

Council of University System Staff (CUSS) Meeting

March 24, 2009

University of Baltimore

In attendance:

<b>Members</b>		<b>Alternates/Guests</b>	
Linda Parker Ford	Bowie State	Giordana Segneri	UB
Chris Thomas	Coppin	John Chapin	UB
Jesse Ketterman	FSU		
Bernard Wynder	FSU		
Jackie Eberts	SU		
(Absent)	TU		
Kimberley Lynne	UB, Co Secretary	*****	
Karyn Schulz	UB, Co Secretary		
Ronald Kasl	UMB	Chancellor's Liaison to CUSS:	
Colette Becker	UMB, CUSS Vice Chair	Rosario I. van Daalen	USMO
David DeLooze	UMB		
Roy Ross	UMB		
Deb Geare	UMBC		
Joe Hill	UMBC		
Jami Kasco	UMBI	*****	
Chenita Reddick	UMES		
Larry Lauer	Chair		
Sister Maureen Schrimpe	UMCP		
Gus Mercanti	UMCES		
Ayman Abdo	UMUC		
Michael Hughes	UMUC		
Jessica McCarty	UMUC		
(Absent)	USMO		

Karyn Schulz called the **meeting to order** and introduced Miriam King, Senior Vice President of Enrollment **Management** and Student Affairs. **Miriam King welcomed** the members to the University of Baltimore. New to UB, she compared higher education to her private sector experience. She said she is learning that Shared Governance is a great resource of shared expertise. There is not its equal in private business or international education.

January and February **minutes** were approved with changes.

**Chairman's Report:**

**Larry had joined the Chancellor's Council meeting via phone on snow day March 2, 2009.** He reported to the CUSS members that it was mostly a **budgetary discussion**. Maryland had a shortfall this fiscal year of \$500M due to the worse tax revenues in years. This shortfall will not impact this year but next fiscal year. The presidents discussed the potential of federal government stimulus monies and how to prepare the Staff and Faculty employees to receive those funds. The government is promising that stimulus money already.

Before the CUSS meeting, Larry distributed, via email to the members, the USM Government Relations Legislative Newsletter and referred to its mention of the Department of Legislative Services (DLS) recommendation to cut the Higher Education Investment Fund (HEIF) by \$5.6M that was discussed at the Chancellor's Council. HEIF projected to generate \$5.5M and USM projected \$3.5M but the recommended cut will be its second reduction since the shortfall that was built into the Governor's base budget for USM. This double cut will impact

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General Assembly members was encouraged. The

**From Janice to Larry Lauer, March 5:** We are happy to invite the CUSS BOR awardees to the holiday event and recognize them that day. However, we would like to continue to have an awards ceremony at the September BOR meeting for the CUSS awardees. The award is a Board of Regents award; therefore we think it is appropriate to have the awardees publically announced at a BOR meeting. Furthermore, a BOR meeting would guarantee the participation all of the regents and presidents. I would also add that the regents and presidents greatly enjoy the recognition of the very capable Staff at their meeting. As mentioned to you earlier, there is no guarantee that regents

allowing the research and educational outreach activities to advance and operate at a very high level. The dedication and professionalism of these staff members to UMBI and, as a consequence to the USM, should not be overlooked in the study of the current structure and alternative organizational options. In times of transition the knowhow and institutional memory of the

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Employees will be able to enroll in a PPO (preferred provider organization), POS (point of service), or EPO (exclusive provider organization) health plan. The "HMO" terminology will no longer be used and it is being replaced by the "EPO".

Employees enrolled in the CareFirst BlueChoice HMO will automatically roll over into the CareFirst EPO;

Employees enrolled in the Optimum Choice HMO (Mamsi) will automatically roll over into the United Healthcare EPO; and

AETNA EPO is a new offering. Election of an AETNA EPO requires use of the IVR system to enroll.

In most cases, HMO participants will not have to change providers under an EPO plan. Current HMO Kaiser Permanente participants **must** choose a new plan or end up with no coverage on July 1.

Changes in Dental Plans:

The Dental Benefits Providers HMO will not be offered.

If an employee currently enrolled in Dental Benefits Providers does not enroll in a United Concordia PPO or HMO, the employee will have to wait until the next open enrollment to enroll in a dental plan.  
New to United Concordia

Account (FSA) Fee Summary report listing the names and Social Security numbers of members in the healthcare and dependent care flexible spending accounts was lost in the mail between SHPS, the vendor who manages the accounts for the State, and the Department's Employee Benefits Division (EBD). The EBD office received a torn envelope with a notice from the U.S. Postal Service (USPS) expressing their apologies for the damage that occurred during handling of the package. In the past, these reports have been mailed to the Division in a sealed secured envelope via the USPS without incident. However, no other identifying information was listed on the report, such as address, date of birth, or direct deposit information. At this time, we do not have any indication that the information in the report has been used improperly.

Please be assured that the Department of Budget and Management, in collaboration with SHPS, is making a concerted effort to communicate with those members who may have been affected. To mitigate any future potential privacy breaches, we are making arrangements to use an alternate technology

- Larry will email the Blue Ribbon Commission – their report is due 12/31/09. Their last meeting of 3/2/09 was re scheduled due to snow.
- The Executive Committee drafted a letter for university support of the budget and will circulate via email. Different letters for staff senates and individuals.
- Larry will write a letter to the Chancellor about UMBI.

Roy Ross reported for the **Legislative Committee**: budget is a priority in Annapolis. Freeze on hiring and promotions/reclassifications? Have not heard.

Jamie reported for the **Communications Committee**: will update tent cards. Updated newsletter and member lists are on the webpage.

Deb Geare of **Community Development** reported that BOR Award winners have been selected from four institutions. Summaries will be completed by the end of the week. Larry suggested a future online staff submission. Deb cannot serve in CUSS past June or July and either Jesse or Ayman will take over the responsibility of head of the committee.

Jackie of **Compensation Committee** reported that she finalized the report on each institution's discounts but she has no place to verify the information. Jackie will email the report to Rosario. Jackie suggested that CUSS compile a chart on each institution's treatment/procedures of furlough days. Larry suggested that Joe Vivona should compile that report.

#### **New Business:**

**Nominations:** new CUSS officials will be nominated in April, May and June meetings and elected in June. Larry discussed, first in the Executive Committee meeting and then with all the members, his suggestion of splitting some of the Chairman's meeting responsibilities. He suggested that previous chairs not only mentor but take some of the Chair's responsibility of the three meetings per month. Other Executive Committee members were then concerned about the projection of CUSS' point of contact. The group referred to the job description in the bylaws.

**CUSS on Facebook:** Colette suggested creating a Facebook page for CUSS. She is attending a meeting of the UMB senate to discuss establishing a Facebook page and will report back on the legalities. Facebook could provide another tool of distributing information to the members. The group did not decide on ownership but agreed that it made the most sense that the Communications Committee would administer the page.

**Next meeting: April 28 at TSU**

*Respectfully submitted by Kimberley Lynne*