



## Staff Council Board of Regents Report October 22, 2010

The council met on September 28, 2010 at the University of Maryland, Baltimore.

### 1. CUSS Bylaw Revision

The Council approved a resolution to limit the amount of representative per institution to a maximum of 3 with corresponding alternates.

### 2. Expansion on BOR Award judging criteria

In order to provide better guidance to the criteria the Council judges nomination by, the Council created a set of examples to go along with each category. The specifics are on the next page.

### 3. Message to Maryland Legislatures:

The Council has finalized a set of canned messages and other content to be used by the CapWiz tool to send a message to all Maryland Legislators making them aware of the ways that USM staff contributes to the mission of the University System of Maryland. Members of the Executive Committee met with members of the Chancellor's staff to discuss deployment of the tool. The canned messages are attached.

### 4. CUSS Annual Newsletter

The annual newsletter has been released, a copy is attached.

**Bowie State University**  
14000 Jericho Park Road  
Bowie, MD 20715

**Coppin State University**  
2500 W. North Avenue  
Baltimore, MD 21216

**Frostburg State University**  
101 Braddock Road  
Frostburg, MD 21532

**Salisbury University**  
1101 Camden Avenue  
Salisbury, MD 21801

**Towson University**  
8000 York Road  
Towson, MD 21252

**University of Baltimore**  
1420 North Charles Street  
Baltimore, MD 21201

**University of Maryland, Baltimore**  
520 West Lombard Street  
Baltimore, MD 21202

**University of Maryland  
Biotechnology Institute**  
Executive Office  
15825 Shady Grove  
Rockville, MD 20850

**University of Maryland Center  
for Environmental Science**  
P.O. Box 775  
Cambridge, MD 21613

**University of Maryland,  
Baltimore County**  
1000 Hilltop Circle  
Baltimore, MD 21250

**University of Maryland,  
College Park**  
College Park, MD 20742

**University of Maryland,  
Eastern Shore**  
Princess Anne, MD 21853

**University of Maryland,  
University College**  
3501 University Boulevard East  
Adelphi, MD 20783

**University System of Maryland  
Office**  
3300 Metzertott Road  
Adelphi, MD 20783-1690

**The next meeting will be held on October 26th, 2010 at Frostburg State University**

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**Submitted: Willie Brown, Chair  
Council of University System Staff**

**Expansion on BOR Award judging criteria – the goal was to give better guidance to what criteria the Council judges by: e.g.**

**Exceptional Contribution to the Institution and/or Unit to Which the Person Belongs: e.g.**

- A creative and implemented approach to process improvements
- Original idea that contributed to the success of the unit/institution.
- A Staff employee who is in a non-leadership position that provided leadership, team building and/or facilitated a team or project that enhanced the organization.
- A Staff employee in a leadership position that consistently grows their organization through the mentoring and growing of all of their subordinates.

**Outstanding Service to Students in an Academic or Residential Environment: e.g.**

- Although not part of their job description, someone who consistently makes a difference in student lives.
- Contributed an innovative, original idea that was implemented and transformed an aspect of the “student experience”.

**Extraordinary Public Service to the University or Greater Community: e.g.**

- A personal dedication to a project or cause that definitively improved the greater community.
- Staff employee of the USM community who throughout his/her career has, in a collaborative and sustained manner, made a difference in the larger community.
- The award is based on a sustained record of service over a period of years carried out through the individual’s role(s) in the University rather than as a private citizen.

**Canned message for Maryland Legislatures:**

Date: \_\_\_\_\_

Delegate, \_\_\_\_\_  
Senator, \_\_\_\_\_

Dear Senator \_\_\_\_\_ or Delegate \_\_\_\_\_,

My name is \_\_\_\_\_, and I am your constituent as well as a State employee working in the University System of Maryland. During the past several years, I have taken a keen interest in legislation enacted by the Maryland General Assembly—especially legislation that impacts State jobs, State employee benefits and quality of life for State retirees.

I understand that you have a fiduciary responsibility to maintain a balanced State budget, and in these trying economic times, I know that’s not an easy task. However, balancing the budget at the expense of State employees by eliminating their jobs and benefits, especially those benefits of retirees who have given millions of hours of dedicated service expecting promised benefits, is unacceptable.

