

**Council of University System Staff
TOWSON UNIVERSITY
APRIL 26, 2005**

Members Present	Alternate Members
Marie Meehan - BSU	
Dale O'Neal - BSU	
Clacie Hubbard – SU	Janine Vienna - SU
Judy Lowe - SU	
Angie Brickhouse - TU	
Joan Doremus – TU	
Gloria Gaguski - TU	
Cindy Schuster – UB	Judy Sabalauskas - UB
Judy Sabalauskas - UB	
Bill Crockett – UMB	John Barber – UMB
Melissa Moore - UMB	
Jim Citro – UMBC	
Sam Sibanda – UMBI	
Donna Taylor - UMBI	
Chenita Kollock - UMES	
Andrew Rein – UMUC	
Jim Hartsock – UMUC	
Mary Reed - USMO	
Joe Hill – UMBC – Past Chair	
	<p>Chancellor's Liaison to CUSS – Rosario I. van Daalen Guests: James Clements, VP Economic & Community Outreach</p>

Call to Order

Chair Bill Crockett called the April CUSS meeting to order at Towson University. Angie Brickhouse welcomed us to Towson and introduced James P. Clements, Vice President of Economic and Community Outreach. This Division at Towson University has made Towson the Metropolitan University in Maryland. Under the leadership of Dr. Clements, Towson was designated a National Center of Academic Excellence in Information Security and Assurance by the National Security Agency and the Department of Homeland Security. The focus at Towson University is high quality education, diversity, economic development, and business outreach. The student population is 18,000.

A motion was made and seconded to approve the March 15th minutes as amended.

Report from the Chancellor's Liaison

The Chancellor's Salary Guidelines memo for Fiscal Year 2006 is on the Website. Effective July 1, 2005 employees will receive a 1.5% COLA; a 2.5% merit pay, (not to exceed the maximum of the Pay Range), for Nonexempt employees who meet standards on their performance evaluation; and an average of 2.5% for Exempt employees who meet standards. A \$400 Match Fund for members of the State Employees Pension System - Modified will be reinstated on 7/1/05, if an employee makes a contribution to a Deferred Compensation Plan. The sequence for salary adjustment calculations for 7/1/05 is: Adjustment to the ne

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6/10/05

Committee Reports:

Communications - Mary Reed, Chair.

The CUSS Newsletter should be out in August 2005. Labels of staff members at all Institutions should be provided to this committee in an Excel format so the newsletter can be pre-labeled. Anyone missing name tags, please e-mail Joe Hill. Reports are needed from the Legislative Committee for the newsletter.

Benefits and Compensation – Andrew Rein, Chair

A finalized table of Universities in the USM regarding Contingent II benefits is being completed to try and promote equity benefits within the USM. A proper disclosure of leave issues should be presented at time of hire.

This committee is stressing wellness prevention measures.

Review of the BEST Policy with recommended changes is on-going.

Community Development – Cindy Schuster, Chair

Cindy Schuster has been appointed the new Chair of the Community Development Committee to replace Colette Becker, whose position was rewritten and is at present not eligible to participate on CUSS.

- This committee will be working on the location for our CUSS transition meeting to be held in July 2005. Some suggestions were Donaldson Brown, Horn Point, and Solomon's Island.

Legislative – Sam Sibanda, Chair

This Committee will continue to view issues passed by the Legislature that affect the USM and its employees. This committee will increase communication with CUSF, the Student Council and CUSS to promote USM issues in Annapolis. We are hoping to have Joe Bryce, the USM Legislative Liaison, attend the December CUSS meeting to provide us with information of on-going bills introduced.

New Business:

Any Institution due to renew CUSS Membership, should do this now. The new slate of members must be in place by the August 2005 meeting. It was suggested that we plan a meeting at Coppin to encourage this University to participate in CUSS.

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

The next meeting will be at UMBC on 5/24/05 at 10:00 a.m.

Respectfully Submitted,

Marie L. Meehan, CUSS Secretary