

# CUSS *working for you.....*

**C**OUNCIL  
**O**F  
**U**NIVERSITY  
**S**YSTEM  
**S**TAFF

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TOWSON UNIVERSITY  
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1420 NORTH CHARLES STREET  
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Council Members with Dr. Kirwan

## 2009-2010 YEAR END REPORT

The 2009-2010 Council of University System Staff (CUSS) Executive Committee:

Willie Brown, University of Maryland, College Park, Chair  
Colette P. Becker, University of Maryland, Baltimore, Vice Chair  
Giordana Segneri, University of Baltimore, Co-Secretary  
Karyn Schulz, University of Baltimore, Co-Secretary  
Lori Smith-Watson, University of Maryland Baltimore County, Member-At-Large  
Brenda Yarema, Towson University, Member-At-Large  
Larry Lauer, University of Maryland, College Park, Past Chair  
Rosario I. van Daalen, Chancellor's Liaison to CUSS

The Council of University System Staff discussed several areas to establish priorities for 2009-2010. The narrowed focus to include, but not limited to the following:

- To stimulate continued support and sustainable commitment to the practice of Shared Governance among Staff employees, Administrators and Regents in the USM, and;
- To recommend and work with the USM Office on a policy review of Human Resources issues for Excluded Staff employees to assure consistent application of existing policy and flexible areas for new policy.

### CONTENTS:

- Council Highlights, page 1
- The Chancellor's Message, page 2
- CUSS Chair's Message, page 3
- About CUSS and Committee Reports, pages 4-5
- BOR Staff Employee Awards, pages 6-8
- CUSS Representatives, pages 9-10

Date of Publication: September 2010

## A MESSAGE FROM THE CHANCELLOR - WILLIAM E. KIRWAN (JUNE 2010)

As you all know, the past several years have been both exceptionally positive and extremely challenging for the University System of Maryland (USM).

On the positive side, working together, we have firmly established higher education as a genuine funding priority in Annapolis. In fact, the USM's adopted budget for fiscal year 2011 included no cuts to our base budget while providing \$42 million in Higher Education Investment Fund support. Gone are the days when the USM was viewed as a large, discretionary budget item, easily targeted for cuts. Given that there were more than \$560 million in budget reductions and transfers enacted by the General Assembly on the Governor's FY 2011 budget, emerging with our budget intact represents a significant accomplishment for the USM. This result reflects the hard work of presidents, faculty, and staff across the USM.

On the "challenges" side, even though there were no cuts to our base budget, there will be an additional \$8 million reduction in our fund balance. This additional \$8 million brings our total fund balance transfer to the state to \$142 million. Combined with state funding reductions of \$63.3 million and furlough savings of \$68 million, the USM has sustained a total of \$273.3 million in reductions. In addition, the approved FY 2011 budget does not include funding for merit pay increases or COLA salary adjustments. In addition, the furlough requirements from last year will be continued in FY 2011.

As I have expressed to the Board of Regents, to institutional presidents, and to state leaders, I am deeply concerned over the demoralizing impact of another round of furloughs and by the erosion in our ability to pay competitive salaries. I believe we are at considerable risk over the potential loss of talented faculty and staff. It is my intention to make this an issue that the Board and the System address with the Governor and the General Assembly. In my view, we must end furloughs and have the authority to address compensation issues as we move into FY 2012.

Working with the Board of Regents, the Council of Presidents, the Council of University System Faculty, the Council of University System Staff, and the USM Student Council, we have made every effort to manage our budgetary issues in a thoughtful, balanced, and judicious manner. Our goal, as always, is to take actions that have the least impact on our students; protect the integrity of our academic and research programs; and minimize the hardship for our dedicated faculty and staff. It is an enormous source of pride to me that the USM community has responded so effectively to our fiscal challenges. We are serving more students than ever, our research productively continues to rise impressively, and the reputation of our intuitions is at an all-time high. This is quite a testament to the dedication and quality of our faculty and staff.

As we continue to work together to navigate the USM through both good and difficult times, I remain impressed with the efforts and commitment of CUSS. This diverse group of individuals—from across the University System—has stepped forward to work cooperatively and collegially for the betterment of System institutions and System staff. CUSS is one of the USM's greatest assets and an important element in our rise to national eminence. As we move forward with our three critical system wide priorities—closing the achievement gap, enhancing Maryland's competitiveness, and promoting environmental sustainability—I know CUSS will once again be an important and positive force in our collective efforts.

