

CUSS Meeting
 August 16, 2011
 Salisbury University
 Commons Bldg. Montgomery Room CB-214
 1101 Camden Ave, Salisbury MD, 21801

Minutes

In attendance:

Members

Marie Meehan	BSU
Absent	CSU
Absent	FSU
Jackie Eberts	SU
Absent	TU
Absent	TU
Karyn Schulz	UB, CUSS Co-Secretary
Absent	UB
Bill Crockett	UMB
Gynene Sullivan	UMB, CUSS Vice Chair
Joel DeWyer	UMBC
Kathy Miller	UMBC
Brian Souders	UMBC, CUSS Co-Secretary
Absent	UMCES
Absent	UMCP, CUSS Chair
Absent	UMCP
Absent	UMES
Debby Mathis	UMUC
Melissa Stein	UMUC
Mary Reed	USMO

Alternates/Guests

Gina Boobar	SU
Joel DeWyer	UMBC
Chenita Reddick	UMES
Meredith Levesque	UMUC
Brenda Der	UB
Carol McKissick	UMB
Nancy Bowers	UMB
Paul Gasior	SU
Mi'Shaun Stevenson	BSU

Welcome:

Provost Diane Allen	SU
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Chancellor's Liaison to CUSS:

Rosario I. van Daalen	USMO-HR
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1. Welcome and Introductions

- o Meeting called to order
- o Welcome and greetings from Provost Diane Allen
 - o Shared the opening of Perdue Hall
 - o New, year-round residency hall with over 600 beds and the 1st floor all retail
 - o Appreciative of staff and supporting staff across the system and recognizes that the past year has been particularly difficult for staff
- o Introductions of returning and new CUSS members

2. Approval Of Minutes

- o Review of minutes showed one minor error, clarification of role of UB committee for BOR

- awards.
- o Motion to approve minutes as amended passed.

3. Chairs Report – Gynene Sullivan, CUSS Vice Chair, stepped in for Willie Brown who was absent

Nominations for Members-At-Large for Executive Committee

Members at large serve for one year, gets them accustomed to CUSS in general; they also chair any ad-hoc committee.

- o Melissa Stein (UMUC) and Gus Mercanti (UMCES) were nominated prior to the start of today's meeting.
- o Marie Meehan (BSU) accepted nomination.
- o Melissa Stein (UMUC) unable to accept nomination, will no longer be part of shared governance.
- o Debby Mathis (UMUC) accepted nomination.

Voting will occur after lunch.

Executive Committee Meeting with Chancellor: Call for agenda items

Jackie Eberts: Find out what is on legislative agenda for the year, work from that list

Debby Mathis: Ability of community to communicate with constituents freely

Karyn Schulz: Ensures the importance of shared governance for staff; needs to be reinforced at the Chancellor's level. Faculty, as squeaky wheels, get heard and responded to more frequently.

Rosario van Daalen: Helpful to remind annually as new presidents are brought into positions.

Gynene Sullivan: Merger talks between UMB and UMCP.

Karyn Schulz: Keep staff issues in mind as discussions start. Research tends to focus on faculty; staff concerns need to be kept in sight.

Rosario van Daalen: Dr. Kirwan is shared governance in person. He believes fully in the mission of shared governance.

Joel DeWyer: Need to be able to share this conversation with our constituents.

Rosario van Daalen: Autonomy of the System

Karen Miller: BOR Awards need support from the top down

Jackie Eberts: Question of how the faculty nominations are handled. General consensus among membership is that there is little understanding of how faculty awards handled.

Karyn Schulz: Need to have conversation with faculty as to how they get so many candidates.

Gynene Sullivan: Suggested that we move on. Willie Brown will send e-mail.

General Assembly - Joint Committee on Pensions

Requested meeting with USM over ORP-Retiree health benefits eligibility for dependents. Must work 16 years for self-coverage, 25 years for spouse/dependent coverage. USM wants coverage to be consistent with state employees. Want to have conversation to bring anecdotal information as to impact on individuals.

Rosario van Daalen: September 7 testimony - PJ Hogan, Vice chancellor for Governmental Relations, is individual who is in direct contact with Annapolis for the USM (ex-Senator with lots of experience).

