

Board of Regents February 2, 2015

The following is the report from the Council of University System Staff:

Notes from the January 2015 Meeting

- The January meeting was held on the 20th at UMUC's Largo facility.
- The Council wishes to express our gratitude for the hospitality of President Miyares and his staff. The space allowed the council to utilize technology to facilitate our members who could not attend including desktop sharing and conferencing.
- Vice Chancellor JoAnn Goedert was in attendance as our acting liaison. JoAnn was able to inform the council of the latest USM news, updates on the O'Malley budget reductions, potential composition changes to the Board of Regents, and a review of the wellness plans for the State Benefit packages.
- The BOR Staff Award Chair, Sherrye Larkins, provided an overview of the cloud based tool that Coppin State University created for review and scoring of the award packets.
- The Chair of the Communication Committee, Larry Hogan, provided the Council with the quarterly CUSS newsletter (see attachment).
- Members reviewed the different plans each institution had provided (if provided) about their plans to address the January 7, 2015 O'Malley reductions.
- The Legislative and Policy Committee provided an overview for our Annapolis Day (Feb. 26).

Other Notes from the Council

- The Executive Board met with the Legislative & Policy Committee and the Chair of CUSF on January 23 to discuss joint efforts for Annapolis Day (February 26). This will be the first time the two councils will meet in Annapolis jointly to provide a shared message about the USM, shared governance, and our employees.
- Boards of Regents Staff Awards packets have been submitted for review.
- Finally, the council members and our constituents are expressing concerns about the different components impacting USM and state employees in the proposed FY 16 State Budget from Governor Hogan. I have provided the council with a breakdown of the budget details that impact USM and state employees. This document was shared with PJ Hogan and Andy Clark. I have advised the Council we are awaiting guidance and clarity from the leadership of the USM. Until the granularities are sorted out, it is hard to understand the full impact this budget presents.
- Members and constituents are concerned by the proposed roll-back of the January 1, 2015 COLA. This is new and unprecedented territory. The council will be following this issue closely during the session.

Respectfully submitted,

Bill P. Crockett, MS, RCRSP - Chair



COUNCIL OF UNIVERSITY SYSTEM STAFF



CUSS Institutional & Committee Updates

January 20, 2015

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>

Committee Updates

Benefits and Compensation Committee:

The Benefits and Compensation is currently researching all of the discounts that exist for university employees. The goal is to compile a master list that staff can reference and benefit from. The committee also continues to research and analyze current and possible daycare services for the various campuses within the USM. Some institutions already have daycare on site, or a partnership that employees can benefit from, while others continue to work with their institutions on the implementation of daycare services. Finally, the committee is also compiling a formal list of benefits available to Contingent I & II employees across 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 recently completed an overhaul of the CUSS website. The new site has been designed to allow users to efficiently find any information about CUSS they may need. You can visit the new site at www.usmd.edu/usm/workgroups/SystemStaff/. The committee has also update the New Member Orientation Packet to ensure that the information within is up-to-date with the most current CUSS bylaws and committees. As we move into the future, we are looking at creating a LinkedIn group for the community to network with other USM Staff Members. We will also be coordinating with each institution to identify how individual governance bodies communicate with their delegations, what has worked, what hasn't worked, and ultimately create a "best practices" guide to distribute each university. If you have questions about the Communications & Marketing Committee or any of the items contained in this report, please reach out to the chair of this committee, Larry Hogan (larry.hogan@umuc.edu).

The Board of Regents (BOR) Staff Awards & Recognition Committee:

The BOR Staff Awards Committee has diligently been working on keeping institutions up-to-date with information regarding the BOR Staff awards. At this time, the committee has forwarded the BOR Staff Award nomination packet information to all institutions representatives and chairs. All nominee packets are due to the BOR Staff Award committee by January 30th. All nominees will receive an email confirmation by February 6, 2015 that their packet was received.

The CUSS BOR Staff Awards Committee will review nomination packets and submit recommendations for awards to the Board of Regents. Winners will be announced in early summer with a formal presentation of the award recipients by the Board of Regents in early Fall 2015. If you have questions about the BOR Staff Awards & Recognition Committee or any of the items contained in this report, please reach out to the chair of this committee, Sherrye Larkins (slarkins@coppin.edu).

