

Council of University System Staff (CUSS) Meeting MINUTES

Dec. 15, 2009

University System of Maryland Main Office  
Adelphi, MD

In attendance:

| Members                 |                       | Alternates/Guests             |      |
|-------------------------|-----------------------|-------------------------------|------|
| Linda ParkeFord         | BSU                   | Cynthia Coleman               | BSU  |
| Chris Thomas            | CSU                   | Michael Hughes                | UMUC |
| Absent                  | FSU                   | Joel DeWyer                   | UMBC |
| Absent                  | SU                    | Chenita Reddick               | UMES |
| Brenda Yarema           | TU, Member at Large   | Andy Clark, guest             | USMO |
| Karyn Schulz            | UB, CUSS Secretary    |                               |      |
| Giordana Segneri        | UB, CUSS Secretary    | *****                         |      |
| Colette Becker          | UMB, CUSS Vice Chair  |                               |      |
| DaveDeLooze             | UMB                   | Chancellor's Liaison to CUSS: |      |
| Joe Hill                | UMBC                  | Rosario I. van Daalen         | USMO |
| Lori SmithWatson        | UMBC, Member at Large |                               |      |
| Mary Stapleton          | UMBI                  | *****                         |      |
| Gus Mercanti            | UMCES                 | Chancellor Brit Kirwan        | USMO |
| Willie Brown            | UMCP, CUSS Chair      | COO/VCAF Joseph Vivona        | USMO |
| Sister Maureen Schrimpe | UMCP                  | COO/VCAF Joseph Vivona        | USMO |
| Larry Lauer             | UMCP                  |                               |      |
| Absent                  | UMES                  |                               |      |
| Jessica McCarty         | UMUC                  |                               |      |

- x 20-year plan, update of plan presented five or six years ago
- x We should be involved in update
- d. Binge drinking
  - x Frostburg State University program is willing to speak at the Institutions and to CUSS about FSU's actions against binge drinking
  - x Do we want them to come speak to CUSS? ~~Yes~~. Willie Brown will email President Gibraltar, FSU, who is leading the initiative.
  - x Important to involve Staff and Faculty employees in combating binge drinking among students
- e. Report on Graduate Assistant/Adjunct Faculty
  - x Institutions are all over the map with what benefits they offer to Graduate Assistants and Adjunct Faculty; effort to develop consistent methods to improve their status
  - x Joe Vivona chaired a workgroup to analyze the situation; John Wolfe was a member of the workgroup
    - o American Federation of Teachers (AFT) union is interested in organizing both

- x Willie Brown At the Chancellor's Council meeting, the Chancellor reiterated how great the document is; the Presidents also really liked it
- x Colette Becker: told the Board of Regents that the more knowledge that USM Staff have, the more accepting they'll be of budgeting decisions
- x Rosario van Daalen: Use this article for the newsletter this year, this is a perfect example of Shared Governance at work
- x Willie Brown: CUSF Chair William Stuart regrets not having a chance to meet before the break; Willie Brown to attend the December CUSF meeting Dec. 16; planning a meeting with CUSF and the USM Student Council at the end of January - February
- x Larry Lauer: If we're going to be effective at all in influencing the budget process, we need to have the meeting as early as possible; tuition increase will be a big issue
- x Willie Brown: We can work on our own ~~and~~ with the other groups; Shared Governance needs to be united before we go to Annapolis; we need to meet before bringing recommendations to the Legislature because we're carrying multiple differing views; often, CUSS writes a letter, and CUSF will endorse it
- x Gus Mercanti: concerned about CUSS taking a backseat to other groups
- x Rosario van Daalen: we shouldn't second guess students about them supporting the tuition increase because they see the value of the USM having funds to support Student's programs and needs.
- x Willie Brown: proposed 5 percent increase in tuition was included in the budget sent to the Legislature; Student Council Chair Brady Walker has already stated he endorses the increase; we're much stronger if we work together and endorse proposals together; we'll get the other groups on board, but we won't wait for them to put forth our proposals

