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<tr>
<th>University of Maryland, Baltimore</th>
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<tr>
<td>P Amanda Azuma (Co-Secretary)</td>
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<td>P Roy Ross (retired)</td>
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<td>P Kevin Watson</td>
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<td>X Bill Crockett (Past Chair)</td>
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<td>P Carl Jackson</td>
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<td>X Laila Shishineh</td>
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<td>X Sheryl Gibbs</td>
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<td>X Kevin Joseph (Co-Secretary)</td>
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<td>P Artur Bezwaoda</td>
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<td>X Dana Wimbish (Chair)</td>
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<td>X Dylan Baker</td>
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<td>X Sister Maureen Schrimpe</td>
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<td>P Willie Brown</td>
<td>Ex-Officio</td>
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<td>P Debbie Grover</td>
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<td>P Sarah Goff-Tlemsani</td>
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<td>P David Klossner</td>
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<td>University of Maryland Eastern Shore</td>
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<td>X Chenita Reddick (Member At)</td>
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<td>P Deanna Mayer</td>
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<td>X Debby Mathis (Member At)</td>
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<td>X Candace Johnson</td>
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<td>P Cynthia Steele</td>
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<td>P Jade Walker</td>
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<td>P Alyssa Petroff</td>
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<td>X Mark Freeman</td>
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Call to Order

1. Welcome and Introductions  
   Dr. Maria Thompson, CSU President

2. Consent Agenda  
   [link]

3. Approval of Minutes from January Meeting

4. Discussion on USM Strategic Partnership Act of 2016  
   Senate Bill 1052/HB 1607

5. Chair’s Report  
   Background Check Policy Review

6. Chancellor’s Liaison’s Report – Chevonie Oyegoke

7. Committee Meetings

8. Committee Updates  
   Benefits and Compensation  
   Board of Regents Awards  
   Communications and Marketing  
   Legislative and Policy  
   Executive Committee

9. Old Business  
   Items moved off of Consent Agenda  
   Constitution & Bylaw Revisions

10. New Business  
    USM Advocacy Day Feedback

Conference Call Information  
Dial-in Number Participant: 1-410-951-1399  
Access Code: 3800
Call to Order

1. Welcome and Introductions
   - Dr. Maria Thompson, CSU President
     i. Introductions by CUSS members
     ii. Started July 1, 2015; came from SUNY
     iii. Student body less than 10% traditional
       1. Average age 28
       2. Working adults
     iv. Goals
       1. To be nationally recognized for community engagement (Carnegie by 2020)
       2. Improve research
          a. Teach through research
          b. Student centered research enterprise
     3. Continuous excellence
   - Sribala Narasimhadevara, senator from Coppin State University Staff Senate in attendance

2. Consent Agenda
   - http://bit.ly/1kOSTIt

3. Approval of Minutes from January Meeting
   - Approved with changes; Motion by John Wolfe, Jr., second Jayne French

4. Discussion on USM Strategic Partnership Act of 2016
   - Senate Bill 1052/HB 1607
     i. Wants to legislate and create a strategic alliance between UMB and UMCP
     ii. Some of the legislative goals
       1. Will give the flagship campus a medical school, law school, additional professional schools
       2. Make more competitive for research dollars
       3. Improve Carnegie ranking
     iii. Provide a plan to move the Systems office to Columbus Center in Baltimore, though funding it is not specific or identified
     iv. UMB town hall over 300 attending, most were not in favor
     v. UMB staff senate, faculty senate, and student government overwhelmingly opposed
     vi. UMCP town hall less than 30
     vii. Even with the amendment additions and changes, there is still no specific language that doesn’t say this isn’t a merger. Though the revised version keeps both presidents and assets independent, both UMB’s president and the Chancellor have requested such language in the house version. Both UMB and USM do support legislation that would strengthen the partnership without merging the campuses
5. Chair’s Report

- **Background Check Policy Review**
  i. Needed a system-wide policy to make sure USM and institutions are in compliance with state and federal law
  ii. Does not address required student background checks
     1. The state or system should “hold” background checks so that students do not have to get them in each jurisdiction
  iii. Faculty members teaching minors would require a background check
  iv. Policy would apply to new hires and existing employees
  v. Question was raised as to how long is a background check good for? Unclear. Two years to forever
  vi. Policy does don’t cover IT specifically, but probably should have done so
  vii. Sister Maureen Schrimpe motioned, seconded by Mary Hickey that CUSS support the policy moving forward; approved by consent

- **Diversity and inclusion workgroup**
  i. Want to bring back the diversity council
     1. Chancellor sent out letter to institutions
     2. Executive committee made up of exclusively provosts
     3. Membership from other areas including shared governance councils
  ii. At last BOR meeting Dana stressed that staff was important to this since we are often the ones most students interact with early on

6. Chancellor’s Liaison’s Report – Chevonie Oyegoke

- **Strategic partnership act**
  1. Question was raised if there would be a joint meeting between shared governance groups; No, but Joseph Vivona would be available to come to a meeting. CUSS members should contact Dana Wimbish if they would like him to join our next meeting.

