



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 (UBalt)

1420 N. 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)**

7950 Baltimore Avenue
College Park, MD 20742

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

11868 College Backbone Road
Princess Anne, MD 21853

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

1616 McCormick Drive
Largo, MD 20774

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

3300 Metzert Road
Adelphi, MD 20783-1690

Find us on the web:

Website: <http://bit.ly/1yc1prc>
Facebook: @CussMaryland
Twitter: @CUSS_USM



Update from the Chair

There is a lot happening as we move through August, begin a new school year, and kick off the 2023-2024 CUSS cycle. There is much to be excited about as we face the start of the fall semester. I am excited to share with you some updates from the 2022-2023 cycle and news for the 2023-2024 year ahead.

The Council recently wrapped up our 2022-2023 cycle in July. I want to take a moment to thank each and every member of CUSS this year for their hard work and dedication to our group. We met primarily virtually for our monthly meetings but did have one in-person meeting at Frostburg State University (FSU), which was full of energy and collaboration. We were also able to bring the group together in person in July 2023 at the University of Maryland Center for Environmental Science (UMCES) for a year-end meeting. We are grateful for FSU and UMCES for hosting us this year and being so welcoming! For the 2023-2024 cycle we will hold our meetings half virtually and half in person. We are excited to be in each other's company more frequently!

In addition to the Executive Committee, our committee structure this year included Awards & Outreach, Legislative Affairs & Policy, and Staff Resources & Special Projects. Each group had a very productive cycle and we anticipate keeping these standing committees for the next cycle to build on this work. Starting at our August meeting, these groups will set goals and priorities to focus on for the upcoming year and we look forward to sharing these goals and our new Council Action plan, once they are developed. We will share these highlights in our next newsletter.

As we move into this new year, I am honored to have been nominated and elected to serve again as Chair. While we lost a valuable team member, Susan Holt (UMB, Vice Chair), I am excited to share that the make-up of our Executive Committee team this year will consist of a group of dedicated and engaged Executive Committee members who also served during the 2022-2023 cycle. To round out our group, we will elect two Member-At-Large positions at our August meeting. The Executive Committee for 2023-2024 will include:

- Chair: Kalia Patricio (University of Maryland, College Park)
- Vice-Chair: Kathleen Hebbel (University of Maryland, Global Campus)
- Co-Secretaries: Deniz Erman (Towson State University) & Trish Johnson (Bowie State University)
- Members-At-Large: TBD
- Past Chair: Laila Shishineh (University of Maryland, Baltimore County)

As always, please remember that the representatives and alternates that sit on the Council are here to represent staff across all of our University System of Maryland (USM) institutions. Please do not hesitate to reach out to any member of the Council with questions, concerns, or thoughts as we start a new year.

Sincerely,

Kalia Patricio
Council of University System Staff

CUSS SPOTLIGHT:

AWARDS & OUTREACH COMMITTEE: BOR AWARDEES

Each September CUSS' Awards and Outreach Committee sends out the Board of Regents Staff Awards Packet to each University within the USM system asking for nominations for the Board of Regents Staff Awards. This is the time that staff can nominate another staff member who they think made a significant impact on their university.

The Board of Regents Staff Award is the highest honor bestowed by the Board of Regents for the achievements of Exempt and Nonexempt staff from institutions within the University System. The winners of the ten awards will receive a \$2000 stipend. To read more about the award please visit the <https://www.usmd.edu/usm/workgroups/SystemStaff/borawards.html>.

The Board of Regents met in closed session in June and during this meeting, they officially approved the nominations set forth by the Council of University System Staff (CUSS). The Regents Staff Awards will be awarded during the September 2023 breakfast celebration and board meeting at the University of Maryland Global Campus. Congratulations to all the Board of Regent Staff Awards Recipients, and a thank you to the nominators for recognizing their staff members.

University System of Maryland 2023 Board of Regents Staff awards Winners!

Exceptional Contribution to the Institution and/or Unit to which a Person Belongs

- Exempt: Michael Humphreys, University of Maryland, Baltimore
- Non-exempt: Phillip Brunecz Jr., Salisbury University

Outstanding Service to Students in an Academic or Residential Environment

- Exempt: Achiline Tablada, University of Maryland College Park
- Non-exempt: Brooke Church, Salisbury University

Extraordinary Public Service to the University or the Greater Community

- Exempt: Stanyell Odem, University of Maryland, Baltimore County
- Non-exempt: Todd Waters, University of Maryland College Park

Effectiveness and Efficiency

- Exempt: Anthony Rosas, Towson University
- Non-exempt: Margo Young, University of Maryland, Baltimore County

