

The hiring freeze has been lifted with the Presidents making the decision to hire or leave a position vacant. This no longer has to be sent to Chip DiPaula. (DBM).

The USM has hired a Vice Chancellor for Academic Affairs, Irv Goldstein, who will start at the USM Office on November 2, 2003.

Committee Reports:**Community Development Committee:**

Volunteers from each University are needed to review the BOR Staff Awards package. The BOR Staff Awards packages will be sent to the Presidents in the next week. This committee is trying to coordinate timelines with the staff awards and faculty awards so they can be presented at the same time.

Legislative Committee:

Now is the time to listen, read articles, and send any legislative issues and concerns to Ray Frederick.

Communications Committee:

This committee is continuing to clean up the WEB Page. Please make sure the CUSS Representatives' names; addresses; phone numbers; and e-mail addresses are correct. This committee will prepare highlights of this CUSS meeting so the CUSS Representative can disseminate the same information to the staff at their respective University.

Benefits and Compensation Committee:

This committee will be looking for some of its members to sit on the review panel for RFPs for HMO and Health Benefits. The current contracts expire in the year 2005. This committee will also pursue the faculty/staff/student ratios for the past five years within the USM Institutions. They will review the EAP progress at the various institutions. This committee recommends that the PMP process be revamped.

Old Business:

A motion was made and seconded to approve Judy Lowe and Hermetta Hudson as the Members-at-Large for the CUSS Executive Council. All were in favor.

CUSS will once again petition the Legislature as a collective voice to list our issues by importance and send to the Legislature. We will coordinate with Joe Bryce as to the content of our message.

New Business:

A motion was made and seconded that CUSS recommend to the Chancellor and Board of Regents that merit pay be limited to "meets standards" and that additional merit be discontinued; that a 2.5%

Respectfully Submitted,
CUSS Secretary