

Board of Regents Report December 12, 2014

The following is the report from the Council of University System Staff:

Notes from the October 2014 Meeting

- The October meeting was held on the 28th at Frostburg State University.
- The Council was welcomed by Dr. Thomas Bowling, Vice President of Student & Educational Services. Dr. Bowling is one of the founding members of CUSS in 1992. He welcomed us to the new CCIT (Center for Communication and Information Technology) building which opened this year. Dr. Bowling reiterated that President Dr. Jonathan Gibraltar and the Frostburg State University leadership values the hard work that CUSS does and appreciates the way we keep our constituents informed.
- A portion of the meeting was set aside to work on the joint CUSS/CUSF/USMSC meeting for November.
- The council had a chance to review and comment on the ***Biennial Nonexempt Market Salary Survey and Report on Salary Structure Adjustment***. The Council was briefed on the impact and the rationale with the current report. The Council fully supports and endorses option ONE as recommended by the CCC and SHRC Members. The Council hopes for a positive adoption by the Board of Regents at their December meeting.
- Larry Hogan, UMUC, was elected as the new Communication Committee chair. Larry (and his committee) will be responsible for developing a communication plan to effectively inform our represented staff across the system.

Notes from the November 2014 Joint Meeting

- The November meeting was the annual CUSS/CUSF/USMSC Joint meeting. It was held on the 11th at UMCP. The agenda is attached (exhibit 1).
- CUSS conveys our sincere gratitude to our partner councils for making our annual joint sessions a success. As Chair, I wish to thank both Dr. Virletta Bryant (CUSF) and Zack McGee (USMSC) for their work in making this happen. The council looks forward to our next Joint Session in 2015.
- On behalf of President Loh, the councils were welcomed by Carlo Colella, VP of Administration and Finance.
- The first part of the session centered on UMCP's efforts on Behavior Evaluation and Threat Assessments. Chief David Mitchell was invited to provide the presentation he provided at an earlier Chancellor's Council Meeting. His invaluable insight, experience, and information were shared. Shared Governance was reminded that we play a role to assist with the communication so to educate and make others aware at our institutions.
- On behalf of Chancellor Kirwan, Senior Vice Chancellor Joann Boughman provided a state of the USM including roles that shared governance will be part.

- Our final session was presented by P. J. Hogan, Vice Chancellor for Government Relations and Andy Clark, Director of Legislative Affairs. Both covered activities that are impacting higher education on a state wide and national level. Topics ranged from the changing dynamics in the state executive and legislative branches to legislation on Capitol Hill. The session provided a much needed insight and primer as we move into 2015. Shared governance will be better prepared and educated moving forward.
- In closing, the councils paid tribute to Chancellor Kirwan for all he has done for shared governance, USM, and higher education.

Other Notes from the Council

- The Annual Newsletter was finalized and published in November (exhibit 2). Moving forward, the Council will continue an annual newsletter with the addition of quarterly updates.
- Board of Regents Staff Awards has started. Each institution should have a mechanism in place to accept, review, and forward nominations to the council.
- The Council is compiling a list of discounts that USM employees receive at local and state wide businesses. A summary will be presented in early 2015.
- The Council is part of the USM-BOR HR Policy Review for technical and clerical corrections. Members have received login information to start the process.
- Finally, the council has spent several meetings discussing the current changes, additions, and processes associated the 2015 State Employee Health Benefit packages. The council supports the state's efforts to manage cost while maintaining the quality of our benefit program. The addition of the wellness provisions will benefit all employees as long as it stays in its current form (a compliance based encouragement versus an outcome based incentive/penalty). The council is concerned on several factors in the roll-out of the new program. Though all of these were beyond the control of the USM and BOR, it is important to bring them forward.
 - The message was not managed well by the state and DBM. This caused confusion and angst. USM must encourage DBM to do better in future years ensuring the message is clear and concise to our 35,000+ state employees.
 - That the USM did not have a "seat at the table" during the contract negotiations is very perplexing. The USM is a sizable portion of state employees that are eligible for State Health Care Benefits. The USM must make it known to the state and DBM, that this oversight diminishes the voices of staff and faculty who are USM and employees of the State of Maryland.