- Why is this issue unfair? What is the impact upon staff/faculty?
- Why would staff member sign up for ORP instead of state retirement plan? How has it affected your plans for retirement/timing?
- How will it affect quality of life?
- Do you know of real-life examples of those whose life it affected by this policy?
- Other anecdotal statements that will get the committee members to want to put forth a charge regarding further investigating the potential for changing the law.

ORP itself is the question. For those in ORP and what it entails, what needs to be reviewed? It is great we have been invited to the table.

Rosario van Daalen: Thinking about examples, in mid 1990's, there was a widow at UB that because her husband had not completed 25 years (only 24 years) she was not eligible for health benefits. It has been her mission since then to get this issue changed. Encouraged CUSS to provide other examples. To correct this issue, will need to take into account costs of current and prospective employees. How many are in the pre-2011 pool, and what are the costs involved.

Nancy Bowers: Question was whether pro-rating happens for less than 25-year service. Rosario van Daalen: USM has not been able to have legislation passed to have the dependent benefit for retirees with service of less than 25 years. However, in 2001 USM introduced legislation that passed, which provides dependent access to the same state's group insurance, but at the full cost of the group rate. Good compromise since it is difficult to get personal health insurance with pre-existing conditions and the cost is usually prohibitive.

Question was raised: Why would anyone choose ORP over state pension plan?

Rosario van Daalen: Most employees in today's job market change employers several times during their career and Staff/faculty choose the flexibility of ORP. No incentive to choose MSRP.

Gynene Sullivan: ORP may need to be changed; benefit as a marketing tool.

Carol McKissick: Many institutions are doing away with these benefits, really can be used as a recruiting tool. Perhaps include a survivorship benefit (as Howard County police do). After retirement, need to choose if benefit for just self, self and spouse, or transfer to spouse after your death.

Rosario van Daalen: State pension works this way in State of Maryland. Widow/dependent must have a periodic distribution of either state pension or ORP to qualify for the health benefit. If account drained, the health benefit stops.

Chancellor's Council report – Gynene Sullivan

Merger Narrative (see attached)

August 8. Major discussion point was merger study and response to merger study question responses.

Gynene Sullivan: Mostly faculty and student questions were handled, but not staff and administrative issues. Were any merger to happen, it would take years for this to happen

successfully.

Karyn Schulz: Budget concerns for other institutions outside of UMCP-UMB budgets.

Gynene Sullivan: What will happen to smaller institutions if this merger will go through, with the mega-school approach?

- Budget – Chancellor recommends President's put aside funding for potential mid-year corrections (just a safety precaution, has not heard anything directly to justify it)

Gynene Sullivan: No shouts and murmurs of budget cuts at the moment.

Jackie Eberts: Rumors of a billion dollar budget reduction on the news today.

- Intercollegiate Athletics – Four institutions have a deficit, Board of Regents deeply concerned.
- Public Corporation Status – slowly being chipped away at; USM, BOR and Presidents will work towards reversing trend. BOR should be viewed the same way as Board of Public Works (autonomous entity)
- Joint meeting – Willie invited input from Presidents regarding issues that concern them.
- Met with Chairs of CUSF and USMSC and agreed that we would have circular tables, assign seats and have 2-4 topics of discussion that each table would report on after 10-15 minutes discussion
- Parental Leave – CUSS members not aware of concept and asked Rosario for clarification.
 - Rosario van Daalen: Faculty at TU brought is up for discussion first. Faculty member pregnant during semester would have leave (to be created) as needed for duration of semester, perhaps overlapping into subsequent semester. Faculty is asking for full leave, not sick leave (as sick leave is for illness; pregnancy is not an illness). Leave being spearheaded by AAUP members.
 - Bill Crockett: Issue is that faculty can get their tenure clock to stop.
 - Jackie Eberts: All are employees of state of Maryland. How could they get special dispensation?
 - Marie Meehan: Mentioned colleague Mi'Shaun Stevenson who had to take sick/personal leave.
 - Debby Mathis: Can short-term disability be used?
 - Karyn Schulz: Pregnancy is not disability, according to ADA.

