

Council of University System Staff

Quarterly Newsletter / February 2019 Edition



Bowie State University (BSU)

14000 Jericho Park Road
Bowie, MD 20715

Coppin State University (CSU)

2500 W. North Avenue
Baltimore, MD 21216

Frostburg State University (FSU)

101 Braddock Road
Frostburg, MD 21532

Salisbury University (SU)

1101 Camden Avenue
Salisbury, MD 21801

Towson University (TU)

8000 York Road
Towson, MD 21252

University of Baltimore (UB)

1420 North Charles Street
Baltimore, MD 21201

University of Maryland, Baltimore (UMB)

520 West Lombard Street
Baltimore, MD 21201

University of Maryland Baltimore County (UMBC)

1000 Hilltop Circle
Baltimore, MD 21250

University of Maryland Center for Environmental Science (UMCES)

P.O. Box 775
Cambridge, MD 21613

University of Maryland, College Park (UMCP)

College Park, MD 20742

University of Maryland Eastern Shore (UMES)

Princess Anne, MD 21853

University of Maryland University College (UMUC)

3501 University Boulevard East
Adelphi, MD 20783

University System of Maryland Office (USMO)

3300 Metzert Road
Adelphi, MD 20783-1690

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Updates from the Chair

As chair of the Council of University System Staff, I would like to wish everyone a Happy New Year and hope that each of you had a successful start to the Spring Semester. While it seems like winter is never going to end, rest assured that spring is just around the corner. Your institutions' council members have been busy this year and I would like to highlight a few things that the council has been working on.

First, the Board of Regents Staff Award Nominations deadline has passed. We received 33 nominations and I'm happy to report that all institutions submitted one or more nominations. For those who are unfamiliar with the process, the next step is for our Board of Regents Awards committee members to evaluate the packets. When the evaluation is complete and a nominee in each category rises to the top, the executive committee will make final recommendations to the Board of Regents in May with the board approving the winners at their June board meeting.

Second, by now, all of the institutions' staff senates should have received our Staff Shared Governance Survey. The purpose of the survey is to gauge the campus climate on shared governance from a staff perspective. Please be honest in your feedback and encourage all members of your senate to participate. CUSS has joined the Council of University Faculty and University System of Maryland Student Council in implementing this survey. This is the second year of the survey, and the council will be able to provide the Board of Regents, the Chancellor and the individual campuses with survey results from their campus on the climate of shared governance from all groups.

Third, in the fall, we conducted a Best Practices Survey, asking each institution's staff shared governance groups questions related to how they conduct business and engage with their University. Some of the findings suggest that each campus has their own unique style of shared governance, that the staff councils conduct business and meet regularly and that most hold elections on an annual basis. For more information on the survey, see page two of the newsletter.

Last, but certainly not least, CUSS was preparing to participate in the USM Advocacy day on February 20th in Annapolis, MD. The advocacy day was cancelled due to inclement weather. However, the Legislative Committee of the council will continue to monitor legislation. The immediate focus is to protect the Governor's proposed budget as the Maryland General Assembly considers it keeping in mind that the legislature can only delete from the budget, not add to it. We will be assisting in delivering the message that any further reductions to this budget would be harmful to our students and our institutions.

I hope you enjoy reading our newsletter for more information about the CUSS Committees and our Institutions.

Sincerely,

A handwritten signature in black ink that reads 'Lisa G. Gray'.

Lisa G. Gray, Chair
Council of University System Staff

CUSS COMMITTEE SPOTLIGHT: LEGISLATIVE AFFAIRS COMMITTEE

The Legislative Affairs Committee is charged with monitoring the Legislative Sessions of the Maryland General Assembly to identify bills related to the University System of Maryland, apprise CUSS of relevant issues, and propose responses when appropriate. The 2019 Session of the Maryland General Assembly began on January 9, 2019. Throughout the session, the CUSS Legislative Affairs Committee will participate in weekly teleconferences hosted by the USM Office of Government Relations to receive updates on proposed bills that pertain to the University System of Maryland.



A recent topic of concern for CUSS has been changes to State Retiree Prescription Drug Coverage due to a bill that passed in 2011. On January 18th Delegate Eric M. Bromwell (District 8, Baltimore County) introduced HB0098 to help address these concerns. The

Committee will monitor the progress of this bill and will update CUSS membership as developments occur.

