



**COUNCIL OF  
UNIVERSITY  
SYSTEM  
STAFF**

## *Quarterly Newsletter / Spring 2023 Edition*

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**Find us on the web:**

Website: <http://bit.ly/1yc1pre>  
Facebook: @CussMaryland  
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### *Update from the Chair*

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It is hard to believe 2023 is almost halfway over! As summer approaches, CUSS will begin its process of electing leaders for the next administrative cycle: 2023-2024. Nominations will take place in May for a June vote. The next cycle will begin in August.

There is a lot of great news for staff in terms of pay! Across the USM we now know that on July 1, 2023 eligible staff will receive merit (approximately 2.5%) and a 2% cost of living adjustment (COLA). There is also a likelihood that the non-exempt pay scale ranges will be adjusted effective the same July 1, 2023 date. We are grateful for this continued attention to issues of staff pay and compression.

This Spring we completed our Shared Governance Survey. CUSS conducts this survey on an annual basis, with this report serving as the sixth iteration from the inaugural year in 2017-2018. The results will serve the USM, and each institution, in terms of monitoring and understanding the status of shared governance across the system. However, it cannot be emphasized enough that this survey is querying only those staff who are directly involved in shared governance at their institutions. CUSS is hoping in future years to explore conducting this survey on a broader scale to give a more meaningful impression to USM leaders about the state of shared governance on our campuses. Overall we received 110 responses, an 11% decline over 2021. Of note, this year we queried Senate Chairs to ask how many staff served on their Senates so we could understand the response rate for each institution. We show an overall response rate of 60%. Last week I had the opportunity to meet with Chancellor Perman to review the 2022 Annual Shared Governance Survey. He was pleased with the reports he received and the appearance of health in the shared governance structures operating on our campuses.

Our Staff Resources & Special Projects continues to look at two issues that we have been examining for a few years: Ombuds representation on our various USM campuses and the issue of duplicative fees for staff utilizing tuition remission for themselves at their home institution. We will soon have more information to report on these issues soon!

The Staff Awards & Recognition Committee has completed its great work on the annual Board of Regents Staff Awards process. We look forward to celebrating our winners at the August/September Board of Regents Staff Awards breakfast ceremony! I would like to thank this committee, led by Deniz Erman of Towson, for their hard work in completing this process. They will now begin the process of reexamining the nomination process for non-exempt staff in the hopes that we can recruit even more wonderful staff for this prestigious award!

We appreciate your continued support so we may be more successful in advocating for positive changes for staff. As always, if you have questions or concerns, please reach out to me directly or your campus CUSS representatives.

Sincerely,

Kalia Patricio  
Council of University System Staff



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## **CUSS SPOTLIGHT:**

### ***STAFF RESOURCES & SPECIAL PROJECTS COMMITTEE***

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The Staff Resources & Special Projects Committee is responsible for identifying and exploring staff concerns and resources as well as focusing on annual special projects that may arise. Members conduct research to identify staff concerns/resources as needed. Special projects or topics of interest are often generated internally but can also be suggested from other standing committees within CUSS or from our CUSS constituents.

This year we focused on several staff support service options, flexible work schedules, explored green initiatives, revisited the removal of fees associated with tuition remission and the ongoing desire for OMBUDS presence at each USM institution. We surveyed the various points of contact at each USM institution, reached out to the USMO, and will be writing a letter to the Chancellor and his Cabinet with details of our concerns, supporting research, and requests for action.

The data from surveys continues to show that flexible work schedules are highly prized in the workforce currently, and campuses who are not allowing for that flexibility are having difficulty recruiting and retaining staff, especially with the onset of quiet quitting and pay increases outpaced by inflation. The committee also expressed the need to continue reiterating the importance of the Chancellor encouraging the USM Presidents to improve the working environment for staff by increasing staff resources such as ensuring each campus as an OMBUDS officer, access to an Employee Assistance program, and ongoing support for Mental Health and well-being. Although the Chancellor previously informed the Presidents of each institution to look into adjusting and eliminating duplicative tuition remission fees for staff (not their dependents), we found that although some institutions made this adjustment, many have not. Thus creating equity issues, as well as continued burdensome and unnecessary barriers for staff who wish to take advantage of the tuition remission benefit, especially for lower waged employees. A wonderful and free professional development resource available to all USM staff was provided by the USM Learning & Talent Development Committee: Learning & Talent video archives.

We are hopeful that many ongoing discussions in areas regarding expanded voluntary benefits for pet insurance, and each USM institution having access to an Employee Assistance Program will result in staff being one step closer to receiving these benefits in the near future. However, we were thankful that one of the committee's initial immediate concerns regarding John Hopkins and CareFirst reaching an agreement to continue coverage prior to Open Enrollment was able to move forward with a successful resolution.

