

April 23, 2013
 Towson University
 Room 305, West Village Commons Building
 8000 York Road
 Towson, MD 21252
 10:00 a.m.

In Attendance:

Primary	Institution	Alternate	Institution
Marie Meehan	BSU	Karen Tyler	BSU
Jen Ziegenfus	SU	Trish Johnson	BSU
Ron Butler	TU	Paul Gasior	SU
Mary Hickey	TU (Member-at-Large)	Jayne French	TU
Brenda Yarema	TU	William Crockett	UMB
Dan Nagle	UB	David Delooze	UMB
Kristen Tull	UB	Joel DeWyer	UMBC
Nancy Bowers	UMB (Co-Secretary)	Dana Wimbish	UMCP
Gynene Sullivan	UMB (Chair)	Chenita Reddick	UMES
Kathlyn Miller	UMBC	Debby Mathis	UMUC
Brian Souders	UMBC (Co-Secretary)	Chancellor's Liaison to CUSS Absent - Rosario I. van Daalen	USMO
Delores Jackson Sister Maureen Schrimpe	UMCP (Member-at-Large)	Guests/Visitors	
Gus Mercanti	UMCES	Dale Schmartzler	TU
		Ginger Ross	TU

On telephone: Willie Brown, Roy Ross, Jay Hegeman, and Marcia Cephus

1. Welcome and Introductions

Brenda Yarma welcomed the group to Towson and introduced Dr. Maravene Loeschke, President, Towson University

Dr. Maravene Loeschke welcomed CUSS to Towson University. She strongly supports the work Staff employees do and the critical role they play in supporting students and Faculty, especially the role they

play in the mentoring of Staff. Towson Staff has a good reputation among the students. Towson does a lot to recognize its Staff. Towson has created a Staff award for: Twenty Years of Exemplary Service to Students that will be presented in the fall. President Loeschke commended Gynene Sullivan on her representation of CUSS. She does it extremely well. She's concise and to the point.

President Loeschke . Are there any issues that are the presidents of the other USM institutions to know?

Debby Mathis. How is the budget at Towson?

President Loeschke. We have the best budget that we've had in years for higher education. USM budget is up 7% for FY2014. We're fortunate to be in a state that values higher education. Think that staff gets reinforced less, but there is a lot of advocacy from the current group of presidents.

Dave DeLooze. Towson has a good Staff Development. This could be a good model to share with others.

President Loeschke. Yes, she can share. There's too much resistance from supervisor to give staff release time for training. We're changing that at Towson. We're loosening up.

Brenda Yarema. The staff development conference will be changed in the future.

Nancy Bowers. Can you describe, in a nutshell, what that looks like?

Brenda Yarema. It includes three to four hundred staff employees, we have keynote speakers and provide breakout sessions. Now trying to reorganize to accommodate more staff. Morning and afternoon sessions are duplicated; we bring everyone together at lunch.

President Loeschke. Leadership gets to go out and see how things work. Leadership development is now a priority. Includes not only faculty but staff and students. Staff most difficult because Staff employees work on a time frame that is different from the faculty.

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Brenda Yarema. What was the percentage of increase?

Andy Clark. 7.5% or a total budget of USM of \$1.016 billion.

College readiness – able to take USM credits go back to a community college and get an associate's degree. Nation-wide issue.

Gynene Sullivan. Are there any other questions about specific bills?

Brenda Yarema. How much did we ask for in the budget?

Andy Clark. We asked for a 7.5% increase to state operating budget. Three types of budgets: Capital, Operating, and Auxiliary support budget.

Andy Clark. General fund dollars were used to fund the TU baseball team at \$300,000. Must be matched. State dollars are not used to cover intercollegiate athletics. If no academic connection state funds can't be used. There's no law to state dollars can't be used. Precedent has been set – open the door for other school to request money to support intercollegiate athletics.

Ron Butler. Can you talk about the union issue and service fees?

JoAnn Goedert You only will pay fees if you are represented by the union. The Fair Share Bill authorizes the unions and the USM to negotiate service fees for union employees and those benefiting from union representation. For clarification: Service Fees are different from "Union Dues" which are paid voluntarily by employees who want to be "Union Members"; not part of the Collective Bargaining law. Half of the states have laws that authorize service fees to be charged if you benefit from the activities of the union. Also called "Agency Fees". Maryland has laws on the books for private industry. When the Collective Bargaining law went into effect about 13 years ago there was no provision that permitted service fees. Other Maryland state employees not employed by MD Institutions of Higher Education started paying service fees in 2010 when legislation was passed and approved by the Governor. During this 2013 legislative session a bill passed that allowed service fees to be charged to all MD Institutions of Higher Education. Some Institutions of Higher Education testified on how they are unique and how it would be problematic. USM took a position of neutrality throughout the session. We could not demonstrate that higher education employees were uniquely hurt by imposing a service fee. There will be an opportunity for USM employees represented by the union to ratify any implementation of a service fee to be charged to members of the bargaining unit. Employees need to be involved.

Dave Delooze. Was this just AFSCME or were all in favor too?

Andy Clark. All of them, but AFSCME lead the way.

Brenda Yarema. How will you know who is voting, who is supposed to be voting and so on?

Debby Mathis. Only those who are represented by the union will be affected, but have to wait for each MOU to be negotiated.

Dave Delooze. The Fair Share Act is different from state agency employees.

