Staff Senate Minutes
October 11, 2002

I. Call to Order – Alan Selser called the meeting to order @ 8:05am. In attendance were: Marvin Ames, Linda Beall, Maggie Cohea, Jackie Eberts, Michael Elliott, Dave Gutoskey, Bob Maddux, Kathy Pusey, Iva Riggin, Jeannette Schadler, Alan Selser, Brenda Stanley, Judy Twilley and Estella Young. Absent: Joey Faulkner, Jonathan Isett, Judy Lowe and Lisa Hutson.

II. Minutes - Read & approved for September 20th meeting.

III. Chair’s Report –

A. Alan Selser- State hiring freeze still on for state and contingent positions. Grant and auxiliary positions excluded. Pin numbers and monies may be called back. FY 2003 deficit approximately $5 hundred million, projected for FY 2004 $1.3 billion. Goal 5-8% in turnover (vacant positions) SU at that level at the beginning of the year. Effects on SU – “Think” ad campaign, revolving computer replacement fund and motor pool fleet put on hold. We could be looking anywhere from $500,000 to $3 million in funds the State asks for back. No expectations of layoffs – still indecisive pending state budget. First priority of President, submitted to USM $2.4 million request of separate list funds for 2004. Second priority, seven pin positions of the fifty that were submitted last year for conversion would be re-submitted this year. State deficit will determine conversions and funding. Staff Senate nominations for empty positions have not been submitted to the President. Dr. Janet is expecting change of makeup and participation level of shared governance. Frostburg State and UMBC have dissolved their Staff Senate. Frostburg’s exempt and non-exempt alike have both voted union. UMBC non-exempt has voted union. They are trying to recreate (from scratch) a staff senate for those not represented. Dr. Janet has stated she would prefer not to do this; rather give Staff Senate the opportunity to develop a Senate structure that recognizes non-exempt employees, that are confidential and/or supervisory. The others have unique representations thru the union and are not privy to shared governance process. Dr. Janet favors shared governance but wants to see a different format. Non-exempt senators should talk to constituents to inquire about their thoughts on shared governance now that union representation is present.

B. Cuss Report – Not available - Judy Lowe absent
IV. **Other Business – Proposals for Staff Senate**

A. Three (3) Models/Options to be presented:
   1. No action - would have to start from scratch
   2. Senate representation for exempt, contingents and non-exempt not covered by collective bargaining
   3. Senate representation for exempt, non-exempt and contingents with restricted voting rights and committee participation

B. Related Issues
   1. Amend By-Laws
   2. Voting rights
   3. List from H.R. identifying employees represented by union
   4. Group meetings to develop structured questions relating to models
   5. Staff Senate representatives could be reduced
   6. Encourage constituents to attend open meetings for discussion and opinions
   7. Concerns of regulations regarding committee representation, time and commitment involved for senators
   8. Advisory committee to union
   9. Time constraints and proposal deadline

V. **New Business –**

A. Concerns of SU’s contingent benefits equal to that of other USM schools
B. No health insurance fair – H.R.’s responsibility to keep employees posted and informed on status
C. Approval or support from President’s office for Friday as casual day