



Report from the Council of University System Staff
Chancellor's Council Report
December 9, 2016

The Council of University System Staff held two meetings October 25, 2016 at Frostburg State University and November 18th at University of Maryland, College Park.

Notes from the October 2016 Meeting

Committee Reports:

Bowie State University
14000 Jericho Park Road
Bowie, MD 20715

Coppin State College
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 21204

University of Baltimore
1420 North Charles Street
Baltimore, MD 21201

University of Maryland, Baltimore
520 West Lombard 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 Boulevard East
Adelphi, MD 20783

**University System of
Maryland Office**
3300 Metzert Road
Adelphi, MD 20783-1690

- The BOR Staff Awards & Recognition Committee chaired by Deniz Erman will share flyers with all institutions promoting the BOR Staff Awards, to increase the visibility of the Staff Awards nomination process at the institutions. Concerns are that several universities had not shared the Chancellors BOR Staff Award message and the President's endorsement of the BOR Staff Award nomination process.
- The Communications & Marketing Committee chaired by Trish Johnson is discussing additional ways to disseminate information to institutions. The committee will produce a December newsletter and a February special edition newsletter.
- The Benefits & Communications Committee chaired by Mary Hickey discussed a concern that most council members share. It is the consensus of the group to examine the wording "other duties as assigned" that appear on job descriptions and the impact on staff when people retire, leave and then the position is downgraded, or not filled leaving duties to be assigned to other staff members.
- Legislative and Policy Committee chaired by Paul Gaisor is planning to produce, with the assistance of all CUSS committees, a CUSS brochure or slide presentation to share with the legislatures.
- Executive Committee shared that the council members are like liaisons to their respective campuses on behalf of CUSS. Council members are to communicate CUSS information with their campus staff.

Chancellor's Liaison Report:

- Chevonie Oyegoke shared the USM new logo focuses on innovation and ties to the State. A lengthy discussion was had of concerns, thoughts and questions around FLSA, employee classification and institution's process for non-exempt employees. Ms. Oyegoke acknowledged there would be additional information to share and a follow-up of the questions asked.

Council Concern

Council members voiced significant discomfort with staff relations regarding who do staff and faculty go to with workplace concerns, to clarify and resolve conflict, to understand policies, receive resource information and other employee relations issues. Do campuses have an ombudsman for staff & faculty? Council will conduct further study and review of universities with ombudsmen and the impact of this service. University of Maryland Baltimore council member shared that an ombudsperson is a valued service at their institution.

Notes from the November 2016 Meeting

The Council wishes to thank University of Maryland, College Park for their hospitality of hosting both the Councils Joint Meeting and CUSS individual meeting. A special thank you to the participating Regents in attendance.

CUSS members provided comments to share with the Regents and Council Chairs regarding the Councils Joint Meeting.

Summary

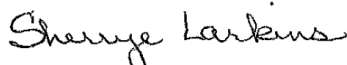
- Seating and format of the joint meeting was favorable and informative.
- Consider having one or two Regent panelist answer specific questions which are their specialty.
- Recommendation to have Regents stay if available to answer specific questions after lunch.
- Regents should be strategically placed at individual tables. This gives the meeting a connection that we're seeking.
- Consider having a keynote speaker.
- Categorize the questions
- Suggestion was made to invite the Regents to one CUSS Council Meeting each year.

Chancellor's Liaison Report:

- Chevonie shared the exempt salary structure has been approved with 7.625% effective January 1, 2017. Information is available online. Class and comp group for HR – now starting to look like a non-exempt structure.

Council members agreed to support the Toys for Tots drive and to bring an item at the December 13th CUSS meeting at the University System.

Respectfully submitted,



Sherrye I. Larkins
CUSS Chair