

CUSS Meeting Minutes
Tuesday, April 24, 2007
Towson University

Attendees: Larry Lauer, UMCP; Joe Hill, UMBC; Roy Ross, UMB; Deb Gearre, UMBC; Dave DeLooze, UMB; Angie Brickhouse, TU; Gloria Gaguski, TU; Joan Doremus, TU; John Barber, UMB; Colette Becker, UMB; Jay Hegeman, FSU; Rosario van Daalen, UMSO; Mary Reed, USMO; Bernedette Bell, CSU; Dale O'Neal, BSU; Marie Meehan, BSU; Scott Wibbert, UMUC; A. Venkat, UMBI; Cassandra Lewis, UMUC; Janine Vienna, SU; Jackie Eberts, SU; Chenita Kollock, UMES; Carol Barr, SU; Clacie Hubbard, SU; Judy Sabalauskas, UB; John Wolfe, USMO.

Meeting called to order by Chair Lauer. Greetings from the campus was delivered by Dr. Deb Moriarty, VP Student Affairs.

Chair's report: At the Chancellor's Council Meeting of April 2, 2007 legislative action was discussed. The bill to limit programs sponsored by Morgan State Univ. died in committee. A bill freezing tuition at USM schools passed. The bill to provide in state tuition rates for undocumented aliens did not pass. There may be a special session to deal with state budget deficit in the fall.

The Board of Regents (BOR) met on April 13 at UMCES Chesapeake Biological Labs, Solomons Island, MD. Faculty awards were presented so the meeting was crowded and not much space was available for pictures, families etc. Would suggest a different format for both faculty and staff awards where a more dignified award ceremony could take place. Will propose this to the CUSF. BOR approved the Staff award nominations. Letters from the USM Office will go to awardees. In the Chairs report to the BOR the issue of additional merit pay for Nonexempt staff was raised. This additional merit money has not been budgeted by any of the USM institutions. VC Vivona responded that this additional merit pay is above the mandated state share. No directions were provided on how to initiate the process of additional pay except that CUSS would work with the VPs.

A proposal was made to officially request the establishment of a working group with the USM Administrative vice presidents. The Committee includes Joe Hill, Roy Ross, Judy Sabalauskas, Gloria Gaguski and Larry Lauer. Chair will submit the request to VC Vivona to initiate meeting.

The awardees of the BOR Staff Awards were announced by Colette Becker. A discussion took place about naming the award for former CUSS member Richard Rose who recently died. The decision of the members was not to name the BOR award after any one person but to have the Community Development Committee look into other ways of honoring Richard Rose or others.

A draft letter was presented to go to the State Benefits Director regarding the HMO Dental plans and lack of availability. The letter would be posted on the web site and the Chair will send a version of the same letter to Ms. Timmons.

Chancellors Liaison Report- R. van Daalen discussed the Chancellor's Salary Guidelines memo for Fy'08: 2% COLA and 2.5% Merit pay. The minimum of the new salary structure for Nonexempt employees is \$20,772, the State's Living Wage. The Match program for members of the State Pension System was approved again by the State. Everyone who is eligible is encouraged to participate. Employees Pension System contribution goes to 4% July 1, 2007. It will be capped at 5% on July 1, 2008. RETIREMENT DECISION POLICY- employees must enroll in a retirement plan (ORP or Pension System) on their first day of hire, otherwise they will be defaulted into the Pension System. If employees, **who qualify for the ORP** but were defaulted into the Pension, wish to switch to the ORP, they must switch within one year of hire or lose the opportunity to do so; irrevocable according to the IRC.

Committee meetings after lunch. No reports today, reports due next meeting.

Next CUSS meeting May 15 at UMBC Library, 7th Fl.

Meeting adjourned.

Notes submitted by Angie Brickhouse of TU