

Council of University System Staff (CUSS) Meeting - MINUTES

Jan. 26, 2010

- No achievement gap
- Head-to-head competition with for-profit universities, who hold only national accreditation; UMUC does not accept transfer credits from schools with only national accreditation, so it proves to be a public relations challenge
- Funding: 10 percent from State, 85 percent from tuition, 5 percent from Marriott and other contracts

2. APPROVAL OF MINUTES

- December minutes approved with addition of Salisbury University listed as absent and with precise numbers for minimum of Exempt Salary Structure and Nonexempt Pay Range 10 minimum

3. CHAIR'S REPORT

a. Chancellor's Council meeting

- Student Regent selected by Student Council
- Condemnation of UMUC MHEC decision
- Governor's budget due out between Jan. 20 and Jan. 27 (already released at time of meeting)
- Discussion about growing use of online education and impact on sister schools
- Discussion about moving to direct lending (most Institutions are prepared to do so)
- BRAC meeting at Aberdeen: System well represented but no conclusion because the military does not yet know its needs
- Race to Top program for federal funding: System can't write a proposal; it has to come from the Governor's Office, which has not yet happened

b. Merit Pay Policy Review – Ad Hoc Committee established by COO/VCAA Vivona at request of CUSS

- Related to employee performance evaluation inflation
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- Biennial Exempt Market Salary Survey Report – July 2010

- Committee has compiled recommendations of ways to increase visibility of CUSS
 - Two short-term and two long-term recommendations to move into action phase
 - Lori Smith-Watson will send an e-mail to the CUSS list for discussion
 - Public Transportation: Updates?
 - University of Baltimore Human Resources Office attempting to spearhead initiative for the Institution
 - Karyn Schulz should contact Dave DeLooze at UMB about public transportation program
 - Karyn should send out update to CUSS members
 - Board of Regents Awards
 - Nominations have been received and packets distributed to CUSS review subcommittee by end of week or early next week
 - Reviewers signed up two meetings ago (Deb Geare collected names)
8. NEW BUSINESS
- USM Employees should be able to carry over 600 hours as do other State employees
 - Rosario van Daalen: State Employees are only paid out 400 hours upon retirement/termination
 - Get actual State policy so we know what we're referring to, then we develop our recommendations
 - Make agenda item for next meeting, so we can leave that meeting with a recommendation
 - COMAR annual leave policy: send to CUSS list

Maryland

Maryland Code

STATE PERSONNEL AND PENSIONS

TITLE 9. LEAVE TIME AND HOLIDAYS

SUBTITLE 3. ANNUAL LEAVE