USM Councils Advocacy Day is tentatively scheduled for Wednesday, February 20th in Annapolis. This event will bring together the Council of University System Staff (CUSS), the University System of Maryland Student Council (USMSC) and the Council of University System Faculty (CUSF) to represent the USM and discuss the Governor's proposed budget with key state representatives. Members of these three shared governance bodies are encouraged to participate.

BEST PRACTICES SURVEY

This past fall, CUSS conducted a Best Practices Survey, asking each institution's staff shared governance groups questions related to how they conduct business and engage with their University. The results of this survey were highlighted in a report completed by the CUSS Executive Committee and presented to the CUSS membership.

Eleven of the USM's twelve institutions participated in the survey, which utilized an online questionnaire tool. The questionnaire asked over twenty questions on the several topics related to staff shared governance. Responses indicate that each campus has their own unique style of conducting staff shared governance business on their campus.

All respondents indicated that their staff shared governance groups conduct business and meet regularly, most having representatives that are elected annually. Most campuses indicated that they have a university wide council or forum that brings together all campus shared governance constituent groups (such as a University Senate or Council). Nearly all groups maintain some sort of external-facing web page or medium with group information and recent accomplishments or initiatives.

Shared governance groups perform a variety of annual events targeted at staff, including open forum meetings, snack and chats, mentoring cohorts, professional development days, and staff appreciation days.



Engagement in campus-wide meetings and events also varied, with some campuses reporting participation in university-wide staff appreciation events, skills and leadership training opportunities, and participation on hiring committees, university budget meetings, and strategic planning meetings. In future newsletters, we will highlight specific best practices described by institutions to inspire ideas across the system.

USM INSTITUTIONAL UPDATES

Bowie State University

BSU Hosts Youth Innovators for LEGO Robotics Competition

Dozens of local youth tech innovators, building robotics devices out of motorized LEGO elements, competed in a unique display of their problem-solving skills at Bowie State University on Saturday, January 26, 2019.

Ten teams of 10 students each participated in the FIRST LEGO League competition, featuring the state's top middle and high school students who use robotics technologies to solve real-world engineering challenges. Judged by a panel of tech experts, the top teams advanced to the statewide championships.

It was Bowie State's first time hosting the event. BSU event coordinators, along with faculty and student volunteers, made it possible for the young people and their families to connect with the university community as they demonstrated their robotics skills, creativity and teamwork ability. As a host institution in Maryland, Bowie State joined a cadre of other event sponsors, including global security firm Northrop Grumman, international defense company Collins Aerospace, engineering firm Bechtel, research leader Battelle, and the University of Maryland Baltimore County.



By supporting the FIRST LEGO League program, Bowie State continued to promote access to innovative learning opportunities in science and technology for youth across the state.

Coppin State University

Dr. Maria Thompson, the first female president of Coppin State University, announced she will step down at the end of June.

Dr. Thompson wrote in an email to students, faculty and staff that she would be returning to her native city of Nashville following her

recent marriage proposal and a lengthy recovery from cancer. "My doctors have been delighted with my progress over these many months and have recently given me a clean bill of health," she wrote. "During the Christmas holidays, my joy was multiplied with the decision to marry my long-time companion... We have determined that the time is right to begin a new chapter as we make a new life together in my native city of Nashville."



Dr. Thompson outlined her commitment to continuing work in the areas of attracting non-traditional students and partnerships with community colleges and corporate partners to advance the university as a key workforce development resource in the Baltimore-Metropolitan area.

The Tennessee State University alumna is credited with ushering Coppin into new agreements for community college transfer student degree completion, and an emphasis on resource building for non-traditional learners. On behalf of the students, faculty, and staff at Coppin State University, we thank her for her support and the many successes that we have under her leadership. We wish her well!

Frostburg State University

Frostburg State University is one of only 11 other institutions in the US that have been selected to participate in the first-ever national Excellence in Academic Advising comprehensive strategic planning process, a program created by NACADA, a global association dedicated to enhancing the educational development of students in higher education, and the nonprofit Gardner Institute.



