

May 21, 2013

University of Maryland, Baltimore

SMC Campus Center, Room 210 (Ballroom B)

621 W. Lombard St Baltimore, MD 21201

10:00 a.m.

In Attendance:

Primary	Institution	Alternate	Institution
Marie Meehan	BSU	Karen Tyler	BSU
Jay Hegeman	FSU	Trish Johnson	BSU
Jen Ziegenfus	SU	Paul Gasior	SU
Ron Butler	TU	Jayne French	TU
Mary Hickey	TU, Member-at-Large	William Crockett	UMB
Ron Butler	TU	David Delooze	UMB
Brenda Yarema	TU	Joel DeWyer	UMBC
Gynene Sullivan	UMB, Chair	Dana Wimbish	UMCP
Kathlyn Miller	UMBC	Chenita Reddick	UMES
Brian Souders	UMBC, Co-Secretary	Lisa Andrews	UMUC
Dolores Jackson (on phone)	UMCP, Member-at-Large		USMO
Sister Maureen Schrimpe	UMCP	Guests/Visitors	
Calynn Offer	UMUC	JoAnn Goedert	USMO

Call to Order

1. Welcome and Introductions

Bill Crockett provided a housekeeping introduction. Building is new, campus center celebrating its four-year anniversary. There were over 1500 events in the building last year.

President Jay Perman welcomed us and said UMB is a little different from most of the institutions we represent. UMB houses professional schools in health sciences and law, with a focus on graduate and professional education. Overwhelming number of students are in professional or Ph. D. programs. Founding and continuing values of UMB – civility and teamwork. Wants to break out of silos of education, as the field of health care cannot function within a silo.

2. Approval of Minutes from April approved with minor edits.

3. Chair's Report

- Chancellor's Council meeting – 5/6/13 with the assistance of JoAnn Goedert.

JoAnn Goedert. Health Care Reform and impact of USM Institutions, Employees and Students. Lots of work to be done and the big date we need to be concerned about is January 1, 2014. Implementing what has happened to date has cost \$24 million in the State of Maryland.

Starting January 1, 2014, the Play-or-Pay provisions come into effect, fines will be given

to those who do not have health insurance. In Maryland we have a great plan, so the original thought was that we would not have major issues with implementation. But...

In terms of minimum value and affordability, State of Maryland is easily compliant. Maryland does have a good plan. The issues are in definition of a full-time employee – for those who work 30 hours or more a week, or 130 per month, including contractual employees. The USM is one of the few agencies that has so many contractual employees.

Affordability defined as 9.5% of employee's household income. Most inexpensive health plan (Aetna HMO) costs only \$1,150 per annum, well below that minimum given the average pay.

Full-time employment: the 30-Hour Test. For most employees it is simple. However, how does one calculate hours worked for employment paid on: credit hours, courses taught, or stipend-based compensation? How do we deal with breaks in the academic year? If employees work at more than one USM, we must use the aggregate of hours worked. We do not currently have a mechanism across USM.

There are penalties for non-compliance - \$2000 per year for each FT employee. If employer covers 95%, but fails to cover an employee who then gets subsidized coverage on the Exchange, the penalty is \$3,000 per FT employee.

Brenda Yarema: Do we know roughly how many in USM do not have health insurance?

JoAnn Goedert: Approximately 10,000.

JoAnn Goedert: Law does not cover anything regarding students; our goals are similar but different. We want to give them good student insurance options that are affordable but good. Student health plans tend to be very bare bones.

How much education and outreach does USMO want to do to make sure we understand requirements? USMO wants to provide outreach to make good choices.

The cost question is that USM will have 2000 newly eligible employees, and another 600-800 to whom we currently partially subsidize. We may have additional costs.

Gynene Sullivan. In what way can we work to support CUSS/staff do to help USMO in this effort?

JoAnn Goedert. Take to heart the question that newly eligible employees – what is the best way to get the newly eligible employees to understand the implications of the ACA. The nuances are many, and we want to make certain those not eligible are not hit with a penalty.

Bill Crockett. USM must also realize the unintended consequences it will have on students. Also, employers may want to avoid the 30-hour threshold as they will need to pay for health insurance for them.

JoAnn Goedert. Absolutely, we want to avoid unintended consequences. Please let USMO know of these contingencies.

Gynene Sullivan. What are the possibilities that DBM will not be flexible in how they work with USM Institutions. Will DBM want to be flexible, given our unique working population?

JoAnn Goedert. I cannot rule that out. We do, however, have a governor and legislature that is whole-heartedly behind the ACA.

Gynene Sullivan. Phone call went well. Right people are at the table. We want to make sure that the work of this work group can continue this hard work.

Ron Butler. What do you see impacts being on insurance rates?

JoAnn Goedert. Unlike student health insurance, our benefits will not change. They more than meet the minimum benefits. There should not be new costs added to our plans.

Brenda Yarema. Will CUSS be able to preview and comment on plans? Will Unions as a part of USM have an opportunity, and will we get a parallel opportunity?

JoAnn Goedert. DBM will reach out to state employee unions, and we do hope that CUSS-represented constituents would have access to the table. DBM will do presentation to the work group at the end of June, at that point you can talk directly to them.

Brenda Yarema. Are these meetings open?

JoAnn Goedert. No, but CUSS does has representation at the work group meeting now by your Chair.

Calynn Offer. Do we foresee that our providers will offer plans as part of the exchange?

