

Council of University System Staff (CUSS) Meeting - MINUTES

June 22, 2010

University of Maryland, Eastern Shore

Princess Anne, MD

In attendance:

Members

Marie Meehan	BSU
Chris Thomas	CSU
Absent	FSU
Jackie Eberts	SU
Brenda Yarema	TU, Member at Large
Kay Kazinski	TU
Giordana Segneri (by phone)	UB, CUSS Co-Secretary
Colette Becker	UMB, CUSS Vice Chair
David DeLooze	UMB
Lori Smith-Watson	UMBC, Member at Large
Absent	UMBI
Gus Mercanti	UMCES
Willie Brown	UMCP, CUSS Chair
Sister Maureen Schrimpe	UMCP
Chenita Reddick	UMES
Ayman Abdo	UMUC
Melissa Stein	UMUC
Mary Reed	USMO

Alternates/Guests

Chancellor's Liaison to CUSS:

Rosario I. van Daalen

USMO

1. WELCOME AND INTRODUCTIONS

- Chenita Reddick provided the introduction, since Thelma B. Thompson, UMES President, is on vacation
- Marie Meehan is serving as the CUSS-BSU representative for another two years

2. APPROVAL OF MINUTES

- Minutes approved without any changes

3. CHAIR'S REPORT

- Board of Regents met Friday, June 18
 - Willie Brown distributed to CUSS members the Chancellor's annual report to the BOR
 - Chancellor Brit Kirwan spent some time talking about contributions of Staff employees: doing more with less, impact of furloughs on morale; the Chancellor deserves kudos for championing our cause; CUSS is supported by

the Chancellor and the Board of Regents. However, In Chancellor’s written report to the Regents, at end of the report, statistics about Students and Faculty employees were provided, but there was no mention of Staff employees.

- Board of Regents meeting was a standard meeting: two outgoing Regents and two incoming Regents, including a student regent from BSU; lots of approvals for new programs
- Willie Brown spoke with the new Chair of CUSF, Joyce Shirazi, from UMUC, and proposed a joint meeting between CUSS and CUSF on Nov. 16 at UMCP in place of our monthly meeting which was scheduled to meet at BSU;
 - Items to discuss: common goals, how to improve communication among groups and Institutions, experiences Staff employees have had with Shared Governance and collective bargaining
 - Gus Mercanti: Can CUSS draw on CUSF for Staff employee support?
 - Jackie Eberts: Faculty employees feel like they should not be furloughed; it’s not possible for them to enjoy their furlough days.
 - Staff employees support Faculty employees. If Staff employees weren’t there to support them, Faculty employees wouldn’t be able to do their job; yet Legislature says only Faculty employees can get raises for retention—legislation should be reconsidered because Staff employee retention impacts directly on Faculty employee retention
 - Rosario Van Daalen: Reminded group that CUSS has now discussed sending letters to legislators for the past three meetings. The time to send them out is now; especially relevant during election year— Staff employees need to say why their work is valuable and provide examples of **Effectiveness and Efficiency** related to the betterment of the USM and the State.
- **Motion to have joint meeting with CUSF on Nov. 16 at UMCP; all in favor, no opposed, no abstention: APPROVED**
 1. Send in ideas about agenda for joint meeting via “Wiggio”; the sooner, the better
 2. Need to start planning logistics as soon as possible
 3. Sister Maureen Schrimpe will discuss with catering at UMCP for breakfast and lunch; probably about 60-plus attendees
 4. Is there something we can do to encourage as many CUSS members as possible to attend?
 - a. Invite the Chancellor and PJ Hogan/ Andy Clark
 - b. Kay Kazinski: just created joint meeting document in “Wiggio”; make sure to click Save before you close the window
 5. Concern about joint presence in Annapolis(Maryland Day—welcome USM employees) with CUSF; CUSS may be overshadowed

6. At November meeting, we can get a feel for whether or not collaboration in Annapolis is apropos; we need to find commonalities to bring to the Legislature, because we can be stronger together than standing separately
7. What are our desired outcomes for November meeting?
 - a. Brenda Yarema: Educause/ECAR: research the staff/faculty ratio, staff/student ratio, faculty-student ratio at peer institutions—stats can help inform our A game in Annapolis
 - b. Willie Brown: we need to change our approach from “competing with” to “equal to”; need to present as joint, collaborative effort; we’re all in this together—so when we’re in Annapolis, they’re hearing the University System of Maryland, not just Staff employees or just Faculty employees
 - c. Faculty employees want right to choose whether or not they can operate under collective bargaining. Exchange ideas from Staff employees’ experience under Collective Bargaining.
 - d. CUSS should determine at the August meeting a proposed agenda for joint meeting; CUSF can discuss at their September meeting; finalize at October meetings, have defined agenda ready for November meeting