- **Fair Labor Standards Act**
  i. Minimum wage, overtime pay, record keeping and youth employment
  ii. Establishes hourly/salary qualifications
     1. Duties test
        a. Professional position (exempt)
        b. Others (non-exempt)
     2. Salary test
        a. $23,660 and above are exempt
        b. under are non-exempt
     3. Proposed change would raise minimum to $50,440
        a. For exempts making less than the new minimum would have to increase salary or convert to non-exempt
        b. affects overtime, retirement, leave
  iii. Only 60 days to implement once in affect
  iv. State submitted whitepaper to Department of Labor requesting changes
     1. Tiered implementation of salary increases
     2. Year to implement
     3. Prorate part-time faculty and staff
4. Grandfather in current retirement participants for those affected by classification changes
5. Grandfather in leave balances for those affected by classification changes
6. Number one concern is pay compression
7. Border case issues (employees just under the salary minimum could possibly make more than those just over the salary minimum due to overtime wages)
   v. Identifying most affected groups (such athletics, admissions counselors); may have to move exempt to non-exempt
   vi. Expect information from the Department of Labor by July 1, 2016
   vii. Exempt salary structure discussions put on hold until after this is resolved
   viii. Unclear how $50,440 was arrived at
   ix. Will this affect contingent – yes
   x. Senate bill 979 – Optional retirement eligibility
      1. Current Exempt employees affected would be allowed to stay in ORP
      2. Passed on senate floor
      3. Keep current leave balance and then accrue at new rate or keep current leave balance and continue at current rate. The current policy suggests keep current leave balance and then accrue at new rate – which many people are leaning towards. Needs approval.
      4. Was discussion of hybrid category, but decided to stay with two categories
   xi. Senate Bill 453 – ORP Benefit Eligibility
      1. Did not pass
      2. Created workgroup to study optional retirement program
         a. Many agencies involved
         b. Report findings to Governor by December 2016
   xii. J. Thomas Sadowski, Jr. hired as Vice Chancellor for Economic Development
      1. May 1, 2016 start date
   xiii. Need to know if discounts webpage needs to be taken down or updated

7. Committee Meetings
   • Committee meetings were not held

8. Committee Updates
   • Benefits and Compensation
      i. Reviewed CI and CII benefits
         1. Missing from one school (BSU)
         2. Need clarification from UMB
         3. Asking institutions to review before next meeting
         4. Mary Hickey has a collection of council mission statements for other institutions if others want the information
   • Board of Regents Awards
      i. Sherrye Larkins thanked everyone for participating in evaluating packets
      ii. Need schools to do better at understanding the requirements; too many submitted who were just doing the job extremely well
      iii. Feedback evaluation will be going out
iv. Should we have an orientation where we go over a packet so that people are using same criteria when reviewing packets?
v. CUSS members should try to be on school committees to help ensure packets follow guidelines
vi. The committee reviewers were split in two categories. These nominees were forwarded to the executive committee for a secondary review
vii. Will discuss in committee final results
viii. Dana will get names of nominees to Board of Regents in April

- Communications and Marketing
  i. Updated LinkedIn site to allow member institution employees to join
  ii. Will focus next on SharePoint site. Need committee memberships
  iii. Next newsletter information is due in May for June issue; Salisbury is Presidential Spotlight
- Legislative and Policy
  i. Looks like Governors budget will get through with a few tweaks

- Executive Committee

9. Old Business
- Items moved off of Consent Agenda
- Constitution & Bylaw Revisions
  i. John T. Wolfe, Jr. motioned, seconded by Sister Maureen Schrimpe that Constitution & Bylaw revisions be approved as amended; approved by consent

10. New Business
- USM Advocacy Day Feedback
  i. We could have used talking points
  ii. Students were very organized
     1. Representatives gravitated to students
  iii. Need more food
  iv. Needed more formalized way of greeting delegates and staff
     1. Maybe have representatives from each council greeting
  v. Question was raised should we testify in front of budget committee

11. Motion to adjourn by Mary Hickey, second by Sister Maureen Schrimpe; approved by consent

Next meeting April 26, 2016 at Towson University