

**Joint Meeting of Council of University System Staff (CUSS) and Council of University System Faculty (CUSF)**

January 22, 2008, College Park

Special guests: Chancellor Kirwan, Senior Vice Chancellor for Academic Affairs Irwin Goldstein, Jo Ann Goedert Chief Counsel for Education Affairs, AG office

In attendance:

John T. Wolfe	USMO	CUSS Chair
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Bill Stuart	UMCP	CUSF
Gary Love	FSU	CUSS
David DeLooze	UMB	CUSS
Roy Ross	UMB	CUSS
Colette Becker	UMB	CUSS
John Barber	UMB	CUSS
Marie Meehan	BSU	CUSS

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- Larry asked about an increase to the **Optional Retirement Program** contribution – both CUSS and CUSF endorsed – 7.25% contribution at the bottom compared to other universities. Brit said it was a Regents' priority. If the money comes in unencumbered, this problem will be fixed. Other inequities in ORP – all accrued sick leave vanishes when the employee retires.
- **Salary compression issues:** new hires at SU are getting higher salaries than existing faculty hired in 2003. Brit said that in theory departments have the responsibility to correct salary inequities, but he will talk to the presidents about this. USM doesn't allocate the increases to the individual employees. He encouraged all to raise this issue on our institutions. Senior Vice Chancellor Goldstein said he'd talk to the Provosts. Joe Hill pointed out the same situation exists with staff since the allocated budget is an average of 2.5% merit increases.

On the slightly longer term, the Chancellor has three priorities:

**Environment sustainability:** the university system is the ideal construct to address climate change. We're great at the education and research. We should be a model (like the gold standard building at Shady Grove). We need to lower our carbon footprint. We're re-doing the master plans and planning on building LEED standard buildings. USM needs to develop public policy on the Chesapeake Bay, to address all pollution from the Midwest, and the State of Maryland as a huge net importer of

By 2015, the gap should be reduced by half. The Institutions will have targets. High school feeders share the problem, but USM admitted those students. We have to work more effectively with pre-K through 12 because there is a gap between grade 12 and

1/1/90-7/1/92 limited benefit – student required to live at home, only undergrad programs, and not child of retirees.

Post 7/1/92 only after employee is in the system for two years

John Wolfe asked the CUSF members to respect the process of assessing performance of staff when faculty supervises staff. Staff and faculty involvement in shared governance should be supported as well.

Rosario said that performance evaluation is mandatory per policy. There is a disparity of policy and practice. Some faculty ask staff employees to complete their own evaluations. We need faculty to take role of supervision seriously. The issue has been raised to the Chancellor's Council (includes all presidents) before.

CUSF is not reimbursed for travel to CUSF meetings, although it is BOR policy of shared governance that each president's office will fund those reimbursements.

### **USM Green Initiative**

John Wolfe told the CUSF how CUSS wrote a letter to the BOR, supporting the Student Climate Coalition. Copies were distributed.

Joe Hill said that the issue of money for new buildings but not money to retro-fit the old ones. Janine Vienna said that there needs to be a budget commitment – 2.5% of replacement cost towards retro-fit and maintenance.

Larry Lauer suggested that we send letters supporting sustainability to all the presidents.

### **Shared Governance**

There is still no representative from CSU in CUSS and only one from UMES.

New presidents need to be informed of Shared Governance policy. The Chancellor will address this with the new presidents.

The presidents will be asked to send out an annual report on Shared Governance.

CUSS should submit a report on Shared Governance. John will send one to the executive committee for review.

### **Announcements:**

2/28/08, Thursday, in the Miller Building in Annapolis – Combined CUSS/CUSF Annapolis Day to demonstrate to the legislature what students can do – contact [pcossard@umb.edu](mailto:pcossard@umb.edu) to volunteer.



