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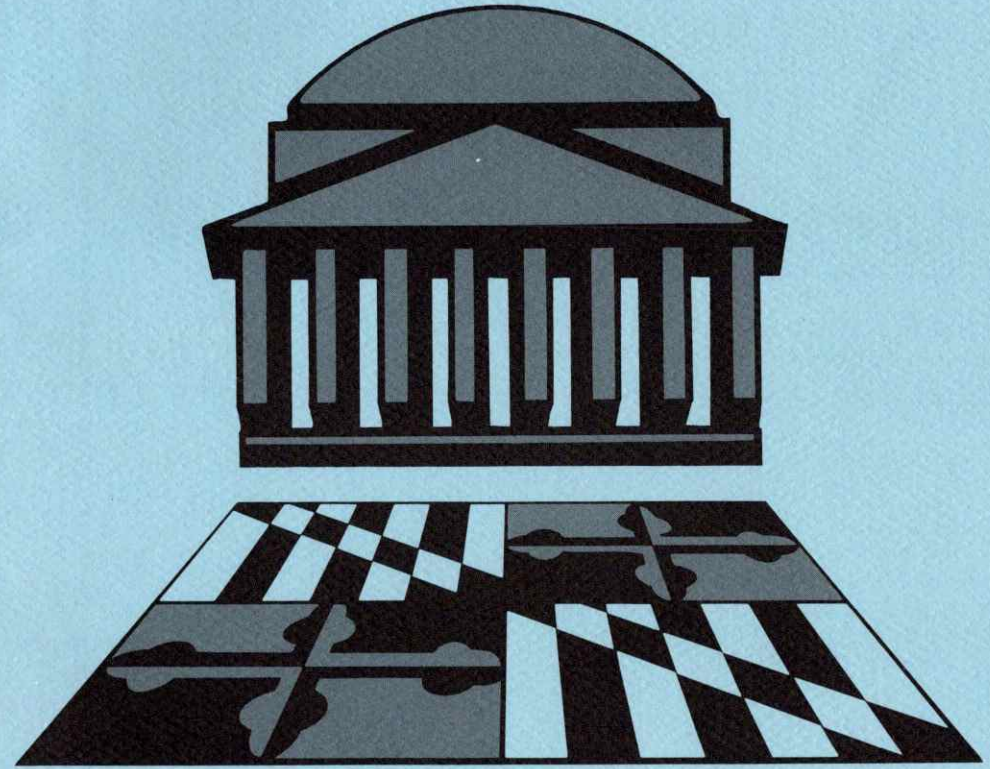
**How can I get more information
on separate governance?**

A

Call the Office of Public Affairs,
528-6776.

University of Maryland Medical System

22 S. Greene Street
Baltimore, Maryland 21201
(301) 528-6776



QUESTIONS AND ANSWERS

For Employees About The
University Of Maryland Medical
System's Governance Change

**EXCERPT FROM THE UNIVERSITY OF MARYLAND
MEDICAL SYSTEM'S CHANGE OF GOVERNANCE
BILL, SECTION ON PERSONNEL:**

(1) THE MEDICAL SYSTEM CORPORATION SHALL UTILIZE BOTH MEDICAL SYSTEM CORPORATION EMPLOYEES AND MEDICAL SYSTEM UNIVERSITY PERSONNEL.

(2) PRIOR TO THE TRANSFER DATE EACH UNIVERSITY EMPLOYEE WORKING IN THE MEDICAL SYSTEM SHALL ELECT TO BE EITHER A MEDICAL SYSTEM CORPORATION EMPLOYEE OR A PART OF MEDICAL SYSTEM UNIVERSITY PERSONNEL. NO UNIVERSITY EMPLOYEE MAY BE REQUIRED TO BECOME AN EMPLOYEE OF THE MEDICAL SYSTEM CORPORATION AS A CONDITION OF EMPLOYMENT OR PROMOTION. ALL MEDICAL SYSTEM UNIVERSITY PERSONNEL ARE UNIVERSITY EMPLOYEES IN ALL RESPECTS.

(3) WITH RESPECT TO PROMOTION OPPORTUNITIES, THE MEDICAL SYSTEM CORPORATION SHALL TREAT MEDICAL SYSTEM UNIVERSITY PERSONNEL ON THE SAME BASIS AS MEDICAL SYSTEM CORPORATION EMPLOYEES.

