

Dale O'Neal - BSU	
Marie Meehan - BSU	Robert Smith - FSU
Judy Lowe - SU	Janine Vienna - SU
Gloria Gaguski - TU	
Joan Doremus - TU	
Angie Brickhouse - TU	
Melissa Moore - UMB	Cindy Schuster - UB
Bill Crockett - UMB	
Colette Becker - UMB	
Mary Pat Armstrong - UMBC	
Jim Citro - UMBC	
Sam Sibanda - UMBI	
Donna Taylor - UMBI	
Mary Graham Fisher - UMCP	
Chenita Kollock - UMES	
Andrew Rein - UMUC	Jim Hartsock - UMUC
Joe Hill - UMBC - Past Chair	Rosario I. van Daalen

The December CUSS Meeting was called to order by Chair, Bill Crockett, at University System of Maryland Office.

Rosario welcomed CUSS to the USM Office and gave us a brief history of this office and the pictures represented on the walls of the conference room of the thirteen institutions in the USM.

After careful review of the November minutes, a motion was made and seconded to approve the minutes as amended.

Chair, Bill Crockett, introduced our guest speaker, Joe Bryce, Associate Vice Chair for Governmental Affairs.

Joe Bryce thanked CUSS for their support when he was a candidate for the State Retirement Board. Budget issues, again, will dominate the new session in Annapolis. The Governor has stated that he will provide a bump to the USM, which would provide additional funds, but at this point, the amount has not been determined.

Health benefits were recently approved for a six-month period and must be revisited in April or May. Part of the reasoning for the six-month period is to try and have health benefits coincide

Crockett) emphasized that the State makes this decision, not the Institutions or USM, and to please make sure this is communicated to our staff.

Contracts to implement the Fidelity Vendor for ORP and Supplemental Retirement Plans must be completed by 12/31/04.

A New Dental Plan, United Concordia PPO, is being offered during open enrollment. Please complete your open enrollment information by 12/22/04.

USM Project of Efficiency and Effectiveness has set up task forces for the following:

- Recruitment and applicant tracking

- Eliminate paperwork

- On-line health benefits – USM employees' benefits on-line; access for all employees within the state.

- Automated time-keeping

- System wide training and development – CUSS must get involved, promote the BEST Program

The task forces will meet one to two times a month and projects will be completed by June, 2006. CUSS must get involved as soon as possible.

Dependents up to age 23 need verification of student status to remain dependents and receive health benefits.

Be aware and familiar with the tuition policies.

A motion was made to take action on this friendly amendment to insert the new language as stated above and send the CUSS Constitution membership revisions to the Board of Regents for final approval. The Question was called, all in favor, and the motion passed unanimously.

The CUSS BOR Staff Awards were presented at the December 2004 BOR Meeting. The presentation was very nice. The CUSS BOR Staff Award packages for 2005 have been distributed to the CUSS Representatives for evaluation and to submit ratings to the Community Development Chair by the January CUSS Meeting on 1/25/05. The CUSS Representatives were reminded to keep all information confidential.

This committee is trying to retrieve data from the USM Institutions on the benefits packages for Contingent II Staff. They would like to see all Institutions have an equitable benefits package for Contingent II Staff.

This committee will be continuing to work with the draft of the proposed BEST Policy to determine what aspects of this document can still be used along with the work that is being done on staff training through the Efficiency & Effectiveness effort.

- Mary Reed, Chair.

The committee will work on sending CUSS information via e-mail to CUSS Representatives. This committee will post the synopsis.

- Sam Sibanda, Chair

This Committee is compiling a list of the Legislative Liaisons at each Institution. This Committee will be reviewing the legislative website to get the heads-up on bills being presented before they get voted on.

A motion was made and seconded that the meeting be adjourned.

The next meeting will be at University of Maryland College Park on 1/25/05 at 9:30 a.m.