

Council of University System Staff (CUSS) Meeting - MINUTES

Nov. 16, 2010

University of Maryland, College Park

College Park, MD

In attendance:

Members

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| Cynthia Coleman | BSU |
| Marie Meehan | BSU |
| Chris Thomas | CSU |
| Absent | FSU |
| Absent | SU |
| Brenda Yarema | TU |
| Karyn Schulz | UB, CUSS Co-Secretary |
| Giordana Segneri | UB, CUSS Co-Secretary |
| Colette Becker | UMB, CUSS Vice Chair |
| Lori Smith-Watson | UMBC |
| David DeLooze | UMB |
| Roy Ross | UMB |
| Kay Kazinski | TU |
| Joel DeWyer | UMBC |
| Gus Mercanti | UMCES |
| Chenita Reddick | UMES |
| Willie Brown | UMCP, CUSS Chair |
| Sister Maureen Schrimpe | UMCP |
| Dolores Jackson | UMCP |
| Debbie Mathis | UMUC |
| Maggie Cohen | UMUC |
| Melissa Stein | UMUC |

Alternates/Guests

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| Mi'Shaun Stevenson | BSU |
| Karen Tyler | BSU |
| Stacy Wassell | FSU |
| Larry Lauer | UMCP |
| Vera D. Chesley | BSU |
| William W. Sondervan | UMUC |
| Carol McKissick | UMB |
| Jerry L. Isaac | BSU |
| Marlene King | UMB |

Chancellor's Liaison to CUSS:

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| Rosario I. van Daalen | USMO |
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- I. Welcome from the Campus: Wallace Loh, University of Maryland, College Park President
 - comes from previous institutions with very strong tradition of Shared Governance
 - heart of Shared Governance is hearing others out
 - What are the greatest opportunity and the greatest challenge that the University System of Maryland faces today?
 - Budget
 - adjunct Faculty benefits
 - perceived fear of retaliation for speaking truth to power
 - protection of tuition remission
 - issue of furloughs: Loh has said he'll fight furloughs, because they put at risk our best Faculty and best Staff

- can't recruit appropriately
 - not just a financial issue, but a political issue—especially if other State Employees are still being furloughed; Legislature has been protecting us
 - Maryland is doing far better than other states
- II. USM Report: Irv Goldstein, Associate Vice Chancellor of Academic Affairs
- worse deficit than we ever expected
 - Chancellor has said enough furloughs, enough pay deductions, enough losing Faculty and Staff
 - Chancellor is committed to trying to do something about it; they've drawn a line in the sand
 - Chancellor regretfully could not attend
 - Shared Governance includes executive administration working with Faculty and Staff
 - Bowie State University is moving forward with Middle States report; Chancellor's Office is working with Interim Provost
 - textbook report is moving forward (textbook rental implemented at several campuses)
 - Brenda Yarema: Where can Staff get a copy of the report? Goldstein: Just e-mail him and he'll send it
 - Adjunct Faculty/Graduate Assistant report: vetted ad infinitum, done; has statements about improving status of Graduate Assistants and Adjunct Faculty
 - retirement benefits investigation has everyone worried
 - Shared Governance: importance of having discussions with faculty and staff **before** decisions are made
 - USM Strategic Plan update
- III. Legislative Update: Andy Clark, Director of Legislative Affairs
- works closely with Irv Goldstein's office and with Joe Vivona's office on dedication of resources (Staff, especially) to legislation
 - each Institution has representation on USM's State Relations Council
 - it's going to be a tough legislative year
 - deficit between \$1.6-2.1 billion
 - no idea what budget will look like till presented by Governor (much like *Iron Chef*); hopefully it's something USM can defend rather than oppose
 - Institution Presidents will be doing presentations, including Faculty and Staff work
 - at various times, will ask Students, Faculty and Staff to chime in on behalf of higher education; invites everyone to participate at least once during session: call in to Monday morning conference call, come down to Annapolis to interface with your local legislator or to talk with Andy Clark about what we do for USM
 - retiree benefit program: pension shortfalls are nationwide phenomenon; do you correct with cash or let the market self-rectify? P.J. Hogan has been keeping eye on pension issue; recommendations will come out of committee at end of calendar year
 - Situation, Looking Back: unsettled economic conditions, consistent unemployment, 2011 FY budget included \$1.6 billion in Federal Stimulus funds
 - suspended employer match for supplemental retirement plans: applies specifically to employees' pension system (suspended now for three years consecutively)
 - instituted furlough and salary reductions

