**Council of University System Staff Attendance Roster**  
November 18, 2016, at University of Maryland College Park

<table>
<thead>
<tr>
<th>University of Maryland, Baltimore</th>
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</table>
| Amanda Azuma                     | Primary                  
| Mike Ruddock                     | Primary                  
| Bill Crockett                    | Primary                  
| Angela Hall                      | Alternate                
| Hillary Anne Edwards             | Alternate                
| Susan Holt                       | Alternate                

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<tr>
<th>University of Maryland, Baltimore County</th>
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| Laila Shishineh (Co-Secretary)          | Primary                  
| Sheryl Gibbs                            | Primary                  
| Kevin Joseph (PC)                       | Primary                  
| Tom Penniston                           | Alternate                
| Olivia Dent                             | Alternate                

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<tr>
<th>UM Center for Environmental Science</th>
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| Curtis F. Henry (M@Large) (PC)         | Primary                  
| Julianna Brush                         | Primary                  
| April Lewis                            | Alternate                
| Amy Griffin                            | Alternate                

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<th>University of MD, College Park</th>
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| Patrick Perfetto                       | Primary                  
| Emily Hartz (PC)                       | Primary                  
| Sister Maureen Schrimpe (M@Large)     | Primary                  
| Dana Wimbish (Past Chair)              | Alternate                
| Sarah Goff-Tlemsani                    | Alternate                
| Dylan Baker                            | Alternate                

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<th>University of MD University College</th>
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| Candace Johnson (Co-Secretary) (PC)  | Primary                  
| Jennifer Volberding                   | Primary                  
| Elia Amegashie                        | Alternate                
| Jade Walker                           | Alternate                
| Mark Freeman                          | Alternate                

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<th>Bowie State University</th>
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| Trish E. Johnson (PC)                 | Primary                  
| Trenita Johnson                      | Primary                  
| Andrea Davis                         | Alternate                

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<th>Coppin State University</th>
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| Steve Delice (PC)                    | Primary                  
| Sherrye Larkins (Chair)              | Primary                  
| Sheila Chase                         | Alternate                
| Yvonne V. Cook                       | Alternate                

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<th>Frostburg State University</th>
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| Jody Pifer (PC)                     | Primary                  
| Dana Severance                      | Primary                  
| Rubin Stevenson                     | Alternate                
| Angela Hovatter                     | Alternate                

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<th>Salisbury University</th>
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| Lisa Gray (Vice Chair)            | Primary                  
| Paul Gasior                       | Primary                  
| Teri Herberger                    | Alternate                
| Kim Meyer (PC)                    | Alternate                

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<th>Towson University</th>
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| Mary Hickey (PC)                 | Primary                  
| Cyndi Zile                       | Primary                  
| Deniz Erman                      | Primary                  
| David Biglari                    | Alternate                

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<th>University of Baltimore</th>
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| Eric Jones                       | Primary                  
| Keiver Jordan (PC)               | Primary                  
| Margie Bivans                    | Alternate                
| Michelle Junot                   | Alternate                

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<th>University of Maryland Eastern Shore</th>
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| Chenita Reddick (PC)                | Primary                  

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<tr>
<th>University System of MD Office</th>
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<tr>
<td>Chevonie Oyegoke</td>
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<td>John Wolfe, Jr.</td>
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Council of University System Staff
Council Meeting Minutes
November 18, 2016, at University of Maryland College Park

Call to Order

1. Welcome

2. Consent Agenda
   • https://coppineagle.sharepoint.com/teams/CUSS/ARC/2016

3. Approval of Minutes from October Meeting

4. Chair’s Report
   a) Chair requested comments regarding the joint session. Pros, cons, and suggestions to be shared with the BOR Chair.
   b) Comments:
      i. Format of the joint meeting was favorable.
      ii. Consider having one-two Regents answer the specific question they specialize in. Some answers were contradictory
      iii. Regents needed to include staff in their comments regarding workload issues.
      iv. Categorize the questions.
      v. Suggested improvement: break out into small work groups for additional time for one-on-dialogue.
      vi. Regents should be strategically placed at individual tables. This gives the meeting a connection that we’re seeking.
      vii. Interested in hearing the BOR Chair explain how they were connecting on personal concerns (institution specific).
      viii. One member stated that a faculty member thanked her for being part of CUSS because it allows the faculty to do great work.
      ix. Consider having a keynote speaker, invite the Regents and have a more intimate environment to have more questions answered
      x. The council had a split concern: Do or don’t have strategic planning after lunch. Several new CUSS members felt that the recap of strategic planning was useful.
      xi. Distribution of the Strategic Plan PowerPoint ahead of the meeting would have been beneficial.
xii. Suggestion to not to deviate from Regents present at joint council meetings in the future. It’s the only way to learn about what’s going on.

xiii. Recommendation that three council chairs come together and gather questions to ensure that they’re understood. It would allow the council’s presentation of questions to be crisp and tight.

c) Chair asked a Maryland Charities question: At your institutions, do you also have a family campaign (money goes directly to the university and none of money or proceeds goes to Maryland charities). UMBC, UMUC, Towson, FSU, and Salisbury participate in a university campaign. UM college Park it’s an option to select it as part of the Maryland Charities campaign. UMBC says it can be a conflict. Sherrye asked if the participating institutions reached their goal.

d) Chair shared the following CUSS concern to the Presidents at the Chancellors Council meeting. 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.

e) There was an article about students cheating. Sherrye will upload article to our SharePoint drive.

5. Chancellor’s Liaison’s Report
   - 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.
   - There was a budget reduction plan submitted by the governor. Reduced by 14.2 million (just over 1%). Between now and FY 17 (June 30th) eliminate 101 positions system wide (60 vacant). No layoffs because 41 vacant positions won’t be filled.
   - Frostburg mentioned Toys for Tots drive. Chevonie will send email. Letters to Santa: Toys for Tots drive toys should be new and unwrapped. Mittens, gloves, scarves, hats and toys welcome. On December 13th drop off gifts. Saturday, December 17th gifts will be given to less-fortunate. May bring gifts to new CUSS meeting on December 13th. Cash donations may be accepted, but Chevonie will check to make sure.

6. Committee Updates no reports at this meeting)

7. Adjourn

A motion to adjourn was made at 2:42 pm.

The next meeting, the meeting with the Chancellor, is at the USM Office on December 13, 2016.