

**Council of University System Staff
University of Baltimore
March 28, 2006**

| <u>Members Present</u> | <u>Alternate Members</u> |
|---------------------------------|--|
| John Barber - UMB | |
| Marie Meehan - BSU | |
| Dale O'Neal – BSU | |
| Jay Hageman - FSU | |
| Janine Vienna - SU | |
| SU | Gary Love - FSU |
| UMES | Cassandra Lewis - UMUC |
| Gloria Gaguski - TU | Jesse Ketterman - FSU |
| Joan Doremus - TU | Starla Levine – UB |
| Bernedette Bell - CSU | |
| Mary Reed - USMO | ***** |
| Joe Hill, Chair - UMBC | Chancellor's Liaison to CUSS |
| Judy Sabalauskas - UB | Rosario I. van Daalen, USMO |
| Christine Routzahn - UMBC | |
| Thomas Noyes - UMCP | <u>GUEST</u> : Dr. Wim Wiewel, Provost and |
| Sam Sibanda - UMBI | Senior Vice President of Academic Affairs, |
| | University of Baltimore |
| Larry Lauer - UMCP | |
| Roy Ross – UMB | |
| Bill Crockett, Vice Chair – UMB | |
| UMBI | |
| Lidia Schechter - UMBC | |
| David DeLooze – UMB | |
| Cindy Schuster -UB | |
| Scott Wibbert – UMUC | |
| Jim Hartsock - UMUC | |

Call to Order

Joe Hill, Chair, called the March meeting to order at the University of Baltimore at 10 a.m. in the university's new student service center which will be dedicated in April.

Judy Sabalauskas introduced Dr. Wim Wiewel, Provost and Senior Vice President of Academic Affairs. Dr. Wiewel welcomed the Council of University System Staff to the University of Baltimore and its new student center. He mentioned that according to Maryland state law, a student facility of this type must be built and operated using student fees.

The outside of the building is made of Jerusalem stone, a lovely light to medium beige looking stone. Six stones for the new building were chipped in the shipping process and had to be replaced. The completion of the building was delayed until the new stones arrived, and could be put into place.

The University of Baltimore is not a large university – it has about 150 faculty, 350 staff and 5,000 students. The university will be admitting 150 freshmen for the 2007 fall semester and faculty and staff are very excited about that prospect.

Report from the Chancellor's Liaison - Rosario van Daalen

- The Maryland Senate has approved its budget; but the House has not finalized its budget yet. The legislative session ends this year on April 10, 2006.
- A flat \$993 COLA is under consideration in the Senate. For any employee making a salary of \$49,650 or less, the \$993 increase would provide more money than a 2% COLA to them. The Nonexempt Staff merit increase (given to an employee who meets standards) is 2.5%. There is a “2.5% average pool” for Exempt Staff where the increase can be averaged out – merit is not a set percentage.
- There is a bill that was introduced that would raise the minimum wage to \$6.15/hour. This will affect a large number of student workers.
- There is no word about the “Match” dollars yet for employees who are members of the State Pension System-Modified and who are participating in a Supplemental Retirement Plan.

Chairman's Report

- The BOR Finance Committee met on March 16, 2006 and USM's enrollment projections from 2006 – 2015 were presented. If actual enrollment falls short of predicted full-time and part-time numbers, the “extra” allocated funds will have to be returned to the Department of Budget and Management.
- During the Chancellor's Council, there was discussion about a \$60 million health care overpayment to the Department of Budget and Management of which \$18.1 million was USM's overpayment. USM will redirect its share of the over budgeted health insurance costs to fund a roll back in undergraduate tuition rates to current levels. Joe Hill pointed out that CUSS was actively seeking support to improve the current health care prescription program and asked for consideration of having the over budgeted funds support this initiative. Dr. Ramsay, president of the University of Maryland, Baltimore stated that the current prescription program was not a good public health care policy.

Benefits and Compensation

- Some Contingent II's do not want to change to regular, full-time employees. They have made the decision to continue as Contingent II's employees. Institution presidents should be requested to honor/recognize these employees who contribute so much to their campuses.
- Care child programs are not feasible at all campuses and the committee will not be pursuing the matter any further.

Communications

- Preparing newsletter – deadline for committee chair reports – next meeting. Next meeting will be at Towson University.
- Still maintaining the CUSS web site. There has been a lot of “spam.” Everyone agreed that all campuses are receiving too many spam emails and that the problem is not limited to the CUSS web site.

Community Development

- The committee would like to increase the number of staff who are nominated for BOR staff awards.

Community Development (continued)

- Larry Lauer is going to spearhead a committee to revise the nomination forms and the material that must accompany the forms when they are submitted for consideration. We would like the process to be more user friendly to encourage more participation.

Legislative

- Larry suggested that House Bill 156 be supported – it would return the prescription plan to the January 2005 level, one that was more advantageous to employees' budgets.
- Suggest that we put 2 short email letters on the CUSS web site and encourage staff to send them to their state delegates, etc., in support of HB 156 – Prescription Drug Legislative Bill and HB 1737 – Retirement Enhancement Bill.

Old Business

- Plaque was presented to Dr. Gira by a FSU employee who is a former CUSS member, and Jay Hegeman who is a current FSU CUSS representative. She was touched and deeply appreciative. She said that she counted it as a privilege to have worked with the council.

New Business

- Dashboard Indicators – USM – how do staff salaries compare to other staff at peer institutions? Janine Vienna made a motion that an ad hoc committee be formed to collect data for a salary survey. Thomas Noyes seconded the motion. After a vote was taken, the Benefits and Compensation Committee was charged with the responsibility for data collection. Other CUSS members/alternates may participate in the process.

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

The next meeting will be at Towson University on April 25, 2006.

Respectfully Submitted,
Mary E. Reed, Secretary