

Council of University System Staff (CUSS) Meeting - MINUTES

July 27, 2010

University of Maryland Center for Environmental Science

Chesapeake Bay Laboratory

Solomons, MD

In attendance:

**Members**

Marie Meehan	BSU
Absent	CSU
Absent	FSU
Absent	SU
Brenda Yarema	TU, Member at Large
Kay Kazinski	TU
Giordana Segneri	UB, CUSS Co-Secretary
Colette Becker	UMB, CUSS Vice Chair
David DeLooze	UMBUMRnoUMB

**Alternates/Guests**

Stacy Wassell	FSU
Bernard Wynder	FSU
Gynene Sullivan	UMB
Chenita Reddick	UMES
Debby Mathis	UMUC

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Chancellor's Liaison to CUSS:

- o Shortly after that, Joyce Shirazi, new Chair of CUSF, e-mailed Willie Brown that the CUSF Executive Committee had decided that they are too busy to meet with CUSS jointly but would like to have a joint lunch
- o Willie Brown has asked CUSF to consider a joint meeting in January or February, once they have addressed their union membership issue in November
  
- o Gus Mercanti/Dave DeLooze: Should we offer to share recommendations and advice on the unionization process based on CUSS's own experiences?
  - f* CUSF is proposing to introduce unionization bill
  - f* Rosario Van Daalen: Adjunct faculty and Graduate Assistant benefits, pay and working condition issues are being addressed internally by a committee within the USM and direct leadership from the System Office
  
- o CUSS will not invite CUSF to join us in Annapolis in 2011
- o At University Senate meetings, CUSS members can bring up question of the benefits of collective bargaining to the Institution
  - f* There's no gag order on discussion of unions
  - f* CUSS members can interface directly with CUSF members

- Apportionment count
  - o UMB has more than 2,000 excluded Staff employees (Exempt and Nonexempt):  
Should they have four CUSS representatives? Bylaws don't provide for more than 2,000 excluded Staff employees.
  - o UMCP had four primary CUSS representatives at one time, plus the alternates
  - o Do we need to change the bylaws?

#### 4. VICE CHAIR'S REPORT (COLETTE BECKER)

- Certificates of Appreciation distributed for any CUSS member who attended at least one meeting
- Certificates for Board of Regents Awards nominees: not done yet because Colette Becker wasn't sure if winners had been finalized
  - o Rosario Van Daalen confirmed they had been finalized at the June Board of Regents meeting and as noted in the June CUSS minutes
- Newsletter
  - o Send photos to Colette Becker for inclusion in the newsletter
- Board of Regents Awards winners
  - o Public service, Exempt: Kim Nechay, SU
  - o Public service, Nonexempt: Julia Heng, UMCP
  - o Service to students, Exempt: Mary Tola, FSU
  - o Service to students, Nonexempt: Deborah Pusey, SU
  - o Contribution to Institution, Exempt: Colleen Stump, FSU
  - o Contribution to Institution, Nonexempt: Myrle Combs, UMBC

#### 5. CHANCELLOR'S LIAISON REPORT

- Proposal to establish Effectiveness and Efficiency Innovation category for Board of Regents Awards for both Faculty and Staff employees

- As of July 27, 2010 - No word on Blue Ribbon Commission
- USM is greatly enhancing benefits for Adjunct Faculty and Graduate Assistants; JoAnn Goedert will be responsible for projects of this sort

## 6. OLD BUSINESS

- Domestic partner benefits and/or same-sex married spouse benefits – Promotion of benefit campaign
  - o Letter provided as template to use at members' Institutions
  - o Very specific to UMCP, but provides good information
  - o Can be shared with Staff senates
  - o Rosario Van Daalen: in the spring, all discussions about domestic partner benefits were tabled until after the Legislative Session. Now:
    - f* Chancellor waiting for advice from AG's office for language to use with Regents
    - f* Chancellor supportive of moving forward with USM benefits but BOR approval is needed
- FAQs about furloughs and temporary salary reduction for FY 2011
  - o CUSS should review
  - o Should be included with newsletter (as a link)
- August agenda
  - o Two Members-at-Large will be elected
  - o Committee selection and review of mission/responsibility
  - o Documentation of SOPs: ideas on Wiggio
    - f* Monthly breakdown of what is done on an annual basis
  - o Orientation for new CUSS members: 30 minutes
    - f* What is CUSS all about?
    - f* How many packets should be prepared?
- News release
  - o Letter-writing campaign through CapWiz: instill a sense of urgency, tie into elections, FY 12 budget is on the line
  - o Board of Regents Awards winners
  - o Did you know? No COLA, no merit, no match for three years; this is the first year that retirees did not receive COLA; newsletter

NEXT MONTH'S CUSS MEETING: Aug. 17, 2010, Salisbury University

Respectfully submitted by Giordana Segneri, CUSS Secretary