May Minutes

Steven Showers, of Administration and Finance, spoke on behalf of President Hoke Smith, who is retiring at the end of the week. Mr. Showers expressed appreciation for all of the work CUSS has done. He said that the ⚐working climate⚐ at Towson University is very good. Next week the new President of Towson University, Mark Perkins, will take over. The transition period should be very exciting, as it offers an opportunity to see where you⚐ve been and look at where you can go.

Chair⚐s Report

Chancellor⚐s Council⚐looked at budgets for USM institutions. For the staff, there were two policies discussed⚐personnel files and organ donation leave. The discussion on organ donation leave was tabled for a later time. Rosario will update us on this.

Regent⚐s Finance Committee⚐two issues will be discussed that affect the staff⚐alcohol abuse policy, and personnel files for Exempt and Nonexempt employees. Regarding the personnel files issue, Regent Wood put in language that employees be able to review medical files, which should be separate from regular employment file.

At the July 13 Regents meeting, Dr. David Ramsay presented a report on organ donation leave. Up to 30 days will be granted for organ donation⚐medical paperwork will determine actual amount of time granted.

Our comments regarding the personnel files issue were incorporated into the policy. Medical records are confidential and include submissions from employees, e.g., doctor⚐s notes, etc.

Substance Abuse Policy⚐9 years in the making, and has been reviewed by at least 7 lawyers. CUSF held it back in order to be included in the policy. Up to this point, we have been following the Governor⚐s Executive Order. In March, 2001 the staff substance abuse policy went to the Finance Committee,

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