5. WELCOME FROM USMO CUSS MEMBER TO THE SYSTEM ~~OFFICE~~ - ~~May 16th~~

- x Chancellor will join us for lunch, and we will take a group photo with him; USM Office houses Advancement, Academic Affairs (Faculty and Student program), Administration and Finance and the USM Foundation

6. REPORT FROM THE CHANCELLOR'S LIAISON - ~~TO CUSS~~ Rosario van Daalen

- x Revisions to supplemental retirement plans approved by Board of Regents
  - o No longer restricting employees under 403(b) plan to just one loan at a time (hardship withdrawals)
  - o No limits on loans as long as employees meet IRS criteria
- x Employee benefits
  - o United Concordia will be sending notices about dependents reaching age 19;

complicated and time consuming if the employee worked at multiple State agencies because each agency has to sign off on the form

- The ORP is a State of Maryland retirement plan, so years at any State of Maryland agency count as years



- x Motion to allow Brenda Yarema and Lori Smith-Watson develop a proposal for communicating the range of Staff that CUSS represents and report back in January:  
APPROVED

## 8. LUNCH

- x Introduction of Chancellor
  - o Chancellor Brit Kirwan: thanked CUSS, puts great stock in Shared Governance, appreciates the time we give to raising and thinking about issues, commends CUSS for its leadership.
  - o Has been inspired by determination and spirit of US Faculty and Staff
  - o Maryland budget affected profoundly by unemployment because of loss of income tax revenue; USM is blessed that State administration appreciate importance of Higher Education; never before has USM been seen as such a priority
  - o All in USM Main Office feel the State is treating the System as a priority
- x Brit Kirwan: strategic plan produced in 2004 (for 2010); working to revise plan for new realities of next decade; document will go to Board of Regents for the last meeting of the year in late June
  - o Important to Institutions because budget requests must be driven by the plan, and individual Institution strategic plans have to be in line with the USM plan
  - o College completion vs. access
  - o Role of higher education in economic and workforce development
  - o Emerging ideas about new themes appear in the fourth column of the document
  - o Very helpful if CUSS would provide feedback, look at proposed new themes and strategies
    - x Mission, vision, core values, goals
    - x Can take back to respective Institutions
- x Update on UMBI: MOUs progressing; one signed, two about to be signed; work has begun on the CARB MOU, and it will be completed in the early part of the year

## 9. PUBLIC TRANSPORTATION (Karyn Schulz)

- x State employees have reduced public transportation rates through MTA; US employees should have the benefit, too
- x Karyn Schulz developed a letter regarding public transportation for USM employees and requests feedback from CUSS
- x Legislation that would have protected USM rights to parity of benefits was dropped when collective bargaining was adopted. However, a commitment was made by the Governor, the BOR and the Chancellor's /Presidents' Council that the USM would maintain that parity -to provide "no less than" the State.
- x UMB Staff Council has negotiated its own program for rates with MTA
- x Willie Brown: What are the legal and political ramifications?

- x Rosario van Daalen: There are no political ramifications, but the difficulty is getting a hold of someone to help us. She tried in past years but did not get cooperation from the State; was told it was only available to a small group under a pilot program.
  - o CUSS will get detailed report from UMB to follow the same path they did

## 10. OLD BUSINESS

- x Legislative Day
  - o Joe Hill: CUSS should go to Annapolis to introduce CUSS to Legislature at beginning of session, in the middle of the session and at the end; important to keep up our visibility
  - o Andy Clark- Upcoming session:
    - x Dealing with fallout of larger economic downfall
    - x Choose three or four specific issues; keep them tailored to issues of the Board of Regents, Chancellor and Presidents
    - x Tuition will be an issue; Gov. Martin O'Malley is a friend of Higher Education, and the freeze is one of the governor's initiatives that has really worked
    - x Keep issues clear and concise
    - x Manageable advocacy strategy
    - x