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## **USM INSTITUTIONAL UPDATES**

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### **Bowie State University**

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Maryland inmates complete their first semester at Bowie State. Seven male inmates from Jessup Correctional Institute completed their first semester towards degrees in sociology or a certificate in entrepreneurship. They were the recipients of federal Second Chance Pell Grants that covered their tuition and fees and the first

cohorts of the new program launched in January. "This program has been wildly successful," said Dr. Charles Adams, chair of the Department of Criminal Justice at Bowie State. "Our goal is to educate and help inspire these men to make meaningful changes in their lives so they're better prepared to reintegrate into society after they are released. With the proliferation of AI and other technologies, it is imperative returning citizens have skills that can translate into a job market that is constantly changing," he said. The program will be expanded this fall to include at least 10 new male students and 10-20 female students. BSU is the only HBCU in Maryland offering college courses to incarcerated citizens in the state.

<https://www.bowiestate.edu/about/news/>

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### **Coppin State University**

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We had a great opportunity to illuminate the ascent of Eagle Nation for all to see during our inaugural Coppin State University Gala, on Friday, May 5, 2023, at the Baltimore Marriott Waterfront Hotel. More than 550 of our friends and supporters came together for an evening of

celebrating all that Eagle Nation is, and all it will become, with the help of those who love Coppin, Baltimore, and Maryland. Together, we raised more than \$300,000 to support and enhance Coppin State University's work to nurture potential and transform lives through education, fulfill its responsibilities as an anchor institution in Baltimore, and further elevate its status as a leader in urban higher education. During the gala, we also had the opportunity to honor members of Eagle Nation who recognize the value of our institution and prioritize investment in the future of this university and our students.



Larry Stewart ('06) is now the new Head Coach for Coppin State Men's Basketball. Coppin State University President Anthony L. Jenkins and Athletic Director Derek Carter made the announcement official on Friday, May 5. Coach Stewart led Coppin men's basketball to its first NCAA tournament bid in 1990 and remains Coppin's all-time rebounding leader. He is one of two Eagles to play in the NBA, playing for the Washington Bullets, Vancouver Grizzlies and Seattle Supersonics. Stewart returns to Coppin after spending 14 years as an assistant coach at three of the other Historically Black Colleges and Universities in Maryland: Bowie State University, Morgan State University, and University of Maryland Eastern Shore.

<https://www.coppin.edu/news>

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### Frostburg State University

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Frostburg State University's Provost and VP for Academic Affairs, Dr. Traki L. Taylor, was recently recognized for being among The Daily Record's 2023 Top 100 Women in Maryland for her outstanding achievements and accomplishments. FSU was recently awarded five-year, \$3.5 million grant from the U.S. Department of Education for Rural Educators for Appalachian Children (REACH), a teacher quality partnership project. Under REACH, FSU will implement a dual certification special education and elementary teacher preparation program. FSU's Division of Regional Development and Engagement (DRDE) has been awarded a grant for \$250,000 from the Economic Development Administration (EDA) and the Maryland Department of Commerce's Office of Tourism to support a regional approach to growing Western Maryland's outdoor recreation economy by funding initiatives in workforce development and training and certification in Allegany and Garrett Counties. The projects will be a collaborative effort between FSU, Allegany College of Maryland, Garrett College and local

outdoor recreation businesses. Supporting partners include the Maryland Office of Outdoor Recreation, tourism teams in both Allegany and Garrett Counties and Allegany and Garrett County Governments.

<https://www.frostburg.edu/news/>

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### Salisbury University

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A \$2.5 million grant allows Salisbury University to help instructional assistants further their education. SU's Seidel School of Education has been awarded a nearly \$2.5 million Maryland Rebuilds: Growing a Highly Effective Childcare Workforce grant from the MSDE. Drs. Shanetia Clark and Althea Pennerman, associate professors of early and elementary education, are the principal investigators for SU's Cradling the Early Years Apprenticeship Program. The initiative is expected to help current child care workers and paraprofessionals – also known as instructional assistants – earn their bachelor degrees and teaching certifications. "The charge of the Maryland Rebuilds grant is for a 'seismic and systemic change' in the teaching workforce," said Clark. "This mantra serves as the guiding philosophy of this grant program. The salary of a classroom teacher in Maryland is more than double the earnings of childcare providers and paraprofessionals," added Pennerman. The first 20-person cohort has begun taking courses, with the next cohort of up to 25 individuals set to begin coursework this summer.

