

CUSS Minutes March 2012 Final

Coppin State University  
Talon Center Room 218  
2500 West North Avenue, Baltimore MD 21216  
March 27, 2012 10:00 A.M

**Members**

Marie Meehan	BSU
Cynthia Coleman	BSU
Chris Thomas	CSU
Absent	FSU
Absent	SU
Brenda Yarema	TU
Ron Butler	TU
Mary Hickey	TU
Karyn Schulz	UB, CUSS Co-Secretary
Giordana Segneri	UB
Roy Ross	UMB
Gynene Sullivan	UMB, CUSS Vice Chair
Kathy Miller	UMBC
Brian Souders	UMBC, CUSS Co-Secretary
Absent	UMCES
Willie Brown	UMCP, CUSS Chair
Sister Maureen Schrimpe	UMCP
Absent	UMES
Absent	UMUC
Absent	UMUC
Mary E. Reed	USMO

**Alternates/Guests**

Karen Tyler	BSU
Mi'Shaun Stevenson	BSU
Marcia Cephus	CSU
Brenda Der	UB
Colette Becker	UMB
Nancy Bowers	UMB
Joel DeWyer	UMBC
Absent	UMBC
Absent	UMCP
Noelle Nelson	UMUC
Chenita Reddick	UMES

**Welcome:**

President Reginald Avery CSU

\*\*\*\*\*

Chancellor's Liaison to CUSS:

Rosario I. van Daalen USMO-HR

\*\*\*\*\*

1. Welcome And Introductions

Welcome from President Reginald Avery.

It has been a busy year at CSU this year. Coppin Study goes back to 2001, reassess where we are as an institution and re-evaluate the goals of the institution, relating everything back to the mission of an urban university. It's CSU's 111<sup>th</sup> year, he is their fifth president. Task force study of non-research institutes in Baltimore – looking at whether they will be able to sustain any budget cuts for coming 2013 FY. He is looking to address graduation rate at CSU. They are doing a better job of tracking their students after they leave – be they transfer students or whatever.

President Avery is a firm believer in shared governance, and is working very hard to improve it at CSU.

Willie Brown: How much work is being done with the local area high schools in west Baltimore.

President Avery. Owner/operator of several local area high schools, several charter schools in the area. One of the best performing school in the state is operated by CSU.

Roy Ross. In dealings with shared governance at other institutions, what have your dealings been like?

President Avery. Great to have some form of guidelines so as to what shared governance is to be like. Very different than shared governance at his previous institutions in South Carolina.

Willie Brown: How can we be of assistance to President Avery?

President Avery: By giving our honest opinion of our concerns, advice and council. There is a tendency of presidents to focus on faculty, and when advancing the university, we must include Staff and faculty employees, alumni and students.

2. Travis Tazelaar – CASA & Dream Act presentation and vote

a. [http://mlis.state.md.us/2011rs/chapters\\_noln/Ch\\_191\\_sb0167E.pdf](http://mlis.state.md.us/2011rs/chapters_noln/Ch_191_sb0167E.pdf)

Maryland Dream Act.

1. Grants In-State Tuition to Maryland's active duty military members and veterans
2. Imposes toughest standards on children of undocumented workers for In-State Tuition (even tougher than TX)
3. Does not take away from Maryland residents, considered as part of the out-of state pool.
4. Eleven other states have enacted similar legislation.

Willie Brown: What kind of wording is to be in the November 2012 Referendum?

Travis Tazelaar: Need 56,000 signatures to get to Referendum, question will be whether or not to approve Maryland Dream Act.

?; At what point and time is pool of in-state and out-of-state students determined.

Travis Tazelaar: Law does not specify this determination at all.

?; Potential students applying for Maryland residency – when is this possible and what would the criteria be?

Travis Tazelaar: Does not know what the criteria are for Maryland residency. Is the requirement different for a student who is not a US citizen? Is the requirement different for undocumented non-citizens?

Willie Brown: Keep in mind that it does state that the person in question must attend a High School in Maryland for three years.

Brenda Yarema: What organization do you represent?

Travis Tazelaar: Educating Maryland Kids

Brenda Yarema: Need only to file an income-tax return. Is that correct?

Travis Tazelaar: Yes.

Brenda Yarema: Notes that there is no place for an undocumented resident to apply taxes to.

Travis Tazelaar: The State of Maryland does not discriminate in this regard.

Brian Souders: I'd like to clarify that anyone paying sales taxes in Maryland pays taxes to the State of Maryland.

Karyn Schulz: Little has been mentioned about active duty service or veterans.

Travis Tazelaar: We have been talking about it from day one.

Mi'Shaun Stevenson: Is this not already part of the bill?

Karyn Schulz: However, there is a new document signed by USM that we may lose out on that right for veterans.

Roy Ross: Veteran portion of the bill is what gives this bill more teeth.

Karyn Schulz: And it is never talked about in the media.

Willie Brown: By talking about undocumented immigrants, it brings out the emotional factor to the voting population.