Inclusion, Multiculturalism, and Social Justice

- Exempt: Courtney Jones, University of Maryland, Baltimore
-

USM INSTITUTIONAL UPDATES

Bowie State University

University Startups (USU) has partnered with the Bowie State University (BSU) Entrepreneurship Innovation Center to launch the Building Businesses @ BSU program. After a competitive application process, 30 students at Bowie State University were selected to participate in the Accelerator Boot Camp to develop their business ideas and hone their entrepreneurial skills. By the end of the January program, 90% of students felt confident in their abilities to run a business. "This initiative is designed to empower young entrepreneurs with the skills, resources, and support necessary to transform their ideas into successful

businesses. We are proud to have witnessed the creation of over \$3,800 of revenue and the acquisition of 190 new customers across the cohort. The Building Business @ BSU program is a testament to the power of collaboration and the potential of young entrepreneurs to drive innovation and economic growth here at BSU." Arianna Redmond, a sophomore nursing major, launched a business called Tony's Kitchen and Bakery. Redmond's father was an entrepreneur and shared his passion for cooking with her before he passed away in 2021. Redmond felt compelled to continue his legacy of entrepreneurship and their shared love of baking. "As a growing entrepreneur, the

Accelerator Boot Camp is teaching me the mindset, the steps needed, and the fundamentals of launching my own business," Redmond says.

USU expert instructors taught the students a comprehensive curriculum using lean startup methodology, building prototypes, and interviewing customers for market research. As a result, over \$3,800 of revenue was generated by these business ventures, bolstered by the acquisition of more than 190 new customers across the cohort. To learn more about how University Startups helps build entrepreneurial ecosystems, contact info@university-startups.com <https://www.bowiestate.edu/about/news/>

Coppin State University



Coppin Corner Resource Center Opens Coppin State University has launched Coppin Corner, a new on-campus resource center providing basic food and personal care products to registered Coppin State students. This is a critical component of the university's efforts to address food insecurity which can negatively affect student success and retention. "Coppin Corner will not solve every problem our students face; however, we are hopeful it will allow them to focus more on their studies, and less on where their next meal is coming from," said President Jenkins.



We welcomed new first-time and transfer students to campus, as well as their families, for our first to New Student Orientation sessions of the summer. During New Student Orientation, our newest Eagles are able to Experience Coppin State for themselves: tours of campus, meeting their fellow Eagles, and learning about the culture and traditions that will strengthen their connection to Coppin State University and our legacy.

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

Frostburg State University

Frostburg State University's Department of Nursing was recently awarded a grant in excess of \$1.5 million by the Maryland Higher Education Commission's Nurse Support Program II. The funds will be utilized to expand the capacity of pre-licensure nursing programs within the state, specifically in Western Maryland, where there is a lack of traditional 4-year Bachelor of Science in Nursing (BSN) programs. In January 2024, FSU will begin offering a Post-Masters Certificate (PMC) in Advanced School Counseling Practice (ASCP). The coursework, which is designed for professionals working in school districts and social service agencies, is flexible in nature and can be taken virtually using both synchronous and asynchronous learning platforms during the winter and summer terms. Starting this fall, FSU will partner with Allegany and Garrett County Public Schools to offer the Bobcat Academy - a dual enrollment pilot program to give motivated high school seniors an immersive college

experience and an opportunity to earn college credits while simultaneously completing high school.

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

Salisbury University



Salisbury University was a team that boasted a 22-1 record when they arrived at Philadelphia's Lincoln Financial Field on May 28th as the underdog in the Division III national championship lacrosse game. The Sea Gulls, which had won 12 NCAA titles before the championship game, lined up against a Tufts University team that carried an unbeaten record and the nation's leading offense into the contest. The Jumbos had torn through their competition, scoring over 20 goals per game en route to another national title game clash with Salisbury. Salisbury held Tufts scoreless in the first quarter, providing enough cushion to hold off the Jumbos when their offense came alive in the second half. The Sea Gulls picked up timely goals in the third and fourth quarters to seal a 17-12 victory and the 13th national championship in school history. Salisbury tied Hobart College for the most national championships in Division III history. All 13 championships have been won with Coach Jim Berkman, the all-time winningest lacrosse coach in NCAA lacrosse history, at the helm.

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

Towson University

Towson University continues to impact Maryland, the region, and the world, as an anchor institution. We conferred over 3,100 degrees in May, closed our successful \$100 million capital campaign in June, and will see Dr. Mark R. Ginsberg join us as our 15th president in October. Thank you to staff who volunteered at commencements, donated to the campaign, and served on search committees. Our award-winning innovative StarTUup at the Armory was recently selected as a Baltimore Business Journal INNO Fire Award recipient. Maryland Department of Commerce announced approval of a new regional institution strategic enterprise zone, or RISE Zone, adjacent to TU. We are delighted to celebrate our USM Board of Regents Staff Award recipient, Anthony Rosas. Construction of the new College of Health Professions building continues, and fencing went up around the soon-to-be-renovated Smith Hall. Interim President Melanie Perreault has

been a fantastic steward of the campus and remains an exemplary partner in shared governance.

