

**Council of University System Staff  
-February 28, 2006  
UMBI SHADY GROVE CAMPUS**

<b>Members Present</b>	<b>Alternate Members</b>
Dale O'Neal - BSU	
Marie Meehan - BSU	
Bernedette Bell - Coppin	
Jay Hegeman-FSU	
-FSU	
Judy Lowe – SU	
Clacie Hubbard - SU	
Gloria Gaguski – TU	
Joan Doremus – TU	
Cindy Schuster – UB	
Judy Sabalauskas - UB	
Bill Crockett - UMB	Roy Ross - UMB
David DeLooze - UMB	
John Barber – UMB	
– UMBC	
– UMBC	
Sam Sibanda – UMBI	
Donna Taylor - UMBI	
Larry Lauer – UMCP	
- UMCP	
- UMES	
Scott Wibbert – UMUC	
Jim Hartsock - UMUC	
- USMO	
Joe Hill – UMBC – Chair	
Janine Vienna - SU	
	<b>Chancellor's Liaison to CUSS –</b> Rosario I. van Daalen <b>Guest: Jennie Hunter-Cevera, President of UMBI</b>

**Call to Order**

Joe Hill, Chair, called the meeting to order at UMBI's Shady Grove campus at 10:00 a.m.

Donna Taylor welcomed us to the UMBI Shady Grove Campus and introduced Jennie Hunter-Cevera, President of UMBI. President Hunter-Cevera gave us a brief history of UMBI which consists of five biotechnology-research centers located within Maryland's principal biotechnology and biomedical research clusters; the Center for Marine Biotechnology (COMB), the Medical Biotechnology Center (MBC) and the Institute of Human Virology (IHV) are located in Baltimore, the Center for Biosystems Research (CBR) is located in College Park, and the Center for Advanced Research in Biotechnology (CARB) is located in Rockville at the Shady Grove Center. These five centers constitute one research-intensive institution. These centers focus on Maryland's problems and students are provided with hands-on training.

President Hunter-Cevera supports CUSS and believes in shared governance. She values her staff and feels everyone is a piece of the puzzle and that the staff implements the goals of the University.

## **Minutes**

The January minutes were reviewed, corrections were noted, and the minutes were accepted as amended.

## **Report from the Chancellor's Liaison**

- The USM is revisiting the issue of the definition of a dependent by IRS standards as it relates to tuition remission. The Attorney General's Office is reviewing this policy. The revision to this will be implemented by the fall of 2006. Signed certification will be required from all employees who apply for tuition remission for their dependents stating all information is true and accurate.
- Several House and Senate Bills have been introduced in Annapolis relating to health insurance, pension, and the ORP. Joe Bryce spoke to the sponsors of these bills to explain the issues. The Blue Ribbon Commission is also being asked to review benefits for Higher Education ORP retirees and make a recommendation to change the law.
- The BOR approved the 10% adjustment to the Exempt Salary Structure effective 7/1/06.
- USM employs one-third of all State Employees.

## **Chair's Report**

- Letters from CUSS and CUSF have been sent to Annapolis reflecting the faculty and staff views regarding the health benefits and pension issues.
- No report from the Finance Committee.
- Chancellor's Council – the Chancellor supports our concept in our letter to increase the ORP. The Presidents voiced nothing negative on this issue. Let's do it this year. Joe Bryce suggested getting the concept of the ORP introduced to the Blue Ribbon Commission and lock in on it. September is the end time to have a bill presented in Annapolis for the next session.

## **Committee Reports**

### **Legislative Committee**

- Letters have been sent to the Legislature to push for pension reform. Continue to raise the issue in three months. Send e-mails to legislative committee members.
- Continue to look into prescription co-pay issues; get a copy of HB 1011 and SB 578 relating to prescription plan coverage. SB 438 eliminates double co-pay charge.
- Long-term would be to send letters regarding the health and pension issues to the candidates running for office; this would be a proactive measure to keeping these issues in the forefront.

### **Benefits & Compensation**

- The committee is interested in whether the Match Fund will occur this year? This has not been finalized at this time or how much the Match will be.
- The committee wants all Presidents to recognize Contingent II employees for service awards. All universities should be consistent on this issue. A letter should be sent to all Presidents thanking those that follow this policy and those that don't, should consider and implement it.
- The daycare issue was raised and it was suggested that an impact statement be completed to include:
  - Financial impact
  - Participation
  - How many children?
  - Self-supporting/institutional support
  - Reasonable/affordable
  - Cost per child

- How children are chosen?
  - Co-ops by students with children
- Keep sending letters to Annapolis on healthcare issues

### **Communications Committee**

- Committee reports are due April 2006 for the newsletter. The Chair should prepare a short bulleted list of items covered in the committee during the year.
- The newsletter should be completed by August 2006.
- Continuing to keep CUSS members' up-to-date on the website.

### **Community Development**

- The BOR Staff Award participants have been selected. The next step is the approval by the BOR.
- An issue was raised that there are not enough non-exempt staff nominees applying for the award. An ad-hoc committee will be formed and chaired by Larry Lauer to review criteria and review the application process, and make it more user-friendly. Other volunteers for this ad-hoc committee are David Delooze, John Barber, and Sam Sibanda.

### **Old Business**

- Jay Hageman will deliver the CUSS Award Plaque to Dr. Gira, retiring President of Frostburg State University, for her efforts in support of staff initiatives.
- It is time to think about the nominations of Officers for CUSS for the upcoming year.

### **New Business**

No new business.

A motion was made and seconded that the meeting be adjourned. The next meeting will be at University of Baltimore on 3/28/06 at 10:00 a.m.

*Respectfully Submitted,  
Marie L. Meehan  
Substitute CUSS Secretary*