

May 21, 2013

University of Maryland, Baltimore

SMC Campus Center, Room 210 (Ballroom B)

621 W. Lombard St Baltimore, MD 21201

10:00 a.m.

In Attendance:

Primary

Institution

Alternate

Institution

to those who do not have health insurance. In Maryland we have a great plan, so the original thought was that we would

In terms of minimum value and affordability, State of Maryland is easily compliant. Maryland does have a good plan. The issues are in definition of a full-time employee for those who work 30 hours or more a week, or 130 per month, including contractual employees. The USM is one of the few agencies that has so many contractual employees.

plan (Aetna HMO) costs only \$1,150 per annum, well below that minimum given the average pay.

Full-time employment: the 30-Hour Test. For most employees it is simple. However, how does one calculate hours worked for employment paid on: credit hours, courses taught, or stipend-based compensation? How do we deal with breaks in the academic year? If employees work at more than one USM, we must use the aggregate of hours worked. We do not currently have a mechanism across USM.

There are penalties for non-compliance - \$2000 per year for each FT employee. If employer covers 95%, but fails to cover an employee who then gets subsidized coverage

Gynene Sullivan. What are the possibilities that DBM will not be flexible in how they work with USM Institutions. Will DBM want to be flexible, given our unique working population?

JoAnn Goedert. I cannot rule that out. We do, however, have a governor and legislature that is whole-heartedly behind the ACA.

Gynene Sullivan. Phone call went well. Right people are at the table. We want to make sure that the work of this work group can continue this hard work.

Ron Butler. What do you see impacts being on insurance rates?

JoAnn Goedert. Unlike student health insurance, our benefits will not change. They more than meet the minimum benefits. There should not be new costs added to our plans.

Brenda Yarema. Will CUSS be able to preview and comment on plans? Will Unions as a part of USM have an opportunity, and will we get a parallel opportunity?

JoAnn Goedert. DBM will reach out to state employee unions, and we do hope that CUSS-represented constituents would have access to the table. DBM will do presentation to the work group at the end of June, at that point you can talk directly to them.

Brenda Yarema. Are these meetings open?

JoAnn Goedert. No, but CUSS does has representation at the work group meeting now by your Chair.

Calynn Offer. Do we foresee that our providers will offer plans as part of the exchange?

JoAnn Goedert. Every major insurance provider will be participating in the exchanges.

distributed, but not allowed to distribute it. General notes merit increases do not have to be at 2.5%, if there is more money in budget, Institutions can provide additional funds. Stipulated that any increase of more than 15% must be approved by the Chancellor. She outlined the detailed requisites of loss of operationally critical staff. Presidents are required to file a report re. who has been given retention increases, and at what level the increases are being given. An interesting bit of accountability, recommended by Department of Legislative Services that the Chancellor wants to give to legislatures.

submitted to Board of Regents Committee for approval in June. Union missed deadline for comments. Current pay structure increases minimums by 6%. Each Institution will need to deal with contract employees, if they have them.

Performance-based funding. Many public universities are getting push back from legislatures as to how funds are being used for general operating expenses for universities. Joint chairs have asked for MHEC and USM to look at issue and the challenges of implementing performance based funding. MHEC will reconvene the work group from last year. Not just affect USM, but also private and community colleges. USM looking either at having no performance based funding or a very modified version

for colleges/universities.

Ron Butler. What is performance-based funding?

Gynene Sullivan. Have each university track graduation rates, course issues and so on in order to receive funds from the legislature to support programs.

5/15/13

FY14 Tuition and Fees - two main questions were presented about amount of fees charged on each Institution. Were students involved in this discussion. Called into question the disparity of in-state vs. out-of-state tuition. Does this disparity make us less attractive?

Bill Crockett. Was UMB called out, or the System, regarding the fees?

Gynene Sullivan. The system as a whole.

Paul Gasior. We have many New Jersey students; cheaper for them to pay out of state than in-state in New Jersey.

Mary Hickey. Same at Towson with NJ and NY students.

Calynn Offer. We get more complaints at UMUC from DC/VA, but since their military population (large) is subsidized.

Mary Hickey. Do international students pay more than out of state?

Brain Souders. No, they only pay out of state tuition and fees, and that does not vary. We also like international students because they pay full tuition and fees, and are ineligible for any financial aid.

Gynene Sullivan. All approved tuition and fees are on the Board of Regents web site.

Coppin State University Report. Really emphasized shared governance at CSU. They need to put good shared governance plan into place.

Gynene Sullivan. Yes.

Dave Delooze. Did they not have a president who resigned?

Gynene Sullivan. Yes. Now talking about turning it into a student-centered experience. Many staff are on board with changes to turn CSU around. Support of Chancellor and Board of Regents.

Gyene Sullivan. Also running a deficit for the past decade.

Bill Crockett. We should not forget that CSU was also historically underfunded.

Gynene Sullivan. Only athle

Gynene Sullivan. They want to have it ready by the next open enrollment, which should have it in place by October 1. We are at an optimal position, as we are at the table with all of the other players.

6. Committee updates

Benefits and Compensation. None
Community Outreach and Recognition. None
Communications. None.
Legislative. None.
Executive Committee. None

7. Confirm Next Meeting Date and Place: University of Maryland Eastern Shore Tuesday, June 25, 2013

Meeting adjourned.