



COUNCIL OF UNIVERSITY SYSTEM STAFF



CUSS Quarterly Newsletter
May 2015

Committee Updates

Benefits and Compensation Committee:

The Benefits & Compensation Committee has completed the list of vendors and services that offer discounts to USM employees and will continue to update the list as new information is provided. The link to the list may be found at the bottom of the CUSS homepage. The committee has been working diligently on the issue of fair pay and child care. They are also considering looking into the wellness plan laid out by the system. If you have questions about the Benefits & Compensation Committee or any of the items contained in this report, please reach out to the chair of this committee, Mary Hickey (mhickey@towson.edu).

Communications & Marketing Committee:

The Communications & Marketing Committee has selected Ms. Trish Johnson from Bowie State University as the new chair for the Communications & Marketing Committee. We thank her for accepting this new role and look forward to her leadership. The Committee is in the process of updating the current website. The committee requested all CUSS members review our webpage, for any corrections or updates. If there are any changes, please submit them to the Trish Johnson at (tejohnson@bowiestate.edu) no later than, Friday, May 22, 2015.

CUSS Webpage: www.usmd.edu/usm/workgroups/SystemStaff/

Board of Regents and Recognition Committee:

The BOR Staff Awards and Recognition Committee is pleased to announce the submission of 8 nominees for the BOR Staff Awards. There were 35 staff nominees submitted to the Council of University System Staff in January represented from 11 of the Systems Institutions. Winners will be announced in early summer with a formal presentation of the award recipients by the Board of Regents in early Fall 2015. A feedback survey was completed by the BOR Staff Awards Committees & Representatives from the USM Institutions. Information received has helped us understand what we do well and what improvements we need to implement. Thank you!

Legislative & Government Relations Committee:

A score of CUSS members representing the staff of every public higher educational institution in the State spent a productive late-March day in Annapolis meeting with legislators. It began with a greeting from Delegate Clarence Lam (District 12) and a discussion on the important role of shared governance to the University system. Then, both the House of Delegates (Del. Branch) and the Senate (Sen. Edwards) formally recognized the presence of CUSS at the onset of the day's legislative agenda and praised the efforts of staff members in providing a quality educational environment throughout Maryland. Finally, members went office-to-office for a mix of pre-arranged sit-downs and impromptu lobbying sessions with State legislators to educate them on the role of CUSS and forge relationships for future communications.

- Bowie State University (BSU)**
14000 Jericho Park Road
Bowie, MD 20715
 - Coppin State University (CSU)**
2500 W. North Avenue
Baltimore, MD 21216
 - Frostburg State University (FSU)**
101 Braddock Road
Frostburg, MD 21532
 - Salisbury University (SU)**
1101 Camden Avenue
Salisbury, MD 21801
 - Towson University (TU)**
8000 York Road
Towson, MD 21252
 - University of Baltimore (UB)**
1420 North Charles Street
Baltimore, MD 21201
 - University of Maryland, Baltimore (UMB)**
520 West Lombard Street
Baltimore, MD 21201
 - University of Maryland Baltimore County (UMBC)**
1000 Hilltop Circle
Baltimore, MD 21250
 - University of Maryland Center for Environmental Science (UMCES)**
P.O. Box 775
Cambridge, MD 21613
 - University of Maryland, College Park (UMCP)**
College Park, MD 20742
 - University of Maryland Eastern Shore (UMES)**
Princess Anne, MD 21853
 - University of Maryland University College (UMUC)**
3501 University Boulevard, East
Adelphi, MD 20783
 - University System of Maryland Office (USMO)**
3300 Metzert Road
Adelphi, MD 20783-1690
- Find us on the web:**
<http://bit.ly/1yc1prc>





The countdown continues until July 1 2015 when Dr. Robert Caret marks his return to Maryland as the new chancellor of the University System of Maryland. No stranger to the USM, Dr. Caret served at Towson University for over 25 years as faculty member, dean, executive vice president, provost and most notably, president. In 2011 he left Maryland to head the five-campus University of Massachusetts system, serving there as a president committed to affordable, high-quality education and building a research-based economic engine. When he assumes his new position as the fourth chancellor of the USM, Dr. Caret intends to continue his dedication to those noteworthy goals. The members of CUSS look forward to his arrival at the University System of Maryland!

