

**Council of University System Staff
Coppin State University
September 28, 2005**

Members Present	Alternate Members
Marie Meehan - BSU	
Dale O'Neal - BSU	
Janine Vienna-SU	
Judy Lowe-SU	Lauren Fusillo - UMB
Chenita Kollock-UMES	Janine Vienna - SU
Gloria Gaguski - TU	Loretta Hollifield - TU
Joan Doremus – TU	
Bernedette Bell - CSU	
Mary Reed - USMO	*****
Joe Hill – UMBC - Chair	Chancellor's Liaison to CUSS
Robert Smith - FSU	Rosario I. van Daalen, USMO
Christine Routzahn - UMBC	
Thomas Noyes - UMCP	<u>GUEST</u> : Dr. Stanley F. Battle, President Coppin State University
Larry Lauer – UMCP	
William Rawlinson - UMCP	
Andrew Rein - UMUC	
Donna Taylor - UMBI	
Lidia Schechter - UMBC	
Roy Ross - UMB	
Cindy Schuster-UB	

Call to Order

Joe Hill, Chair, called the September meeting to order at Coppin State University in Baltimore at 10 a.m.

Bernedette Bell welcomed CUSS members and alternates to the university. She then introduced the president of Coppin State University, Dr. Stanley F. Battle. In his remarks, Dr. Battle mentioned that some students from the states damaged by Hurricane “Katrina” are studying at CSU this semester. Just that morning, someone made a \$25,000 donation which will help cover some of the costs incurred by those students.

CSU is in the process of growing— the university will soon be breaking ground for a new building and one of the biggest logistical problems they already have is the need for more parking spaces. Drivers cannot leave campus during the day and expect that even their assigned spot will be available to them upon their return. There are several garages that are going to be built, but not all at once. The first one will have 500 spaces.

Dr. Battle mentioned a tutoring program that Coppin has in cooperation with a school where 100 boys are tutored for 4 years (6th through 9th grades) to help them improve their study skills and grades.

School systems are failing across the country, particularly urban school systems. What's the answer? He doesn't know, but Coppin has a long history of involvement in the surrounding community and will continue that participation.

Report from the Chancellor's Liaison - Rosario van Daalen

- On September 9, 2005, the Board of Regents approved a revision to Policy VII-P1.00 - *USM Policy on Establishment and Assignment of Staff Job Groups and Employment Status Groups*, specifically dealing with the *Overseas Employment Status Groups for University of Maryland University College (UMUC)*.
- Recent announcements of 3 Presidents--Dr. Gerald Heeger, president, UMUC, resigned his position; Dr. Catherine Gira, president, FSU, will retire at the end of this academic year and Dr. Calvin W. Lowe, president, BSU, announced his resignation which will become effective at the end of the academic year.
- Exempt Pay Program – A market study is conducted biennially. Nonexempt Salary Structure was reviewed last year; this year Exempt Salary Structure will be reviewed. After the market study is conducted, according to BOR policy, it is up to each institution to establish its own standards, guidelines and procedures in regard to salaries.
- The “match” program for employees in the State Employees’ Pension System is considered each and every legislative session and must be approved each and every session. It is \$400 this fiscal year; when the “match” began in 1999, the amount was \$600. The match is a small measure of compensation for the fact that The State of Maryland has one of the worst pension systems in the United States whereas it once had one of the best – 25 years ago.
- The Joint Committee on Pensions met in Annapolis on Monday, September 26, 2005. Joe Hill, Roy Ross and Rosario attended the initial hearing.
- There will be a “special enrollment” period for UNUM life Insurance – between November 1, 2005 and November 30, 2005. The company has established a new \$10,000 minimum amount of life insurance for USM employees. The spouse coverage can now be the same as the employee’s up to the policy maximum for spouses.

Chair's Report

- BOR Finance Committee met at the University of Maryland, Baltimore on August 25, 2005 where Chancellor Kirwan gave his presentation. Joe received a warm reception at the Chancellor's Council on September 7th. On September 9th, the full Board of Regents' met and the BOR staff award presentations were made. Joe had the opportunity to meet the recipients. On September 15th, THE BOR Finance Committee “met” via a telephone conference call.
- Joe encouraged CUSS members to attend the next staff award ceremony and also the public session of BOR meetings.
- CUSS is very close to a final version of the health insurance letter.
- Another letter needs to be drafted in regard health insurance concerns for “retirees.”
- Two monumental issues this year to discuss with legislators – health insurance and retirement.

Benefits Committee

- Request staff to provide short testimonials about health care issues – impact of high prescription costs, rises in physicians’ co-pays and health care premiums.
- Give legislators information at open session. If there isn’t an open session, then identify the chair and arrange to meet with her/him.
- Should staff provide their names with testimonials? “Yes,” the summaries will have validity only if names are provided, otherwise stories could easily be considered as fabricated ones. No illnesses should be identified. Employees should include their legislative district information.

Communications Committee

- The Communications Committee has compiled a list of changes to be made to the members/alternates’ listing, email groups and the standing committees’ page as well.
- The committee made a suggestion that individual photographs be taken of CUSS members and alternates and placed on the website. The chair indicated that he thought a group picture was more appropriate. A group photograph can be taken at USMO’s meeting in December, and we will invite Chancellor Kirwan to join us for lunch.
- A short summary about each institution can be written and placed on the CUSS website. An alternative was suggested by the Chancellor’s Liaison, i.e., to link each institution’s website (already available via the USM website home page) to CUSS’ website.

Community Development

- BOR Staff Award nomination packages were sent to the chancellor and presidents’ offices earlier this month. November 30th is the deadline for nominations.
- Considering the fact that only 3 Nonexempt and 3 Exempt staff receive the yearly award, the winners are really the “crème de la crème” of employees.

Legislative Committee

- Two templates need to be created – one for health care, the other for retirement.
- Need to have wide distribution of information, have a link to website and have hard copies available for distribution.
- Suggest an alliance with Council of University System Faculty (CUSF) – Cannot afford to have a large group opposed to what we are striving for – collaboration without affiliation.

Old Business

- Joan Doremus, TU, is still compiling information about Contingent II’s.

New Business

- Frostburg State University parking stickers and maps were made available for the October meeting. The FSU meeting will take place in the Ort Library.

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

The next meeting will be at Frostburg State University, on October 25, 2005 at 10 a.m.

Respectfully Submitted,
Mary E. Reed, Secretary