Mary Hickey: Who is tracking your statistics?

Travis Tazelaar: Hired research firm within Maryland.

Mary Hickey: Is this firm associated with any other companies in your coalition?

Travis Tazelaar: No, he has hired an independent research. His name is Brent DiResta.

Cynthia Coleman: What is the financial impact of Dream Act? (read a lengthy section of a web site).

Ron Butler: Is it two years for residency?

Travis Tazelaar: He does not know for certain.

?: As marketing is her hobby, she feels it is possible to get the veterans on board for those who are less informed. The timing is not ideal – the state is in dire straits, and the voters will make the wrong kinds of connections.

Mi'Shaun Stevenson: If the bill does not pass, will veterans not get in-state tuition?

Travis Tazelaar: Passage of referendum does not take away any rights already given to veterans or active-duty servicemen and women.

Roy Ross: Many in legislature may not know that the veterans are involved, and he feels that they should not have been tied into this measure at all.

Willie Brown asks Travis to step out momentarily while we have a closed-room discussion.

Discussion:

Brenda Yarema: May CUSS participate in what is a highly political activity? She feels uncomfortable discussing this here.

Willie Brown: How is this any different than our trips to Annapolis or other lobbying issues?

Brenda Yarema: Given the other very important issues that we need to have input on, why are we talking specifically about this issue?

Willie Brown: What was the BOR position one way or the other? The BOR felt free to make a statement. Why would CUSS not? Each independent body can make its own decisions as to what kinds of support each can make.

Ron Butler: Are we limited as state employees we are limited to what we can say and support?

Karyn Schulz: What is the purpose of our support?

Willie Brown: They can state that they have the support of X, Y and Z state-wide bodies.

Rosario van Daalen: If anyone has any questions regarding legality to weigh in on this topic, then we may wish to contact PJ to get final determination.

Carol McKissick: What is the impact of our support for this bill?

Willie Brown: We are elected Shared Governance Members officials in a representative democracy; as such we feel it is in our constituents' best interests.

Noelle: How does this issue affect Staff employees?

Karyn Schulz: We have not had time to discuss with our constituents? Might we take this back to our constituents

Rosario van Daalen: For years CUSS this group has worked very hard at being heard as a Shared Governance body group. Do not kill the opportunity to have Shared Governance work as we have designed it to.

Mary Hickey: They are using this organization as a springboard. The negative is that whatever money we lose, we lose.

Willie Brown: If we look at USM brochure, post-secondary education ????

Mi'Shaun Stevenson: She firmly agrees that we will not be able to make a decision today.

Brenda Yarema: Presented a chart of state funding matrix. Conclusion is that the revenue stream needs to come from somewhere.

Willie Brown: Motion on the floor is to set a date for the near-term future to have the vote by e-mail.

Vote for this motion was in favor of 8 ayes, 3 nays, 3 abstentions.

When date shall we set? Two weeks from today is what we was suggested and approved.

Mi'Shaun Stevenson: Can we get his presentation?

3. Approval Of Minutes with minor revisions.

4. Chair's Report

BOR Awards review.

Chris Thomas: He is waiting for information from a lot of us. Many were looking to get their forms to Chris by the end of this week.

There was a question of what to do with the nomination of Lamont Toliver, UMBC, who passed away after his nomination was forwarded. We will treat his application nomination as if he were still alive. We will still submit his name no matter what to BOR for recognition if he is an honorable mention.

Proposed future BOR process

- Dissemination of packets to institutions from CUSS 3rd Tuesday of September each year

Submission Date from institutions

- 1st Tuesday of December each year

Review and Finalists submitted to BOR

- 4th Tuesday of January each year

Date of Announcement

- April BOR meeting each year

Presentation of Staff Awards

- September BOR meeting each year

Award – 03.28.12 Coppin BOR meeting. Willie is looking for feedback as to how to defend the BOR awards, looked for examples.

Giordana Segneri: Is it a problem that there is are only two months to review packages, especially over the Winter Holidays?

Willie Brown: Let's go through this year's process before we face concerns about whether or how to revise the process for next year.

## 5. Vice-Chair's Report

Gynene Sullivan: Chancellor wanted to send thanks for our support with legislators, especially with the budget discussions this year. There is no chance of reversing health care increases for next year. These increases are better than under a proposed doomsday budget.

Transfer of teacher pension will both help and hinder budget concerns, due to restructuring of state-level obligations.

Presidents did question the messages we should take back to campuses the Institutions. We should note there will be cuts, but we do not know how much. Intercollegiate athletic study: working for better criteria for tracking student=athletes' academic performance.

Willie Brown: For 2,536 participants (participants of what???) , more than 19,000 messages for CapWiz regarding budgets.

## 6. Chancellor's Liaison Report

Rosario van Daalen: Maternity/paternity policy for Faculty employees may be considered for Staff employees as well. Leave Reserve Fund is an option being reviewed for Faculty; currently available for Staff.

Willie Brown: Is there an updated version of the draft policy that we can share with our constituents?