JoAnn Goedert. Every major insurance provider will be participating in the exchanges.

Gynene Sullivan. At Chancellor's Meeting on May 6 Compensation guidelines distributed, but not allowed to distribute it. General notes – merit increases do not have to be at 2.5%, if there is more money in budget, Institutions can provide additional funds. Stipulated that any increase of more than 15% must be approved by the Chancellor. She outlined the detailed requisites of loss of operationally critical staff. Presidents are required to file a report re. who has been given retention increases, and at what level the increases are being given. An interesting bit of accountability, recommended by Department of Legislative Services that the Chancellor wants to give to legislatures.

Nonexempt Salary Structure. Was presented to Chancellor's Council and will be submitted to Board of Regents Committee for approval in June. Union missed deadline for comments. Current pay structure increases minimums by 6%. Each Institution will need to deal with contract employees, if they have them.

Performance-based funding. Many public universities are getting push back from legislatures as to how funds are being used for general operating expenses for universities. Joint chairs have asked for MHEC and USM to look at issue and the challenges of implementing performance based funding. MHEC will reconvene the work group from last year. Not just affect USM, but also private and community colleges. USM looking either at having no performance based funding or a very modified version

for colleges/universities.

Ron Butler. What is performance-based funding?

Gynene Sullivan. Have each university track graduation rates, course issues and so on in order to receive funds from the legislature to support programs.

- Board of Regents' Meeting – 5/15/13

FY14 Tuition and Fees - two main questions were presented about amount of fees charged on each Institution. Were students involved in this discussion. Called into question the disparity of in-state vs. out-of-state tuition. Does this disparity make us less attractive?

Bill Crockett. Was UMB called out, or the System, regarding the fees?

Gynene Sullivan. The system as a whole.

Paul Gasior. We have many New Jersey students; cheaper for them to pay out of state than in-state in New Jersey.

Mary Hickey. Same at Towson with NJ and NY students.

Calynn Offer. We get more complaints at UMUC from DC/VA, but since their military population (large) is subsidized.

Mary Hickey. Do international students pay more than out of state?

Brain Souders. No, they only pay out of state tuition and fees, and that does not vary. We also like international students because they pay full tuition and fees, and are ineligible for any financial aid.

Gynene Sullivan. All approved tuition and fees are on the Board of Regents web site.

Coppin State University Report. Really emphasized shared governance at CSU. They need to put good shared governance plan into place.

Dave Delooze. Don't they have an interim president now?

Gynene Sullivan. Yes.

Dave Delooze. Did they not have a president who resigned?

Gynene Sullivan. Yes. Now talking about turning it into a student-centered experience. Many staff are on board with changes to turn CSU around. Support of Chancellor and Board of Regents.

Bill Crockett. Wasn't one of the issues also a less than 20% graduation rate?

Gyene Sullivan. Also running a deficit for the past decade.

Bill Crockett. We should not forget that CSU was also historically underfunded.

Gynene Sullivan. Only athletics program that does not run a deficit. Only program that graduates all of its seniors.

- USM Work Group on Health Care – 5/17/13

(see report from Chancellor's Council Meeting)

4. Old Business

- Nominations and Elections of Executive Committee

At last meeting, we had one nominee for Chair (Bill Crockett conditionally pending re-election), Vice Chair (Ron Butler conditionally and Chenita Reddick) and Co-Secretary (Kristen Tull accepted).

Chair. No additional nominations.

Vice Chair. Ron Butler accepts unconditionally. Dana Wimbish accepts unconditionally. Chenita Reddick declined.

Co-Secretary. Kristin Tull has already accepted. Made exception that Co-secretary can be from any Institution. Marie Meehan has chosen not to run, as she has done it for six years. Mary Hickey recommended that we have a recorder for future secretaries. Gynene noted that if we record, then they become the official minutes. Dave Delooze noted that if there is something to be said off the record, the recorder is shut off. No second nomination, nominations closed.

- Year end report to Chancellor's Council and Board of Regents re Shared Governance. Did not have chance to put report together for review. Hopes to have it by end of next week.

5. New Business

July meeting. Since Gus has stepped down as UMCES, will hold meeting at Cambridge facility. New member, Barbara Higgins, is fine with hosting. Possible to use this meeting as a possible retreat. Please send questions/comments/goals for July meeting, policies that we are looking to change. Not have a very heavy agenda for that meeting – taking stock of what we have done and where we will be, going forward.

Dana Wimbish. For the Health Care work group – does anyone want to volunteer to be on the ACA Work Group? A suggestion was made that Brenda Yarema be on.

Gynene Sullivan. The Work Group is meeting with the aid of technology so that a physical presence is not necessarily required.

Mary Hickey. Would like to volunteer, but needs to ask chair if the time commitment is okay.

Gynene Sullivan. Next meeting is first week in June. Would like to suggest that there be a primary and an alternate, as it is going to involve a very compressed schedule.

Dana. What is their timeline?

Gynene Sullivan. They want to have it ready by the next open enrollment, which should have it in place by October 1. We are at an optimal position, as we are at the table with all of the other players.

6. Committee updates –

- Benefits and Compensation. None
- Community Outreach and Recognition. None
- Communications. None.
- Legislative. None.
- Executive Committee. None

7. Confirm Next Meeting Date and Place: University of Maryland Eastern Shore Tuesday, June 25, 2013

Meeting adjourned.