Bylaw Review report – Karyn Schulz

As of July 1, still has no work study students but will be starting in two weeks, Karyn hopes to have revised Bylaws by September meeting.

Review Newsletter Layout

Several unknown individuals were identified from photo on page 5. Gynene wants updates by August 31, for publishing by September 1 posting on-line.

BOR New Award Report – Joel DeWyer

Scope of awards needs to be clarified today.

Do we want individuals vs. groups?

There is a good summary of past conversations on qualifications.

- Gynene Sullivan: Question. Does awardee have to be a current participant in shared governance?
- Karyn Schulz: Language in document states that it could be either past or present shared governance member.
- Bill Crockett : Shall we add service to wording?

Decision was made that in award name, substitute the word service for contribution.

Decision was made to change language to, "Application and advancement of shared governance" added to language as well.

Bill Crockett: Is it trying to say that we are trying to recruit members into shared governance system? When he thinks retention, he thinks of staffing at an HR standpoint. "Consistent advocacy for staff engagement and participation in shared governance at their university."

Agreement in qualification and length of service

Jackie Eberts: Should this award be viewed across campus lines. May want to involve someone at College Park, for example.

Karyn Schulz: Not all on our campus may be aware of the impact; we would like to be able to recognize those who have served but who may not be at our own institution.

Joel DeWyer: Will add language to show encouragement to cross-campus nominations.

Karyn Schulz: It is a very well written proposal.

Gynene Sullivan: Made motion to present to BOR for approval. Seconded, motion approved unanimously.

4. Vice-Chair's Report

Newsletter will come out by September 1.

New web site will be up and running by October.

Orientation packet is now posted on pdf. form on CUSS web site.

5. Chancellor's Liaison Report

New CUSS members are to be encouraged to attend September orientation meeting.

As August is beginning of the CUSS year with a rotation of several new members, Rosario usually discusses the origins and role of CUSS/Shared Governance;

Balance of freedom of public corporation vs. the protection of the state;

University System merged in 1988 – Institutions with the name "University of Maryland ..." in it and the former Board of Trustees Institutions.

Consultants recommendation in 1992 that COLA/merit increase be joined into single pot, be tied to performance review was met with tremendous concern from Staff employees. Regents recognized

that employees needed to have a voice similar to that of faculty at pan-university levels, thus, CUSS was created.

Rosario's role is to give information, clarification, provide background, and leave us to our own discussions to make our own decisions for presentation to the Chancellor/Presidents/BOR.

ORP - With tremendous turnover in HR offices throughout USM, Rosario fears that lack of information may be the case in giving out information on ORP. The state seems to want to wash its hands of ORP; historically there has been little information on any state web site.

State Department of Budget and Management-Employee Benefits Division (EBM-EBD) has not posted on their website impact of recent legislation regarding changes to ORP retirees' eligibility for health benefits and combination of years of State service if also participated in the Pension plan. We got 11 days into new fiscal year before a brief information sheet was given to USM. Changes to handbook are still in draft form and once it is available it will be posted on the State and the USM web; CUSS will be notified.

There is no mandated employee contribution to ORP. Employees contribution to the Pension plan was mandated to increase from 5% to 7% effective July 1, 2011.

Carol McKissick: Under the ORP (Defined Contribution plan) the employer contributes 7.25%; under the Pension plan (Defined Benefit plan) the employer's contribution has been variable (range of 4.5% in the 90's; in recent years 10-12%).

6. Member-At-large elections/voting held

Winners are: Marie Meehan and Gus Mercanti

7. Review of Committees (membership and mission statement)

At August meeting members usually describe what each of working committees does. It is recommended that members go onto CUSS web site to get information about working committees. We are encouraged to become involved with one of working committees.

8. Discussion of Goals for 2011-2012

Will be held until September meeting with greater attendance

9. Old/New Business

No new or old business.

10. Next Meeting Date and Place:

University of Baltimore, Tuesday, Sept. 27, 2011

Will be in Student Center 301

Parking vouchers will be available upon departure.

11. Meeting adjourned.