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Council of University System Staff
July 28, 2003
UMCES

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Members Present	Alternate Members
Marie Meehan, BSU	Melissa Moore – UMB
Jay Hegeman - FSU	Bill Crocket – UMB
Ray Frederick - UB	Fran Younger - UMCES
LuAnn Marshall - UMB	Brenda Blake - UMES
Steve Agnes – UMB	
Colette Becker - UMB	
Linda Morin – UMCES	**Chancellor's Liaison to CUSS** -
Joe Hill – UMBC	Rosario I. van Daalen
Carol Prier – UMCP	
Hermetta Hudson - UMES	**Guests:**
Mary Reed - USMO	Ken Tenore, UMCES Laboratory Director
Roy Ross – UMB – Non-Voting Member	

Call to Order

Chair Joe Hill called the July CUSS transition meeting to order at 10:15 a.m. at UMCES. Fran Younger introduced Ken Tenore, UMCES Laboratory Director. He welcomed us to the beautiful campus on Solomon's Island. He stated that this is the oldest environmental science laboratory on the East Coast. During these trying times dealing with the budget crisis, UMCES lost one of their two research boats equipped with a laboratory to study the environmental effects to the Chesapeake Bay. The remaining boat, the Aquarius, was docked at Solomon's and will depart with students

loss. This employee must be called-up to active military duty during a national or international crisis or conflict.

Chair's Report
- š The Finance Committee did not meet this month.
- š Full Board of Regents met on 6/27/03. The BOR approved the amended Tuition Remission Policies VII-4.10 and VII-4.20. The BOR approved the amendments to the Council of University System Staff's Constitution as recommended by the Chancellor. "The Council shall consist of representatives of those USM non-faculty employees who are not in a collective bargaining unit having an exclusive representative, or who are in such a unit but are excluded by law from participating in collective bargaining." The CUSS Constitution will be modified to reflect this change. The Executive Committee will need to review the CUSS By-Laws. This amendment will also require a new count of FTE from each institution to determine the institution's number of representatives to the Council.
- š The Maryland State Higher Education Labor Relations Board did not meet.
- š The Chancellor's Council discussed issues related to the budget and the struggle with lay-offs.
- š Chair, Joe Hill, suggested that his next report to the full Board identify the following:
    - o That we, as staff, are unique in our commitment and willingness to step up and do what is necessary to continue to support the success of the USM and its mission;
    - o That this willingness to do more with less, take on additional duties and responsibilities, the desire and commitment to ensure the needs of the students and campus community are met; is a reflection of the integrity and character found in staff working in higher education.
    - o We would ask our Regents to convey to the Governor that our success as staff in meeting the needs of the campus community, in spite of the budget cuts and staff reduction, should not be construed that we were "fat" and "over-budgeted", but rather due to the willingness and loyalty of the staff. Please do not forget the staff that have met the challenges head-on during these difficult time and throughout the years.

Committee Reports:
Community Development Committee:
This Committee along with Fran Younger organized this Transition Meeting held at UMCES on Solomon's Island.

Legislative Affairs Committee:
CUSS should continue to monitor the Legislative Website to keep abreast of what is happening on the State level as it relates to USM.

Benefits and Compensations Committee:
No Report.

Communications Committee:
This Committee will prepare a new CUSS Membership package to be used for the orientation of the newly elected CUSS members at the September 2003 meeting.

Old Business:
No Old Business.

New Business:
Certificates of Recognition and Appreciation were passed out to all CUSS members signed by the William Kirwan, USM Chancellor, Joe Hill, CUSS Chair, and Rosario I. van Daalen, Chancellor's LaRlo I. d nU6ttL