Respectfully submitted,

Bill Crockett

Bill P. Crockett, MS, RCRSP

Chair



*Agenda for CUSF/CUSS/USMSC Joint Meeting at UMCP
Stamp Student Union Grand Ballroom
Room 1206
Tuesday November 11, 2014*

- 9:00 Continental Breakfast and Informal Discussions
- 10:00 Introductions and Welcome from Carlo Colella, VP of Administration and Finance
- 10:20 Remarks from the Chancellor
Chancellor Brit Kirwan
- 10:45 Questions for the Chancellor
- 11:00 Chief David Mitchell of University of Maryland College Park Police Department
Campus Safety and BETA Team
- 11:30 Strategy for Legislative Session
Director of Legislative Affairs – Andy Clark
Vice Chancellor for Government Relations – P.J. Hogan
- 12:15 Lunch
- 1:00 CUSF/CUSS/USMSC Separate Meetings
- 2:30 Adjournment

All Times Approximate



Council of University System Staff 2013-2014 Year End Report

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

CHAIR'S REPORT: THE YEAR IN REVIEW

I am truly honored to have served as chair of this wonderful council that represents our staff employees though shared governance in the USM. Over 65% of all staff employees in USM are represented through shared governance councils and senates at our institutions. As Chair of CUSS, I had the opportunity to act as the pulse of the system staff employee and communicate your thoughts and concerns to the Board of Regents, Chancellor, and USM Presidents. I would like to send my appreciation to key individuals

and groups for their support and assistance. I commend our members of the council for their constant diligence. Together we continue to work as the staff voice within the USM. In the midst of shifting priorities, changing work environments, and fiscal constraints, council members so generously extended themselves to do the work of this body. I am truly grateful to the Executive Committee for their leadership, vision, energy, and commitment. My gratitude to our Chancellor's Liaison, Rosario I. van Daalen, for her guidance, knowledge, and context she continues to bring to

our body. I wish to acknowledge Chancellor Kirwan, Board of Regents, USM Presidents, campus leaders and staff who have supported CUSS and its role within the University System of Maryland.

Highlights of the past term can be found later in this newsletter and in the committee reports. In closing, it's been a great year. I'm pleased to say that shared governance is indeed alive, active, and effective within the USM.

Bill Crockett
Chair 2013-2014



From left to right—first row: Calynn Offer (UMUC), Christine Perchell (UMUC), Keri Hickey (CSU), Jen Ziegenfus (SU), Kristen Tull (UB), Roy Ross (UMB), Mary Hickey (TU), Lisa Gray (SU), Chenita Riddick (UMES), Sherrye Larkins (CSU), Barbara Higgins (UMCES), Keisha Campbell (UMBC)

From left to right—second row: Michelle Massey (UMBC), Kevin Joseph (UMBC), Curtis Henry (UMCES), Karen Tyler (BSU), Dana Wimbish (UMCP), Bill Crockett (UMB), Rosario I. van Daalen (USMO), Trenita Johnson (BSU)

Not pictured: Colette Becker Beaulieu (UMB), Nancy Bowers (UMB), Willie Brown (UMCP), Ron Butler (TU), Sheila Chase (CSU), Yvonne Cook (CSU), Rena Finney (UMES), Jayne French (TU), Paul Gasior (SU), Ben Goldberg (UMBC), Angela Hall (UMB), Jay Hegeman (FSU), Larry Hogan (UMUC), Dolores Jackson (UMCP), April Johnson (BSU), Trish Johnson (BSU), Jesse Ketterman (FSU), Albert Lauer (UMCP), Carol McKissick (UMB), Marie Meehan (BSU), Kathlyn Miller (UMBC), Dan Nagle (UB), Sis. Maureen Schrimpe (UMCP), Tony Scorscune (UMUC), Rubin Stevenson (FSU), Stacy Wassell (FSU), John Wolfe (USMO)

A MESSAGE FROM THE CHANCELLOR

May 28, 2014

Dear Members of Council of University System Staff,

As the 2014-2015 academic year approaches, the University System of Maryland (USM) once again finds itself in a strong position, able to celebrate a year of progress and accomplishment.