JoAnn Goedert Religious exceptions are possible. An employee who asks for a religious exception would not pay a service fee but would contribute an equal amount to a charity.

Andy Clark.. Veterans Full Employment Act of 2011 requires USM, St. Mary's and Morgan that award academic credit to military veterans adequate service for academic credit.

Debby Mathis. Use ACE recommendations at UMUC.

Dave Delooze. Based on what Andy said for budget next year, it is all based on the state of the economy. Higher education has a huge return on investment.

3. Approval of Minutes from January and March. January minutes approved. March minutes approved.

4. Chair's Report. Gynene Sullivan

Chancellor's Council Meeting – 4/1/13

Dr. Amelia Arria gave a report on the Maryland Statewide Collaborative's preliminary findings in its study on binge drinking

Vice Chancellors Hogan and Vivona gave a ~~idea~~ report on the status of the session, which was encapsulated in the Office of Government Relations' Legislative Report (sent via email). Chancellor Kirwan commented that this was ~~one~~ of the most difficult sessions he has seen in a while for the USM because of the ~~fact~~ that there was real money on the table.

The impacts of sequestration were also discussed ~~and~~, the immediate casualty right now is the federal work study program. While it will ~~not~~ completely go away, it has been severely curtailed. Also being felt is the impact on research grants on campuses such as UMBC, UMCP and UMB.

Chancellor mentioned a Student Success Forum ~~will~~ be held at UB on 4/25 – this is an internal USM program that looks at closing the achievement gap for students.

Board of Regents' Meeting – 4/12/13 (see agenda at <http://www.usmd.edu/regents/agendas/fb041213p.php>)

CUSF/CUSS ExComm Meeting – 4/16/13

Tuition Remission – Senior Vice Chancellor ~~do~~ Boughman confirmed that while the data

Gynene Sullivan. Are there questions, comments?

Delores Jackson. UMCP has three different tuition remission policies. Can get the 50% w/ HR and President's approval.

Gynene Sullivan. This is probably part of the data that Mann Boughman is collecting. She will take the UMCP policy back to USM.

Course Redesign - Senior Vice Chancellor Boughman reported that a new director has been selected for the Center for Academic Transformation and they will start on June 1. She confirmed that even with the formal recognition and funding of the Center, course redesign activities will still take place at the campuses. The Center will offer faculty and administrators more resources, as well as support data on faculty and staff workloads associated with course redesign on a campus basis. Much discussion took place about how, when, and why to use course redesign, as well as changes in assessment of the success of learning modalities.

Sequestration - Senior Vice Chancellor Boughman reported additional information to the ExComms, including the fact that military tuition assistance and Pell Grant support is now back in place. Unfortunately, UMUC's decrease in enrollment numbers still has not been resolved. Research funding impacts will be a program-by-program basis, and will probably impact staff the most. In addition, there could be an effect on summer grant monies for faculty. CUSS and CUSF are advised to continue to monitor the situation, but as of right now, there's not much USM can do.

As of 4/16, sequestration's effects will affect staff the most.

Changes in Benefits – with the enactment of the Patient Protection and Affordable Care Act (PPACA – using short version “ACA”), System HR offices are reviewing current regulations and working to bring them in compliance. USM is attempting to work with DBM, but has not received too much cooperation. Best that CUSF/CUSS can do is when System HR needs information from Institutions to get them the information quickly, since any ACA regulation changes need to go into effect on January 1, 2014 or the System will have to pay a penalty.

Gynene Sullivan. PPACA Benefits changes – Gynene suggested we e-mail questions directly to Rosario. Rosario had sent a detailed email regarding changes in benefits.

Elder Care – with the implementation of the new Parental Leave policy, it has come to the attention of both CUSS and CUSF that an addition to the standing sick leave policy for staff and the proposed revisions to the sick leave policy for faculty is to delete the language that limits the number of days to be used for family members. This will assist with usage of sick leave days for elder care.

5. Old Business

CUSS Retreat ad hoc Committee has not met thus far. No other old business.

6. New Business

Year-end report to Chancellor's Council and Board of Regents re Shared Governance

Joel DeWyer. What's the value of each campus reporting?

Dave Delooze. Share with each campus, each campus take back and share with their membership. UMB has a website and minutes are posted.

Willie Brown. Give an example of the type of accomplishments CUSF is looking at?

Gynene Sullivan. Will get a copy and share it.

Bill Crockett. Commented on the benefit of sharing, congruency

Nominations and Elections of Executive Committee

Gynene Sullivan. Per our bylaws, nominations ~~are~~ at the April, May and June meetings; elections done at the June meeting. Descriptions of each pos

Joel DeWyer. Recommended that a written message go out.

Bill Crockett. UMB allowed us to switch ~~les~~ with the primary and the alternate.

Joel DeWyer. Will need to look at the UMBC bylaws to see if that is possible for UMBC.

Willie Brown. Willie. We've not considered that at UMCP.

7. Committee meetings (½ hour)

Committee meetings (½ hour). No meetings ~~at~~ meetings were conducted on-line.

8. Committee updates

Benefits and Compensation. No update.

Community Outreach and Recognition. ~~Joe~~ Jengenfus - Finalized BOR Awards guidelines. Position description removed. Packets screened prior to sending to committees for review. Added contact names for clarification. Goal is to have complete evaluation forms for all nominations.