

CUSS Meeting Minutes: Final
April 24, 2012
Towson University
West Village Commons Bldg. Room 305
8000 York Road, Towson, MD 21252

In order to make the workplace more family friendly, we need to change our policies. While looking now at parental leave, care for other family members may be included in later renditions of policies.

Two groups are vulnerable here: 9-10 month Faculty and Nonexempt employees with little service time and leave accrued in the system; earn two weeks annual leave each year for first five years.

Regarding Faculty: Four parts of proposal.

1. Period of assured paid leave for birth/adoption of child under age of 6. Up to 8 weeks paid leave, using their own accrued leave first, then using extra leave afterward. Idea was to go to those who are most vulnerable as listed above.

the two. Governor's budget gives us a flat budget, with buy-downs to keep us at a 3% tuition increase.

Capital budget was phenomenal. Every single capital item was approved by the General Assembly. They even added to it, with projects on a number of Institutions. We got \$221 million in general obligation fund bonds for these projects.

Doomsday budget does not have a COLA. We argued to legislators to give us flexibility to give merit increases. The USM is an anomaly within the state, with more flexibility than other state agencies. We do retain ability to give retention raises for Faculty, but not necessarily for Operationally Critical Staff as we did for FY2012. We are losing employees to private universities and the private sector. We are asking for it again for this year, but that legislation is not in the doomsday budget.

Gynene Sullivan. Have potential federal budget shortfalls affected Maryland General Assembly's budget?

P.J. Hogan. Yes, but we don't get a great deal of money for the university funding. We do for grants, but not for direct funding.

We have a \$1.2 billion dollar structural deficit. The budget that we planned for eliminated 53% of that deficit.

Willie Brown. How is it that the fund balance not going down to zero. How does the fund Balance work?

P.J. Hogan. Unlike every other state agency, USM funds do not have use-it-or-lose-it funds. It stays in a fund balance. It is our rainy day fund. There are many states where, in times of financial trouble, the state has come in and taken huge amounts of fund balances. We would prefer it be taken from fund balances than our base.

Willie Brown. What is the major source of conflict that is causing this impasse?

P.J. Hogan. Gaming is one major issue – additional table gaming, plus a sixth slots site, are what President of the Senate Mike Miller wants. President Miller wants it for this November, as the next opportunity is in November 2014. It delays things in President Miller's eyes. There is also disagreement on tax package, on who would pay the higher taxes. To that point this doomsday budget focuses the minds so that everyone can

Ron Butler. Is it 2008 when we last received COLA and merits.

Rosario van Daalen. Last COLA and merit increase was

Mary Reed. Who pays for the brunch?

Willie Brown. Foundation. Not sure if they pay for room and board.

Delores Jackson. Foundation paid for overnight hotel for faculty awardee.

Willie Brown. I'll bring it up with Foundation to have someone pay for hotel costs other than the recipient. At UMCP they have been working on BOR Award best practices. There are two subcommittees for going through BOR Award process. It was suggested we sit down with representatives at home Institutions' BOR processes for going through the nomination process. Wants to put this on next month's agenda. It was also suggested that BOR awards are Exempt Staff heavy. Also, what defines above and beyond? Ask for a 50-100-word blurb as to what is above-and-beyond regular job duty. At the next meeting we suggest looking at packet and tweaking it. He suggests that we also send this package out to representatives ahead of time.

Regent Florenstano. Willie Brown. She is retiring this year. This June is her last BOR meeting. We had discussed a special CUSS mention to her. It was asked if we mention faculty as well. Willie asked if we mind including faculty.

Bill Crockett. It is an excellent suggestion. We are a community, so it shows an olive branch to the faculty side, that we are collaborative and forward thinking.

Willie Brown. No objections. Who wants to work on wording?

Willie Brown. He has this information in his office.

Bill Crockett. Includes both active military and families.

Karyn Schulz. How many campuses have had a chance to bring it to their campuses?

