

Council of University System Staff (CUSS) Meeting

December 17, 2008

USMO Chancellor's Board Room – Adelphi, MD

In attendance:

**Members**

|                         |                  |
|-------------------------|------------------|
| Marie Meehan            | Bowie State      |
| Victoria Kelly          | Coppin           |
| Absent                  | FSU              |
| Jackie Eberts           | SU               |
| Gloria Gaguski          | TU               |
| Brenda Yarema           | TU               |
| Kimberley Lynne         | Co Secretary, UB |
| Karyn Schulz            | Co Secretary, UB |
| Ronald Kasl             | UMB              |
| Colette Becker          | UMB, Vice Chair  |
| David DeLooze           | UMB              |
| Roy Ross                | UMB              |
| Joe Hill                | UMBC             |
| Deborah Geare           | UMBC             |
| Jami Kosco              | UMBI             |
| Mary Stapleton          | UMBI             |
| Gus Mercanti            | UMCES            |
| Larry Lauer             | CUSS Chair, UMCP |
| Sister Maureen Schrimpe | UMCP             |
| Willie Brown            | UMCP             |
| Gus Mercanti            | UMES             |
| Ayman Abdo              | UMUC             |
| Michael Hughes          | UMUC             |
| Jessica McCarty         | UMUC             |
| Scott Wibbert           | UMUC             |
| Mary E. Reed            | USMO             |

**Alternates/Guests**

|  |        |
|--|--------|
| *****  |        |
| Shelia Murray  | SU Alt |
| *****  |        |
| Chancellor's Liaison to CUSS:<br>Rosario I. van Daalen | USMO   |
| *****  |        |
| Chancellor Brit Kirwan                                 | USMO   |
| Joe Vivona, COO/VCAF                                   | USMO   |
| Irv Goldstein, SVCAA                                   | USMO   |
| Jim Sansbury, AVC                                      | USMO   |
| Janice Doyle, Chief of Staff/EA                        | USMO   |

Larry Lauer called the **meeting to order**.

Mary

Larry distributed copies of the Chancellor's Council 11/18/09 meeting at Bowie and the CUSS report for the BOR 12/12/08 meeting.

**From the Chancellor's Council meeting:** Council discussed Commission to Develop the MD Model for Funding Higher Education. The Legislative Affairs Committee distributed a letter from various state executives and legislative leaders supporting the USM budget and minimizing job loss. The Council discussed the MHEC State Plan for Higher Education Draft and continued to discuss BOR policy on Salary Increases and Bonuses.

**From the CUSS Report to the BOR:** budget discussions about shortfall. Also suggested creating a work group to address the issue of Salary Increases and Bonuses. Concern was expressed about implementations of the new MOU at UMCP and the change in PRD standards.

**Nepotism Policies:** BOR approved a combination of faculty and staff policies and it's posted.

Larry:

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Supposed to be no reduction in benefits, retirement, pension

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- Fewer people in the workforce
- Housing market decline

The state can collect \$50M through furlough plan

USM's share of furloughs = \$16M

BOR passed furlough order Friday, but USM has to develop a plan:

- Campuses engaged in furlough plans and submit to USM for approval
- Contract negotiations before the plan

Irv Goldstein met with CUSF. Faculty will take their share of furlough responsibility.

The Chancellor said that he would prefer if all the institutions' furlough plans are not varied and we can't be too different from the state plan.

**Joe Vivona addressed the members:**

He said USM will look closely at the state plan: furlough programs and salary reduction programs

State furlough plan:

- Over \$60K 5 days
- \$40 60K 4 days
- Under \$40K 2 days

Overwhelming amount of state employees are unionized. Joe met with AFSCME coalition on 7 campuses:

- Nonexempt employees only
- Much debate about cut off of lowest salary
- Gave the unions an outline

State asked \$16M from USM in furlough days.

Debate:

- Exempt because of income
- What level cut off
- Income distribution – the highest paid will take 5 days furloughs definitely.

Want to reach a settlement and acceptable to shared governance. Quick closure before the holidays. CEOs/Executives will take 6 days.

**Comment from the Members:**

Larry: will USM combine furlough with salary reduction like the state?

Britt: Yes.

Ron Kasl: suggestion box for a community

Britt: will be more budget cuts after furloughs. Questions of: grant monies and cut off level. Met with the DBM on Friday and they don't know, they don't have a draft plan. Can't meet that deficit with layoffs. 2010 operating budgets next?

It is possible to get us to June 30 without layoffs – but these are all one time fixes.

- Large rainy day fund of \$650M
- State accounts that won't be fully operational

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- Federal stimulus package to the state
- Leaving 2010

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Joe Vivona: won't be the same as before collective bargaining. Collective bargaining created 25 different bargaining units.

**Chancellor's Liaison to CUSS Report Rosario**

**Biennial Nonexempt Market Salary Survey:** HR collected the data (much of it dated prior to September 2008's market crash) and will report that to BOR with recommendations. Surveyed state and Baltimore corridor. 3.5% increase on the market originally. Tracking declines now; market shows further decline before we present to BOR. Rosario proposes another look in July 2010.

**No Committee Meetings but each chair made a report:**

Roy, **Legislative Committee:** budget is a priority in Annapolis. Will meet with PJ Hogan in second or third week of Jan