The Board of Regents and I commend Willie Brown for his leadership as Chair over this past year and we look forward to continuing to work with Mr. Brown in FY 2011. We also commend this year's Vice Chair, Colette Becker, Co-Secretaries



Giordana Segneri and Karyn Schulz, Members-at-Large Brenda Yarema and Lori Smith-Watson, and the Chancellor's Liaison to CUSS, Rosario I. van Daalen for all of their efforts on behalf of CUSS.

Even as we face serious challenges, I continue to believe that USM's future is very bright. We enjoy strong support from our state, we have a talented Board of Regents committed to building the quality and impact of the USM, and we have an impressive spirit of collaboration across the USM. This latter asset is exemplified by the efforts of CUSS, which have been such a vital part of our success on every level. I look forward to our partnership continuing to yield productive and beneficial results for the USM.

# CUSS CHAIR'S REPORT - WILLIE L. BROWN - A YEAR IN REVIEW



As in 2008/2009, the Staff employees of the University System of Maryland (USM) in 2009/2010 have continued to face many challenges. Budget cuts continue to affect all Staff employees both at work and at home. The Council of University System Staff (CUSS) has continued its work this past year to guarantee that USM Staff employees have a strong voice in Shared Governance both at the System and individual Institutions levels. At monthly CUSS meetings representatives from each of the USM Institutions have met to discuss and share Staff employees concerns garnered from their various Institutions. As the Chair of CUSS, I have attended and reported those issues and concerns at the Board of Regents (BOR) and monthly Chancellor's Council meetings. The result is that we have been able to share with the Chancellor, the BOR and senior leadership our concerns about furloughs, pay reductions, retention of Staff employees and other issues that affect all USM Staff and Faculty employees. Listed below are some of the highlights of the past year.

## **Late Summer/Fall 2009**

During our monthly meetings in the Fall of 2009, we talked about issues such as budget reductions and the continued impact on Staff employees. We agreed to advise the Chancellor and his staff that any salary reductions or furloughs should be universal in nature. At September's meeting we received information on UMBI and about how the institution would be "dissolved" as of July 1, 2010 and its impact on UMBI employees. We discussed the updates to the Furlough/Reduction in the Pay "Frequently Asked Questions (FAQ)" document that CUSS assisted in developing in 2009. We continued our discussion of the Furlough/Reduction in Pay "FAQ" at our October meeting at Frostburg State University and additional suggestions were forwarded to the USM Administration. In November, budget cuts and the impact on Staff employees were still at the forefront of our discussions when we met at Bowie State University.

## **Winter 2009/2010**

The Chancellor joined us for lunch at our meeting in December and discussed with us the important role that CUSS and Staff employees play in Shared Governance. In January, we discussed the upcoming Legislative Session and made plans to personally visit legislators while they were in session. In February, several CUSS members met with various members of the legislature and gave them information of who and what CUSS is all about. In March, CUSS members worked hard to alert USM employees about a proposed bill which could have resulted in the elimination of 1,000 positions, a 50% reduction in travel budgets and would have halved the tuition remission benefit for employees and their families. As a result of this action, over 9,000 emails were generated by USM Staff and Faculty employees and supporters and the bill was eliminated. When we met in March, our CUSS Legislative Affairs committee gave the members an update of what bills had passed and or had been proposed and their possible impact on Staff employees. We then produced a news release that included a legislative update and informed Staff employees about the results of our February email campaign and links to the CUSS website.

## **Spring 2010**

In April we traveled to Towson University where the BOR Furlough Resolution FY11 was discussed in detail and once again the "FAQ", developed by CUSS and USM Administration, was used to assist Staff employees with questions they might have about the Furlough BOR Resolution. May found us at UMBC where we were welcomed by UMBC President, Dr. Freeman Hrabowski and he commented on how strongly he believes that how we define ourselves (Staff employees) is how we treat each other and that Staff employees matter and make a difference. We also began discussions on how to improve the BOR/Staff awards criteria.

## **Summer 2010**

CUSS members met at UMES in Princess Anne in June. We held our elections for Chair, Vice-Chair and Secretary at this meeting and the Executive Committee members that were currently serving in office were all re-elected. We ended our CUSS year by meeting at UMCES on Solomon's Island in July. We discussed a possible meeting with Council of University System Faculty (CUSF) members and ways for Faculty employees to better communicate with Staff employees.

## **Looking Forward in 2010/2011**

Staff employees will be facing many old and new challenges in 2010/2011. CUSS wants to hear and share your concerns with senior USM leadership and our legislators. We will be utilizing different communication tools in the upcoming year so that we can hear and voice your concerns. Your CUSS representatives are listed on pages 9-10 and we look forward to hearing from you.