- reductions in health insurance, hiring freeze, overtime reductions, worker's comp
 - fund balance transfer
- 2012 FY budget is exactly the same but without Federal Stimulus money
 - proposal for modest tuition increase; must make sure it's funding activities in higher education
 - SB 141; Appendix II-JCR, p. 147: "if the State's economic condition doesn't improve, the committees' intent is that for FY12, USM should receive same amount of state funding per FTE as in FY11"
- advocacy programs are critical
 - consistently and clearly explain the value of USM Institutions to the State
 - use Capwiz again: call to action alerts on budget cuts
 - regularly advise and inform University colleagues of latest developments in Annapolis: Monday 9 a.m. conference call with Andy Clark for recap of what happened in Annapolis that week ((410) 269-5085 or (301) 261-2143
 - Advocacy Day in Annapolis to visit legislators
- legislative session themes for USM begin with submission of Governor's budget on or before Jan. 21 and further informed by USM Strategic Plan
- Goldstein: Legislature has been very positive about how they feel about USM; feelings aren't an issue, budget is
- Up-to-the-minute bill tracking: mils.state.md.us
- Sine Die, April 11

IV. Agenda for the CUSS Executive Committee Meeting with the Chancellor

- ask him what his worst-case scenario would be and how it would affect Staff; Rosario Van Daalen: let's hope the worst-case scenario is status quo to today
- drill in importance of including Staff along with Faculty in Strategic Plan and other documents
- thank him for his support
- remember political reality that USM is not broke; however, if we treat ourselves better now than other State Employees, the State will just take back more
- if CUSS members feel that layoffs are better than continued furloughs, e-mail Willie
- can't afford any more layoffs; cutting workforce more means more work for all others, and we're already strapped
- Steve Glickman, USM Student Council: very involved in lobbying in Annapolis last year; supported 3-5 percent tuition increase vs. cut offerings, which would delay time to graduation; we must have solution when they ask where we want them to cut
 - Students, Faculty and Staff are all dependent on each other; if we say we don't want furloughs or layoffs, Legislature may decide to raise tuition
- Valerie Streets, USM Student Council: tie in effects it has on students: 55% completion goal can't happen with cuts to quality
- everyone has to generate ideas about how to save money, cut costs, reduce waste
- how do you keep quality of education with new funding model?
- this joint meeting is first step toward developing camaraderie among constituents and determining common goals/challenges—statement signed by representatives from all USM institutions

V. Joint discussion: Challenges and Opportunities

- Resolution passed by CUSF: CUSF supports CUSS in recognizing that retention of critical staff may require salary increases even during times of economic hardship. Some provision for limited approval of such raises should be available to the President of each Institution.
- Dave DeLooze: we should consider ourselves a family rather than as individual units, Faculty or Staff; before we can resolve issues, we need to come together as a family
- benefits: various inequities between the systems
- Steve Glickman: combined governance vs. shared governance
- Nov. 19, "How the University Works"—information about collective bargaining
- collaboration on benefits
- student challenge is lack of institutional memory, because they'll never serve for more than three years—Staff and Faculty can help them with it
- Executive Committees from all three councils could meet early in the year to discuss challenges from previous year and discuss goals moving forward
- Adjunct issue: as more Faculty become adjunct, contact by Faculty and Staff becomes more and more difficult; keeping track of adjuncts creates large amount of paperwork

VI. Closing Remarks: Joyce Chirazi, CUSF Chair