<https://www.salisbury.edu/news/>

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### Towson University

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The search process continues for TU's 15th president. TU was well-represented at USM's Advocacy Day in Annapolis. Among other things, TU secured funds to support several construction projects. Our 5th annual Big Give raised over \$375,000 for TU and our 13th Big Event community service day continued our role as an anchor institution. At our annual recognition event, TU recognized exceptional faculty and staff, including 50-year honoree Barry Buchoff. Dr. Aneil Mishra was named Dean of the College of Business and Economics. Six students were selected as semifinalists for the 2023-24 Fulbright U.S. Student Program, the most in TU history. A '22 alum has been named a Gates Cambridge Scholar for the first time in TU history. Our University Commencement speaker is Glenn Stearns '87, star of "Undercover Billionaire." In April, Interim President Perreault addressed the Staff Senate and fielded questions. Staff Senate received a record 22 nominations for the TU Impact Award. Staff Senate recently held elections– 10 new senators will be joining us as we close out our 30th year.

<https://www.towson.edu/news/>

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### University of Baltimore

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The University of Baltimore will hold its spring 2023 Commencement ceremonies for the

College of Public Affairs, the Merrick School of Business, and the Yale Gordon College of Arts and Sciences on Wednesday, May 24 at The Lyric, adjacent to the campus. The University will host a stand-alone ceremony for graduate students, beginning at 10 a.m., and a stand-alone ceremony for undergraduates, beginning at 2 p.m. . Acclaimed film director, author and social critic John Waters will receive an honorary Doctor of Humane Letters from the University during the afternoon undergraduate ceremony. A member of The Academy of Motion Picture Arts and Sciences and the National Academy of Recording Arts and Sciences, Waters has written and directed 16 films, including Pink Flamingos, Hairspray, Polyester, and Serial Mom. During the morning ceremony for graduates, Baltimore Mayor Brandon M. Scott will deliver a keynote address. Currently serving as Baltimore's 52nd mayor, Scott previously served as president of the Baltimore City Council, a term he began in 2019 after first being elected to serve Baltimore's 2nd District in 2011. He took on that role at age 27, one of the youngest people ever elected to the City Council.

<https://www.ubalt.edu/news/>

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### University of Maryland, Baltimore (UMB)

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Both UMSON's Master of Science in Nursing (MSN) program and its Doctor of Nursing Practice (DNP) program are tied at No. 7 among public schools of nursing. The DNP program is tied at No. 15 among all ranked schools, while the MSN program is tied at No. 25 among all ranked schools. Leading the way in the rankings are four specialties, all ranked No. 1 nationwide among public schools of nursing:

- The DNP Adult-Gerontology Primary Care Nurse Practitioner (AGPCNP) specialty, tied at No. 4 among all ranked schools
- The DNP Psychiatric Mental Health Nurse Practitioner specialty, also tied at No. 4 among all ranked schools
- The MSN Health Services Leadership and Management specialty, ranked No. 2 among all schools
- The MSN Clinical Nurse Leader option, tied at No. 2 among all schools UMSON also is ranked in the top five among public schools of nursing for its DNP Adult-Gerontology Acute Care Nurse Practitioner/Adult-Gerontology Clinical Nurse Specialist specialty (No. 3, tied) and DNP Family Nurse Practitioner specialty (No. 4).

"It is gratifying to continue to be recognized



nationally for our Master of Science in Nursing and Doctor of Nursing Practice programs,” said Jane Kirschling, PhD, RN, FAAN, the Bill and Joanne Conway Dean of the University of Maryland School of Nursing. “We continue to play a vital role in efforts within Maryland and nationally to increase the number of nurses with advanced education at the master’s and doctoral level. We believe this is essential to ensuring that our graduates are well-prepared to meet the needs of patients and their families at a time when the health care system is increasingly complex with a growing percentage of older adults and a far more diverse population overall.”

<https://www.umaryland.edu/news/>

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### University of Maryland, Baltimore County (UMBC)

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Through various well-attended events and receptions for staff, faculty, and students alike, UMBC had the opportunity to celebrate the Inauguration of President Valerie Sheares Ashby during the last full week of April, culminating in the Investiture ceremony on Thursday April 27th. The ceremony included greetings from Governor Wes Moore, a musical performance from recording artist Maurette Brown Clark, and distinguished remarks from President Sheares Ashby herself, outlining her bold vision for the future of UMBC. UMBC is also honored to have President Sheares Ashby scheduled to deliver the “welcome greetings” at the CUSS meeting that UMBC is hosting on May 16th. The Professional Staff Senate will be launching their largest cohort yet in the PSS Staff Mentoring Program for 2023-2024 with 72 participants. A meet-and-greet in late May for mentees and mentors will pair the participants and the program will run from July 2023 through June 2024.