As you know, the 2014 Legislative Session was challenging, but ultimately successful for the USM. Working closely with Governor Martin O'Malley and legislative leaders, the USM was able to weather a difficult legislative session on Annapolis. Shortly after the Governor submitted a FY 2015 budget proposal for the USM that was essentially "flat funding," Maryland's financial situation took a turn for the worse, with a projected budget shortfall of \$200-\$300 million. Obviously revised projections of this magnitude prompted cuts throughout state government and the USM was not immune. Our ultimate budget resolution, however, was as good as we could have hoped. While the USM did not benefit from any enhancement funding, we did receive a funding increase for a 2 percent "tuition buy down" to enable us to keep our tuition increase to a modest 3 percent and—thanks to a significant transfer from the USM fund balance—we ended up with sufficient funding to meet mandatory cost increases.

I am especially pleased to note that we continue to make progress in our efforts to improve the USM's competitive position in terms of faculty and staff compensation nationally. The state budgets for FY 2014 and FY 2015 have included funding for the 3 percent COLA that went into effect January 1, 2014; the 2.5 percent merit increase that went into effect April 1, 2014 for evaluations from FY 2013 performance; the 2.5 percent merit increase that takes effect July 1, 2014 associated with evaluations from FY 2014 performance; and a 2 percent COLA effective January 1, 2015.

Throughout all our efforts, I continue to be impressed with the dedication and commitment of the Council of University System Staff (CUSS). This diverse group of individuals—from across the University System—has stepped forward to work cooperatively and collegially for the advancement of System institutions and System staff. You are one of the USM's greatest assets and a driving force behind our rise to national eminence.

The Board of Regents and I commend Bill Crocket for his superb leadership as Chair over this past year. We also commend the other officers, CUSS Vice Chair Dana Wimbish, Co-Secretaries Kristen Tull and Lisa Gray, and Members-at-Large Sherrye Larkins and Mary Hickey. In addition, I would like to express my appreciation to Rosario I. van Daalen, USMO-HR, who has served so effectively as the Chancellor's liaison for the past 22 years.

I believe strongly that the Governor's and the General Assembly's attention to higher education will bode well for USM in the years ahead. Of course, in the years ahead the USM will feature new leadership. As you know, on May 13th of this year, after much consideration and soul-searching, I formally announced that I will be stepping down as Chancellor of the USM as soon as the Board of Regents identifies a successor. While this was a very difficult decision, I have come to the reluctant conclusion that it is time for me to pass the baton on to new leadership.

This year marks my 50th in higher education and 12th as chancellor of USM. Each stage of my career—faculty member, administrator, university president—brought its own unique joy and sense of accomplishment. But it has been the 12 years as USM chancellor that have truly been the capstone of my career.

Together, we have taken the USM—which already stood as a national leader in higher education—and made it into a national model. In key areas such as enhancing access, improving affordability, driving economic growth, increasing diversity and social equity, meeting workforce demands, advancing excellence, and many others, our collective impact is nothing short of remarkable.

Once again, I thank you for your commitment to the USM and trust that this productive relationship will thrive under the USM's fourth Chancellor. The efforts of CUSS have been an indispensable component of our success on every level and I am confident your efforts will continue to produce productive and beneficial results for USM.

Sincerely,

William E. Kirwan



William E. "Brit" Kirwan
Chancellor, USM

The Council of University Systems Staff travels to Annapolis every year during the Maryland State General Assembly Legislative session. Through the monitoring of the CUSS Legislative Affairs and Policy committee and assistance from the USM Office of Government Relations, CUSS is able to track legislation that will impact the staff and university system community. Attending the session provides an opportunity for CUSS members to engage delegates and state senators about current legislation and its effect on the University system. CUSS members are introduced formally on the joint floor of the legislative body. This year the Council of University Systems Staff had the honor of having Barbara Frush, the delegate from District 21 who has represented Anne Arundel and Prince Georges counties for the last 19 years, provided the following introduction for CUSS on February 25, 2014.