Rosario van Daalen: Final wording of CUSSF the Faculty policy is being worked on, the latest version is not yet available.

Rosario van Daalen: What questions do we CUSS Members have regarding health benefits? Bottom line is that we really never had a voice in decisions regarding health insurance. It is entirely done by the state.

Willie Brown: We understand there is a new provider for prescriptions. What will the rate be?

Rosario van Daalen: ExpressScripts will be the new provider, no change in rates. What is important is that the membership card must be provided to our pharmacists. It will not be changed automatically. Cards will be mailed by Express Schripts before the Plan goes into effect on May 16, 2012.

Ron Butler: Is there a way for us to have a voice? It seems that this issue is one where we are at the tail end.

Rosario van Daalen: Even for the USMO Administration and those who work with DBM there was no intereaction, it was quiet. DBM has legal authority to establish the State's Benefits and it is only negotiating with the State unions; and not with the USM or its unions. These changes were written into the State's MOU last year, not even this year.

Carol McKissick: Maybe our leverage lies in that we are the healthy part of the state's population. Where is the transparency in this?

Rosario van Daalen: We have been living in a different world enjoying a generous benefits package in the state of Maryland, as opposed to the rest of the other States and the private sector across the country. Even with the increases in our health care, we are still better off.

Willie Brown: We are still not making the tough decisions that we need to when it comes to our health care.

Rosario van Daalen: Legislators are impacted just as we are. They use the same health care policies programs that we do. It would have been could be worse than what it is, if we use end up using the “Doomsday Budget”.

Brenda Yarema: Please note that we did raise our state spending by one billion dollars.

Rosario van Daalen: Co-insurance is a new concept for the state of Maryland. Under the PPO and POS plans (EPO not impacted), now we will get 90% coverage for certain services (ambulance, hospital room, emergency room, etc.); we are responsible for the remaining 10%, up to \$2000. Co-Pays have increased for Specialists.

Giordana Segneri: Does this include childbirth?

Rosario van Daalen: Yes, it does if doctor is not the Primary Care giver.

Giordana Segneri: What about gynecological visits? Are the benefits the same for annual visit versus more specialized care?

Cynthia Coleman: What is the difference among the various plans?

Rosario van Daalen: EPO is the former HMO. If you want to start getting picky to use other doctors, then we need to go into POS or PPO plans. We need to read carefully the difference among these programs. None of the plans will require a referral effective July 1, 2012.

Mi’Shaun Stevenson: Is there a summary that states, “if X, then Y?”

Rosario van Daalen: Yes, I shared a comparison with you earlier via e-mail. There is an on-line version on the DBM webpage. of The Open Enrollment benefits book is being added today to the DBM web, or you can wait till it is delivered to you.

Giordana Segneri: There is an on-line version on the DBM web site at <<http://dbm.maryland.gov/benefits/Pages/newsdisplay.aspx?CID=9>>

## 7. Old/New Business.

Mi’Shaun Stevenson: Is there talk of all of our campuses Institutions adopting a smoke-free policy?

Willie Brown: It was discussed at Chancellor’s Council, but it is still up to the Institutions.

Brenda Yarema: There have been very few issues on at TU’s campus.

Willie Brown: At Chancellor's Council meeting, he discussed our review of Performance Evaluations-PMP/PRD process. We would try to find the best practices of PMP/PRD. CUSS' review results met with silence at Chancellor's Council. He would like us to go to our constituents and find the best practices.

Rosario van Daalen: Suggest we consider contacting former CUSS Chair, Joe Hill at UMBC for his archives on this subject. There have been two previous discussions for revisions of the PMP/PRD process at this point.

Willie Brown: He feels that the development side of the PMP/PRD process has been completely forgotten.

Cynthia Coleman: Faculty hate the concept of PRP/PRD; Faculty are not managers. We need to be the champions for these programs this program, take the time to explain to them that these reviews serve several purposes and are very beneficial.

Brenda Yarema: There is a Student Regent. Is there a Staff employee Regent? Is there a Faculty employee Regent? Why not and how do we get one?

Rosario van Daalen: No. All Regents are appointed by the Governor. Willie would need to write to the Governor Chancellor and to the BOR for approval.

Willie will also ask at the Chancellor's Council or in a conversation with the Chancellor to see why there is no Staff employee Regent award.

Willie Brown: Please send reasons why we believe faculty/staff Staff and Faculty employees should be represented have a Regent at the BOR level.

Willie Brown: Proposing review of Performance Reviews. Would also like to invite PJ/Andy to next meeting for update of legislative session in Annapolis.

Rosario van Daalen asked that JoAnn Goedert be added to next month's agenda for discussion of the Parental Leave proposal.

Chris Thomas: Wants to thank all of us for our work on the BOR awards. Reviewing takes a tremendous amount of time and effort on our part.

#### 8. Confirm Next Meeting Date and Place:

Towson Universtiy, In West Village Commons. New president joining us for lunch.  
Tuesday, April 24th