

**Council of University System Staff  
October 23, 2007  
Frostburg State University**

In attendance:

	Executive Committee	Members/Alternates
Bowie State		Marie Meehan Dale O'Neal
Coppin		
Frostburg		Gary Love Jay Hegeman Jesse Ketterman Rob Smith Gary Love
Salisbury	Janine Vienna, Vice Chair	Carol Barr
Towson		Gloria Gaguski Laura Jackson Susan Lodarel Marvin Pyles
UB	Judy Sabalauskas, Co-Secretary	
UMB	David DeLooze, Member at Large	Colette Becker
UMB		John Barber
UMBC	Joe Hill, Member at Large	
UMBI		
UMCP	Larry Lauer, Past Chair	
UMCES		Gus Mercanti
UMES		
UMUC		
USMO	Rosario I. van Daalen, Chancellor's Liaison to CUSS	Mary Reed

**Call to Order:**

union. Ms. Snyder said that CUSS can “carry the ball direct to Chancellor’s table.”

The September minutes were reviewed and approved with minor modifications.

### **Chancellor’s Liaison Report**

- Rosario van Daalen followed up on a message she received from an employee who had a prescription for Celebrex denied. The Benefits Office explained that the employee was denied because of her age - not yet 60. The DBM- Employee Benefits Division (DBM-EBD) office will take a further look into the matter and follow up with the employee directly. Rosario would like to know if anyone else has had or heard about similar problems with a specific drug. She asked us to forward similar E-mail

- Rosario said that the review will address the big overlap of salaries between the Nonexempt and Exempt pay structure and reduce it according to market.
- The Regents report presented at the September CUSS meeting included three budget scenarios. Larry Lauer reported that a special legislative session will be held next week to discuss the ramifications of the three scenarios. If taxes are not increased there will be budget cuts. It is important to increase revenue or USM will take a good share of cut.
- Rosario encouraged us to support the USM Women's Forum and its annual conference. The Women's Forum was founded by the wife of USM's Interim Chancellor, Dr. Morton. Funds raised through the conference are used for student scholarships. The scholarships were intended to give women, who have excellent opportunity to succeed and meet the academic criteria, the necessary money they need to finish their University studies.
- CUSS was reminded that because of its effort to address Shared Governance's decline, FSU's Dr. Gibraltar sent a complete updated shared governance structure, constitution and bylaws package for his institution to the Chancellor. CUSS would like to see one come from each institution president.
- As part of Chancellor Kirwan's legacy, a committee on Climate Change is looking at improving the environment and reducing the carbon footprint at our institutions at the USM. Development of a BOR policy on Teleworking is part of its charge. Rosario said that at least four institutions have a formal Teleworking program in place at this time. Back in 1999, the State sponsored development and training meeting on Teleworking. All possible laws, regulations, to include worker's compensation at home, were discussed. Teleworking is the direction the System wants to follow to get more cars off the road and cut back on carbon emis-

- John reminded us to work on the USM Shared Governance workshop idea. Where do we start; how do we bring Shared Governance back to our institutions. Include CUSF, and the USM Student Council.
- Joe Hill will share the results of an old survey used to assess awareness of Shared Governance. Janine will update it so we can use it to help structure the proposed workshop.
- Larry Lauer said that even when Shared Governance is active, people get complacent. UMCP does not get much response from Nonexempt. If the Presidents ask for staff representation, more employees will feel permission to get involved.
- Janine would like to see service to the institution as an item on our performance evaluations. Supervisors would be held accountable for the percentage of their employees who participate in Shared Governance. The original State employee PMP has been changed dramatically by each

Chancellor emphasized his legacy plans:

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accounts, but the USM is still waiting for AG's office approval to offer it through TIAA-CREF.

- Reminder – on January 1, 2008 employees covered by AIG-Valic who have not chosen a different vendor will be defaulted to Fidelity.

**Old business** - Joint CUSS/CUSF meeting will be rescheduled to a later date.

**New Business** – November 13<sup>th</sup> next meeting at UMUC.

*Minutes submitted by Judy Sabalauskas*