(4) THE MEDICAL SYSTEM CORPORATION SHALL ESTABLISH AN INTEGRATED SENIORITY LIST COMPOSED OF MEDICAL SYSTEM CORPORATION EMPLOYEES AND MEDICAL SYSTEM UNIVERSITY PERSONNEL. EACH LISTED EMPLOYEE'S SENIORITY WILL BE CALCULATED BY INCLUDING BOTH EMPLOYMENT WITH THE UNIVERSITY AND THE MEDICAL SYSTEM CORPORATION.

vacated by a University employee, qualified employees from either personnel system may apply. If the University employee is promoted to the position, he/she may remain a University employee.

Q When the creation of the new corporation goes into effect, will there be employee layoffs?

A No layoffs are anticipated and all employees maintain the protection afforded to them by their University or corporation employee status. In fact, the governance change is expected to enhance the job security of present University employees by creating a more efficient and cost effective system.

Q How will the new corporation handle seniority?

A The Medical System Corporation will establish an integrated seniority list composed of Medical System Corporation employees and Medical System University personnel. Each listed employee's seniority will be calculated by including all employment with the University or the Medical System Corporation.

A No, you will retain your University status or you may opt to become an employee of the new corporation. Those who choose to remain University employees will retain all benefits and seniority they now enjoy and will continue to do so.

Q **Will the benefit packages for University and new corporation employees differ?**

A The dollar value of the benefit programs for both systems will be comparable but they may have different components.

Q **Under the proposed change of governance, will there be a different Personnel Office?**

A No. The existing Personnel Office will continue to serve the Medical System under a purchase of service agreement. That office will handle all matters for both personnel systems—the University and the Medical System Corporation.

Q **With two personnel systems, how will promotions be determined?**

A There will be equal opportunity for promotions for both University and Medical System Corporation employees. For example, if a Secretary III position is

GOVERNANCE CHANGE

University of Maryland Medical System's governance bill, if passed by the Maryland General Assembly, will authorize the change in governance of University of Maryland Medical System from an agency of the state government to a private, non-profit corporation.

This legislation, sponsored by the Speaker of the House and the President of the Senate for the Administration, is known as House Bill 674 and Senate Bill 481 in the Maryland General Assembly.

To keep employees informed about governance, we have prepared the answers to your most commonly asked questions.

Q **What is the purpose of the governance bill?**

A The bill creates an independent, non-profit corporation to manage the University of Maryland Medical System. Its primary purpose is to provide the Medical System with the autonomy necessary to ensure the System's fiscal independence.

Q **What will be the name of the new corporation?**

A University of Maryland
Medical System Corporation.

Q Why can't the Medical System continue to be a public institution supported by the state?

A During the past five years the legislature has phased out our state subsidy. The Medical System currently receives no funds from the state for employee salaries, operations or capital expenditures. Moreover, the legislature has indicated it will provide no further funding.

Q If the bill is passed during the 1984 legislative session, when would the change of governance go into effect?

A July 1, 1984, or anytime thereafter.

Q What components of the University of Maryland at Baltimore campus will be included in the governance change?

A The legislation includes the hospital, cancer center, and the clinical component of the Maryland Institute for

Emergency Medical Services Systems ("Shock Trauma").

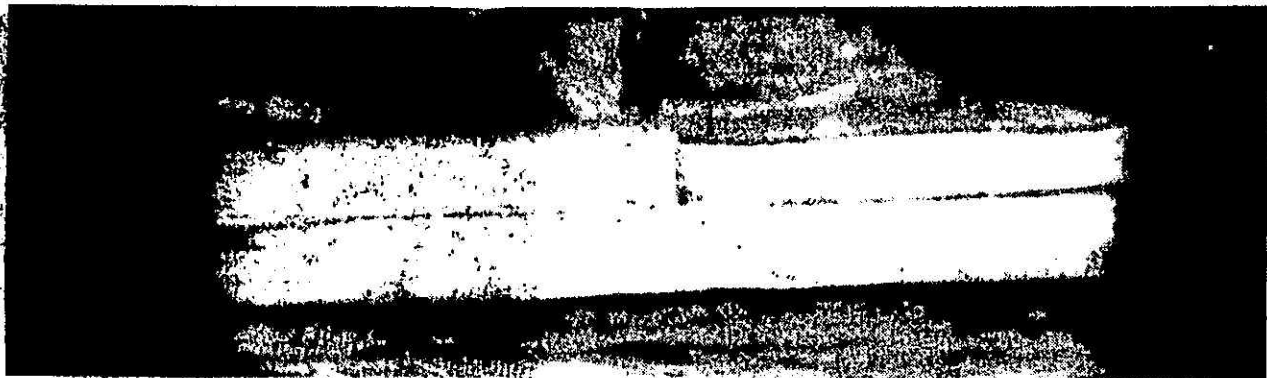
Q What are some of the advantages of changing from the present system to a private, non-private status?

