

Council of University System Staff
February 27, 2007
UNIVERSITY OF MARYLAND UNIVERSITY COLLEGE

Members Present	Alternate Members
Marie Meehan - BSU Bernedette Bell - CSU	Dorothy Holland - BSU Gary Love -FSU Jesse Ketterman -FSU
Janine Vienna – SU – TU	Jackie Eberts - SU
Joan Doremus – TU Gloria Gaguski - TU Judy Sabalauskas – UB David DeLooze – UMB	Colette Becker - UMB
John Barber – UMB Lidia Schechter – UMBC – UMBC Jami Kasco – UMBI - UMBI	Kassidy Hill - UMCP
Larry Lauer – UMCP Marvin Pyles - UMCP Chenita Hollock – UMES Scott Wibbert - UMUC Cassandra Lewis - UMUC	Chancellor’s Liaison to CUSS – Rosario van Daalen Guest: Dr. Susan Aldridge, President UMUC
Judy Sabalauskas – UB John T. Wolfe, Jr. - USMO Mary Reed - USMO	
Joe Hill – UMBC – Past Chair	
Roy Ross – UMB	

Call to Order

Larry Lauer, Chair, called the February meeting to order at UMUC at 10:00 a.m. Dr. Susan Aldridge, President of UMUC, was introduced and spoke on her challenge to increase the student population and be able to take care of these new students. UMUC has 90,000 students, 5500 employees and graduates 7,000 students. The State provides only 6% of UMUC’s funding. The tuition cap has a serious impact on UMUC. Dr. Aldridge welcomed 10,000 new students this year and stated UMUC must continue to grow.

Minutes

The January minutes will be approved at the March meeting.

Chair’s Report

- The Chair attended the Chancellor’s Council Meeting on 2/5/07.
 - The Chair gave a report on the CUSS BOR Staff Award nominations received.
 - Vice Chancellor Vivona stated that the bill to enhance the ORP program would not move forward this year. The Chancellor is committed to continue to work and present the ORP in the next fiscal year.

- Members of the Council expressed to the Chancellor a desire to see the merit pay program for Nonexempt staff revived particularly those staff who receive an “Outstanding” rating. A reward should be given with above merit salary increases.
 - Concern was expressed about the Tuition Cap, but will wait until budget is up and USM funding is established. Enrollment growth will be monitored with # of dollars per full-time student (12 Credits); with possible change in the funding formula.
 - The Governor sets the budget; the legislators can only cut the budget.
- The Board of Regents meeting was held on 2/16/07 at Bowie State University.
 - CUSF has issues relating to adjunct faculty; some receive benefits, some do not; this will be discussed in executive committee
 - Enhancement of the ORP will be pursued again next fiscal year
 - Definition of a dependent for purposes of tuition remission is still an issue
 - A concern relating to COLA being a fair distribution across all salary ranges; a more equitable distribution than occurred in 2006-07. Decision is made by General Assembly.
 - USM Staff Award nominees were presented to the BOR for review and confirmation
 - Several new Board of Regents have been appointed and have either already started or will be in place by July 1, 2007.
 - The Chair stated there are rumors that if the State estimated revenue projections are down, there might be a write-down in the budget.

Report from the Chancellor’s Liaison – Rosario van Daalen

- The Chancellor’s Liaison communicated the disappointed that the ORP was put on hold for the next fiscal year. It had received a lot of interest and support from everyone.
- A Bill is being proposed that would allow employees in the old State Employees Retirement System to participate in the Match Program.
- There is a proposed Bill for employees involved in collective bargaining that they may be required to pay a service fee; they must be attentive and vote when negotiations are ratified.
- A Bill is being presented by the Unions that would require the Human Resources Departments to provide names, address and phones number of employees belonging to collective bargaining unit. Employees can request that this information not be given to the Union.
- Budget FY2009 will be very tight.
- Biennial Nonexempt Market Salary Survey/Salary Structure Revisions has been approved by the Vice Presidents; it will go to the Finance Committee on 3/12 for approval and to the BOR on 4/13. It would raise the minimum salary from \$17,840 to \$20,364, the State’s Living Wage. This is based on the Baltimore Corridor Market. If approved by the BOR, it will go into effect on 7/1/07.
- There is a concern at the increase of Contingent I employees in the USM.
- Open enrollment may begin as early as May 1st. At this time, there is no information on the cost of benefits. The Benefits Coordinators will be setting up health fairs from mid to the end of April. The prescription plan remains with the same company.
- CUSS needs to petition to get better dental benefits. CUSS will prepare a letter to the Department of Budget Management – Employee Benefits Division (DBM-EBD) expressing our concerns on this issue.

Old Business:

The tuition remission policy was discussed as it relates to, “What constitutes a dependent?” and CUSF has asked to talk about the tuition remission definition of a dependent with the USM. The USM is using the IRS definition of a dependent to qualify for tuition remission.

(Is this paragraph related to the previous one? If not, bullet both paragraphs.) Dr. Wolfe stated that (titles of these bills?) HB077; SB0416 must be watched because it deals with cultural diversity plans; and also, HB81 as it relates to the number of programs existing within a thirty-five mile radius of other State Universities with the possibility of limiting programs.

New Business:

Dave DeLooze raised the issue of the high cost for employees to park at UMB and it is in the process of being increased.

Committee Reports:

Executive Committee – Chair Larry Lauer

- CUSS will back CUSF in principle with regard to adjunct faculty benefits, but will not get involved in all the particulars.
- Suggested letters be sent from CUSS to the legislature that the ORP is essential and that the COLA be equitably distributed throughout all salary ranges; to DBM-EBD that an increase in dental benefits and options are needed;

Legislative Committee:

- A letter will be generated to take to Annapolis to distribute to all the legislators to make CUSS’ presence known, particularly to the newly elected officials.

Community Development Committee – Chair Colette Becker

- The CUSS USM BOR nomination packages have been reviewed, the nominees for each category have been selected; they will be forwarded to the BOR for their review and approval at their April 2007 meeting. Announcement of the winners will take place shortly after this meeting for recognition at their institution and processing of the award dollars; presentation of the award plaques by the BOR and formal photographs will be in the fall of 2007.
- This committee is looking into additional categories of awards, i.e., collaborative awards (2 or more people); and finessing the current packages.

Communications Committee – Chair Marie Meehan:

- The committee is continuing to update the CUSS website to keep the membership up-to-date.
- The CUSS Committee Chairs were told to complete a summary of their committee’s work/ accomplishments throughout this academic year to submit to the Communications Committee for the CUSS Newsletter.

Compensation and Benefits Committee:

- The committee will be reviewing CUSS' records (archived at the USM Office) and looking particularly for past information on the Performance Evaluation program issues (originally called PMP).

New Business:

The next CUSS meeting will be at University of Baltimore on 3/27/07.

The meeting with CUSS/CUSF will be at UMCP for the November meeting.

At this point the meeting was adjourned.

Respectfully submitted,

Marie L. Meehan, Acting Secretary