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<tr>
<th>Name</th>
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<tr>
<td>Trish Johnson</td>
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<td>Keri Hickey</td>
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<td>Sherrye Larkins</td>
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<td>Sheila Chase (Co-Secretary)</td>
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<td>Yvonne V. Cook</td>
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<td>Jay Hegeman</td>
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<td>Kristen Tull</td>
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<td>John Brenner</td>
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<td>Lisa Gray (Co-Secretary)</td>
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<td>Paul Gasior</td>
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<tr>
<td>Mary Hickey</td>
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<td>Deniz Erman</td>
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<td>Gay Pinder</td>
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<tr>
<td>Janet Nance-Richardson</td>
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<td>Amanda Azuma</td>
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<td>Bill Crockett (Chair)</td>
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<td>Kevin Watson</td>
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<td>Colette Becker-Beaulieu</td>
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<td>Sarah Goff-Tlemsani</td>
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<td>Debbie Grover</td>
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<td>Dylan Baker</td>
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<tr>
<td>Dana Wimbish (Vice Chair)</td>
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<tr>
<td>Keisha Campbell (Member at Large)</td>
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<td>Michelle Massey</td>
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<td>Barbara Higgins</td>
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<tr>
<td>Chenita Reddick</td>
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<tr>
<td>Christine Perchell</td>
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<td>Primary</td>
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<tr>
<td>Larry Hogan</td>
<td>UMUC</td>
<td>Primary</td>
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<tr>
<td>Rosario I. van Daalen</td>
<td>UMSO</td>
<td>Chancellor’s Liaison to CUSS</td>
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Call to Order by CUSS Chair Bill Crockett

1. Welcome by University of Baltimore President Kurt Schmoke.

2. Introduction of new CUSS Members.

3. Healthcare Changes - JoAnn Goedert explained the Highlights to the changes to the Maryland State Employee and Retiree Health and Welfare Program for University System of Maryland Employees. This is a proactive Model of healthcare

   a. DBM negotiates contracts for a 5 year period, these contracts were approved by the Board of Public Works on August 13, 2014.
   b. The wellness program will be phased in over five years.
   c. Surcharges will be assessed for those who fail to comply with the Healthy Activities and Disease Management Programs.
   d. There is a $50/year surcharge for failure to comply with the Healthy Activities in 2016 and $75/year in 2017.
   e. The Disease Management Program failure to comply surcharge will be implemented in 2017 in the amount of $250 and will increase to $375 in 2018.
   f. DBM physicians will be responsible for reporting those employees and spouses who fail to comply.
   g. Affordable care - trends were assessed preventive services ask required
   h. Incentives
      i. Primary care doctor can be a specialist
      ii. Complete a health assessment annually
      iii. Copays eliminated

4. Consent Agenda
   a. [http://bit.ly/1kOSTIt]

5. Approval of minutes from August 2014
   a. Motion by Sister Maureen Schrimpe and seconded by Sasha Hudson. The minutes were unanimously approved.

6. Chair’s Report
   a. Social Media Policy has been revised again. It will be added to the September folder in the drop box.
   b. Task Force for Sexual Misconduct Policy meeting again in a week and a half. They are waiting for clarification from AG’s office.
   c. Campus Safety and Security – BETA team

7. Chancellor’s Liaison Report
   a. Good discussion and clarification on Health Care Plan Changes
   b. Document on HR website - [DBM-EBD - Open Enrollment - Health Benefits Fact Sheet 9-16-14]
   c. Question regarding lack of dentists and doctors on the Eastern Shore has been an ongoing problem.
   d. Nonexempt biennial salary review is complete and has been forwarded to the Vice Presidents. Possible overall structural adjustment of 6% (4% market and 2% from COLA Jan. 1; 2015). Anticipating approval at the December BOR meeting. Implementation in July 2015 and a cost of $1.1M.
8. Committee Updates
   a. Board of Regents Award Committee
      i. Sherrye Larkins Chair - Debbie Grover Co-Chair
      ii. Timeline and sample packet shared
      iii. CUSS members should partner with whomever handles the nomination process on your campus
      iv. January 30, 2015 is the deadline
      v. There is the possibility of 104 nominees for 4 categories - 38 people were nominated last year
      vi. All CUSS members need to participate in the evaluation process
   b. Policy and Legislation
      i. Discussed Annapolis Day - Wednesday or Thursday may be a better choice, unable to meet with legislators this year they were on the house floor.
      ii. The agenda needs to be clear, what is our message?
      iii. We need time on the January agenda to prepare for our trip to Annapolis
      iv. The committee will schedule Mini trips to Annapolis to meet the legislators once the election is over.
   c. Communications and Marketing
      i. The Newsletter should be completed by end of the month.
      ii. Quarterly updates should be submitted from each committee.
      iii. We need a better communications plan.
      iv. The Cuss website is unorganized, needs to be more user friendly, too many links.
   d. Benefits and Compensation
      i. Mary Hickey will be the chair.
      ii. Finish updating the Discount list
      iii. Daycare
      iv. Performance Review - some are not evaluated properly as individuals
      v. Benefits for Contingent 1 and 2 employees.
   e. Executive Committee
      i. Nothing new to report
      ii. A reminder that all committees should be holding a mid-month conference call.

9. Old Business
   a. The newsletter should be complete by the end of September.
   b. No items moved off the consent agenda.

10. New Business
    a. The Maryland Charities campaign kicks off soon, advocate, serve, or contribute. Designate an agency, The United Way minimum of 75% is given to service providing.
    b. 2014 Elections are November 4, 2014. If you would like to be an Elections Judge, send the request to your supervisor 30 days prior to election date. See the Policy on being an Election Judge VII.7.25 – this is available on the USM website.
    c. Institutional Updates will resume at our meeting in Frostburg next month.

Next Meeting is October 28, 2014 at Frostburg State University.
Call to Order

1. Welcome and Introductions
   - Harry Schuckel, Sr. VP of Administration & Finance

2. Health Plan Changes
   - JoAnn Goedert

3. Consent Agenda
   - [link]

4. Approval of Minutes from August Meetings

5. Institutional Updates

6. Chair’s Report
   - Chancellor’s Council Meeting

7. Chancellor’s Liaison’s Report

8. Committee Meetings

9. Committee Updates
   - Benefits and Compensation
   - Board of Regents Awards
   - Communications and Marketing
   - Legislative Affairs & Policy
   - Executive Committee

10. Old Business
    - CUSS Newsletter
    - Items Moved off Consent Agenda

11. New Business
    - Maryland Charity Campaign