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Board of Regents' Report September 28, 2012

On June 26, 2012, CUSS met at the University of Maryland Eastern Shore to elect its new Executive Committee –

Chair – Gynene Sullivan (UMB)

Vice Chair – Mi'Shaun Stevenson (Bowie)

Co-Secretaries – Brian Souders (UMBC) and Nancy Bowers (UMB)

CUSS met on July 24 at UMCES-Solomons Island, and on August 14 at Salisbury University. At both meetings, substantial time was spent brainstorming and discussing goals for 2012-2013.

This year, the Executive Committee will be undertaking a comprehensive review of the bylaws to try to address issues that have arisen with the nomination and election of officers. The full body of CUSS will also be looking closely at ways to streamline our work and take advantage of existing technologies in order to increase member participation.

Our Benefits & Compensation Committee hopes to produce a report for the USM that details potential best practices for performance reviews and professional development of Exempt and Nonexempt excluded Staff employees. In addition, the committee will be looking into advocating for additional USM wellness initiatives, particularly those that relate to resources available to answers questions about eldercare.

As well as facilitate the annual USM Board of Regents Awards, the Community Outreach and Recognition Committee will look at ways to improve awareness of CUSS at all institutions.

While the Communications Committee will always be looking to improve the CUSS website and newsletters, it will also work closely with the other committees to assist them in their goals.

The Legislative Affairs Committee will be keeping a very close eye on bills that could affect Staff employees, as well as facilitate more regular contact with legislators to further the System's goals.

In an effort to further collaboration between constituencies, it was decided at the August meeting that representatives from the faculty and staff councils at the host institution will be invited to attend, and possibly address, the Council at its monthly meetings.

<http://www.usmd.edu/usm/workgroups/SystemStaff/index.html>

Mary Hickey (Towson) and Dolores Jackson (UMCP) were elected as members-at-large at our August meeting. We welcome their participation on the Executive Committee and know they will be valued members in the upcoming year.

On September 25, CUSS will meet at UB to begin working on its 2012-2013 goals (see attached).

Respectfully submitted,

Gynene V. Sullivan
Chair

**Council of University System Staff
2012-2013 Goals**

Goal	Assigned to	Potential Tactics
System-wide best practices for performance evaluations	Benefits & Compensation	<ul style="list-style-type: none"> • Review CUSS archives to see what research has already been done • Institution audit by committee members • Solicit input from Vice Chancellor and System office • Issue report for USM review
Incorporate more technology into CUSS activities	Communications	<ul style="list-style-type: none"> • Increased use of teleconferencing and videoconferencing • Social media • Website
Improve awareness of CUSS at institutions	Community Outreach & Recognition	<ul style="list-style-type: none"> • Survey of represented staff • New employee orientation • Use campus Senates to promote and support CUSS • Solicit input from USM Vice Chancellor of Communications • Presidents and VPs orientations • Distribution of newsletter
Bring CUSS voice to the state level in proactive ways	Legislative Affairs	<ul style="list-style-type: none"> • Work with Governor's Office for 3-5 year period on COLA/Merit issues • Solicit regular input from USM Vice Chancellor for Legislative Affairs
Review of CUSS bylaws, nominations procedures and voting process	Executive Committee	<ul style="list-style-type: none"> • Review potential bylaws changes that include incorporation of electronic nomination and voting for Executive Committee
Board of Regents Awards Process	Community Outreach & Recognition	<ul style="list-style-type: none"> • Use developed packet for next two years • Serve as a resource for campus personnel assembling the packets
Assess effectiveness of Shared Governance	Executive Committee	<ul style="list-style-type: none"> • Audit by institution • Prepare report for Board of Regents and Chancellor
Advocate for USM Wellness initiatives	Benefits & Compensation	<ul style="list-style-type: none"> • USM wellness discounts • Resources for caregivers (eldercare, childcare, etc.)

The Executive Committee is charged with establishing goals for CUSS, planning and development of necessary action or communication, managing the CUSS meeting agendas, assigning CUSS Members to committees, charging committees with tasks, addressing staff concerns with the Chancellor, Regents, Legislators, and other interested parties.

Working Committees –

The Benefits and Compensation Committee will review current USM/Institutions pay administration and compensation. Review and comment on USM Biennial (Exempt; Nonexempt) Market Salary Survey. The Committee will also review current health benefit plans and proposed changes in benefits, and all other non cash compensation packages.

Chair -

Members –Mary Reed, Dolores Jackson, Sister Maureen Schrimpe, Kathlyn Miller, Dana Wimbish, Willie Brown, Jay Hegeman, Mary Hickey, Lisa Gray

Executive Committee Liaison – Mi'Shaun Stevenson

The Communications Committee will develop means of conveying CUSS issues to various constituents: Exempt and Nonexempt Staff, Faculty, Students, Regents, Legislators, etc. The Committee will also develop formal and special features for the newsletter, oversee the CUSS website, and production of print and electronic media.

Chair -

Members – Trish Johnson, Tony Scorsune, Chenita Reddick, Jayne French, Corey Bowen, Calyn Offer, Debby Mathis, Marie Meehan

Executive Committee Liaison – Gynene Sullivan

The Community Outreach & Recognition Committee facilitates the process of selecting the annual Board of Regents Staff Award recipients, in addition to assisting in the development of activities that provide for the professional and social development of staff at the University System of Maryland institutions.

Chair -

Members – Joel DeWyer, Marcia Cephus, Karen Tyler, Rena Finney, Leslie Tinker, Stacy Wassell, Jen Ziegenfus, Larry Lauer

Executive Committee Liaison – Nancy Bowers

The Legislative Affairs Committee will monitor the Maryland Legislative Sessions to identify USM-related bills, apprise CUSS of relevant issues, and propose responses when appropriate.

Chair -

Members – Gus Mercanti, Roy Ross, Dave Delooze, Carol McKissick, Brenda Yarema, Bernard Wynder, Bill Crockett, Jesse Ketterman, Ron Butler

Executive Committee Liaison – Brian Souders