimore, MD 21201

**University of Maryland,  
Baltimore**  
620 W. Lexington Street  
Baltimore, MD 21202

**University of Maryland  
Baltimore County**  
1000 Hilltop Circle  
Baltimore, MD 21250

**University of Maryland  
Center for Environmental  
Science**  
P.O. Box 775  
Cambridge, MD 21613

**University of Maryland,  
College Park**  
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  
Adelphi, MD 20783-1690

The Council of University System Staff last met on March 22<sup>nd</sup> at Coppin State University. President Maria Thompson welcomed CUSS members and spoke about the goals and continued strive for excellence at Coppin.

## Notes from the Council of University System Staff

- CUSS members discussed Senate Bill 1052/HB 1607 and the impact on UMB and UMCP and the entire USM. Discussions included the goals of the partnership bill as well as the impact on staff and the course of similar partnerships in other state university systems. CUSS members were able to view the live hearing for the HB 1607 during the meeting at Coppin State.
- Members reviewed and discussed the anticipated changes to the FSLA duty and salary test and its impact on employee benefits for exempt and nonexempt employees. Members have also reviewed the Background Check Policy draft.
- The Executive Committee CUSS Constitution and Bylaws Review ad hoc committee completed its review and made its recommendations for revisions and updates. The Constitution and Bylaw are attached with two versions the first with edits and final revisions for approval by the Board of Regents.
- The Communications Committee is currently collecting reports for the next issue of the CUSS Newsletter. The June edition will include a spotlight on the President Janet Dudley-Eshbach of Salisbury University. Coppin State is hosting a SharePoint site that is being used as central storage and a collaborative tool for CUSS members to be more engaged. The Share Point site is serviced by Communications Committee members from Coppin State.
- The Board of Regents Staff Awards and Recognition Committee completed the Board of Regents Staff Awards nominee evaluations. The committee sent a survey to each institution to the BOR Staff Awards contacts to elicit feedback on the nomination process.



SUMMARY OF ITEM FOR ACTION,  
INFORMATION OR DISCUSSION

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**TOPIC:** Changes to Constitution for Council of University System Staff

**COMMITTEE:** Committee of the Whole

**DATE OF COMMITTEE MEETING:** April 15, 2016

**SUMMARY:**

The CUSS Constitution stands as a framework to guide the creation of the CUSS Bylaws that were originally adopted in 2000. The purpose of the revisions is to ensure that the constitution uses updated terminology and is clear of errors, ambiguities and/or inconsistencies. The revisions to the constitution will make certain the language and practice established is consistent in both the CUSS Constitution and Bylaws.

**ALTERNATIVES(S):** The Board can decide not to approve the recommended changes.

**FISCAL IMPACT:** Negligible

**CHANCELLOR'S RECOMMENDATION:** The Chancellor recommends that the Board support the recommended changes.

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COMMITTEE RECOMMENDATION:

DATE:

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BOARD ACTION:

DATE: April 15, 2016

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SUBMITTED BY: Janice Doyle, (301) 445-1906, jdoyle@usmd.edu

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**Version with edits for review**

USM Bylaws, Policies and Procedures of the Board of Regents

I - 3.50 -CONSTITUTION FOR THE COUNCIL OF UNIVERSITY SYSTEM STAFF

(Approved by the Chancellor, November 18, 1993; Amended by the Board of Regents, December 5, 1997; Amended by the Board of Regents, June 27, 2003; Technical Changes approved by the Chancellor August 19, 2003; Amended by the Board of Regents, February 18, 2005)

Basic to the effective operation of any system of higher education is the acceptance of the concept of shared governance. The Staff employees in both teaching and non-teaching institutions provide a wide range of services and expertise that is critical to the fulfillment of the System's many missions. In recognition of this essential role, Staff employees shall have a voice in basic decisions that affect the welfare of the System, its institutions, and its employees, including an informed advisory role in administrative areas and in the functional support aspects of academic matters.

Article I

Section 1. Purpose:

The Council of University System Staff (CUSS) advises the Chancellor and the Board of Regents. Its responsibility will be to consider and make recommendations on Systemwide issues affecting Staff employees who are not in a collective bargaining unit having an exclusive representative or who are in such a unit but are excluded by law from participating in collective bargaining, to communicate such Staff employee concerns to the Chancellor and the Board, and to inform such Staff employees at each constituent institution of the Council's activities and the System's related actions.

Article II

Section 1. Membership:

The Council shall consist of representatives of those USM Staff employees who are not in a collective bargaining unit having an exclusive representative, or who are in such unit but are excluded by law from participating in collective bargaining. Representatives shall be elected from among such employees. Each institution shall determine the qualifications required for their representatives, as well as the procedures for their election.

Section 2. Constituencies:

For purposes of representation on the Council, institutions of the System are: Bowie State University (BSU), Coppin State ~~College~~ University (CSU) ~~(CSC)~~, Frostburg State University (FSU), Salisbury University (SU), Towson University (TU), University of Baltimore (UB), University of Maryland, Baltimore (UMB), University of Maryland, Baltimore County (UMBC), University of Maryland, College Park (UMCP), University of Maryland Eastern Shore (UMES), University System of Maryland Office (USMO), University of Maryland University College (UMUC), ~~and~~ University of Maryland Center for Environmental Science (UMCES) ~~and University of Maryland Biotechnology Institute (UMBI).~~