Delegate Barbara Frush

“Mr. Speaker, I am honored to recognize the University System of Maryland, Council of University System Staff.

The Council of University System Staff, or “CUSS” as it is familiarly known, is celebrating its 22nd year as a staff advisory council to the Board of Regents and the Chancellor. The Council was created in statute in 1995 and was partnered with the other USM Councils, those being, the Council of University System Presidents, the Council of University System Faculty and the USM Council of Students, all of which are part of the USM shared governance group.

CUSS represents more than 9,100 University System of Maryland staff employees not represented by collective bargaining. As an advisory council to the Board of Regents and to the Chancellor, CUSS members are the professional, technically-skilled and managerial group of employees of the USM. The Council represents the majority of staff within the University System.

CUSS is committed to representing staff concerns by actively participating on all levels within and beyond the University System of Maryland. The Council has strived to foster respect, communication, and collaboration among staff and other members of the University community.

CUSS members work diligently to maintain the integrity of the university infrastructure and play a crucial role to provide a more conducive environment for teaching and learning.

Please join me in welcoming to Annapolis the Council of University System Staff.”



BENEFITS AND COMPENSATION COMMITTEE

CHAIR: Mary Hickey, Towson University

The Benefits and Compensation Committee is continuing to review the archived CUSS minutes for information relating to non-exempt and exempt performance review. Review of the 2-level or multi-level rating is not consistent across the USM institutions

The committee is also moving forward on reviewing and updating a list of specific discounts that may be available to all USM employees.

Collecting information on USM daycare facilities is in its planning stages. We hope to discover a role for shared governance in recognizing and facilitating a review of employee need and accessibility of this benefit on USM campuses for staff, students and faculty.

A 2014/15 goal for the Benefit & Compensation Committee is to explore the benefits options of contingent I & II employees.

COMMUNICATIONS & MARKETING COMMITTEE

CHAIR: Calynn Offer, University of Maryland University College

Following a change in name from the Communications to Communications & Marketing, this committee continued its focus on the strengthening the flow of information between CUSS and its constituents at all of the USM institutions. To accomplish this, the committee has worked to update and allow for easier access to information on the CUSS website and also initiated a process to streamline the creation of the annual newsletter.

We have created a system to collect election mapping data from CUSS institutions and collect member data to provide updates to the CUSS website and for the purpose of strengthening the new member orientation process.

The Committee collaborated with the Legislative Affairs & Policy Committee to generate business card for CUSS members. This enhanced our visibility and facilitated our efforts in engaging state legislators during the 2014 Legislative Session.

BOARD OF REGENTS STAFF AWARDS COMMITTEE

CHAIR: Jen Ziegenfus, Salisbury University

This year, the Board of Regents Staff Awards Committee formerly, The Community Outreach and Recognition Committee concentrated on further streamlining the Board of Regents Awards Process. The Committee accomplished the following:

- Developed a survey for feedback about the BOR Staff Awards packet & process and forwarded to all institutions
- Set a standardized timeline for the BOR Staff Awards
- Created a rubric for CUSS members to use when reviewing packets
- Streamlined the award packet
- Successful review and selection of seven winners

Going forward 2014-2015 the committee will

- Create a workshop for CUSS members so that every member knows the process for BOR award reviews
- Continue to educate CUSS members about the importance of the BOR awards and have them be a resource and advocate for the awards at their home institutions
- Continue to share that every member of CUSS (primary and alternate) participates in the BOR review process.

LEGISLATIVE AFFAIRS & POLICY COMMITTEE

CHAIR: Roy Ross, University of Maryland, Baltimore

The Legislative Affairs Committee is responsible for monitoring the Maryland Legislative Sessions to identify USM-related bills, apprise CUSS of relevant issues pertaining to staff and propose responses when appropriate. 2014 marks the end of the fourth and final regular session of the 2011-2014 term and 434th General Assembly of Maryland. The University System of Maryland (USM) Office of Government Relations, in conjunction with the state legislative officials from each USM institution, CUSS, CUSF and USMSC tracked more than 75 individual bills that would have had varying impacts on the system, faculty, staff and students.

