

**Council of University System Staff  
UMCES Horn Point  
July 24, 2007  
Meeting**

**ATTENDEES**

<b><u>Executive Committee Members Present</u></b>	
Chair	Larry Lauer, UMCP
Vice Chair	Dave DeLooze, UMB
Secretary	Judy Sabalauskas & Kimberley Lynne
Member-at-Large	Chenita Kollock, UMES
Member-at-Large	Judy Sabalauskas, UB
Past Chair	Joe Hill, UMBC
Chancellor's Liaison	Rosario I. van Daalen, USMO

<b><u>Members Present</u></b>		<b><u>Alternates</u></b>	
BSU	Marie Meehan		
CSU			
FSU	Jesse Ketterman	Jay Heggman	
SU	Clacie Hubbard	Janine Vienna	Jackie Eberts Carol Barr
TU			Laura Jackson?
UB	*****	Kimberley Lynne	
UMB	Colette Becker	Roy Ross	Debbie Horstman
UMBC	*****	Tim Camp	
UMBI	Jamie Kasco	Adavi Venkat	
UMCES	Gus Mercanti		
UMCP	*****	Marvin Pyles	
UMES	*****		
UMUC			
USMO	Mary Reed		

\*\*\*\*\* Represented by Executive Committee Member

**Call to Order:**

Larry Lauer, Chair, called the July meeting **10AM** to order at **University of Maryland, CES – Horn Point Lab**

**Welcome and Introductions:**

Gus Mercanti, CUSS representative as well as Steve Wilson, VP of Administration welcomed the membership to the research facility. He explained how the programs of UMCES are carried out at three different laboratories: Horn Point, the Biological Lab at Solomon's and the Appalachian Lab near Frostburg.

**Approval of Minutes:**

Draft minutes from April, May and June were submitted by the Chair for approval. They were not approved as edits had to be made. They will be distributed for approval at the August meeting.

### **Chair's Report:**

The Chair attended the **Symposium on Developing a Maryland Model for Higher Education Funding** on July 9 in Annapolis. The Chair distributed its agenda. The Symposium was sponsored by the Commission to Develop the Maryland Model for Funding Higher Education. This was not a public hearing. Dr. Kirwan attended. Panelists included Dr. Gordon Van de Water of Van de Water Consulting, Patrick Callan of the National Center for Public Policy and Higher Education, Dr. Paul Lingenfelter one of the State Higher Education Executive Officers, and The Honorable Denise Merrill of the Connecticut Assembly. The morning panel discussed accountability (cost share between students, local, state and federal governments) and balancing quality with access/affordability. Currently Maryland is operating under the 1860s Maryland Constitution that stipulates that the State provide higher education at no cost to the public, yet less than one third of USM resources are supplied by the State. Unanimously resolved: a constitutional amendment to mandate support of higher education was discussed, but no official decisions were reached. The Honorable Patrick Hogan made the closing remarks. The Chair offered Hogan CUSS support in his new position as Associate Vice Chancellor of Governmental Relations. The commission's website is [http://mlis.state.md.us/other/Funding\\_Higher\\_Ed/index.htm](http://mlis.state.md.us/other/Funding_Higher_Ed/index.htm) .

This was Chair Larry Lauer's last meeting as current CUSS Chair. He distributed copies of his **Year End Report** that listed his start of year goals: strengthen shared governance process, support issues of joint concern with CUSF, and increase participation of **Nonexempt Staff** in BOR awards. CUSS did not succeed in re-establishing staff shared governance on campuses where they no longer exist or fill all the representative CUSS slots, but CUSS did succeed in increasing communication within the USM system. CUSS did succeed in supporting the USM's effort to enhance the ORP contributions, but the State's budget situation halted the effort. CUSS did succeed in its effort to increase the number of **Nonexempt Staff** participation in the BOR awards. CUSS issues accomplished: Supported USM's commitment of the Biennial Market Salary Survey and review of the Nonexempt Staff salary structure; USM adopted the State of MD's living wage (\$20,772/year; \$9.93/hr) as the minimum of the Nonexempt salary structure. CUSS successfully raised the dental HMO plan issue with DBM and made recommendations for improvements. The Chair stated in the Year End Report that one of the USM's and CUSS's greatest challenges lies in the split between non-union ("excluded") and unionized ("represented") staff since being in a union environment has grid-locked staff proposals and staff policy issues. The Chair suggested full implementation of the existing Regents Shared Governance Policy. The Chair would like to suggest to the Chancellor/Regents that the USM Administration and CUSS enter discussions with the State Higher Ed Labor Relations Board (SHELRB).

