

**Council of University System Staff
Salisbury University
August 14, 2007
Meeting**

ATTENDEES

<u>Executive Committee Members Present</u>	
Chair	Dr. John Wolfe, USMO
Vice Chair	Janine Vienna, SU
Secretary	Judy Sabalauskas & Kimberley Lynne, UB
Member-at-Large	David DeLooze, UMB
Member-at-Large	Joe Hill, UMBC
Past Chair	

<u>Members Present</u>		<u>Alternates</u>	
BSU	Marie Meehan		
CSU			
FSU			
SU	Clacie Hubbard	Janine Vienna	Jackie Eberts Carol Barr Amy Oreal Judy Lowe
TU			Laura Jackson
UB	Judy Sabalauskas	Kimberley Lynne	
UMB	David DeLooze	Roy Ross	Debbie Horstman Colette Becker
UMBC	Joe Hill	Tim Camp	Deb Geare
UMBI	Jami Kasco		
UMCES	Gus Mercanti		
UMCP			
UMES	Chenita Kollock		
UMUC	Cassandra Lewis		
USMO	Mary Reed	Dr. John Wolfe	

Call to Order:

John Wolfe, Chair, called the first meeting of 2007 to order at **10AM** at **Salisbury University**.

Welcome and Introductions:

Janine Vienna, Vice Chair, introduced Dr. Tom Jones, SU Provost and VP of Academic Affairs, who welcomed the membership to the university on behalf of SU President Dr. Dudley-Eshbach. Dr. Jones commented how he has watched shared governance grow over his 30 years in the University System and that he considers it a natural progression in the USM system.

Approval of Minutes:

The Chair and the two Secretaries submitted hard copies of minutes from April, May, June, and July were for approval. Non-substantive corrections were made and all minutes were approved.

Election of At-Large Members of the Executive Committee

Vice Chair Janine Vienna opened the floor for nominations for the election of two At-Large Members of the 2007-2008 academic year Executive Committee. Previous Chair Larry Lauer had emailed the nomination of David DeLooze. Mary Reed nominated Joe Hill. Both were elected.

Report of the USM-HR Chancellor's Liaison to CUSS:

Rosario van Daalen reported that **AIG Valic** is questioning the end of their contract. They requested that their contract (to be terminated on January 1, 2008) be extended to June 30, 2008. The Board of Trustees of the State Retirement Agency did not award AIG Valic's requested contract extension of six months. Rosario will send a notice to USM employees that the AIG-Valic ORP/SRA contracts will terminate January 1, 2008. Rosario reported that she asked new Associate Vice Chancellor for Governmental Relations **Patrick J. (PJ) Hogan** to keep an eye out in Annapolis for any HR related issues that may have an impact on the USM.

Rosario invited **Director of the Employee Benefit Division Anne Timmons** to speak to the CUSS membership. CUSS had written the dental plan letter to Anne complaining about lack of dentists available in certain areas of the State.

- Anne discussed the staggering logistics of State of Maryland benefits management. 110,000 employees and retirees and no one clear communication path to reach everybody. She asked that CUSS help her communicate with the staff system.
- Anne has also been a benefits consultant in jobs prior to her coming to the State, so she has sat on the other side of the benefits table.
- The DMO industry is facing a contraction of the networks. Dentists are comfortable with their patient load and no longer need to participate in various networks to drive patients to their practice.
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- Anne clarified that PPO has a \$1500 cost cap but you have the freedom to choose outside the plan whereas the DHMO does not.
- Anne said of benefits history that managed care and consumer directed health plans were not the silver bullet to cost containment. General wellness and preventive healthcare are the new paths. There was a wellness bill but it did not pass. EBD is looking at cost-neutral wellness opportunities.
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University System Staff discussed several areas to establish priorities for 2007-2008. The list of areas to include, but is not limited to the following:

Continued support and sustainable commitment to the practice of shared governance among staff, administrators and Regents in the USM, and to work with the USM on a policy review of Human Resources issues for the purpose of to assure consistent application of existing policy and flexible areas for new

recommend procedures to assure currency and equitable procedures of pay administration system wide, and a system wide educational program that clarifies the distinctions and polices for union representation and how it differs from union representation.

In the 2006-2007 CUSS newsletter, Marie Meehan of the Communications Department reported that EXCEL files of excluded staff with email addresses from each campus were provided to Larry by September's meeting. She reported that all have reviewed the files and that any message might need review because of budget changes.

That on November 14 he will attend a conference at UB about closing the budget gap.

The next CUSS meeting **adjourned**. The September CUSS meeting will be held on September 12 at Baltimore, at 10:00 a.m.