

**Council of University System Staff
December 17, 2002
University System of Maryland Office**

Members Present

Joe Hill – UMBC
Sally Hearn - UMBC
Nicole Bush-Buffington – UMES
Judy Lowe – SU
Dale O’Neal – BSU
Marie Meehan – BSU
Jay Hegeman – FSU
Patrick McLane – FSU
Susann Shoop – TU
Steve Agnes – UM,B
Colette Becker – UM,B
Andrianna Stuart – UMCP
Carol Prior – UMCP
Susan Conroy – UMUC
Ray Frederick - UB
Roy Ross – UMB
Linda Morin – UMCES
Bruce Albert – UMCES
Marvin Ames – SU
Mary Reed – USM
Susan Conroy – UMUC
Sally Davies - UMUC

Alternates

Arthur Hanlin _FSU
Bill Crockett – UM,B
Mary Edwards, TU

Melissa Moore - UMB
Fran Younger - UMCES

Guests

Chancellor William E. Kirwan

Call to Order

Chair Joe Hill called the December CUSS meeting to order at 10:15 at the USM Office.

Greetings

Mary Reed, our host, was introduced and explained the points of interest at USM and we would be having our lunch in the Atrium. USM is in a beautiful setting and she explained there are deer and fox as you look out onto their wooded grounds.

Chancellor William E. Kirwan will be meeting with us today.

New members were introduced, Marvin Ames from Salisbury University and Melissa Moore from UMB.

Approval of Minutes

There are still no September minutes. The November minutes were reviewed. A motion was made and seconded to accept the November minutes as amended.

Report of the USMO Liaison

No report from the USMO Liaison who is on leave.

1/30/03

Chair's Report

BOR Finance Committee met on 11/21/02.

USM BOR met on 12/6/02. Mr. Cliff Kendall was elected Chair of the BOR. A new USM Legislative Liaison was selected, Mr. Joe Brice.

The following motions were passed:

1. USM: Revolving Loan Program for Acquisition of Personal Property
2. UMB: Procurement in Excess of \$5 million – Research & Scientific Equipment
3. UMCP: Tuition Rate for Executive MBA Program
4. UMCP: Modification of Public/Private Student Housing-Buildings 4,5 & 6
5. UMCP: Project Authorization for ICA Fields
6. UMCP: Change in Scope and Funding for Alumni Center
7. USM: BOR Policy VII-7.11-Leave Reserve Fund – USM Employees Called to Active Duty
8. USM: Policy on Granting Tuition Remission to Morgan State, St. Mary's & BCC
9. BSU: Public/Private Housing

Chancellor's Council met on December 2, 2002. Budget issues were again discussed. A draft of proposed amendments to USM Policy VII-8.00 on Grievance for Exempt and Nonexempt Staff Employees has been initiated.

Joe Hill spoke at the President's Council expressing CUSS' views that employees prefer furloughs across the board to include faculty as fair and equitable to all employees versus layoffs which affect a select few. There is a possibility that there could be as many as 18-35 furlough days. The 1% pay cut across the board would be another option as long as it was contained to one fiscal year and not extended further. We won't know until January when the new Governor takes office how the budget deficit will affect the USM any further. The main goal is to preserve people's jobs.

The question was asked, "Will job layoffs be at the discretion of each President (CEO) at their respective University?" The reply was, "The CEO has the option to choose how management will handle a deficit." Some CEOs were able to be more proactive with holding back lines and other means of financial savings, others were not. They have authority to hire and/or layoff.

Critical positions deemed necessary to operate a campus are being filled with approval of the Chancellor.

A letter will be drafted by our Legislative Committee to ask for consideration to maintain funding for the USM. The message to the legislature is that we not only provide education, we provide livelihoods for the surrounding communities where the Universities are located. Staff need to get a calendar, meet with the legislators, and become proactive.

Still at issue is the number of courses versus credits for University employees. The feeling is that an employee should be allowed to take eight credits and not be limited to two courses.

1/30/03

Can CUSS meet with the BOR to discuss issues? CUSS can request a meeting. Can a CUSS member meet with a BOR member? Chair, Joe Hill will find out the proper protocol.

The CUSS Newsletter has been sent to the printer. The Chair thanked Fran Younger for all her efforts in putting the newsletter together.

Committee Workgroups

Lunch

Welcome to Chancellor William Kirwan

Chancellor Kirwan met with us before meeting in Annapolis with Jim Brady, a member of the new Governor's Higher Education transition team. There will be no further information on the budget until 1/17/03. He does not know of any further cuts at this time. The newly elected Governor, Robert Ehrlich, is invited to attend a retreat with the University Presidents to be held on 12/20/02.

The Chancellor stated that per student funding was better in 1990 than it is today. Dollars per student haven't caught up.

The Chancellor stated he is forming a Coalition Team to work with the Unions to reach agreement on the various issues dealing with the USM. The Coalition Team would apply to all employees represented by a Union.

Can CUSS and Collective Bargaining co-exist? The Chancellor stated he honestly doesn't know. There is no perfect answer. There are different viewpoints from both sides. There will be a CUSS as long as there is staff excluded from a bargaining unit. He is not ruling out that it can stay as it is.

One CUSS member feels that CUSS must split up.

The Chancellor will seek alternatives and options and will meet with open dialogue in regard to CUSS. The Chancellor asked to be put on our agenda for 1/28/03 at UB.

Committee Reports

Community Development Committee

BOR Staff Awards information has been sent to the Presidents of the Universities. CUSS members should make sure this information is passed onto the staff. A committee with a chair selected at each University should be formed to review and select their nominees.

The July Staff Development Transition Meeting was briefly discussed.

Communications Committee

The CUSS Website must be updated. Please communicate by e-mail any updates you may have. Patrick McLane will be receiving his Master's Degree, congratulations!

Benefits/Compensation Committee

Are Nonexempt essential personnel being compensated at time and a half during emergencies when other personnel are released from duty and given administrative leave? We will be identifying each Institution's policy in regard to this concern.

Legislative Committee

Contact legislators with your concerns regarding funding for higher education. Meet with your legislators. Letters to be sent to the legislature will be reviewed at the January CUSS Meeting. Identify alumni in the Legislature and send them letters.

Old Business

There was no old business.

New Business

Review the Values, Vision and Goals Statement for the USM Strategic Plan and give ideas to the Communications Committee.

The Chancellor is open to our dialogue. Questions to the Chancellor at our January meeting:

Concerns for CUSS: How will it work? CUSS is an advisory group not a negotiating group. It will deal with issues collective bargaining doesn't address such as safety issues, system issues, etc. Shared governance can exist as long as it doesn't interfere.

A question for a USM Liaison: Where does Annual Leave go if not used, in a use or lose situation at the end of a year? Holiday leave?

A motion was made and seconded that the meeting be adjourned at 2:15 p.m.

The next scheduled meeting is January 28, 2003 at University of Baltimore.

Respectfully Submitted,

Marie L. Meehan
CUSS Secretary