# ABOUT CUSS

## WHAT IS CUSS AND WHAT DO WE DO?

The Council of University System Staff (CUSS) was established in June 1992 by the Board of Regents (BOR) and started meeting in October 1992. CUSS was established to advise the Chancellor and the BOR on matters relating to the development and maintenance of the new USM Pay Program as well as policies, procedures and practices for Staff employees. CUSS is comprised of Staff employees with representatives from each of the 12 Institutions and the System Office.

Institution membership is proportionate to the number of Staff employees at the individual Institutions with a minimum of two representatives per Institution. CUSS' Constitution and By-Laws can be see on its website as listed below.

Shared Governance requires informed participation and collaboration by faculty, students, staff, and administrators.

*USM, Policy on Shared Governance*

CUSS has direct communications with the Chancellor, the Board of Regents; the CUSS Chair attends the Chancellor's Council and BOR meetings and prepares reports for both groups. Its responsibility is to consider and make recommendations to these respective parties on issues affecting Staff employees. It is also responsible for keeping the Staff employees informed on CUSS activities and USM related actions.

CUSS meetings are held for most part the fourth Tuesday of each month; earlier depending on Holidays. Meetings are scheduled at a different Institution each month to allow each Institution to host a meeting and for members to visit the other locations. CUSS Executive Committee members meet with the Chancellor as often as needed.

### Schedule of Meetings 2010-2011

#### 2010

August 17	Salisbury University
September 28	University of Maryland, Baltimore
October 26	Frostburg University
November 16	University of Maryland, College Park
December 14	USM Office

#### 2011

January 25	University of Maryland University College
February 22	Meeting with State Legislators - Annapolis
March 29	Coppin State University
April 26	Towson University
May 17	University of Maryland Baltimore County
June 28	University of Maryland Eastern Shore
July 26	University of MD Center for Environmental Studies

## COMMITTEE REPORTS

### ***COMMUNITY DEVELOPMENT COMMITTEE***

***CHAIR: DEBORAH GEARE, UNIVERSITY OF MARYLAND BALTIMORE COUNTY***

The Community Development Committee's main charge is to oversee the nomination and review process for the annual Board of Regents CUSS Staff Awards, a program created as an initiative of CUSS.

In October of 2009 nomination packets were sent to the President's offices of the 13 USM member Institutions. Institutions were asked to return their nomination packets to CUSS by January 22, 2010.

The review process was begun very soon after that and was completed in February 2010. Summaries of each of the recommended awardees was completed in March and presented to the Board of Regents for their review and approval. The BOR voted and approved all nominees submitted by CUSS.

Twelve institutions submitted 37 nominees for consideration in the three award categories: Exceptional Contribution to the Institution and/or Unit to Which the Person Belongs; Outstanding Service to Students in an Academic or Residential Environment and Extraordinary Public Service to the University and/or Greater Community.

Twenty-four Exempt Staff employee and thirteen Nonexempt Staff employee nominations were received this year. The Committee happy to see a steady increase in nominations, but would like to see the numbers grow more. CUSS will be reviewing the nomination process in 2010 for possible changes, etc.

### ***LEGISLATIVE AFFAIRS COMMITTEE***

***CHAIR: ROY ROSS, UNIVERSITY OF MARYLAND, BALTIMORE***

The 2010 Legislative Session was once again budget driven. The economy continued to struggle and the state continued to feel the effects of the Nations economic woes. Revenues continued to slump which in turn forced the legislature to knuckle down and search for ways to continue providing for essential programs while at the same time, ending the session with a balanced budget. As the monetary drought continued, and for the third time, State and University employees were again required to take furlough days and or pay reductions. At the same time, the State required the USM to once again reach into its already depleted reserve funds (from past give backs) to provide the State additional revenue.

After four years of holding the student tuition level with no increases, the legislature voted to allow a 3 percent tuition increase for the USM Institutions for the upcoming academic year (fall 2010).

Looking to find more revenue savings for the State, on March 10th house bill 1533 was introduced that proposed cutting USM funding by 50%, eliminating 1000 USM positions, reducing travel by 50% and cutting the tuition remission by 50%. CUSS representatives immediately started sounding the alarm to the Institutions and with the help of the USM's Governmental Relations Office in Annapolis (who created a link for USM employees to use to contact their elected officials) an overwhelming response occurred. At last count over 9000 USM Staff and Faculty employees responded by e-mail. This does not include those who made personal phone calls and sent personal letters. In the end, the bill was assigned to the House Appropriations Committee where no further action was taken on the bill.

CUSS is in the process of setting up a CUSS day in Annapolis during the 2011 session, with the assistance of the Governmental Relations Office. It will provide the group with the opportunity to witness the inner workings of the legislative process as well as the possibility of meeting with their elected representatives.

