

CUSS MEETING MINUTES

10/27/09

FROSTBURG STATE UNIVERSITY

In attendance:

Members	Primary	Alternates/Guests	
Willie Brown	UMCP, CUSS Chair		
Lori Smith-Watson	UMBC, Member-at-Large	Marie Meehan	BSU
Jay Hegeman	FSU	Gynene Sullivan	UMB
Stacey Wassell	FSU	Ronald Kasl	UMB
Jackie Eberts	SU	Chenita Reddick	UMES
Gloria Gaguski	TU	Michael Hughes	UMUC
Mary Reed	USMO		
Sister Maureen Schrimpe	UMCP		
Carol Barr	SU		
Roy Ross	UMB	Chancellor's Liaison to CUSS:	
Colette Becker	UMB, CUSS Vice Chair	Rosario I. van Daalen	USMO
Absent	UB		
Ayman Abdo	UMUC	Welcome:	
Dale O'Neal	BSU	Vice Provost, Dr. John Bowman	FSU
Chris Thomas	CSU		
Larry Lauer	UMCP	Greetings:	
Mary Stapleton	UMBI – Attended by phone	President Jonathan Gibraltar	FSU
Absent	UMCES		

Chair, Willie Brown, called the meeting to order at 10:00 a.m. at FSU. CUSS was welcomed to Frostburg State University by Vice Provost, Dr. John Bowman. He gave us some great insight into Frostburg's programs: learning community program for Freshmen that assigns students to classes related to careers, majors and interests so they connect with the University and therefore they are retained and they graduate; International Education programs for study abroad which create global connections; and 110 courses on-line. Frostburg has a population of 5300 students with 28% minority students. ***Dr. Bowman stated that the Staff employee support makes these projects work and the Staff employees at FSU work well between divisions.***

The minutes from the 09/22/09 meeting were approved.

CUSS Chair's Report:

- The Bowie State University letter sent to the CUSS Chair was acknowledged. In the letter, BSU suggested that Annapolis should consider other budget cuts, not just employees taking the majority of the cuts. Since this letter offered no solutions or alternatives, CUSS felt the letter was throwing water on the fire; action has already been

taken. A motion was made and seconded that the letter not be moved forward to the USM.

- Dr. Jonathan Gilbrater, President of FSU, stopped by our meeting and thanked CUSS for what it does for the USM.
- Willie moved on to the FY 2010 USM/Temporary Salary Reduction Plans (Furlough): Reviewed with CUSS members the “Frequently Asked Questions” document and the members suggested to move the last question to be the first question, **“Why is the USM requiring each campus to implement a plan that requires furloughs and/or salary reductions instead of options that do not affect employees?”** All were in favor of making this change.
- Mary Stapleton joined the CUSS Meeting via telephone conference call.
- Rosario, USMO Liaison, stated we are due for a fourth round of budget cuts; will not know the full extent of the cuts until the end of 2009. The Efficiency and Effectiveness initiatives at the USM institutions continue to make a difference.
- CUSS is concerned that Staff employees can be cut more readily than tenured Faculty employees. Currently we don’t know what level we’re in until December. Staff employees have as much value as Faculty employees. CUSS emphasized that Staff employees must be protected from layoffs and reduction in their base salary.
- Willie wants the Executive Councils of CUSS, CUSF and Student Government to meet to discuss salary cuts so all councils will be on the same page when these issues present themselves. A motion was made and seconded that all three councils meet together and by show of hands vote, majority ruled.
- A letter will be prepared by the CUSS Chair to the Presidents of the Institutions explaining that the CUSS Representatives are to receive support for their travel expenses from the President’s Office Budget.
- MHEC ruled that Morgan State will be the only University in Maryland offering the Community College Administrative course; it cannot be offered by another Maryland constituent university. This is considered to be an affront to UMUC who has already been offering that same course to all 50 States of the nation and now it has been prohibited to offer it in its own home state.
- BOR meeting consisted of concern over Staff employees’ morale; Staff employees are leaving and the BOR Executive Session reviewed the pornography policy that is currently being reviewed by the Attorney General.
- The Benefits and Compensation Committee recommended that they disband due to no major issues; a motion was made to disband, but later rescinded. It was recommended that this committee be made an inactive committee until such time issues relating to

benefits and compensation deemed it to become active again. Several issues were raised at this meeting which would involve this committee:

- Domestic partners can't take family leave for domestic partner
- Blue Ribbon Commission and retirement issues

Chancellor's Liaison to CUSS - Report

- A question had been raised how salaries could be cut that a Union negotiated? Rosario explained that the contract has a Re-Opener Clause that would address issues for negotiation and employees represented by the Unions would need to vote on the issues.
- Remind employees to attend the 1-on-1 Retirement Sessions. These are for employees within eight years of retirement. There are critical decisions to be made before retirement and planning should begin at least one year in advance of retirement date.
- Flu shots, both seasonal and HINI, clinics are being offered in many areas; free antibiotics offered at Safeway and Giant; take advantage of these options.
- The Biennial Exempt Market Salary Survey is being prepared. USM must stay informed and competitive in the job market.

Committee Reports

- The Community Development Committee has sent the BOR Staff Award packets to the Presidents and is looking for the contact person at each Institution. Please advise this committee the point of contact at your Institution.
- Ad Hoc committee on CUSS visibility had nothing to report.
- Legislative Committee, no report at this time.
- Larry suggested that the meeting with all three councils, that is CUSS, CUSF and Student Government meet as soon as possible.
- Rosario reminded CUSS that the Women's Forum Conference will be held at Salisbury University on November 6, 2009. She asked that we share this information with our constituents at our Institutions.
- Towson University will be hosting a Staff Development Seminar on Thursday, 10/29/09; all are welcomed.

Old Business: There was no old business.

New Business: There was no new business

Next meeting: Scheduled at Bowie State University on November 17, 2009 at 10:00 a.m.

At this point the meeting was adjourned.

Respectfully submitted,

Marie L. Meehan