

**CUSS Minutes**  
**Tuesday, May 15, 2007**  
**UMBC**

**Attendees: Larry Lauer, UMCP; Joe Hill, UMBC; Roy Ross, UMB; Rosario van Daalen, USMO; Mary Reed, USMO; John Barber, UMB; Colette Becker, UMB; Scott Webbert, UMUC; Gloria Gaguski, TU; Joan Doremus, TU; Lidia Schechter, UMBC; Marie Meehan, BSU; Cassandra Lewis, UMUC; Clacie Hubbard, SU; Janine Vienna, SU; John Wolfe, USMO; Carol Barr, SU; Kimberley Lynne, UB, Judy Sabalaukas, UB; Dave DeLooze, UMB; Jesse Ketterman, FSU; Jamie Kasco, UMBI; Marvin Pyles, UMCP.**

- I. Call to Order: Chair Larry Lauer called the meeting to order.
- II. Approval of Minutes: Larry Lauer asked that the approval of minutes be postponed until the June meeting.

III. Chairs Report

A. Chancellor's Council

- 1. Work group to review Nonexempt additional merit pay
  - a. Chair hasn't had a response from VC Joe Vivona. VC Vivona is working on Hogan Commission (see #4)
  - b. Current guidelines-based upon availability of funds for a merit amount of 2.5 % for employees above standards or outstanding
  - c. Some new university presidents responded they were unaware of the history of the pay program and were glad for the Chair's remarks.
- 2. Discussed dental letter and the need for either more dentists under the HMO plan or to have the State change to a PPO plan only
- 3. Regents Staff and Faculty Awards-discussed notion of having the award ceremony combined for both groups and to present the awards in a more prestigious fashion but there is a lack of will to make it happen due to Regents' time considerations
- 4. Hogan Commission-formed to devise a strategy for more stable higher education funding; the Commission is looking at the future deficit anticipated for '08-'09 and discussion of possible need for lay-offs; most likely no COLA/Merit; and a control is needed for overtime spending
- 5. New Secretary of Higher Education-Lyons-was present. He has an excellent familiarity with the USM as he was a former president in the system. He is investigating the duplication of program within the system.

B. CUSS/CUSF Joint Meeting

- 1. Discussion over change of date and venue. The Council agreed the meeting could be held in the month of November and at UMUC. The November meeting typically scheduled at Bowie State will be changed to February.
- 2. Council members discusses possible agenda items
  - a. Levels of staffing/faculty
  - b. Attitude of faculty toward staff
  - c. Lay-offs vs. furloughs

C. CUSS Officer Nominations

- 1. Floor was open for nominations for officer positions
  - a. John Wolfe (USM Office) accepted the nomination for Chair
  - b. Janine Vienna (SU) accepted the nomination for Vice Chair
  - c. Judy Sabalaukas and Kimberley Lynne (UB) accepted a joint nomination for

Secretary

- 2. Nominations for at-large members of the Executive Committee will take place at the

August meeting

3. The Chair reminded Council members of the need for individual institutions to elect representatives to CUSS. Some institutions have no representation (i.e. UMCES). Shared governance is a University System of Maryland BOR policy and all institutions are encouraged to provide membership to CUSS as a shared governance body.

IV. Chancellor's Liaison Report

- A. Open enrollment correction period is May 20-28<sup>th</sup>. A question was raised regarding the State using a type of debit card for FSAs and Rosario responded the State may be looking into that option in the future.
- B. Senate Bill 515 regarding ORP's retirement choices. New hires must enroll in a retirement plan on their first day of employment. If the employee doesn't make a choice, s/he will be defaulted to the State pension system but will have opportunity to switch to the ORP within one year from date of hire. If the employees decided to join the ORP, this is an irrevocable decision, regardless if there is a break in service.
- C. Job Classifications:
  1. Regrades
    - a. Trades jobs-being approved; mostly an increase of one pay range
    - b. Pharmacist-technician
  2. New Classifications (already into effect)
    - a. Driver-Bus
    - b. Plumbing-Piped Systems Technician
    - c. Electrical - System Reliability Technician
- D. Chancellor's salary guidelines were distributed to CUSS members for their review.

V. Committee Reports

- A. Community Development - discussed The Richard Rose CUSS Award but funding the award is an issue to be answered by the BOR; discussed a BOR staff award for collaboration; reminder to CUSS Chair to send a letter to all nominees; change of ceremony for BOR staff award winners.
- B. Executive Committee (EC) - discussed July meeting location; EC will meet with the Chancellor with respect to the Staff Shared Governance current status in the USM.
- C. Legislative Committee - brief discussion of year in review; criticism of the government not moving fast enough on certain issues (i.e. ORP, long-term concerns over state retirement benefits); budget issues will be top priority for FY 08-09.
- D. Compensation Committee - needs more CUSS members; CUSS archives file review on history of performance management process.
- E. Communications Committee - committee reports needed for the newsletter; continue to send info for web page updates

Next meeting at UMES on June 26<sup>th</sup>. Meeting adjourned.

Respectfully submitted,

Janine Vienna  
CUSS Exempt Representative  
Salisbury University