Excellence in Academic Advising (EAA) establishes aspirational standards for

institutions to evaluate and improve academic advising, acknowledge the central role of advising in promoting student learning, success and completion.

FSU faculty and staff have already spent the past year studying the University's advising processes, and identifying strengths and areas for change. FSU's retention of first-year students to the sophomore year increased by 3.4 percent between 2017 and 2018, a possible benefit of the work that has been done so far.

Salisbury University



President Chuck Wight announced Dr. Karen Olmstead was selected as Provost and Senior Vice President of Academic Affairs. Dr. Olmstead has served in the interim role since July 1, 2017. Prior to serving in that role, Dr. Olmstead served as Dean of SU's Henson School of Science and Technology since 2008.

Leadership Maryland recently graduated two representatives from SU: Mary Angela Baker, founding director of SU's Center for Extended and Lifelong Learning, and William Baker, SU executive director for economic development, director of the University's Radcliffe Shore Hatchery program, and director of entrepreneurial activities. A ribbon-cutting ceremony was held on December 5th to celebrate Salisbury University's new Center for Equity, Justice and Inclusion (CEJI).

CEJI provides space for research, programming, and a place to meet socially. "This space is part of a larger commitment by Salisbury University to build a culture of inclusion in which all people are treated equitably and share a strong sense of belonging," said SU President Charles Wight.

"The Center will provide support for under resourced communities, benefitting students, faculty and staff, and helping all of us to lead in an increasingly diverse world." "A Conversation with the Governors of Delmarva" was held on February 11th. Delaware Governor John Carney, Maryland Governor Larry Hogan and Virginia Governor Ralph Northam answered

moderated questions. It is believed this was the first public forum of the 21st century with governors from all three states. The event was sponsored by the Greater Salisbury Committee and hosted by SU.

Towson University



TU New and Bold Identity

For the first time in more than 20 years, Towson University has a new identity - complete with key messages, a logo redesign and a renewed sense of pride. "This contemporary identity nods to our history, but also clearly states what Towson University is today." President Kim Schatzel said.

The new identity also emphasizes TU's best attributes and brand pillars: mentorship, momentum and opportunity. The Office of Inclusion & Institutional Equity welcomes Patricia C. Bradley - new Assistant Vice President of Equity and Compliance.

Attorney Bradley primarily manages the daily responsibilities related to the university's anti-discrimination and compliance obligations. She collaborates with on and off campus offices to provide resources & educational opportunities for the prevention and investigation of discrimination complaints.

Attorney Bradley was the Title IX Coordinator, Fayetteville State University in North Carolina. The Office of the Provost welcomes Dr. Shaunna Payne Gold as Assistant Provost for Diversity & Inclusion in Academic Affairs. Dr. Gold will act as a resource to the university's colleges and departments seeking to support institutional goals for faculty recruitment, hiring, development, and retention. She will work in close collaboration with the Office of Inclusion and Institutional Equity (OIIE) and the Office of Human Resources (OHR). Dr. Gold's experience includes teaching, cultural competency, and assessment/compliance.

University of Baltimore

The Office of Early College Initiatives now partners with thirteen B-Power high schools. High school students take classes either in

our College Readiness Academy or a University of Baltimore Dual Enrollment course. Some of our high school partners include: The Academy for College and Career Exploration, Baltimore Design School, Baltimore Leadership School for Young Women, Carver, St. Frances Academy, and Western.



B-Power is a signature USM initiative helping to pave the way for a stronger Baltimore by building a pipeline from the City schools to Coppin State University and University of Baltimore. The future of the USM and the City of Baltimore are inextricably linked, and while the focus of B-Power is to build pipeline-partnerships with the Baltimore City Schools, the University System of Maryland has a broad and inclusive approach to our collaborations and partnerships with Baltimore City. At the System level, the whole is much greater than the sum of the parts.

Click here to learn more about the USM B-Power Initiative:
<https://www.usmd.edu/usm/B-Power/>

University of Maryland, Baltimore (UMB)

UMB's Staff Senate and Community Engagement Center co-sponsored two community outreach events in late 2018. In November, they held a food drive to support families in the UMB CURE Scholars program; in December, the group collected toys and donations for The Christmas Store, an opportunity for parents of children in West Baltimore to purchase new gifts at a price they could afford. Profits from the toy sale were donated to youth organizations in West Baltimore.