Many thanks to Chancellor Kirwan, PJ Hogan and Andy Clark for their tireless work and efforts during this painful and trying Legislative Session.

Also, thanks to the members of CUSS for their efforts as well.

## BOARD OF REGENT'S STAFF AWARDS

A CUSS initiative, the *Board of Regents' University System of Maryland Staff Awards* represents the highest honor bestowed by the Board of Regents for achievements of Exempt and Nonexempt Staff employees from institutions within the University System of Maryland. The awards are presented to Staff employees who have demonstrated excellence in one of the following categories: (1) contribution to the institution and/or unit to which the person belongs; (2) service to students in an academic or residential environment; or (3) public service, within or outside the university. There are two awards given in each category—one Exempt Staff employee and one Nonexempt Staff employee—for a total of six awards. Each recipient will receive a \$1,000 stipend, and will be awarded a plaque. In addition, appropriate notices will be placed to publicize each honoree's accomplishments.

## 2009-2010 RECIPIENTS

### Exceptional Contribution to the Institution and/or Unit to Which a Person Belongs

#### *EXEMPT STAFF*



**COLLEEN STUMP**

**Associate Vice President for University Advancement, Frostburg State University**

*Excerpt from letter of nomination submitted by Ann Townsell, Assistant Director for Publications, FSU*

“Colleen Stump has served Frostburg State University for 26 years, currently as Associate Vice President for University Advancement. Serving on an endless number of committees, most recently the Marketing and Branding Task Force, she is the unseen face of the institution. Her colleague wrote, “Her love for her job, her dedication to the University...makes each and every FSU publication the best that it can be.” She is known not only for serving the institution, but the local community in which she lives.”

#### *NONEXEMPT STAFF*



**MYRLE COMBS**

**Business Services Specialist, Student Affairs Division, University of Maryland Baltimore County**

*Excerpt from letter of nomination submitted by Freeman A. Hrabowski, III, President, UMBC*

“Myrle has dedicated her professional life to UMBC. She began working on our campus in what was formerly the Office of Career Development & Placement (CD&P). Early on, she demonstrated a strong commitment not only to her defined job, but also to the larger issues affecting the quality of services to students and how the CD&P office and programs functioned. Myrle also enthusiastically teaches and shares information with others. She teaches staff and administrators how to manage their accounts, and she loves to teach the student leaders of more than 200 campus organizations how to handle their funds correctly and effectively.”

## BOARD OF REGENT'S STAFF AWARDS

### Outstanding Service to Students in an Academic or Residential Environment

#### *EXEMPT STAFF*



**MARY TOLA**

#### **Director of Health Services, Frostburg State University**

*Excerpt from letter of nomination submitted by Jesse Ketterman, Director of Students, FSU*

“Mary has also been a leader developing our healthy campus initiative Chill (Creating Healthy Informed Lasting Lifestyles). Mary was one of the key contributors to a grant that brings in over \$200,000 a year in the last two years to instill a healthy mindset into students at FSU. Mary provides more than just a health care center to our students. Mary provides quality care that goes far beyond what is expected of her.”

#### *NONEXEMPT STAFF*



**DEBORAH PUSEY**

#### **Program Management Specialist, Financial Aid, Salisbury University**

*Excerpt from letter of nomination submitted by Janet Dudley-Eshbach, President, SU*

“Ms. Pusey’s work in the financial aid office for many years has clearly been noticed and applauded by staff, colleagues, students, and parents. I have seen first hand how a positive experience with a staff member like Deborah Pusey can turn a student into a loyal alumnus for life. She has also served the campus community in voluntary roles, and served the larger community, demonstrating the civic engagement and service that is one of Salisbury University’s fundamental values.”

### Extraordinary Public Service to the University or the Greater Community

#### *EXEMPT STAFF*



**KIM NECHAY**

#### **Director of Development, University Advancement, Salisbury University**

*Excerpt from letter of nomination submitted by Janet Dudley-Eshbach, President, SU*

“Ms. Nechay has carved her own niche, developed specialized and unique skills, and balanced the need to be entrepreneurial and opportunistic while managing University and donor resources and being sensitive to community perceptions and concerns. Ms. Nechay is adept at anticipating hurdles, dealing with them in advance to minimize conflict, and helping to manage the message about development to emphasize the positive aspects for both the University and Salisbury community.”