The Governor presented a favorable budget request for FY 2015 for the USM, a \$76 million dollar increase over FY 2014. The new budget includes a Merit increase slated for July 2014, a COLA of 2% slated for January 2015 and a minimum wage increase to \$8.00 per hour as of January 1, 2015. It also held student tuition increases to just 3%, helping to keep tuition affordable.

While CUSS was active in supporting the budget proposals for higher education, we too were supported by the hard work of the Chancellor, PJ Hogan and Andy Clark. Their guidance was essential in helping us to better represent our staff and our USM institutions during the session.

2014/2015 Primary Goals for the Legislative Committee include:

- Effectively plan and lead USM Staff Advocacy Day in Annapolis to maximize the impact of CUSS's visit.
- Review pertinent legislation that may impact all USM staff and the University of Maryland System in general.
- Monitor and track the progress of specific legislation as it works its way through committees.
- Work closely with our governmental leadership at the Systems office and home institutions.
- Strengthen our relationships with our elected officials.
- If requested, provide testimony at hearing specific to staff and the USM.

The Council of University System Staff plans to work hard in the upcoming 2015 legislative session in hopes of another successful year.

EXECUTIVE COMMITTEE

The 2013-2104 Executive Committee: Chair Bill Crockett (UMB), Vice Chair Dana Wimbish (UMCP), Co-Secretary Kristen Tull (UB) and Lisa Gray (SU), Members-at-Large Mary Hickey (TU) and Sherrye Larkins (CSU), and Past Chair Willie Brown (UMCP).

Our first meeting was in August 2013. Though the meeting's agenda was focused on forming committees and finalizing the executive board, several important goals were set. This included (1) succession planning of officers and council members, (2) restructure roles within the executive committee to create better utilization of all members, (3) review of institutional compositions in regards to membership on the Council, (4) enhance collaboration between all USM shared governance councils, (5) empower the standing committees to do more work of the council, and (6) continue to assess and find ways to improve how we can be more strategic and fiscally responsible as a body. Since then the charge and focus of the executive has continued to move forward. The executive committee successfully accomplished each of these goals this past year.

Accomplishments and work of the entire Council included the following:

- Mapped shared governance election processes at each institution to better manage succession planning of members.
- Concluded our institutional member census. This resulted in an additional council seat for UMBC. The shared governance census found that 85% (33,000+) of staff and faculty are represented through shared governance and where each are located.
- Worked closely with the leaders of the faculty (CUSF) and student (USMSC) shared governance councils. Exceptional collaboration occurred between our three shared governance bodies and with USM Leadership. Many goals in common were achieved through partnerships. A successful joint session was conducted in January 2014 that engaged each group and successfully prepared each to advocate for the USM during the 2014 Legislative Session in Annapolis.

- In conjunction with the faculty council (CUSF), revived and brought to USM leadership proposed changes to USM Policy on Tuition Remission for Spouse and Dependents.
- Participated as part of the USM Sexual Misconduct Policy Workgroup
- Advised and participated in the workgroup on the revisions to USM Policies Regarding Terminal Leave for Faculty and Separation for Exempt Staff and Retirement Planning and Incentives Plan.
- Consulted and provided feedback on the following:
 - USM Policy on Student Social Media Privacy
 - Amendments to USM Policies on Sick and Annual Leave
 - Technical Amendments on USM Policy on Annual Leave for Regular Nonexempt and Exempt Staff Employees
 - USM Policy on Termination with Prejudice
 - Biennial Exempt Market Salary Survey Report and FY 2015 - 2017 Structures Adjustment

The executive committee concluded the term in July by meeting via conference call with consultant John Thornburgh of Witt/Kieffer Executive Search Firm to provide the staff perspective on the current search for our next Chancellor. This engaging exchange allowed the council to highlight qualities and characteristics we believe would be beneficial in our next Chancellor including continued support of shared governance, making the USM an outstanding place to work and thrive, maintaining our excellence and prominence in higher education, and leading us into the future.