Legislative Affairs Committee:

The Legislative Affairs and Policy Committee continues our work advocating for USM staff members to the Maryland Legislature. With the dramatic shift in elected officials after this fall's elections, it is vital that we make ourselves known to elected officials on educate them on the valuable contributions we make to the University System of Maryland and to the state. We have spent the last few months preparing improved outreach to our elected officials. This will include more targeted communication from CUSS members to legislators in their home districts. We are also preparing for our visit to Annapolis to meet with State Senators and Delegates at the end of February. If you have questions about the Legislative Affairs Committee or any of the items contained in this report, please reach out to the chair of this committee, Ben Goldberg (beng@umbc.edu).





The Council of University System Staff (CUSS) would like to extend to you our sincerest gratitude to outgoing Chancellor Kirwan for his 12 years of service to the University System of Maryland (USM). We are thankful for his dedication to the USM, faculty, staff, and student goals. He has consistently supported CUSS initiatives by always providing valuable feedback and assistance to ensure that USM staff members have a voice and a seat at the table.

Institutional Updates

Bowie State University:

We completed our annual Thanksgiving Campus Staff Outreach during which we give gift cards to a local grocery store to assist employees with purchasing food for the holiday. We also completed our Annual Holiday Outreach Programs which include Toys for Tots, Collecting coats, hats and gloves for a homeless shelter, and collecting toiletries for the assisted living home in Bowie. The council has established a scholarship. The Scholarship Committee is coming up with options for the name of the scholarship as well as coming up with fundraising endeavors.

Coppin State University:

The Staff Senate meetings are recorded and will be available on SharePoint. All Shared Governance groups are represented in the Presidential search (Students, Faculty, and Staff). The Coppin Family Campaign which kicked off on November 7th raised \$44,243.70 to benefit CSU students.

Staff Senate Chair, Sherrye Larkins challenged President Neufville to have every cabinet member nominate a staff member for a BOR Staff Award.

Frostburg State University

The fifth session of the Employee Development and Leadership Series will be held on Tuesday, January 20. The topic will be *Strategic Planning and Assessment*. There will also be a FERPA training workshop for faculty and staff on Wednesday, January 21.

The Academic Success Network and Student Affairs staffs are busy preparing to welcome new students to campus on Thursday, January 22, and Friday, January 23.

University of Maryland, Eastern Shore

Our President, Dr. Juliette B. Bell, was named a Hogan transition adviser who will be assisting governor-elect Larry Hogan's transition into office in January.

VP for Administrative Affairs, Dr. Ronnie Holden, retired December 31st. He was with the university for 37 years. Mrs. Nelva Collier-White has agreed to serve as acting vice president for administrative affairs unit the position is filled.

Our 2014 physical therapy graduates all qualified for licenses to practice, giving the university the distinction of producing an entire class that achieved a 100 percent pass rate on the first try.

UMES saluted golf pioneer Charlie Sifford as we hosted a reception at the U.S. Capitol in his honor hours after he received the Presidential Medal of Freedom during a White House ceremony. Mr. Sifford was the first African-American to play on the PGA tour after the PGA abolished its "Caucasian Only" clause in 1961.

Towson University

On December 19, 2014, TUSC was saddened by the news that President Lowschke resigned as President of Towson University due to health problems. Timothy Chandler was appointed acting President by Chancellor Kirwan and Maggie Reitz was appointed university Interim Provost.

December 1st kicked off the annual Stuff a Bus Drive for Toys for Tots and Can Drive for the Maryland Food Bank. Staff and Faculty volunteered their time to staff the bus.

Towson University's Police Department held its 4th Blanket and Coat Drive with St. Vincent de Paul of Baltimore to collect slightly used blankets, sheets, and coats for the homeless. This year the University Store also helped with the drive.

The Towson University Staff Council's Staff Development Day will be held on May 28th.

University of Maryland, Baltimore County

UMBC is still engaged in creating our new strategic plan. Four strategy groups and a foundations group are hard at work. Shared governance at UMBC has been a part of the process with Past Professional Staff Senate President Laila Shishineh serving on the Steering Committee.

UMBC cheered on Men's Soccer team this fall as the Retrievers went to the College Cup. This was the first time a UMBC team competed in a NCAA Division I Final Four.

UMBC continued our proud tradition of participation in the 2014 Maryland Charity Campaign. Our goal this year was to once again reach at least 1,000 donors through gifts of any size. Professional Staff Senate and Non-Exempt Staff Senate held their annual Charity Bake Sale on November 18th to support the Maryland Charity Campaign.