In January, the Staff Senate held an open forum, presenting results of a survey conducted last year and an overview of Staff Senate activities. Discussion items during the forum included new FMLA policies, the upcoming UMB Climate and Engagement Survey, wellness rooms, how to become a Staff Senator and LGBTQ+ awareness.

The UMBrella Group at UMB empowers women by offering scholarships for leadership conferences, a speaker series, workshops, affinity groups, book clubs, and a coaching program. "Providing such robust experiences for the next generation of women leaders certainly was one of the goals when our team formed UMBrella," said Jennifer B. Litchman, MA, Senior Vice President for External Relations. UMBrella will celebrate Women's History Month in March with a symposium and workshops.

Cherita Adams, MBA, MS, Career Development Manager, won the diversity staff award as part of UMB's Dr. Martin Luther King Jr. and Black History Month celebration. Adams creates programs that promote skills enhancement and career advancement for UMB employees, especially those at lower-paid positions such as housekeepers, security guards, and maintenance workers. "Changing someone's career trajectory can change their life," says Adams, who has worked at UMB for six years.

University of Maryland, Baltimore County (UMBC)



UMBC hosted the annual Service Awards ceremony on December 5th to acknowledge staff for their years of service to UMBC and to the state. Staff service anniversaries are celebrated starting at five years of service and in increments of every five years thereafter.

UMBC hosted the annual Holiday Open House on December 19th to celebrate before winter break and the New Year! This year's holiday party also supported a new initiative called "Retriever Essentials", a faculty/staff/student partnership created to address food insecurity among the campus community. Participants were encouraged to bring food donations to the party. Commencement was held at the new UMBC Event Center on campus for both the graduate school (on December 19th) and for all graduating undergraduates (on December 20th).

Creation of "Retriever Courage" website and implementation of mandatory in-person and online training for Title IX/Sexual Misconduct Response and Prevention training for all administrators, faculty, and staff are well underway. Development and future implementation of mandatory training for students is in progress.

University of Maryland Center for Environmental Science (UMCES)

On November 30, 2018, UMCES hosted an Environmental Summit at IMET, our downtown Baltimore location. To kick off the event President Peter Goodwin presented an inaugural lecture to lay out his vision for Maryland's graduate university for the environment.



The Summit explored how we can make a difference in the grand environmental challenges facing our planet. There were a variety of presentations and panel discussions with input from faculty, students and partners. UMCES considered what actions, partnerships, innovations, and technological advances could be pursued to ensure that the vision in UMCES' recent strategic plan becomes a reality.

The UMCES Staff Council is wrapping up 2018 by preparing to host its first open forum meeting in February 2019!

University of Maryland College Park (UMCP)



The University of Maryland, College Park and the University of Maryland, Baltimore celebrated the launch of the Robert E. Fischell Institute for Biomedical Devices. With support from both campuses and the state of Maryland, the institute brings together engineers, clinicians, scientists and students working to design and build biomedical devices that address many of today's most pressing human health challenges. "The Fischell Institute will take cutting-edge research and create new products with the expectation that new businesses will be created potentially from this research and development," Maryland Deputy Secretary of Commerce Benjamin Wu said at the Jan. 3 event.

On December 11, 2018, the staff of the Capital Gazette accepted the second of two honors they would have rather gone without. Time magazine that morning had announced the group as part of its 2018 Persons of the

Year: "The Guardians and the War on Truth." In the afternoon, they stood in a packed conference room in the Philip Merrill College of Journalism as a seminar room was dedicated to the people lost in a shooting on June 28. A large plaque in the Capital Gazette Memorial Seminar Room is intended to teach its visitors about Capital Gazette and the five people who gave their lives: Gerald Fischman '79, Merrill adjunct lecturer Rob Hiaasen, John McNamara '83, Rebecca Smith and Wendi Winters.

University of Maryland Eastern Shore (UMES)



On Friday, December 14, 2018, UMES held its 22nd winter commencement. 270 newly minted graduates emerged from the university's winter commencement exercises to find that the early morning fog had lifted and bright futures were ahead. Dr. Richard Warren Jr., the 2018-19 Maryland State Teacher of the year, was the commencement speaker and delivered a message to an audience of some 3,000 that sat raptly as he spoke about how education turned his life around. Warren earned three degrees from UMES, including a doctorate this past May.

