

Council of University System Staff (CUSS) Meeting MINUTES

Nov. 17, 2009

Bowie State University  
Bowie, MD

In attendance:

Members

Linda ParkeFord

Dale O'Neal

BSU

BSU

Alternates/Guests

Cynthia Coleman

BSU

- Board of Public Works meets today
  - Sister Maureen Schrimpe: report, without bullet, is accurate for this quarter
  - Colette Becker: add language in introduction to say our efforts are ongoing
  - Clause will be added to first sentence of first paragraph: ACTION APPROVED
- o Jackie Eberts: Have there been any arrangements to discuss future budget cuts impact on employees prior to them happening (anticipated prior to winter break)?
- Rosario van Daale: For the last two furloughs, Associate Vice Chancellor Joe Vivona and the Chancellor made certain to communicate with CUSS, CUSF and Student Council
  - Gus Mercanti: Whether or not they know if the cut will happen, CUSS should be involved in planning for cuts with contingency plans for various percentages of budget cut: What will happen if another round comes?
  - Willie Brown's statement at the next Board of Regents meeting will reflect CUSS desire to be part of the decision

- o Willie Brown: If we're not asking people to edit a document, please send it out as a PDF
    - Please use layman's language when sending information to the general USM public
  - o Michael Hughes: recommended some formatting changes and edits: definitions of classifications should stand alone
  - o Group recommended reorganization of document for clarification; Deb Geare will revise and send it to the list for approval
  - x Board of Regents Special Meeting and Chancellor's Council Meeting: USM pornography policy
    - o Willie Brown's report to Chancellor's Council said we'll support whatever the Chancellor and the Board of Regents decide
      - Board of Regents decided that USM does not think it is in its interest to pass the policy because of First Amendment issues and the difficult of enforcing the policy; this decision will be reported to the Legislature
  - x Staff, Faculty, Student Meeting
    - o Willie Brown sent two emails to Student and Faculty representatives of Student Council and CUSF about holding a joint meeting of the executive committees; all in agreement that it's a good idea and will be held the first or second week of December at USMO
      - About 20 people
      - Joint statement to Board of Regents and Chancellor: make us part of the decisionmaking process earlier, so we can be proactive and not reactive; joint statement will carry more weight
  - x Colette Becker: thanked Willie Brown for encouraging Presidents at the Board of Regents meeting not to raise parking fees; President at UMB held the line on increasing parking at his Institution
  - x Willie Brown should attend the Board of Regents Finance Committee meetings if Staff or Human Resources issues will be presented; so far this year, only issues related to buildings and academic programs have been addressed
    - o Once issues pass the Finance Committee, the Board of Regents almost always approves them
4. REPORT FROM THE CHANCELLOR'S LIAISON- TO DISCUSS an Daalen
- x Revisions to Supplemental Retirement Plans: under IRS rules, USM had to implement a document about 403 (b) plans (document in place as of 1/2/2009)
    - o Amended clause that had negative impact on employees who take out loans from plan after amendment employees can take out more than one loan concurrently, as IRS requirements are restrictive enough
    - o Document to be approved at the December Board of Regents meeting
  - x Distributed Consumer's Report article about different medications and what's best to use for different ailments



- x Lori SmithWatson: Adhoc Committee has been tasked with making CUSS and benefits of work more visible
- x Brainstorm: no limitations, highlevel ideas
  - o Give Quarterly Report to publicationsChronicle of Higher Education, campus newspapers—about concept of “shared governance”
  - o Workshop to kick off Board of Regents Awards process
  - o Dog and pony show at different campuses to explain what we do
  - o Video or TV spot?
  - o Letter from the Chancellor every semester that discusses CUSS and all Shared Governance (CUSF, Student Council)
  - o New employee orientation
  - o Once a year, bring Chancellor, Presidents, Board of Regents, CUSS together to increase comfort level
  - o Partner more closely with CUSF, Student Council
  - o T-shirts
  - o Systemwide fundraiser
  - o Get name, physically, on anything we push through: marketing toys
  - o Group photo with Tshirts
  - o Maryland Association of Counties conference booth
  - o Women’s Forum
  - o Participation in contest
  - o Any more suggestions, send to group listserv

## 7. OLD BUSINESS

- x Annapolis: all of CUSS meets Legislators, takes tour
  - o Legislative Committee should organize for February
  - o Logistics: name tags, communications
  - o Start by e