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

University of Baltimore

UBalt's Inclusion Alley Highlighted in Baltimore Magazine Inclusion Alley, a community space located between The University of Baltimore's Liberal Arts and Policy Building and the William H. Thumel Sr. Business Center, has been recognized as Best Exhibit by Baltimore Magazine's 2023 Readers' Poll. The brightly painted space, bordered by Charles Street and Morton's Alley, was established by the UBalt Student Government Association in 2020. Designed by local community artist Sara Golden and made by University volunteers, the mural celebrates equality, solidarity, and the joy of togetherness. It also provides an important landmark for the University. Daniel Khoshkepazi, M.A. '22, who served as president of the SGA in 2020 and led the all-campus effort to create Inclusion Alley, says he is "absolutely thrilled" that the project received the magazine's recognition. "I can't wait to see how this community space continues spreading joy, love and positivity for years to come," Khoshkepazi wrote on LinkedIn.

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

University of Maryland, Baltimore (UMB)



Make no bones about it: These dogs are a breed apart. The University of Maryland, Baltimore (UMB) honored therapy and service dogs during [Paws to Honor: UMB Service and Therapy Dog Awareness Day](#) on June 13 in which "dogorate" degrees were "confurred" on the companions of three recent graduates: University of Maryland School of Medicine's Caroline Benzel, MD '23, and therapy dog Loki; University of Maryland School of Pharmacy's Paola Urbistondo-Jimenez, PharmD '23, and service dog Kyla Red; and University of Maryland Francis King Carey School of Law's Courtney Bergan, JD '23, and service dog Kiera. Loki receives her honorary "dogorate." While other universities

have honored service dogs alongside their humans during commencement ceremonies, including Seton Hall University in May, UMB's ceremony is believed to be one of the first in the U.S. to be held separately by a university to honor the companions who accompany students to class and offer comfort to patients at hospitals and others in need. Dressed in regalia, UMB President Bruce E. Jarrell, MD, FACS, presided over the event on the Health Sciences Research Facility III patio, giving special recognition to Benzel and her 5-year-old Rottweiler nicknamed "Dogtor" Loki, for their work at the University of Maryland Medical Center (UMMC).

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

University of Maryland, Baltimore County (UMBC)

UMBC's President, Dr. Valarie Sheares Ashby just celebrated her one year mark at UMBC! [Here's](#) the original article from UMBC News welcoming Dr. Sheares Ashby.



In other news, Dr. David Dauwalder now serves as UMBC's interim provost after the retirement of Dr. Philip Rous and an ongoing search for a new provost and Sr. Vice President for Academic Affairs at UMBC. Finally, UMBC's Staff Mentoring Program is enjoying its largest cohort yet, of 72 participants! Staff in the program are paired based on areas of interest and after participating in a speed networking event. Once matched, pairs meet on their own as often as they wish and workshops are offered in the fall and the spring for the participants around topics related to the value of mentoring. Anyone with questions about setting up a staff mentoring program can reach out to the current co-chairs of the committee at UMBC: [Laila Shishineh](#) and [Jess Wyatt](#).

<https://umbc.edu/news-home/>

University of Maryland Center for Environmental Science (UMCES)

Chesapeake Biological Laboratory (CBL) announces a \$1 million gift from Brian Hochheimer and Marjorie Wax to establish the Anthropogenic Changes in Estuarine Systems (ACES) Initiative, a five-year project to study chemicals in waterways that could be having harmful impacts on environmental and human

health. The gift, reflecting the family's long-time close connection to the university's founding campus dating back to the 1950s, is the largest individual donation to UMCES to date. Recognizing the laboratory's long-standing tradition of working on chemicals of environmental concern, the investment will support the acquisition of new instruments and the development of analytical methods to help UMCES scientists identify harmful contaminants in waterways and assess their risk to environmental and human health. Scientists will collect water samples from the Patuxent River to evaluate the impacts of wastewater facilities discharging into the river, as well as the impact of numerous indirect sources, such as wastewater from septic tanks and runoff from land and agriculture.

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

University of Maryland College Park (UMCP)



The University of Maryland, College Park will receive nearly \$40 million in grant funding from the U.S. Department of Transportation's Federal Transit Administration (FTA) to fast-track plans to convert its bus fleet from diesel to electric vehicles. Funds will be used to purchase 35 battery electric buses, bus charging stations and associated infrastructure as well as to train drivers and maintenance staff to operate and service electric buses. The funds were awarded through the FTA's Low-No Program, which will provide nearly \$1.7 billion for transit projects in 46 states and territories. UMD's grant was the largest given to a university in this award cycle and one of the largest of the 130 grants awarded nationwide. The award will enable UMD to accelerate the transition of its Shuttle-UM fleet, which currently includes 48 buses that provide transportation to campus and around greater College Park. The award propels UMD forward on its path to achieve ambitious climate action goals, which include converting all university vehicles to electric by 2035. Electric buses may be in operation as early as summer 2026.