- The Chair has received no reaction from Chancellor Kirwan regarding his report and concern on Shared Governance. He did receive a copy of the letter of support of Shared Governance sent from the President of Frostburg to Dr. Kirwan.
- The Chair has an original memo from former Chancellor, Dr. Langenberg and the Attorney General's office stating that CUSS can provide advice. He resolved to find the memo and send it to incoming Chair John Wolfe. It was suggested that John Wolfe meet with the ex-chairs. The Chair resolved that CUSS should be able to support issues such as: merit pay, training programs, careers scenarios, and succession planning.
- Joe Hill stated that the problem is not with the labor force but with the USM Administration (Administrative Vice Presidents, Presidents, USM administration).
- Rosario pointed out that COLA was initiated by the governor and the General Assembly, not the union. Nevertheless, the union takes credit for decisions made on the State level.
- The Chair believes there needs to be a structure that bypasses personalities. CUSS serves as an advisory board. Joe Hill suggested reminding the Regents and the Chancellor of the rulings from John Anderson, AG's office..

The Chair reported that he sent a note to Katie Ryan, Chief of Staff for the Chancellor, and will send a similar memo to the new presidents/staff stating that each institution's **president's office is fiscally responsible** to fund CUSS member activities, including CUSS meeting travel and breakfast and lunch at CUSS meetings, as well as the cost to host one of CUSS's monthly meetings.

Members discussed how to bring the **issue of shared governance** to the executives' attention:

- David Delooze suggested discussing shared governance at the Hogan retreat
- Rosario suggested that shared governance be discussed at the presidents' retreat or the Board of Regents meeting in August.
- Joe Hill pointed out that the CUSS Chair should try to meet with Executive Committee and the **Chancellor** twice yearly to present goals but those meetings have not been consistent.
- Chair said that the Regents meet every other month. The Board of Regents meets in Salisbury in August.

**A schedule of CUSS meetings** for the upcoming year was reviewed. The Chancellor will join the CUSS meeting December 11 at the USM office.

#### **Report of the USM-HR Chancellor's Liaison to CUSS:**

- Rosario van Daalen distributed to CUSS via email the Chancellor's letter concerning budget for FY 2008. The letter is also posted on the USM website. The original cut of \$20M was negotiated down to \$12 million decrease in the USM FY 2008 state budget due to the Effectiveness and Efficiency initiative. The Chancellor vowed in the letter not to decrease financial aid, raise tuition or decrease public safety funds. He vowed no layoffs or furloughs, no salary reductions and no postponement of "FY'08 COLA or merit pay. The cuts' impact will result in fewer course selections; cause delays in hiring new faculty and postponement of projects involving new space; affect technology investments and renewal.
- Rosario said that in an unusual, out of session legislative gathering in the summer/fall, Governor O'Malley and the General Assembly will address slots and an increase in taxes.
- Rosario reported that at the meeting of July 16 the Health Insurance Advisory Council (HIAC) acknowledged the CUSS dental letter and appreciated the input.
- The Fidelity 401(a) plan has been implemented. Employees eligible for the State's Employees Pension match are now able to participate through Fidelity.
- The Blue Ribbon Commission will have its first meeting on August 2<sup>nd</sup> to address the State's deficit for retiree's health insurance benefits. This liability can have serious impact on the State's bond rating structure which affects the USM's percentage cost of loans.

#### **Old Business:**

Marie Meehan of the Communications Committee reported that the CUSS newsletter is still in review - one final approval round and she should have hard copies by the September meeting. The Communications Committee needs mailing lists in Excel for snail mailings by August 14.

After lunch, there was a brief discussion about University of Baltimore **Staff** employee Sheryl Hanes who filed for **de-certification process** from the union through SHELRB. She demoted herself voluntarily from an excluded position to a represented position; not satisfied with the union representation, she followed the rules as advised by the SHELRB for de-certification of UB. Voting for "No UNION"; "MCEA"; or "AFSCME" will take place in August.

The July CUSS meeting was **adjourned**. The August CUSS meeting will be held on August 14, Salisbury University, at 10:00 a.m. Orientation for new CUSS members begins at 9:00. If you want CUSS orientation packets, please email Marie.

*Minutes submitted by Kimberley Lynne and Judy Sabalauskas, UB.*