

COUNCIL OF UNIVERSITY SYSTEM STAFF
September 25, 2001 meeting- UMBI
Revised Minutes

Members Present: Roy Ross, UMB Kay Martel, UB Joe Hill, UMBC Fran Younger, UMCES Susann Shoop, TU Patrick McLane, FSU Mike McCrea, UMBI Venus Windmiller, UMBI Jessica Bird, UMB LuAnn Marshall, UMB Sally Hearn, UMBC Bruce Abbott, UMCES Donna Test, SU Judy P. Lowe, SU Dottie Holland, BSU	Alternates: Lynn Crabb, UMBC Stephen Agnes, UMB Art Hanlin, FSU Starrla Levine, UB USMO Liaisons: Rosario I. van Daalen Donald Tynes Guests: Dr. Hunter-Cevera, President, UMBI Dr. W.J. Lederer, Director, MBC Marty Smith, UMES Jami Kasco, UMBI
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The meeting was called to order at 10:05 a.m. by Chair, Roy Ross. Venus Windmiller, UMBI, introduced Dr. William Lederer, Director, MBC, who stressed the importance of CUSS and considers the input from staff critical to working together at USM institutions. Dr. Hunter-Cevera, President, UMBI, welcomed the Council and reiterated Dr. Lederer's comments.

Roy Ross, Chair, recognized the absence of staff representatives from UMCP, USMO, and UMUC. Due to the emergency conditions the preceding day, he officially excused staff from these institutions.

Regarding Council representation, the Council has not heard from Coppin and Bowie. Susann Shoop, TU, reported that they hope to hold elections in October. Susann will stay on the Council for another year. Willie Fields, rep from Coppin, is in the Reserves and might have been called up due to the WTC attack. Dottie Holland, Bowie, attended the meeting, but said there is no representation at this time. She will not be able to return next year.

The minutes were approved as amended.

USM HR Liaison Report

- The 2000-2001 Performance Ratings System-wide Review for Nonexempt Staff was reported. (attached). In summary, 1,200 (23%) received Outstanding; 2,130 received Above Standards (40%); 1,886 (36%); and 83(2%) received Below Standards and Unsatisfactory. The report was then broken down to reflect individual institution reviews with comparisons from years 1998-2000. Donald Tynes commented that

funds were budgeted for Meets Standards only, not Outstanding ratings. Funding for Outstanding ratings need to be addressed and budgeted for the future. Distribution of Performance rating funds ranged from UB's flat \$500 to Salisbury's funds divided by number of Outstandings. UMB gave 2% increase. Bowie and Coppin gave nothing because no funds were available. Coppin hopes to revisit the issue and give remuneration at a later date.

- The State Higher Education Labor Relations Board (SHELRB) met on September 18th. Roy gave testimony on the history of CUSS in an effort to educate the new members. Roy expressed that education of the Board concerning CUSS's role as Advisory Council to the Chancellor is critical as Collective Bargaining is implemented. Don Tynes brought copies of the Draft Proposed Regulations from SHLERB which need to be reviewed. Don commented that some of the smaller and very large institutions have special concerns that need to be recognized.

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the meeting and address the issues. One concern is the definition of “domestic partner.” This can also include heterosexual couples that are not married or adult siblings who live together.

Chair’s Report

- The full Board of Regents met on August 24th. Fran Younger attended the meeting. The Presidents raised concerns about what individual institutions can do about aggressive behavior by the unions for Collective Bargaining. Rumors are circulating and there is frustration in the ability to quell them. Union emails have been blocked through institutional networks. The question was raised as to how CUSS members should respond when asked questions about unions. Rosario cautioned that we must not be seen as trying to influence employee

for other recommendations. The Chancellor expressed his interest for attention to the ratio of staff vs representation on institutional Shared Governance initiatives.

- Concerns were expressed about the representation on the University Council at the