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

University of Maryland Eastern Shore (UMES)

2023 spring graduates venture from UMES with memories, & accomplishments - UMES's graduation of 289 bachelor, master's, and doctorate degrees conferred by president Heidi M. Anderson during UMES's 136th spring commencement at the William P. Hytche

Athletic Center on May 19 featured Maryland State Delegate and Speaker of the Maryland House of Delegates, Adrienne Jones, who delivered the commencement address. Jones, who holds the distinction of being the first African-American and the first woman to lead the Maryland Legislature, shared the importance for the new graduates to follow their moral compass and how it will positively impact them in the future. "Lead with your values, help others around you, be open to new possibilities, and remember that fairness, decency, and equity will take you places." Springfest 2023 and Engagement Day - The University of Maryland Eastern Shore welcomed over 800 future Hawks to campus May 5 where the admitted students and their families received information and assistance for the Fall 2023 semester. The Engagement Day featured a panel of student leaders and a fair with various departments available to provide information on academics, financial aid, and campus life. UMES students participate in competition centered on business strategies - A team of students from UMES recently used their business acumen and problem-solving skills to compete against 40 HBCU's. This spring, six students took part in the sixth annual "HBCU Battle of the Brains" competition in Austin, Texas. It was the second consecutive year that UMES attended the event, which is sponsored by the National Football League.

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

University of Maryland Global Campus (UMGC)

Gregory W. Fowler, PhD, President of University of Maryland Global Campus (UMGC), has been named an "Influential Marylander" for 2023 by The Daily Record, which was founded in 1888 and reports on business, law, and government., He has also been named to the paper's Power 30 list for higher education for three consecutive years. Fowler, who was chosen for his transformational leadership in education, began his tenure as president of UMGC in January 2021. He is committed to developing innovative learning experiences that meet students where they are. He is in the forefront of using virtual reality and immersive learning technologies to build social cohesion among students studying online. Last fall, UMGC became one of the first universities in the country to offer classes in the virtual reality "Metaverse." "This is an honor I share with every member of our global team, serving students in 175 locations around the world and dedicated to helping each one succeed," said Fowler. "We are committed to providing wrap-around support—from helping students to prepare for their educational journey to lifetime career support for our alumni—and bringing the right learning experience to the right student at the right time and in the right way."

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



2023 – 2024 CUSS REPRESENTATIVES

Bowie State University (BSU)

Trish Johnson, *Point of Contact & Co Secretary*
 LaVel Jones
 Vonzella McQueen
 Rosetta Price

Coppin State University (CSU)

Joe Brooks
 Sheila Chase
 Yvonne Oliver, *Point of Contact*

Frostburg State University (FSU)

Mia Cross
 Harry Fike
 Amy Nightengale, *Point of Contact*
 Rubin Stevenson
 Joshua Trenum
 Sara Wilhelm

Salisbury University (SU)

Lisa Gray, *Point of Contact*
 Dave Gutoskey
 Shannon James
 Megan Raymond

Towson University (TU)

Keisha Bownes
 Deniz Erman, *Point of Contact & Co-Secretary*
 Carolyn Harris
 Brian Jara
 Siobhan Keplinger
 Jennifer Walsh

University of Baltimore (UB)

Helen Farrar
 Karen Karmiol
 Megan Manley, *Point of Contact*

University of Maryland, Baltimore (UMB)

Vivian Hill-Lawson
 Nia Speaks
 Lei Zhang, *Point of Contact*

University of Maryland, Baltimore County (UMBC)

Deanna Cerquetti
 Catherine Myers
 Roy Prouty, *Point of Contact*
 Laila Shishineh, *Past Chair*
 Terisa White

University of Maryland, Center for Environmental Sciences (UMCES)

Kathleen Hebbel, *Point of Contact & Vice Chair*
 Sarah Hughes
 Jennifer Olson Dixon

University of Maryland, College Park (UMCP)

Vandaliah (VJ) Aderholt
 Suzanne Ashour-Bailey
 Meredith Carpenter, *Point of Contact*
 Kalia Patricio, *Chair*
 Namrata Ram-Andriessens
 Sister Maureen Schrimpe

University of Maryland Eastern Shore (UMES)

Chenita Reddick, *Point of Contact*

University of Maryland Global Campus (UMGC)

Jennifer Olson Dizon
 Kathleen Hebbel, *Point of Contact*

University System of Maryland Office (USMO)

George Samuel, *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.