Jackie Eberts. What costs are involved? Was this discussed at the last meeting?

Willie Brown. We have to make very broad assumptions as this discussion goes forward. There is no way to factually say what it will cost at each institution.

Bill Crockett. It was also stressed that it simply is a differentiation of in-state vs. out-of-state tuition. It is an issue of affordability.

Joel DeWyer. To clarify, folks who qualify would simply be taken from the out-of-state pool.

Karyn Schulz. Was there any word from CUSSF and other Senates on what their discussion were like?

Willie Brown. The approvals were unanimous at their ends.

Bill Crockett called the vote.

Vote as 14 ayes, 6 nays, 1 abstention. Ayes have it.

Dr. Maravene Loeschke. Welcomes CUSS very warmly to Towson's campus. Staff members are vital to the students' success. If a Staff employee is out for a week, it truly affects the students, and how we treat them affects them for life. She has a tremendous respect for all of the important and vital work we do here.

5. Vice Chairs Report. At UMCP, CUSS elections were held, all three of our current representatives were re-elected, with two new alternates.

Rosario van Daalen. Now is that time of the year when CUSS members need to start thinking about nominations or volunteering for the CUSS-Executive positions.

Karyn Schulz. Thanks us for input for Shared Governance stipends for Staff. UB is currently in final stages of adoption of new policy. Stipends for staff chairs of committees look as if they will go through.

Rosario van Daalen. You may wish to have that stipend run past the USM Internal Auditors.

6. Chancellor's Council Report. Gynene Sullivan. There is a very comprehensive discussion of the budget, which is now moot due to doomsday budget scenario. As a vice-chair of CUSS's perspective, for our 20th anniversary she wants to include stories of how CUSS has enriched our lives. She would like to see how shared governance has affected the lives of staff. She would appreciate if we could share with our campus PSS bodies for newsletter.

Rosario van Daalen. CUSS has material in the archives that can be scanned. Joe Hill at UMBC has a huge, three ring binder full of material.

Jackie Eberts. Jerry Waldron, 2nd CUSS chair is retiring in May and going to College of New Jersey.

Rosario van Daalen. A farewell letter from CUSS may be a nice gesture. Rosario asked Gynene if she is taking the lead again this year on preparing the annual CUSS Newsletter.

Willie Brown. We have had very busy agenda this year, with little time for break out for sub-committee adjournment. Has this been a problem?

Joel DeWyer. Not really. We have not had time for it.

Chancellor's Liaison Report - Rosario van Daalen PJ and Andy covered the hottest topic – the budget this morning.

We are in the middle of Open Enrollments for benefits; this year started on April 17. We have not seen the rates yet and there may be slight increases. There is a new concept called Co-Insurance and it impacts the PPO and the POS plans. We do not think that the level of services covered will change. The rates could be at risk of being increased further, given the doomsday budget. The ScriptsExpress service starts May 16. As soon as we get that card, take it to our pharmacist.

Nancy Bowers. At UMB, there was a question that if doomsday budget goes through, will there be a second open enrollment period?

Rosario van Daalen. No. We hope that the budget decision will be made prior to end of Open Enrollment period.

Nancy Bowers. Do HR offices know that?

Rosario van Daalen. They should, unless there have been changes in HR management on individual campuses.

Lunch

Biennial Exempt Market Salary Survey and requested 15% overall adjustment to the Exempt Salary Structure was approved by BOR. Strong commitment was made to adjust

the Nonexempt Salary Structure next year, budget permitting. By policy, anyone who falls below new minimums must be adjusted. This adjustment helps us to remain competitive with the market. If we cannot remain competitive with the market, we will have to settle for mediocre hiring. By the time we have to do Staff Retention, it is too late to keep excellent Staff employees.

Ron Butler. Towson to be affected the most with the greatest cost. Why is that?

Rosario van Daalen. This is all based on how close cur