

**Council of University System Staff
Council Meeting Minutes
University of Maryland University College**

January 24, 2017

Call to Order

1) Welcome

Mark welcomed Javier Miyares, UMUC President. President Miyares provided a history of UMUC, as well as some past, recent and current initiatives.

2) Consent Agenda

3) Approval of Minutes from December Meeting

a) Suggestions for corrections made by Bill Crockett. Motion to approve made by Sister Maureen Schrimpe and seconded by Mary Hickey.

4) Chair's Report

a) Next BOR meeting will be in February. Mark calendars for Advocacy day (2/28). Invitation will be sent out Friday or Monday of next week. RSVP date will be 2/20/17. Andy Clark, Associate Vice Chancellor of Government Relations, will join us at today's meeting.

5) Chancellor's Liaison's Report

- a) The Daily Record selected six business leaders to watch for 2017. This year, USM Chancellor Robert Caret selected as one to watch. Over the course of his tenure he has provided five goals:
1. Increasing student college completion rates
 2. Ensuring Maryland's competitiveness in the new economy by increasing the number of STEM graduates and creating companies and research centers
 3. Redesigning courses to make better use of technological and other changes
 4. Boosting stewardship by streamlining operations and boosting fundraising and,
 5. Attracting and supporting top-quality students and faculty.
- b) 2017 wellness activities in place for this year. Activities are similar to last year (select primary care physician and complete wellness assessment online). All doctor fees (waiver of copays) for primary care physician will be waived if you complete those activities. No penalties whether you complete it or not.
- c) In the next week, employees will receive information regarding special enrollment. UNUM will send employees an email directly if you're currently enrolled in life insurance with them. Special enrollment includes increase in long-term disability income. Life insurance will be increased from 50,000 to 100,000. For spouses, increased from 20,000 to 50,000. If you currently have UNUM, you will receive a letter in the mail asking if you'd like to increase your insurance policy amount. UNUM is different from the state (Minnesota Life Insurance). Special open-enrollment from 2/1/17-3/1/17 with effective date beginning 4/1/17. Webinars will be held to provide more information. Email will be sent to employees sometime this week.

6) Committee Meetings

7) Report from Andy Clark:

Four C's: Cost, Completion, Crime and Culture

- a) Governor Hogan approved a 1.35 billion dollar budget for USM. No Merit or COLA in budget.
- b) Reconciliation and Finance Act: If there's money left over or revenue estimates come in higher than anticipated, it will give an opportunity to provide COLA to employees. Second to that is enhancement package (has been unveiled to Department of Budget and Management).
- c) If we don't get a supplemental budget, and no COLA or Merit, budget writers will be asked to put language in budget to allow presidents leeway to faculty and critical operation staff. Has to be approved.
- d) Budget assumes 2% tuition increase for students this year. Requires the governor to buy down 3% of spending.
- e) This year, the governor asked for a mid-year cut of 14.7 million dollars from the USM. That cut is in perpetuity. The governor is going to propose legislatives to allow low and middle income tax payers to receive tax reduction.
- f) Advocacy Day is 2/28/17.
- g) Andy Clark hosts a conference call every Monday at 9:30 am to discuss what happens when going forward in Legislative session as well as what's happened in past weeks. CUSS Legislative committee chair joins that call.

8) LUNCH (12:15)

9) BOR Staff Awards CUSS Members Evaluation Training (1:00 p.m.)

Steps to evaluate BOR Staff Awards Packets via Share Point go to

<https://coppineagle.sharepoint.com/teams/CUSS/ARC/2017/Shared%20Documents/2017%20Steps%20to%20Evaluate%20BOR%20Staff%20Awards%20Nominees%20Packets.docx?d=w3d8d8ed529444aff827a78c0e84b7965>

a. Questions for BOR Chairman Brady:

- i) There are quite a few states that have not moved to performance-based funding. Florida is an example. What is their opinion or feeling about that?
- ii) How do they see CUSS helping their goals? Do they see us as a partner in meeting their goals? (This is a question that wasn't answered during the joint meeting in November.)
- iii) What sort of evaluation measures are they conducting on positions? How are they evaluating positions after budget cuts?
- iv) What do you think the priorities and roles are for staff? How do they see the role and position of staff in regard to the success of the USM? What are the key strategic initiatives they would place staff in if we're going to have a successful system?
- v) What do we do to become leaders within our industry of higher education? Not in regard to rankings or metrics.
- vi) How can CUSS serve as a partner and how can we assist with reaching the Regents' goals?
- vii) What type of systems are you looking to put in place that would help with the workload issues?

- viii) What are we going to do to advance and promote the next generation of people who serve in higher education?
- ix) ****Not a question**** It may be a good idea to have a small panel of CUSS members explain to BOR what we do. We can introduce ourselves and state what we do as staff members (canned response of our role), but also explain what we do for the education of the students.
- x) If there are any additional questions, please send to Sherrye at SLarkins@coppin.edu or Candace at Candace.Johnson@umuc.edu.

10) Committee Reports

Legislative Committee

- a) Patrick Hogan inviting delegates and senators to advocacy day.
- b) Last month, draft of memo sent to CUSS of what we can send to delegates. It's encouraged that everyone go meet personal delegate.

BOR

- a) Suggested BOR award as a fifth category; will be emailed to everyone.

Communications

- a) Next newsletter will be released in March.

Benefits

- a) If anyone has any information on ombudsman at their institution, please forward to Mary Hickey.

11) Adjourn

A motion to adjourn was made by Mary Hickey; motion to adjourn approved by consent at 2:07 pm.