University of Maryland, Baltimore

Shared Governance continues to be active and have impact at UMB. The Executive Committee meets regularly with President Perman and the Office of Human Resources. In addition, the staff senate has representation on the following campus wide committees: sustainability, parking, university events, child care, safety awareness, and the President's Outreach Council. UMB has started a new centralized weekly electronic newsletter called the ELM. At the start of the school year, the Staff Senate worked with the campus Community Outreach division to collect items for children in schools within the community. New items for collection will include toys, books, crayons, and clothes. In December, a Holiday Toy Drive provided a variety of dolls, games, and other toys that delighted local kids. The staff senate provided a time-limited discount card at the annual UMB Craft Fair for local establishments and eateries. Proceeds from the discount card supported the December Toy Drive.

Institutional Updates (cont.)

University of Baltimore

Our Staff Senate has been given a position on the committee that will be reviewing our Freshman Program. There is an effort on our campus to re-evaluate the Freshman Program to determine how it fits into the University's overall identity and mission, and several groups, including the Staff Senate, were interested in being a part of the effort.

Salisbury University

The staff senate typically meets on a monthly basis. At the November 2014 meeting, the following topics were discussed:

1. Board of Regents Awards – the process has started and volunteers were sought to serve on the review committee.
2. Discussion regarding the hiring freeze and the impacts to vacant positions.
3. Budget Review
4. Review of the Salisbury University Consortium is under way.
5. Introduction to the new Web Content Management System was given by Todd Smith.

University of Maryland Center for Environmental Science

The Administrative Council is the mechanism for shared governance at UMCES. CUSS now has an established slot on the agenda for reporting our activities to UMCES. UMCES has the commitment from Administration to reestablish and reinvigorate the UMCES Staff Council. The BOR Staff Awards submission process has the support of the President. We have created a submission committee to work with the President to receive, review and submit Staff award submission packets for UMCES.



The University System of Maryland has officially named Robert Caret, president of the University of Massachusetts System and former president of Towson University, as its next chancellor.



Rosario Van Daalen

It is with mixed emotions that we learned of the retirement of one of the backbones of CUSS, Rosario Van Daalen, who served as the Chancellor's Liaison to CUSS since its inception in 1992. After over 32 years of service – whether at UMUC, UMCP, or in her most recent position as Human Resources Officer for the USM – Rosario leaves a void that no one can fill. Her dedication and loyalty to the USM was unsurpassed and because of her HR expertise, she vastly improved the working conditions for over 39,000 employees during her tenure. Personally we will miss her welcoming smile and the charm and grace that always seemed to radiate from her. Although Rosario was unsure of what her next adventure would be, we can be sure she will embrace it with the enthusiasm we have come to know as being synonymous with Rosario.

University of Maryland, College Park

During the Spring Semester the Equity, Diversity & Inclusion (EDI) Committee will hold town hall meeting to collect feedback from the University community to help the EDI review the Interim Sexual Misconduct Policy. The website and information was first unveiled in November 2014 and the new Sexual Misconduct Policy training for employees begins this month.

For the last year the Plan of Organization Review Committee has been reviewing the shared governance process at the university. They will soon make recommendations that will influence shared governance on campus for the next 10 years. Next week the University Senate will open the candidacy period for this year's election cycle on January 20, 2015.

President Loh has announced the formation of a new task force that will be charged with recommending actions for long term financial stability that are guided by our institutions goals and values. The University Senate will support this task force and work with administration.

University of Maryland University College

After a tumultuous year of fiscal uncertainty and lay-offs, UMUC's Adelphi Staff Advisory Council (ASAC) successfully held their elections during the month of October. In our first meeting of the new term, we elected a new executive committee. We would like to extend congratulations to the new chair, Larry Hogan, vice-chair, Debby Mathis, and secretary, Alyssa Petroff. We also elected to CUSS Debby Mathis & Aaron Zaccaria as our new primary members, and Candace Johnson, Alyssa Petroff, & Deanna Mayer as our alternate members.

During the month of December, our council sponsored a food drive to support the Capital Area Food Bank. We collected a total of 530 pounds of food which was utilized to feed hungry families over the course of the holidays.

At our last town hall meeting, the President informed us that UMUC will remain a public, state institution, but would ask for the state to ease regulations on HR and procurement practices. This was presented as a way to recruit and retain top talent through performance incentives.