A Under the present ^{profit} system, University of Maryland Medical System must adhere to numerous state regulations even though it depends on patient fees for support and receives no state operating or capital funds. The new plan will enable the Medical System to operate with less red tape. A board of Maryland citizens with knowledge of hospitals would take over the complex responsibilities of hospital management, thereby ensuring the best medical care.

Q Who would be responsible for managing the hospital's budget?

A The University of Maryland Medical System Corporation.

Q Will I have to become an employee of the new corporation and give up my University status?



Kennard Brown

Surf city, here we come...

A graduating senior said his picture had never appeared on the school's newspaper, so he decided to attract some press before he forever left campus by mattress-surfing in the pond in front of the library.

Around midnight, he pulled out what was left of his bed,

headed down to the pond, and on the way over, made a telephone call to the newspaper and announced his stunt.

He said if his picture appeared on front page, he would try one last stunt. He mentioned something about jock straps and a bra, but we walked away before we could hear the rest.

University of Maryland Hospital to go private

by Gary Gansman

The University of Maryland Hospital will become a private, non-profit institution as a result of a legislative bill approved by the House of Delegates on March 26. The bill calls for the creation of the Maryland Medical Systems Corporation, which would administer the hospital, at a date between July 1 of this year and June 1, 1985.

This was accomplished only after the addition of several compromising amendments, one of which would place members of the community on the hospital's board of directors. Also, the amended bill gives the director of the Maryland Institute of Emergency Medical Services System (MIEMSS), which operates the Shock Trauma Unit, greater autonomy than was provided for in the original bill.

MIEMSS has been recognized to have two basic components: the clinical portion, which is responsible for providing

emergency medical care, and the field program, which is responsible for the training of nurses and paramedics. While the field program is to remain under the university, the clinical portion will be administered by the new corporation.

The bill states the director of MIEMSS will report to the board of directors of the corporation through the chief executive officer of the hospital in matters concerning the clinical portion. In connection with the field program, the chief of MIEMSS will report directly to the UMAB chancellor.

This administrative arrangement had come under fire in recent months, after groups connected with the emergency health field had complained that once MIEMSS, the leading state agency in emergency service, fell under private control. The quality of care would severely diminish.

According to Dr. Barbara Cahn, director of public affairs for the hospital, the

hospital's board of directors is extremely pleased with the new amendments. With regard to the amendment which adds community members to the board of directors, she commented, "Their role is very important in defining the needs of the community and how they can be best served."

Furthermore, she explained the board "is very positive on the matter. This is especially since the death of [Dr. T. Albert Farmer, UMAB chancellor] showed how important it is to have it written into the law that members of the community should sit on the board."

However, Cahn expressed concern over the amendment which would make the director of MIEMSS report to the board of directors through the hospital's chief executive officer. "We will see how it works out when the time comes," she said.

Dr. R. Adams Cowley, director of MIEMSS said he was agreeable but unenthusiastic about the amendment. "I have no problems with it. If it is what they want

In separate business, the student legislature ratified Greg Koontz as Election Board chairperson and also ratified Rothenburg, Shari Saverino and Kim Lacher as members of the board.

In previous years, budgets have been drafted by the incoming SGA administration, with the result that each president has prepared the budget for his or her term in office. This year, however, the outgoing administration prepared the budget for its successor.

The funds for allocations are contributed by UMBC students through the Student Activities Fee, which is added on to tuition charges. Funds are employed for clubs, organizations, SGA salaries, utilities at the University Center, films and other expenses.

Total funds from Student Activities Fees available for next year are said to be \$145,000, down \$880 from this year's funds. The \$99,000 figure comes after the deduction of utilities and other fixed costs and after the deduction of the Special Projects Funds, designed to provide for capital expansion of WUMD, the *Retriever*,

passed, its funds for next year will be \$8,050. The Outdoor Club, which generated revenue this year in excess of the amount of its allocation, is also expected to receive a substantial increase in funds for next year. WUMD, the student radio station, is also to receive an increase of \$3,000.

Nineteen of the clubs slated for increases next year have employed less than 45 percent of this year's budget. None of these organizations have generated revenue during the academic year.