The salaries for State employees traditionally have been between 20 and 40 percent below those of our counterparts in private industry, but we took these State jobs for a variety of reasons: the desire to perform public service, the job security and especially the benefits, including those offered during our working tenure and those promised upon our retirement. Over the past few years, though, I have watched our jobs go from secure to no longer secure and our benefits and salaries significantly reduced, and this needs to cease.

Senator \_\_\_\_\_ (or) Delegate \_\_\_\_\_, we State employees need your help. We should be lauded for our dedication to the care and maintenance of this great State of Maryland and the many sacrifices we have been asked to endure throughout our employment. I appreciate the good works that you do, but I ask that you please practice moral correctness—not political correctness—while performing your legislative duties during this coming year’s General Assembly session. I ask you, as my representative in Annapolis, to protect my job and my benefits—and to return my salary to competitive market rates—as well as the jobs and benefits of my fellow employees and retirees throughout the State.

I will stay up to date with impending legislation and will be periodically in contact with you to lend my support and offer my assistance as we all work together to help in our State’s economic recovery.

Sincerely,

Name \_\_\_\_\_  
Address \_\_\_\_\_  
Contact Information \_\_\_\_\_

**Message for Governor O'Malley:**

Honorable Martin O'Malley  
Governor, State of Maryland  
State House  
100 State Circle  
Annapolis, Md. 21401

October xx, 2010

Dear Governor O'Malley,

On behalf of the Council of University System Staff (CUSS), I am writing to you in reference to Senate Bill 141, the budget bill for fiscal year 2011. Specifically, there is language in the bill that would allow for retention funding for exceptional and outstanding Faculty employees. While we agree that this funding may be necessary to retain the best teaching Faculty possible for our students, we were somewhat dismayed that similar language pertaining to our exceptional Staff employees was excluded.

Many of our Staff are extremely talented, dedicated to the cause and exceptional in their goal to provide the best for our students and to the citizens of our state. We, as Staff employees, maintain the integrity of the infrastructure, work closely with our students, faculty, parents, alumni and visitors. We also work to provide a more conducive environment for teaching and learning at the various yet unique institutions within the USM.

As you craft legislation and the budget for fiscal year 2012, we would ask that you consider the inclusion of language in the upcoming budget bill, that would provide for recruitment and retention funding for exceptional Staff employees.

On a final note, we feel compelled to inform you (although we are quite sure you already know) that the continued furloughs and pay reductions are severely impacting the well being of many of our Staff employees and their families.

Morale has been greatly impacted as the hardships for many continue. Any continued future reductions could prove disastrous for many. We, the Staff employees, look to your leadership in hopes that you may find a way to bring this economic hardship to an end.

Sincerely,

Roy A. Ross  
Chair, Legislative Affairs  
Council of University System Staff

University of Maryland, Baltimore  
622 W. Fayette Street  
Baltimore, Md. 21201

**Canned message for Maryland Delegates:**

The Honorable Delegate  
State of Maryland House of Delegates  
XXX House Office Building  
Annapolis, Md. 21401

I am writing to you as a constituent and as a Maryland state staff employee working within the University System of Maryland. As a staff employee at \_\_\_\_\_ I also serve on the Council of University System Staff which is the system wide shared governance group that represents over 8000 excluded non-exempt and exempt staff employees within the USM. During the 2010 legislative session language was placed in budget bill SB 141 that would allow for recruitment and retention funding for USM Faculty. However, no language was present that would provide the same funding for staff.

We (the USM) have many devoted, dedicated and exceptional staff members throughout the System who go far above and beyond the call of duty. I feel, as does our Council, that USM staff should be provided the same opportunity by adding identical language in future legislation that would allow for recruitment and retention funding for this exceptional group of USM staff individuals.

I thank you in advance for your help and any assistance you may be able to provide.  
Respectfully submitted,

Please feel free to contact me at:

Home  
0000 Best Staff Way  
Frostburg, Md  
Phone – 222-333-4444            Cell