It is hard to believe that one year has passed. It has been exciting, challenging if not difficult, and one that offered compelling opportunities for us as a council and a leadership team. In closing out report, the executive committee and the council passed a resolution in honor of Chancellor William E. Kirwan for his exceptional service on behalf of all USM staff, USM, and Higher Education.

LETTER TO THE CHANCELLOR

Dear Chancellor Brit Kirwan,

The Council of University System Staff (CUSS) would like to extend to you our sincerest gratitude for your 12 years of service to the University System of Maryland (USM). We are thankful for your dedication to the USM, faculty, staff, and student goals. You have consistently supported CUSS initiatives by always providing valuable feedback and assistance to ensure that USM staff members have a voice and a seat at the table. Under your leadership, you have provided proper recognition of staff for their contributions in your public communications such as annual reports to the Board of Regents, press conferences, address to the Maryland General Assembly, and publicized statements to President's commitment on educational affairs.

As a staunch advocate for shared governance, you have also worked with the USM Presidents to ensure that CUSS was properly represented at their respective institutions. Such support of shared governance has helped to solidify that all systems are properly represented. You have also facilitated a more formalized program to recognize staff with the Board of Regent's Staff Awards. This has guaranteed that staff is formally recognized and supported as such with faculty awards. Lastly, you have sustained our inclusion in events such as work committees for policy review and the Board of Regent's retreat. These work groups helped to determine the strategic direction of the University System of Maryland and we are honored to have a voice in these initiatives.

Your dedication has truly made a difference for us all.

Respectfully,

Council for University System Staff

RESOLUTION OF THE COUNCIL OF UNIVERSITY SYSTEM STAFF OF
THE UNIVERSITY SYSTEM OF MARYLAND
CONCERNING THE EXEMPLARY SERVICE OF

WILLIAM E. (BRIT) KIRWAN

CHANCELLOR OF THE UNIVERSITY SYSTEM OF MARYLAND

WHEREAS, Dr. William E. (Brit) Kirwan has led the University System of Maryland (USM) as Chancellor since August 1, 2002, and has been a member of the USM family for over forty-six years; and

WHEREAS, the University Council of System Staff desires to recognize and commend Chancellor Brit Kirwan for his tireless efforts on behalf of the University System of Maryland; and

WHEREAS, Chancellor Brit Kirwan has demonstrated a strong and unwavering commitment to the quality of public higher education and the state's economy; and

WHEREAS, during his leadership the USM grew both physically and intellectually, while strengthening and increasing the system's local, regional, national and international reputation and prominence; and

WHEREAS, he has brought forth thoughtful and meaningful initiatives that have improved and enhanced the working and academic opportunities for staff, faculty, students, and communities of the USM; and

WHEREAS, he created a thriving future for USM that maintains a vision around the core themes of academic transformation, affordability, diversity, sustainability, and community engagement; and

WHEREAS, he has served as a champion of shared governance by infusing a framework for a responsive and engaging atmosphere for all shared governance councils to effectively function; and

WHEREAS, the Council of University System Staff expresses the utmost gratitude to Chancellor Brit Kirwan for his continued support on the various initiatives and projects of this Council during his tenure;

THEREFORE, BE IT HEREBY

RESOLVED, that the Council of University System Staff gratefully acknowledges Chancellor Brit Kirwan's outstanding, unselfish and exemplary service to the University System of Maryland, the State of Maryland, and Higher Education; and

RESOLVED, that the Council of University System Staff gratefully acknowledges that his leadership has placed the USM in a position of prominence, achieved nationally recognized excellence, and provided the framework for our future successes; and

RESOLVED, that we in the Council of University System Staff, in honor of his commitment to shared governance, rededicate our 22nd anniversary this month in his honor; and finally

BE IT FURTHER RESOLVED that the Council of University System Staff hereby extends to Brit Kirwan and his family its best wishes for success in all future endeavors and our sincere appreciation for the fond memories.

