

Council of University System Staff

January 28, 2003
University of Baltimore

Members Present	Alternates
Marie Meehan, BSU	Art Hanlin, FSU
Patrick McLane – FSU	Bill Crocket, UMB
Jay Hegeman - FSU	Lynn Crabb - UMBC
Judy Lowe – SU	
Ray Frederick, UB	
Steve Agnes – UMB	USMO Liaison
Colette Becker – UMB	Rosario van Daalen
LuAnn Marshall – UMB	
Linda Morin – UMCES	
Joe Hill – UMBC	
Sally Hearn	
Andrianna Stuart – UMCP	Guests
Nicole B. Buffington – UMES	
Hermetta Hudson – UMES	
Denise Richards – UMUC	
Mary Reed – USMO	
Roy A. Ross, UMB – Non Voting Member	

Call to Order

Chair Joe Hill called the January CUSS meeting to order at 10:15 a.m. at the University of Baltimore. Ray Frederick, our host, welcomed the CUSS members to the University of Baltimore and expressed greetings from the President who was unable to attend.

A new member to CUSS was introduced and welcomed, Denise Richards, from UMUC. CUSS members from Towson and Coppin were absent.

Approval of Minutes

The December 2002 minutes were reviewed and a motion was made and seconded to approve the minutes as amended.

A question was raised from the minutes with regard to USM Policy VII-8.00 on Grievance for Exempt and Nonexempt Staff Employees and it was explained that there are two options, grievance through the Administrative Hearing Process, or the second option, the arbitration process through the Department of Budget and Management. One or the other, not both.

Reports from Committees:

Benefits and Compensation Committee:

Staff are concerned that with the hiring freeze staff are asked to not only do their job, but also do the job of an unfilled position without compensation. Supervisors/Employees must set priorities, some things will fall behind. Must let management know what your job functions are and prioritize what functions can be done and what functions will be left behind when working in more than one position.

Community Development Committee:

The BOR Staff Award Nominees are to be submitted to this Committee by 2/28/03. The

has been made to continue the USM vision. A motion was made and seconded that the final draft will be e-mailed to the members for approval and then sent to the Legislature within the next week.