

**Council of University System Staff  
December 17, 2002  
University System of Maryland Office**

**Members Present**

Joe Hill – UMBC  
Sally Hearn - UMBC  
Nicole Bush-Buffington – UMES  
Judy Lowe – SU  
Dale O’Neal – BSU  
Marie Meehan – BSU  
Jay Hegeman – FSU  
Patrick McLane – FSU  
Susann Shoop – TU  
Steve Agnes – UM,B  
Colette Becker – UM,B  
Andrianna Stuart – UMCP  
Carol Prior – UMCP  
Susan Conroy – UMUC  
Ray Frederick - UB  
Roy Ross – UMB  
Linda Morin – UMCES  
Bruce Albert – UMCES

**Alternates**

Arthur Hanlin \_FSU  
Bill Crockett – UM,B  
Mary Edwards, TU  
  
Melissa Moore - UMB  
Fran Younger - UMCES

**Guests**

Chancellor William E. Kirwan

## **Chair's Report**

BOR Finance Committee met on 11/21/02.

USM BOR met on 12/6/02. Mr. Cliff Kendall was elected Chair of the BOR. A new USM Legislative Liaison was selected, Mr. Joe Brice.

The following motions were passed:

1. USM: Revolving Loan Program for Acquisition of Personal Property
2. UMB: Procurement in Excess of \$5 million – Research & Scientific Equipment
3. UMCP: Tuition Rate for Executive MBA Program
4. UMCP: Modification of Public/Private Student Housing-Buildings 4,5 & 6
5. UMCP: Project Authorization for ICA Fields
6. UMCP: Change in Scope and Funding for Alumni Center
7. USM: BOR Policy VII-7.11-Leave Reserve Fund – USM Employees Called to Active Duty
8. USM: Policy on Granting Tuition Remission to Morgan State, St. Mary's & BCC
9. BSU: Public/Private Housing

Chancellor's Council met on December 2, 2002. Budget issues were again discussed. A draft of proposed amendments to USM Policy VII-8.00 on Grievance for Exempt and Nonexempt Staff Employees has been initiated.

Joe Hill spoke at the President's Council expressing CUSS' views that employees prefer furloughs across the board to include faculty as fair and equitable to all employees versus layoffs which affect a select few. There is a possibility that there could be as many as 18-35 furlough days. The 1% pay cut across the board would be another option as long as it was contained to one fiscal year and not extended further. We won't know until January when the new Governor takes office how the budget deficit will affect the USM any further. The main goal is to preserve people's jobs.

The question was asked, "Will job layoffs be at the discretion of each President (CEO) at their respective University?" The reply was, "The CEO has the option to choose how management will handle a deficit." Some CEOs were able to be more proactive with holding back lines and other means of financial savings, others were not. They have authority to hire and/or layoff.

Critical positions deemed necessary to operate a campus are being filled with approval of the Chancellor.

A letter will be drafted by our Legislative Committee to ask for consideration to maintain funding for the USM. The message to the legislature is that we not only provide education, we provide livelihoods for the surrounding communities where the Universities are located. Staff need to get a calendar, meet with the legislators, and become proactive.

Still at issue is the number of courses versus credits for University employees. The feeling is that an employee should be allowed to take eight credits and not be limited to two courses.

Can CUSS meet with the BOR to discuss issues? CUSS can request a meeting. Can a CUSS member meet with a BOR member? Chair, Joe Hill will find out the proper protocol.

The CUSS Newsletter has been sent to the printer. The Chair thanked Fran Younger for all her efforts in putting the newsletter together.

**Benefits/Compensation Committee**

Are Nonexempt essential personnel being compensated at time and a half during emergencies when other personnel are released from duty and given administrative leave? We will be identifying each Institution's policy in regard to this concern.

**Legislative Committee**

Contact legislators with your concerns regarding funding for higher education. Meet with your legislators. Letters to be sent to the legislature will be reviewed at the January CUSS Meeting. Identify alumni in the Legislature and send them letters.

**Old Business**

There was no old business.

**New Business**

Review the Values, Vision and Goals Statement for the USM Strategic Plan and give ideas to the Communications Committee.

The Chancellor is open to our dialogue. Questions to the Chancellor at our January meeting:

Concerns for CUSS: How will it work? CUSS is an advisory group not a negotiating group. It will deal with issues collective bargaining doesn't address such as safety issues, system issues, etc. Shared governance can exist as long as it doesn't interfere.

A question for a USM Liaison: Where does Annual Leave go if not used, in a use or lose situation at the end of a year? Holiday leave?

**A motion was made and seconded that the meeting be adjourned at 2:15 p.m.**

**The next scheduled meeting is January 28, 2003 at University of Baltimore.**

**Respectfully Submitted,**

***Marie L. Meehan***  
***CUSS Secretary***