



Report from the Council of University System Staff

Board of Regents Report

October 21, 2016

The Council of University System Staff held its last meeting on Tuesday, September 27, 2016 at the University of Baltimore. The council wishes to thank University of Baltimore for hosting this well attended meeting. All institutions were represented. The council was welcomed by President Schmoke followed by Darlene Smith, Executive VP & Provost.

Notes from the September 2016 Meeting

Committee Reports: Committees met and submitted their committee goals for the 2016-2017 year. All committees are well represented with one-two CUSS members from each institution. Committee reports:

- The BOR Staff Awards & Recognition Committee led by chair Deniz Erman announced the Chancellor's BOR Staff Award message video will be shared with all system presidents and BOR Staff Award Representatives in October. Dr. Freeman Hrabowski has made a video sharing UMBC's BOR Staff Awards success and secret of winning staff recipients. Dr. Hrabowski's video will also be revealed in October. The committee's focus is to spread awareness and increase participation.
- The Communications & Marketing Committee led by chair Trish Johnson finalized the September Newsletter to upload to the website. The Committee will continue to improve CUSS communications to institutions as well as former CUSS Members (via Facebook and USM Website).
- Legislative & Policy Committee led by chair Paul Gasior is working on articulating goals for 2016-2017. Four themes: Advocacy, Education, Capacity Building, Collaboration. Advocacy: How do we advocate for our constituents? Education: How do we become more engaged in legislative process? Capacity Building: How do we develop tools to support other themes and become better as a committee? Collaboration: How do we leverage partnerships to become more effective?
- The Benefits & Communications Committee lead by chair Mary Hickey are proposing to look at salary compression for the future when the FLSA takes effect. Teleworking: Assigned different members to look at policies at their institution. Will gather them and look at policies overall to discover boundaries and how they can help institutions that may be rigid to help staff work from home.

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Salisbury, MD 21801

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University of Maryland, Baltimore
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**University of Maryland
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University College**
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3300 Metzert Road
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- Chancellor's Liaison Chevonie Oyegoke, shared the status of the Fair Labor Standard Act. Announced Department of Budget and Management: Annual enrollment period is between 10/13/16 - 11/15/16. She also noted the changing of the flexible spending account vendor, which is currently Connect Your Care. Changing to P & A group.

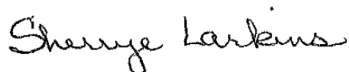
CUSS Representatives' Campus Updates/Points of Pride

- TU: Celebrated the inauguration of 14th President. Week long process.
- UMBC: Celebrated 50th year. Celebration was mentioned prominently in an article in the NY Times.
- UMCP: President Loh sent out survey to entire campus about thriving workplace at MD. (UMCP first to do Gallup poll of this magnitude). Point of research is to make improvements that matter in workplace. Center for Leadership and Organizational Training (CLOT) involved in process to determine how to make incremental improvements.
- BSU: Rev. Dr. Jesse Jackson visited the institution. He discussed the importance and history of voting. The institution had the largest freshman class in over ten years. Last year, Bowie was the first HBCU in Maryland to offer a minor in hip hop. Dr. Burnim announced that he will be retiring.
- UMCES: Dr. Boesch recently announced that he is stepping down. First staff council meeting held, during which they set goals. Had first all-student orientation; normally held at a different campus.
- UMUC: Conducting similar Gallup poll as University of MD College Park.
- UMES: The first HBCU to roll out a MOOC.
- UMB: New partnership with UMD medical center to unify efforts in West Baltimore community. President is in Israel with Gov. Hogan. UMB also did Gallup survey - working to gather results. Conducted another survey to gather internal and external perceptions of the school and reported information back to dean.

Other Notes from the Council

- Tuesday, October 25, 2016 is the next CUSS meeting to be held at Frostburg State University
- Friday, November 18, 2016 CUSS, CUSF, and USMSC continue to plan the agenda for the joint Councils meeting. CUSS Members prepared 4-5 questions for the BOR Panel. This is an annual meeting held jointly to provide an opportunity to create a shared voice about the USM, shared governance, and our students, faculty and employees.
- February 28, 2017 USM Councils in Annapolis.

Respectfully submitted,



Sherrye I. Larkins
CUSS Chair