<https://News.umbc.edu>

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### University of Maryland Center for Environmental Science (UMCES)

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On September 25th, Dr. Peter Goodwin will retire from his position as President of the University of Maryland, Center for Environmental Services. Dr. Bill Dennison,

Professor of Marine Science and Vice President for Science Application, has agreed to serve as Interim President of UMCES as they search for a permanent leader. Dr. Dennison will begin transitioning into the role on August 14, working closely with President Peter Goodwin. He officially assumes the interim presidency on September 25, the day Dr. Goodwin retires.

<https://www.umces.edu/news>

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### University of Maryland College Park (UMCP)

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The University of Maryland, College Park dedicated the Clarvit Studio and Courtyard for Research in Art and Design located at the Parren J. Mitchell Art-Sociology Building in early May. The facility is an indoor-outdoor space offering cutting-edge technology, updated facilities and a 25-by-30-foot screen in the College of Arts and Humanities. Inside the studio, students can use 3D scanners, depth-sensing cameras, laser cutters and circuitry equipment. The studio and courtyard are made possible by a \$2.25 million gift by Nancy '78 and Chuck Clarvit. Nancy Clarvit graduated with a degree in graphic design and went on to a career in as an art director for graphic design firms and an interior designer. She is also a member of the university foundation’s board of trustees. College of Arts and Humanities Dean Stephanie Shonekan emphasized the crucial role that the studio and courtyard will play in the university’s Arts for All initiative, which highlights the connections among art, technology and social justice, ensuring that “the arts are woven into the very fabric of life at the University of Maryland.”

<https://today.umd.edu/>

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### University of Maryland Eastern Shore (UMES)

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‘A labor of love’. New Pharmacy & Health Professions building christened with ribbon cutting. It was a celebration for the University of Maryland Eastern Shore as the much-anticipated opening of its new School of Pharmacy and Health Professions building became official. The facility, constructed on the continually developing and growing east side of the UMES Campus, was christened by President Heidi M. Anderson, School of Pharmacy and Health

Professions staff and faculty, University System of Maryland Chancellor Jay Perman, and Board of Regents chairperson Linda Gooden, and numerous state officials with a ribbon-cutting ceremony. “This (project) has been a labor of love for me and my colleagues, for the past five years,” Anderson, UMES’s 16th president, said. This phase one building will enhance the capacity of UMES to teach and deliver critical health services, but it is also an important new resource for the community as we – together – address rural health disparities and determine how to best deliver services to our community.” The University of Maryland Eastern Shore was the recipient of \$425,000 in NASA grants aimed toward serving historically underserved and underrepresented high school students in STEM. The funding, which averages out to \$85,000 annually for five years, will be utilized for UMES’s HAWKS Minority University Research and Education Project (MUREP) Precollege Summer Institute (PSI), a two-week residential program that will feature learning activities that are aligned to NASA’s themes of space exploration, aeronautics, and Earth science. This year’s program will run from July 16 to July 28 and will be open to 15 students in grades nine through 12 that have an interest in STEM fields.

<https://www.umes.edu/LMRCSC/Content/News/>

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### University of Maryland Global Campus (UMGC)

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“UMGC’s Office of Career Services offers CareerQuest, a portal with high-touch and high-tech resources and services to inform, prepare, and connect students and alumni with career opportunities for life,” said Director of Career Services, Cathy Francois. Within CareerQuest, UMGC students and alumni can utilize artificial intelligence to receive instant feedback on their resumes and interviewing skills. They can also see a job board with thousands of postings, track upcoming career events, and preview the UMGC community of career champions. InternPlus, another program in the CareerQuest portal, is geared for working adults and offers a variety of connections for prospective interns including full-time, micro, and project-based internships. “Students can participate in a navigation quiz and receive recommendations of opportunities that fit a student’s life or situation,” Francois explained. “We try to focus on other nontraditional experiential learning opportunities that our students can gain experience in and also add career confidence,” Francois added.

<https://www.umgc.edu/news/>



## 2022 – 2023 CUSS REPRESENTATIVES

### **Bowie State University (BSU)**

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### **University of Maryland Eastern Shore (UMES)**

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### **University of Maryland Global Campus (UMGC)**

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Kathleen Hebbel, *Point of Contact*  
John Thompson

### **Universities at Shady Grove**

Greta Ober-Beauchesne, *Point of Contact*

### **University System of Maryland Office (USMO)**

Neena Narayanan, *Point of Contact*

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.

