

**Council of University System Staff
Salisbury University
August 15, 2006
Meeting**

ATTENDEES

<u>Executive Committee Members Present</u>	
Chair	Larry Lauer, UMCP
Vice Chair	Dave Delooze, UMB
Secretary	Loretta Hollifield, TU
Member-at-Large	Chen

	<u>Members Present</u>	<u>Alternates</u>
BSU		
CSU	Bernedette Bell	
FSU		
SU	Clacie Hubbard	Janine Vienna Judy Lowe
TU	Joan Doremus	Gloria Gaguski
UB	*****	
UMB	*****	John Barber
UMBC	Tim Champ	
UMBI		
UMCES		
UMCP	Marvin Pyles	
UMES	*****	
UMUC	Scott Wibbert	Cassandra Lewis
USMO	Mary Reed	

***** Represented by Executive Committee Member

Guests

Kevin Carreathers Assistant to the Vice President for Academic Affairs
 Institutional Diversity

Dave Parker Chair, Council University System Faculty

Call to Order:

Larry Lauer, Chair, called the August meeting to order at Salisbury University.

Welcome and Introductions:

Clacie Hubbard, CUSS representative as well as SU Staff Senate Chair, introduced Kevin Carreathers, Assistant to the Vice President for Academic Affairs for Institutional Diversity at Salisbury University.

Kevin Carreathers on behalf of Dr. Janet E. Dudley-Eshbach, SU President, welcomed the council to Salisbury University. Salisbury University has been designated one of two USM's growth institutions. This designation brings increases in student enrollment, faculty, and support staff. The University recently began construction of the Teacher Education and Technology Center (TETC). Anticipated completion is 2008. Joe Hill praised the award-winning landscaping throughout SU, which is a recognized arboretum. Kevin Carreathers thanked the committee and extended best wishes for the upcoming year.

The council welcomed new members Tim Champ, UMBC, and Marvin Pyles, UMCP.

An update regarding Roy Ross: He had suffered several mini-strokes and is continuing a course of tests & evaluations to determine possible cause. Roy has returned to work on a limited basis as ordered by his physician.

Approval of Minutes:

The July 2006 minutes were reviewed and a motion was made and seconded to approve the minutes as amended.

Report from the Chancellor's Liaison:

Rosario I. van Daalen distributed a chart listing USM Staff Employees - Excluded vs. Union Represented (dated July 31, 2006). The chart depicts Staff employee groups across each institution. CUSS is the voice for nearly 8,000 USM Staff employees (on Regular and Contingent Category II status). CUSS needs to be proactive in addressing the needs of these excluded Staff members.

The alliance between Staff, Faculty and upper-level management established through shared governance will move the University System forward as a partnership.

Discussion took place regarding the need to resolve discrepancies between Performance Evaluations and USM's Pay for Performance Salary System. Systemwide funds were not allocated for Above Standards and Outstanding Performance for July 1, 2006 increases. Not all institutions are rewarding Above Standards and Outstanding Performance as stated in USM salary guidelines.

Chair's Report:

Larry Lauer discussed CUSS goals for 2006 – 2007. He stressed the importance of shared governance as detailed in the Board of Regents' I – 6.00 POLICY ON SHARED GOVERNANCE IN THE UNIVERSITY SYSTEM OF MARYLAND

- o Judy Sabalauskas will formally invite appropriate Shared Governance Council members to monthly CUSS meetings.

The Benefits & Compensation committee will continue to focus on salary and ORP issues.

The Communications committee will concentrate efforts on the CUSS Newsletter.

The Community Development committee will spotlight BOR awards with specific attention given to increasing Nonexempt Staff participation.

Old Business:

The draft 2005 – 2006 CUSS Newsletter was reviewed and edited as appropriate. Council members discussed format and decided to move CUSS Facts to front page as well as add statement pertaining to number of staff members represented.

A misprint or potential error in designation of Exempt/Nonexempt status of BOR Award recipients was noticed. The Community Development Committee will verify status and correct error.

Communications Committee will take lead on updating CUSS Website.

New Business:

Council discussed publishing quarterly CUSS activity report and distributing through institution's list serve. The Communications committee will take the lead on this initiative.

An annual retreat or workshop similar to CUSS Retreat held at Solomon's Island in May 2001 was suggested and will be discussed during September meeting. May 2001 Retreat Agenda can reviewed through: <http://www.usmd.edu/usm/workgroups/SystemStaff/retreat/>

The August CUSS meeting was adjourned at 2:20 p.m. The September CUSS meeting will be held at University of Maryland Biotechnology Institute – Shady Grove on September 26 at 10:00 a.m. Please submit any agenda items to Loretta Hollifield, 410-704-5191, lhollifield@towson.edu. A Proposed Agenda will be distributed to council members at least one week prior to September meeting. If unable to attend, please inform Chenita Kollock, 410-651-8387, crkollock@umes.edu.

Respectfully Submitted,

*Loretta Hollifield
CUSS Secretary*

10/12/2006