The IFSM Council of Majors was budgeted \$320 this year. The organization, as of March 31, has employed 39 percent of its budgeted funds. Its recommended allocation for next year is \$1,300.

SGA President Jeff Neuman told the senate, "They [IFSM Council of Majors] have self-funded a good majority of their events and they are deserving of an increase."

The Women's Union was budgeted \$600 this year. As of March 31, it has used five percent of its budget. Yet, the new proposal calls for a \$440 increase for next

According to Neuman, the *Retriever* is exhausted its budget. The budgeted SG monies cover the paper's print contract and some production supplies. Proceeds from the newspaper's typesetting services are employed in the purchase of production supplies, while advertising revenue goes towards the payment of staff salaries.

Neuman said conversations with the administration's Director of Business Services Leland Beitel and Preisinger revealed to him the *Retriever* would be able to contract printing services even if it did not have the money in its account, by basing the contract on future revenue.

Beitel said the university will authorize print contract for the amount that has been budgeted. However, he said if there is a high degree of confidence the newspaper can generate additional revenues, the university can inform the printing company contract for a larger amount may be authorized.

However, *Retriever* Editor in Chief Jose Ordonez said the authorization of a print contract which was not fully funded

See Budgets, page 3



Kennard Brown

University of Maryland Hospital

me to do, then that is what I will have to do." However, Cowley said he strongly approved of the role of community members on the board of directors.

With regard to Cowley's lack of enthusiasm with his new role, Cahn said, "Cowley has a little bit of an ego problem. He just can't accept the fact that he has lost for the first time in the general assembly." Also, she said, "What he most objects to is the legal formalization of what is now an informal process, [his division's subordination to the university]. What he thinks doesn't matter because, in the end, I feel Dr. Cowley will be shown to have been a minimal player in the whole affair."

Harold Kennedy, vice president of the Baltimore Urban League, a community activist organization, said although he had "mixed emotions" about Cowley's new relationship with the hospital and the university, he was totally in favor of the role of the community in the hospital's board of directors.

Officials at Johns Hopkins University, where Baltimore's other tertiary health unit is located, said they were very positive about the incorporation of University Hospital. In particular, they said they were pleased about the involvement of community members on its board of directors.

As for Cowley, they said they sympathized with him, because in effect he has been demoted from chief of a separate entity within the university to head of one of the hospital's divisions. However, they said the decision to redefine the role of MIEMSS was better for the hospital.

Candidate accuses BSU president

Spanish to be taught

Dr. Cowley Deserves Much of the Credit

Editor: Barry Rascovar, in his March 5 column, noted that the legislation proposing governance change for the University of Maryland Medical System and Hospital had gained broad support.

Furthermore, he pointed out that the University of Maryland regents were committed to including the shock-trauma unit (Maryland Institute of Emergency Medical Service Systems, or MIEMSS) in the legislative proposal. We appreciate the strong support of *The Sun's* editorial staff for our legislation. My own role and support and the role of members of my staff in assisting the board of regents in drafting this legislation is a matter of record.

Dr. R. A. Cowley's past concerns that the inclusion of the clinical arm of the shock-trauma unit might compromise the statewide emergency medical system have been important in preparation of our legislation.

The readers of *The Sun* should know that, through Dr. Cowley's leadership, his personal efforts, and his total dedication, the state and the University of Maryland have developed one of the world's foremost trauma centers. Dr. Cowley's humanitarianism, his skills as a physician and his vision of how a proper system should be designed have benefited the citizens of Maryland.

I have personal knowledge of these qualities since I served as chief of infectious diseases in the trauma unit from 1967 to 1969 and worked with the small group of physicians and nurses organized by Dr. Cowley.

The success of shock-trauma over the years has been primarily a function of Dr. Cowley's competence and his dedication, secondarily his friendship with political figures and his ability to obtain state funding.

Naturally, we believe that the governance proposal would allow the medical system, including shock-trauma, to operate in a more effective and cost-efficient manner. We believe that this legislation would strengthen shock-trauma for the future and reinforce the program developed by Dr. Cowley.

Regardless of the outcome of our legislative proposal, the contributions made by Dr. Cowley and his staff should not be diminished. Furthermore, the state and the University of Maryland must together commit themselves to sustained support of one of the nation's foremost health resources.

Morton I. Rapoport, M.D.
Baltimore.

The writer is chief executive officer and vice chancellor of the University of Maryland Medical System.

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