



## Board of Regent's Report December 6, 2013

Since the last Board of Regents meeting, The Council of University System Staff held its meetings at the University of Maryland, College Park (November 19). We would like to thank President Loh for his hospitality. As far as the current work and comments of the council:

**Bowie State University**  
14000 Jericho Park Road  
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

- CUSS and CUSF Executive Boards met at USMO on November 4. The two executive bodies surfaced commonalities and concerns that are mutually shared. The following was discussed:
  - Merit process and transparency across intuitions.
  - Strategic priorities for the upcoming Maryland Legislative Session.
  - Ways to rally and engage our constituents
  - Establishing the time and location of this term's joint meeting.
- CUSS and CUSF have made a decision to have our respective Legislation and Policy Committees work together during the upcoming legislative session. The chairs from each committee have started discussions on what this will entail.
- The Joint Meeting of the Shared Governance Bodies (CUSS, CUSF, and USMSC) will be held on January 15, 2014 at UMUC (Adelphi). The agenda is being crafted with the focus being the upcoming legislative session.
- The packets for the Board of Regents Staff Awards were distributed to the institutions on November 8. The packets are due back to CUSS for review on January 31, 2014.
- The Benefits and Compensation Committee is reviewing three draft policies changes/proposals that are in the "pipeline". The committee is reviewing and providing advice and follow-up to the executive committee. These include the following:
  - Sick Leave for Exempt and Nonexempt Staff Employees
  - Policy on Annual Leave for Exempt and Nonexempt Staff Employees
  - USM Policy on Termination With Prejudice

*Note: I am pleased to report that early feedback on "Termination with Prejudice Policy" was reviewed and the council's concerns addressed.*

- The Council continues the work to refine our data collection and analysis for best practices. We will use this to improve our practices and procedures while ensuring continuity of shared governance during times of transition.
- The Council supports the launch of the Employee Assistance Program on January 1 and will provide any support for its roll-out and implementation.

The Council's next meeting is December 10, 2013 at USMO.

Respectfully submitted,  
Bill P. Crockett, MS, RCRSP  
Chair