

Council of University System Staff
 Council Meeting Minutes
 September 23, 2014 at University of Baltimore

Trish Johnson	BSU	Primary
Keri Hickey	CSU	Alternate
Sherrye Larkins	CSU	Primary
Sheila Chase (Co-Secretary)	CSU	Primary
Yvonne V. Cook	CSU	Alternate – Phone
Jay Hegeman	FSU	Primary - Phone
Fred Kowalski	UB	Primary
Keiver Jordan	UB	Alternate
Sasha Hudson	UB	Primary
John Brenner	UB	Primary
<i>Kristen Tull</i>	<i>UB</i>	<i>Guest</i>
<i>John Brenner</i>	<i>UB</i>	<i>Guest</i>
<i>Bill Schmirel</i>	<i>UB</i>	<i>Guest</i>
Lisa Gray (Co-Secretary)	SU	Primary
Paul Gasior	SU	Primary
Mary Hickey	TU	Primary
Deniz Erman	TU	Primary
Gay Pinder	TU	Primary
Janet Nance-Richardson	UMB	Alternate
Amanda Azuma	UMB	Alternate
Bill Crockett (Chair)	UMB	Primary
Kevin Watson	UMB	Primary
Colette Becker-Beaulieu	UMB	Alternate
Sarah Goff-Tlemsani	UMCP	Alternate
Debbie Grover	UMCP	Alternate
Sister Maureen Schrimpe	UMCP	Primary
Dylan Baker	UMCP	Primary
Dana Wimbish (Vice Chair)	UMCP	Primary - Phone
Keisha Campbell (Member at Large)	UMBC	Primary
Michelle Massey	UMBC	Alternate
Barbara Higgins	UMCES	Primary
Chenita Reddick	UMES	Primary
Christine Perchell	UMUC	Primary
Larry Hogan	UMUC	Primary
Rosario I. van Daalen	UMSO	Chancellor's Liaison to CUSS

Call to Order by CUSS Chair Bill Crockett

1. Welcome by University of Baltimore President Kurt Schmoke.
2. Introduction of new CUSS Members.
3. Healthcare Changes - JoAnn Goedert explained the Highlights to the changes to the Maryland State Employee and Retiree Health and Welfare Program for University System of Maryland Employees. This is a proactive Model of healthcare
 - a. DBM negotiates contracts for a 5 year period, these contracts were approved by the Board of Public Works on August 13, 2014.
 - b. The wellness program will be phased in over five years.
 - c. Surcharges will be assessed for those who fail to comply with the Healthy Activities and Disease Management Programs.
 - d. There is a \$50/year surcharge for failure to comply with the Healthy Activities in 2016 and \$75/year in 2017.
 - e. The Disease Management Program failure to comply surcharge will be implemented in 2017 in the amount of \$250 and will increase to \$375 in 2018.
 - f. DBM physicians will be responsible for reporting those employees and spouses who fail to comply.
 - g. Affordable care - trends were assessed preventive services ask required
 - h. Incentives
 - i. Primary care doctor can be a specialist
 - ii. Complete a health assessment annually
 - iii. Copays eliminated
4. Consent Agenda
 - a. <http://bit.ly/1kOSTIt>
5. Approval of minutes from August 2014
 - a. Motion by Sister Maureen Schrimpe and seconded by Sasha Hudson. The minutes were unanimously approved.
6. Chair's Report
 - a. Social Media Policy has been revised again. It will be added to the September folder in the drop box.
 - b. Task Force for Sexual Misconduct Policy meeting again in a week and a half. They are waiting for clarification from AG's office.
 - c. Campus Safety and Security – BETA team
7. Chancellor's Liaison Report
 - a. Good discussion and clarification on Health Care Plan Changes
 - b. Document on HR website - [DBM-EBD - Open Enrollment - Health Benefits Fact Sheet 9-16-14](#)
 - c. Question regarding lack of dentists and doctors on the Eastern Shore has been an ongoing problem.
 - d. Nonexempt biennial salary review is complete and has been forwarded to the Vice Presidents. Possible overall structural adjustment of 6% (4% market and 2% from COLA Jan. 1, 2015). Anticipating approval at the December BOR meeting. Implementation in July 2015 and a cost of \$1.1M.

- e. Tuition Remission Policy revisions
 - i. Approved by the BOR on September 19, 2014
 - ii. Review policy changes – Policy is located in the CUSS drop box and posted on the USM website.
8. Committee Updates
- a. Board of Regents Award Committee
 - i. Sherrye Larkins Chair - Debbie Grover Co-Chair
 - ii. Timeline and sample packet shared
 - iii. CUSS members should partner with whomever handles the nomination process on your campus
 - iv. January 30, 2015 is the deadline
 - v. There is the possibility of 104 nominees for 4 categories- 38 people were nominated last year
 - vi. All CUSS members need to participate in the evaluation process
 - b. Policy and Legislation
 - i. Discussed Annapolis Day - Wednesday or Thursday may be a better choice, unable to meet with legislators this year they were on the house floor.
 - ii. The agenda needs to be clear, what is our message?
 - iii. We need time on the January agenda to prepare for our trip to Annapolis
 - iv. The committee will schedule Mini trips to Annapolis to meet the legislators once the election is over.
 - c. Communications and Marketing
 - i. The Newsletter should be completed by end of the month.
 - ii. Quarterly updates should be submitted from each committee.
 - iii. We need a better communications plan.
 - iv. The Cuss website is unorganized, needs to be more user friendly, too many links.
 - d. Benefits and Compensation
 - i. Mary Hickey will be the chair.
 - ii. Finish updating the Discount list
 - iii. Daycare
 - iv. Performance Review - some are not evaluated properly as individuals
 - v. Benefits for Contingent 1 and 2 employees.
 - e. Executive Committee
 - i. Nothing new to report
 - ii. A reminder that all committees should be holding a mid-month conference call.
9. Old Business
- a. The newsletter should be complete by the end of September.
 - b. No items moved off the consent agenda.
10. New Business
- a. The Maryland Charities campaign kicks off soon, advocate, serve, or contribute. Designate an agency, The United Way minimum of 75% is given to service providing.
 - b. 2014 Elections are November 4, 2014. If you would like to be an Elections Judge, send the request to your supervisor 30 days prior to election date. See the Policy on being an Election Judge VII.7.25 – this is available on the USM website.
 - c. Institutional Updates will resume at our meeting in Frostburg next month.

Next Meeting is October 28, 2014 at Frostburg State University.



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Bowie, MD 20715

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2500 W. North Avenue
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Salisbury University
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AGENDA

September 23, 2014

University of Baltimore

William H. Thumel Sr. Business Center Building

Room 143

10:00 a.m.

Call to Order

1. Welcome and Introductions

- Harry Schuckel, Sr. VP of Administration & Finance

2. Health Plan Changes

- JoAnn Goedert

3. Consent Agenda

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

4. Approval of Minutes from August Meetings

5. Institutional Updates

6. Chair's Report

- Chancellor's Council Meeting

7. Chancellor's Liaison's Report

8. Committee Meetings

9. Committee Updates

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

10. Old Business

- CUSS Newsletter
- Items Moved off Consent Agenda

11. New Business

- Maryland Charity Campaign