○ **Schedule of meetings, CUSS Year 2010-2011**

- Aug. 17: SU
 - Sept. 28: UMB
 - Oct. 26: FSU
 - Nov. 16: UMCP, joint meeting CUSS/CUSF
 - Dec. 14: USMO
 - Jan. 25: UMUC
 - Feb. 22: Annapolis (Maryland Day—welcome USM employees)
 - March 29: Coppin State University
 - April 26: Towson University
 - May 17: UMBC
 - June 28: UMES
 - July 26: UMCES
- Willie Brown: proposed a standing agenda item under Old Business to be discussed every month. He pointed out that we need to stay on top of outstanding action items, agreements and plans discussed at previous meetings.
 - Item 5 from May meeting - Agreement: Each CUSS committee will review their mission /responsibilities at the August meeting (the first meeting of the CUSS year) and report at the September meeting

4. VICE CHAIR'S REPORT (COLETTE BECKER)

- Chancellor's Council meeting
 - Discussed 400- vs. 600-hour discrepancy in carryover of annual leave between state and USM employees and informed Chancellor's Council that CUSS agreed after much discussion that USM Staff employees have a better benefit and we will not be pursuing any changes at this time
 - Informed Chancellor's Council that CUSS Executive Committee elections would be held at June meeting.
 - Met new CUSF Chair, Joyce Shirazi from UMUC, who seemed very interested in working with CUSS

5. CHANCELLOR'S LIAISON REPORT

- Brought Chancellor's message for 2009-10 CUSS Newsletter—circulated print copy for review at meeting; perfect message for Staff employees to read
 - Important that we get newsletter circulated in August—part of emphasizing to Staff employees to write their story and let legislators know how Staff employees contribute to USM and to State
- Policy Review
 - Policies discussed in previous meetings (military related) have been approved by the BOR and are posted on the web
 - Policy regarding FMLA(also military related) to bring it into line with federal law has been approved by the BOR and is posted on the web
- New Regent brought back, Louise Gonzales

6. CLOSE OF NOMINATIONS FOR CHAIR, VICE CHAIR AND CO-SECRETARIES for 2010-11 CUSS YEAR

- Nominations
 - Chair: Willie Brown
 - Vice Chair: Colette Becker, Brenda Yarema, David DeLooze, Lori Smith-Watson
 - Co-Secretaries: Giordana Segneri/Karyn Schulz
- Nominations are now closed; elections will take place after lunch

7. ELECTIONS FOR CHAIR, VICE CHAIR AND CO-SECRETARIES

- By a show of acclamation, Willie Brown is the candidate for Chair. A motion was made and seconded that Willie Brown be elected as Chair of CUSS for 2010-11.
- By a show of acclamation, Karyn Schulz and Giordana Segneri are the candidates for Co-secretaries. A motion was made and seconded that Karyn Schulz and Giordana Segneri be elected as Co-secretaries of CUSS for 2010-11.
- Nominations for Vice Chair are as follows:
 - Brenda Yarema
 - Lori Smith-Watson
 - Colette Becker
 - Dave DeLooze

- Index cards were passed out to the voting members of CUSS to vote for the Vice Chair of CUSS. The count of the ballots is as follows:
 - Brenda Yarema: 3
 - Lori Smith-Watson: 3
 - Colette Becker: 7
 - Dave DeLooze: 2
- By majority vote, Colette Becker will remain Vice Chair of CUSS for 2010-11.
- The two Members-at-Large will be elected by ballot at the August CUSS meeting.
- Currently, the USM institutions are all having discussions on how they will be handling furloughs for FY11. Shared Governance at each Institution plays a major role in this process.

8. OLD BUSINESS

- Willie Brown needs, **immediately**, a count of the number of: Exempt and Nonexempt Staff employees on Regular and Contingent Category II status, who are "Excluded from Collective Bargaining" at each of the USM Institutions. This information is needed to determine the number of CUSS representatives for each Institution. CUSS members need to obtain this information from their Institution HR Director/Office.
- The CUSS Board of Regents Staff award recipients for 2009 were approved at the June 18, 2010, BOR meeting, executive session. Award certificates will be presented in the fall; monetary award will be distributed now. There was concern expressed that an award would not be given in FY2010 because we are nearing the end of the fiscal year.
- An Ad Hoc committee has been organized to look into revamping the process of the CUSS BOR Staff Award program. Members of this committee are Willie Brown, Colette Becker, Brenda Yarema, Ayman Abdo, Sister Maureen Schrimpe and Chris Thomas.
- Ayman Abdo will replace Deb Geare as Chair of the Community Development Committee.

9. NEW BUSINESS

- Colette needs the CUSS Committees' year-end reports for the annual CUSS Newsletter by July 9, 2010. The CUSS Newsletter will be published electronically and placed again on the website so all constituent groups can retrieve a copy.

NEXT MONTH'S CUSS MEETING: July 27, 2010, UMCES

Respectfully submitted by Giordana Segneri, CUSS Co-Secretary, and Marie Meehan, CUSS Representative