Institutional Updates

Bowie State University:

Bowie State University continued the celebration of their sesquicentennial with the Annual Founders Day Gala at the Gaylord Hotel at the National Harbor.

Coppin State University:

Coppin State University's Staff Senate is collaborating with students, faculty and staff to present a workshop entitled: "We are in this together", a collaborative effort between students, faculty, and staff to improve retention. The Eagle Mobile Application has been developed, which provides access to all services from any mobile device, this mechanism allows students, faculty, and staff to stay abreast of campus news.

Frostburg State University

Frostburg's president, Dr. Jonathan Gibraltar has accepted the presidency at Wells College in New York., effective July 1, 2015. The Chancellor has named current Vice President for Student Affairs, Dr. Tom Bowling, as Interim President. Dr. Bowling was a past member of CUSS.

University of Baltimore

The University of Baltimore held its Investiture Ceremony on April 14th, 2015 for President Kurt L. Schmoke.

Institutional Updates (cont.)

Towson University

On April 15, Chancellor Kirwan appointed the Search and Screening Committee for the president of Towson University. Chairing this committee is Dave Kinkopf, a member of the USM Board of Regents. On May 18th, Towson will kick off its 13 month celebration of its 150th Anniversary of the 1866 founding of the State Normal School.

The Towson University Staff Council (TUSC) held its staff elections and is welcoming four new and one returning TUSC member. Nominations for TUSC's executive board will be held in May and voting for this board will take place in June.

TUSC is busy planning Staff Development Day which will be held on May 28th. The theme is centered on Towson's 150th Anniversary. There will be four tracks offered in Supervisor Professional Development, Celebrate Towson University, Personal Enrichment, and Effectiveness and Efficiency. Fifteen classes will be offered throughout the day for staff to enjoy such as: Emotional Intelligence, Pay Yourself First, History of Towson, Office 365, Introduction to Mindfulness, Automotive Knowledge for the Car Owner, Writing a Letter of Recommendation for Staff and Student Members and the Procedures of the BOR Awards... and many more.

University of Maryland, College Park

The staff affairs committee is currently working on the Review of the Interim Sexual Misconduct Investigation & Adjudication Staff Procedures charge. After a reauthorization of the Violence Against Women Act (VAWA) in 2013, the University System of Maryland (USM) developed a system-level policy on Sexual Misconduct (VI-1.60). All universities in the system have been asked to revise their institution-level policies to align with the new USM policy and the changes to VAWA.

President Loh has announced that the University of Maryland will develop new sources of entrepreneurial revenue and implement new cost-savings and operational efficiency actions based on recommendations of the Flagship 2020 Commission (www.umd.edu/Flagship2020).

The University of Maryland College Park campus held its 17th annual Maryland Day on Saturday, April 25, 2015. UMD's campus-wide celebration of innovation, creativity and academic excellence offered more than 400 free events and exhibits to teach and inspire future innovators.

Quarterly Report from the Chancellor's Liaison to CUSS

We all received a bit of good news with the continuation of the Cost of Living Adjustment announced on May 6. The threat of rescinding the 2% COLA granted on January 1 was removed. On that same day, the Board of Regents approved a 4% increase to the nonexempt salary structure, with pay increases to be provided up to the new minimum pay amount for those staff members falling below it.

Also, a major change is occurring in the State's system for managing health benefits. The Department of Budget and Management (DBM) is implementing an online system for the enrollment of employees into health benefits. Starting with Open Enrollment this fall, University System faculty and staff will make changes to benefits offered through DBM via the new online system. When open enrollment begins October 15, faculty and staff will be able to make changes in their benefits via an online portal. Institution and USM Office HR, IT, and payroll staff are working hard with DBM to support the successful implementation of this important project.

System Office staff are looking forward to welcoming Chevonie Oyegoke as a new HR Officer. Chevonie was a member of the HR team at Bowie State University prior to taking on the role of senior benefits administrator at the Howard Hughes Medical Institute in Chevy Chase. She begins work on June 1.

