



Report from the Council of University System Staff
Board of Regents Meeting Report
October 9, 2017

Our last meeting was held on September 29, 2017, at University of Baltimore. CUSS was welcomed by President Kurt Schmoke.

The following goals were discussed by the executive committee for the upcoming year:

1. Invite Ombudsperson to our October meeting to begin conversations about what this might look like on individual campuses.
2. Develop and conduct a State of Shared Governance Staff Survey to send out to each institutions staff senates with results to be shared in April.
3. Advocate on behalf of staff interests during the legislative session.
4. Conduct an efficiency survey to address functions that seem antiquated between institutions and the state.

In addition to the overall council goals, each committee also developed their individual goals for the upcoming year.

Committee Updates:

Benefits & Compensation Committee

1. Look at ways to address salary compression – while some salary adjustments have been made, we still have a very real issue with salary compression. As positions are vacated and new market studies are conducted, we are finding that many new employees beginning salaries are very close to existing employees in the same title. Due to lack of regular salary increases due to budget constraints, this makes it hard to retain staff and creates a moral problem.
2. Define “Other Duties as Assigned” – Concern centers around staff picking up additional duties due to changing roles and positions being vacated. At what point does an employee get compensated for those duties or does it generate a need for reclassification.

Board of Regents Awards & Recognition Committee

1. The BOR committee would like the Presidents to collectively make a video to promote the BOR Staff Awards at each institution.
2. Create an update rubric for evaluating award packets.
3. Create a google form to gather information about staff recognition at each institution.

Legislative & Policy Committee

1. Monitor staff interests in the upcoming state legislative session.
2. Review CUSS Bylaws.

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Communications and Marketing Committee

1. Continue with the quarterly newsletter. Next issue will be available in October.
2. Develop a CUSS information sheet to use at institutions to recruit new members.
3. Create a CUSS Exit Survey to determine why members leave and how we can improve the council.

Lastly, the council discussed at length the increase in salary for three presidents within the system. Expressions of concern regarding the fact that this happening within the midst of a budget reduction and a year of no merit or COLA for staff. While the council understands that this is part of their compensation packages, some still wonder how the president's meet the goals that they are being evaluated on, if it were not for the work of staff. Each year, staff are given goals and evaluated on those goals, however accomplishing goals in recent years does not result in a pay increase, but simply new goals for next year.

Finally, we were saddened to learn of President Janet Dudley-Eshbach stepping down as President of Salisbury University and wish her well as she prepares to return to teaching.

Respectfully submitted,

A handwritten signature in cursive script that reads "Lisa G. Gray".

Lisa G. Gray
CUSS Chair