

**Council of University System Staff
UMCES Horn Point
July 24, 2007
Meeting**

ATTENDEES

Members Present

Chair's Report:

The Chair attended the **Symposium on Developing a Maryland Model for Higher Education Funding** on July 9 in Annapolis. The Chair distributed its agenda. The Symposium was sponsored by the Commission to Develop the Maryland Model for Funding Higher Education. This was not a public hearing. Dr. Kirwan attended. Panelists included Dr. Gordon Van de Water of Van de Water Consulting, Patrick Callan of the National Center for Public Policy and Higher Education, Dr. Paul Lingenfelter one of the State Higher Education Executive Officers, and The Honorable Denise Merrill of the Connecticut Assembly. The morning panel discussed accountability (cost share between students, local, state and federal governments) and balancing quality with access/affordability. Currently Maryland is operating under the 1860s Maryland Constitution that stipulates that the State provide higher education at no cost to the public, yet less than one third of USM resources are supplied by the State. Unanimously resolved: a constitutional amendment to mandate support of higher education was discussed, but no official decisions were reached. The Honorable Patrick Hogan made the closing remarks. The Chair offered Hogan CUSS support in his new position as Associate Vice Chancellor of Governmental Relations. The commission's website is http://mlis.state.md.us/other/Funding_Higher_Ed/index.htm .

This was Chair Larry Lauer's last meeting as current CUSS Chair. He distributed copies of his **Year End Report** that listed his start of year goals: strengthen shared governance process, support issues of joint concern with CUSF, and increase participation of **Nonexempt Staff** in BOR awards. CUSS did not succeed in re-establishing staff shared governance on campuses where they no longer exist or fill all the representative CUSS slots, but CUSS did succeed in increasing communication within the USM system. CUSS did succeed in supporting the USM's effort to enhance the ORP contributions, but the State's budget situation halted the effort. CUSS did succeed in its effort to increase the number of **Nonexempt Staff** participation in the BOR awards. CUSS issues accomplished: Supported USM's commitment of the Biennial Market Salary Survey and review of the Nonexempt Staff salary structure; USM adopted the State of MD's living wage (\$20,772/year; \$9.93/hr) as the minimum of the Nonexempt salary structure. CUSS successfully raised the dental HMO plan issue with DBM and made recommendations for improvements. The Chair stated in the Year End Report that one of the USM's and CUSS's greatest challenges lies in the split between non-union ("excluded") and unionized ("represented") staff since being in a union environment has grid-locked staff proposals and staff policy issues. The Chair suggested full implementation of the existing Regents Shared Governance Policy. The Chair would like to suggest to the Chancellor/Regents that the USM Administration and CUSS enter discussions with the State Higher Ed Labor Relations Board (SHELRB).

- The Chair has received no reaction from Chancellor Kirwan regarding his report and concern on Shared Governance. He did receive a copy of the letter of support of Shared Governance sent from the President of Frostburg to Dr. Kirwan.
- The Chair has an original memo from former Chancellor, Dr. Langenberg and the Attorney General's office stating that CUSS can provide advice. He resolved to find the memo and send it to incoming Chair John Wolfe. It was suggested that John Wolfe meet with the ex-chairs. The Chair resolved that CUSS should be able to support issues such as: merit pay, training programs, careers scenarios, and succession planning.
- Joe Hill stated that the problem is not with the labor force but with the USM Administration (Administrative Vice Presidents, Presidents, USM administration).
- Rosario pointed out that COLA was initiated by the governor and the General Assembly, not the union. Nevertheless, the union takes credit for decisions made on the State level.
- The Chair believes there needs to be a structure that bypasses personalities. CUSS serves as an advisory board. Joe Hill suggested reminding the Regents and the Chancellor of the rulings from John Anderson, AG's office..

The July CUSS meeting was **adjourned**. The August CUSS meeting will be held on August 14, Salisbury University, at 10:00 a.m. Orientation for new CUSS members begins at 9:00. If you want CUSS orientation packets, please email Marie.

Minutes submitted by Kimberley Lynne and Judy Sabalauskas, UB.