Four University of Maryland Eastern Shore volleyball players earned post season recognition from the Mid-Eastern Athletic Conference for their play in 2018. Lucia Babic was named first-team All-MEAC while Ivana Blazevic and Rachel Kayongo were placed on the second team. Freshman Mauri Carver was an all-rookie team selection. "These players ...battled all season long and are deserving of these honors" Coach Trevor Callarman said. (Information compiled by the University Of Maryland Eastern Shore Office Of Public Relations).

University of Maryland University College (UMUC)

UMUC hosted its inaugural National Preparedness Month in the fall. Sessions were offered to staff on CPR & First-Aid as well as Active Shooter Training. UMUC's Security Team also provided safety tips while traveling during the holidays, shopping (online), personal safety tips, and highlighting mental health awareness during the holidays.

"UMUC honored hundreds of "all-star" employees for their contributions to the university at the 2018 Service and

Achievement Awards ceremony on Friday, December 7. The annual event recognizes and celebrates faculty and staff who bring the UMUC mission to life."



In addition to the Bylee Massey Memorial award that is presented annually, six staff members were honored with the UMUC Presidential Award and three staff members received awards for innovation at UMUC. UMUC completed our second winter commencement stateside:

<https://globalmedia.umuc.edu/2018/12/04/university-of-maryland-university-college-to-hold-winter-commencement-ceremonies-saturday-dec-15/>

Cyber things:

<https://globalmedia.umuc.edu/2018/12/12/umuc-cyber-experts-predict-battle-tested-attacks-a-focus-on-election-security/>



2018 - 2019 CUSS REPRESENTATIVES

Bowie State University (BSU)

Trenita Johnson
Trish Johnson
LaVel Jones

Coppin State University (CSU)

Sheila Chase
Sherrye Larkins, Past Chair
Anthony Littlejohn
Sonia McCain

Frostburg State University (FSU)

Liz Nelson
Dana Severance
Rubin Stevenson
Stacey Utley-Bernhardt, Co-Secretary

Salisbury University (SU)

Vanessa Collins
Lisa Gray, Chair
Teri Herberger
Charles Overholt

Towson University (TU)

LaVern Chapman
Deniz Erman
Carol Green-Willis
Mary Hickey

University of Baltimore (UB)

James Hale
Stephen Shirley

University of Maryland, Baltimore (UMB)

Colette Beaulieu
Sarah Hokenmaier
Susan Holt
Christina Fenwick
Nicole Miskimon
Janet Nance-Richardson

University of Maryland, Baltimore County (UMBC)

Sheryl Gibbs
Kevin Joseph
Thomas Penniston
Laila Shishineh, Vice Chair (*beginning 2/18*)
Michael Walsh
Bethany Walter

University of Maryland, Center for Environmental Sciences (UMCES)

Julia Bliss
Amy Griffin, Member-at-Large
Michelle Prentice
Lori Stepp

University of Maryland, College Park (UMCP)

Darrell Claiborne
Elizabeth Hinson
Matthew Nesson
Kalia Patricio
Sister Maureen Schrimpe
Sarah Goff

University of Maryland Eastern Shore (UMES)

Chenita Reddick, Member-at-Large

University of Maryland University College (UMUC)

Antoinne Beidleman
Craig Binder
Mark Freeman-Price, Vice Chair (*ending 2/18*)
Candace Johnson, Co-Secretary (*beginning 2/18*)
Karolina Nash
Adrienne Price

University System of Maryland Office (USMO)

Chevonie Oyegoke

For a full listing of all minutes regarding the USM Council of University System Staff (CUSS), institution photographs, and other pertinent information, visit <http://www.usmd.edu/usm/workgroups/SystemStaff/>.

The Council of University System Staff (CUSS) was established in 1992 by request of the Board of Regents to advise on matters relating to the development and maintenance of a new USM Pay Program for Staff employees. CUSS is comprised of System- wide Staff employees with representatives from each of its 12 institutions and the System office.