#### *NONEXEMPT STAFF*

Photo Not Available

**JULIA HENG**

#### **University Police Officer III, University of Maryland, College Park**

*Excerpt from letter of nomination submitted by Medford J. Campbell, III, Sergeant, Maryland State Police, UMCP*

“Julia is an outstanding investigator and in my opinion would do well at any endeavor. She is tenacious and possesses the patience, persistence, professionalism and personality to successfully investigate any crime. Julia enjoys an excellent reputation in the law enforcement community on a State, Local and Federal level. She is indubitably a credit to the University of Maryland’s Department of Public Safety and an invaluable asset to the citizens of College Park and the State.”

## BOARD OF REGENTS STAFF AWARDS HONORABLE MENTION

Exceptional Contribution to the Institution and/or Unit to Which a Person Belongs

### Exempt Staff Employees

Cherlyn Brace	CSU
Colleen Dove	UMBI
Mary Duppins	BSU
Stacey Marriott	UB
Thomas McHugh	UMB
Louise Miller	TU
Connie Pierson	UMBC
Marvin Pyles	SU
Gary Seibel	UMCP

### Nonexempt Staff Employees

Clacie Hubbard	SU
Clarice Corbett	UMES
Ellsworth Hill	UMB
Fletcher Kinne	UMCP
Gail Price	TU
Linda Parker-Ford	BSU
Lynn Davis	FSU

Outstanding Service to Students in a Academic or Residential Environment

### Exempt Staff Employees

Steve Anderson	UMBC
Stephanie Fowler	TU
Linda Lachman	UMCP
Deborah McClure	BSU
Sonya Mercer	UMUC
Gene Thomas	CSU
John Tilghman	UMES

### Nonexempt Staff Employees

Lois Reid	UMCP
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Extraordinary Public Service to the University of Greater Community

### Exempt Staff Employees

Larry Brookman	UMCP
Bernie Gerst	TU
Cheri Krug	FSU
Daniel Kuennen	UMES
Carol Vaeth	UB

### Nonexempt Staff Employees

Karen Fulton	TU
Michael Simmons	UB

# 2009-2010 COUNCIL OF UNIVERSITY SYSTEM STAFF REPRESENTATIVES

## BOWIE STATE UNIVERSITY (BSU)

Cynthia Coleman  
Marie Meehan  
Dale O'Neal  
Linda Parker-Ford



## TOWSON UNIVERSITY (TU)

Gloria Gaguski  
Brenda Yarema (*Member-at-Large*)  
Kay Kazinski



## COPPIN STATE UNIVERSITY (CSU)

Abby Byrnes  
Chris Thomas



## UNIVERSITY OF BALTIMORE (UB)

Giordana Segneri (*Co-Secretary*)  
Karyn Schulz (*Co-Secretary*)



## FROSTBURG STATE UNIVERSITY (FSU)

Jay Hegeman  
Jesse Ketterman, Jr.  
Stacie Wassell  
Bernard Wynder



## UNIVERSITY OF MARYLAND, BALTIMORE (UMB)

Colette P. Becker (*Vice-Chair*)  
David DeLooze  
Ronald Kasl  
Roy Ross  
Gynene Sullivan



## SALISBURY UNIVERSITY (SU)

Carol A. Barr  
Jacqueline (Jackie) Eberts  
Sheila Murray



## UNIVERSITY OF MARYLAND BALTIMORE COUNTY (UMBC)

Joel DeWyer  
Deborah Geare  
Joe Hill (*Past-Chair*)  
Kathy Miller  
Lori Smith-Watson (*Member-At-Large*)



# 2009-2010 COUNCIL OF UNIVERSITY SYSTEM STAFF REPRESENTATIVES

## UNIVERSITY OF MARYLAND BIOTECHNOLOGY INSTITUTE (UMBI) DISSOLVED AS OF JUNE 30, 2010

Mary Stapelton



## UNIVERSITY OF MARYLAND UNIVERSITY COLLEGE (UMUC)

Ayman Abdo

Debby Mathis

Jessica McCarty

Karah Mercer

Melissa Stein



## UNIVERSITY OF MARYLAND CENTER FOR ENVIRONMENTAL SCIENCE (UMCES)

Gus Mercanti



## UNIVERSITY OF MARYLAND EASTERN SHORE (UMES)

Chenita Kollock



## UNIVERSITY OF MARYLAND COLLEGE PARK (UMCP)

Willie Brown (*Chair*)

Larry Lauer (*Past-Chair*)

Sister Maureen Schrimpe



## USM OFFICE (USM)

Mary E. Reed

John T. Wolfe, Jr. (*Past -Chair*)

## CHANCELLOR'S LIAISON TO CUSS

Rosario I. van Daalen



Special thanks to USM Office and the CUSS members who provided photographs for this newsletter.