

Council of University System Staff

February 25, 2003
UMBC

Members Present	Alternates
Marie Meehan, BSU	Art Hanlin, FSU
Jay Hegeman - FSU	
Judy Lowe – SU	
Susann Shoop – TU	Jan Schmitt - TU
Ray Frederick, UB	
Steve Agnes – UMB	Melissa Moore – UMB
Linda Morin – UMCES	
Joe Hill – UMBC	
Sally Hearn - UMBC	
Carol Prier - UMCP	
Andrianna Stuart – UMCP	Guests
	Freeman Hrabowski, President UMBC
	Mark Behm, VP Academic Affairs - UMBC
Denise Richards – UMUC	
Mary Reed – USMO	
Bill Crocket - UMB	
Roy A. Ross, UMB – Non-Voting Member	

Call to Order

Chair Joe Hill called the February CUSS meeting to order at 10:25 a.m. at UMBC. Joe Hill, our host, welcomed the CUSS members to his campus and introduced UMBC's President Freeman Hrabowski, and Mark Behm, VP of Administrative Affairs. President Hrabowski spoke in support of Staff at his campus and appreciates all that they do.

Three new members to CUSS must be added to the Web Page:

- Jan Schmitt, Towson, jlschmitt@towson.edu
- Melissa Moore, UMB, mamoore@ehs.umaryland.edu
- Denise Richards, UMUC, drichards@umuc.edu

Approval of Minutes

After careful review of the January minutes, they were approved as amended.

Report of the USMO Liaison

No Report as the USMO Liaison was ill.

Chair's Report

- There was no report on the BOR Finance Committee.

- BOR Meeting held 2/21/03 – a motion was passed to furlough employees, the verbiage still needs modification. Permission was given to Presidents of the Institutions to give furloughs with guidelines to be presented to the BOR.
- The Student Regent proposed furloughs be on a tiered scale with lower salaried personnel taking less days, while higher salaried personnel would take more days. Collective bargaining could be an issue.
- The Chair expressed the wishes of CUSS that furloughs were more acceptable than lay-offs, as everyone across the board would be affected and no one would lose their job.
- The elimination of tuition remission would not provide revenue critical for FY03. It would be a travesty to long-term employees who have been planning on using the tuition remission to send their dependents or themselves to college and do not have the private funds saved for this purpose. The USM does not provide the only tuition remission benefit; other State agencies provide tuition benefits through staff development programs. The USM Staff must take a stand against the R30B00 proposal. Prepare letters at home and send to your State Legislators and reiterate these concerns. Get involved. can make a difference.
- Will the faculty be affected by lay-offs and furloughs? Faculty will have lay-offs and furloughs over a twelve-month period.

There was no report from the Higher Ed. Labor Relations Board.

Chancellor's council met on 2/3/03. The Chair pointed out the lack of attendance at the CUSS Meeting by Coppin and UMCP. Concern was expressed over the lack of support from the UMCP Faculty/Staff Senate on elections for CUSS members representing their institution (only two of four representative positions are filled and those elected terms ended a year ago.)

Our letters to the State Legislators, "Maintaining the Momentum", were hand-delivered to the senators and delegates by Roy Ross and Joe Hill.

Several new Regents have been announced for approval

Committee Workgroups:

At 11:55 we split into our respective Committee Groups for discussion.

Reports from Committees:

Benefits and Compensation Committee:

Tuition remission was discussed and letters from the CUSS Representatives should be formulated and sent to the State Legislators expressing our concerns.

Community Development Committee:

The BOR Staff Award Nominees were given a new submission deadline of 3/7/03 due to snow. A brief discussion was held on where to hold our July Staff Development Transition Meeting. Solomon's Island was suggested and Fran Younger, UMCES, was going to check on what would be available. Monday was the suggested day.

Communications Committee:

The CUSS Website is currently being updated to include the Committee Member List. This committee will create a PDF document of CUSS Newsletter as a link and a link for the By-Laws.

Legislative Affairs Committee:

Review the General Assembly Website regularly so you are informed of what is transpiring in Annapolis. Call on the employees at your University to write to their Legislators.

- SB559 – HB813 – Collective Bargaining is looking to charge service fees to non-members as well as members. There does not appear to be a lot of support for this bill.
- SB555 – Recalculate a formula for State funding of private institutions. Money to private institutions should go back to State institutions, \$48 million.
- HB 825 – Privatization of Elevator Contractors – would be more costly to Universities than the use of State Elevator Contractors.
- Read the Legislative Wrap-up, a weekly publication that can be obtained from the website <http://mlis.state.md.us> which is very informative of the legislative happenings of the previous week.

Old Business:

There was no old business.

New Business:

The CUSS Council prepared a draft of two letters to the State Legislators to vote against the DLS Proposal R30B00 due to a negative impact in three areas:

- Reduces the general fund which could lead to more hiring freezes, furloughs and layoffs;
- A recommendation was submitted to limit the growth in tuition and fees which would affect the quality of education and cause an economic hardship on faculty and staff;
- Eliminate tuition remission that is an essential recruitment and retention tool for USM. It would be a great loss if USM employees lose this benefit, particularly those who have no other financial means to educate themselves and their dependents.

These letters will be hand-carried to the Legislators.

A discussion was held as to how the various Universities handle essential employees during school closures.

A motion was made and seconded that the meeting be adjourned.

The next scheduled meeting is March 18, 2003 at UMB.

Respectfully Submitted,
Marie L. Meehan
CUSS Secretary