PASSED UNANIMOUSLY ON JUNE 24, 2014 BY THE COUNCIL OF UNIVERSITY SYSTEM STAFF

2013-2014 USM BOARD OF REGENTS STAFF AWARDS

A CUSS initiative, the Board of Regents' USM Staff Awards represent the highest honor bestowed by the Board of Regents for achievements of Exempt and Nonexempt Staff employees from institutions within the University System of Maryland. The awards are presented to two Staff employees in each category—one Exempt Staff and one Nonexempt Staff—for a total of eight awards. Each recipient will receive a \$1,000 stipend (taxable income) and will be awarded a plaque. In addition, appropriate notices will be placed to publicize each honoree's accomplishments

Regents' Staff Awards for Effectiveness and Efficiency

Exempt Staff: Allison Foltz, Database Administrator from the Department of Information Technology at Salisbury University (SU).

Ms. Foltz's expertise has been invaluable while SU has handled some major computing projects. For example, thanks to her ability, Salisbury did not have to hire any outside consultants during a recent project involving PeopleSoft's Student Information System. In addition, thanks to her, SU was able to minimize the number of staff needed to operate the new software. And her work with offices across campus has helped these departments operate with greater efficiency as well. Overall, Ms. Foltz's skill and commitment saved the university an estimated 30 to 60 thousand dollars each year during this project.

Exempt Staff: Claude "Dick" Rader, Director of the Information Technology Division at Coppin State University (CSU).

As director, Mr. Rader has been responsible for initiating several projects that produced a cost savings in excess of a \$100,000 for Coppin. During his leadership, he has been instrumental in leveraging existing and emerging technology to advance the university's mission and promote effectiveness and efficiency. His work has included the installation of CSU's fiber optic backbone, the migration of the campus to a voice-over-internet protocol (VoIP), and provision of a cloud-based network backup.

Regents' Staff Award for Exceptional Contribution to the Institution or Unit

Exempt Staff: Dr. David Hoffman, Assistant Director of Student Life for Civic Agency at the University of Maryland, Baltimore County (UMBC).

When he joined the UMBC community, Dr. Hoffman envisioned UMBC as a campus where students were deeply involved in decision-making and problem solving. His visions are now a reality. Today, UMBC students see themselves as partners in creating the UMBC experience. David's impact is perhaps best seen through Breaking Ground—a nationally recognized collaboration across campus that promotes the goals of civic agency by supporting students, faculty, and staff in undertaking meaningful and innovative projects for the university and community.

Non-Exempt Staff: Julie Rosenthal, Program Management Specialist for the Asian Studies Program at the University of Maryland, Baltimore County (UMBC).

Ms. Rosenthal has been instrumental in fostering interconnections among people and programs, and between her campus and local communities. Her advocacy on behalf of Asian Studies has played a key role in the program's rapid growth; it now has 60 majors and 22 minors. Notable in her support of UMBC's broader mission is the founding and directing a Howard County non-profit organization called "Food on the 15th," which provides food for senior citizens on fixed incomes. She has extended this program to the UMBC community by engaging the Asian Studies students to serve as translators for the Asian population.

Regents' Staff Award for Extraordinary Public Service to the University or to the Greater Community

Exempt Staff Phillip Thomas, Area Director in the Office of Residence Life at the University of Maryland Eastern Shore (UMES).

While at UMES, Mr. Thomas has engaged in many internal and external public service activities. Working with a colleague, he started a turkey drive that has grown to help hundreds of needy families every Thanksgiving. He spearheaded voter registration drives that have now registered more than 1,000 people. He is actively involved in Upward Bound, volunteers his time in mentorship programs, and works with the students on college readiness activities. His crowning achievement is the non-profit program he co-founded, GRASP--Generating Realistic Achievement of Success and Possibilities. Through this organization, he has gone into local schools to motivate and encourage students toward college readiness.

Non-Exempt Staff: Jayne French, Administrative Assistant in the Center for Student Diversity at Towson University (TU).

Ms. French is a strong advocate for social justice routinely attending events in the evening and on weekends. She is a life-long member of the NAACP. She has long been involved with the National Alliance on Mental Illness, prompted by her concern over the plight of many returning Vietnam era veterans. She has served as a volunteer with the Special Olympics for more than 12 years. She works with the Active Coalition for Transitional Services, where she assists women victimized by domestic violence. Ms. French also an active and engaged member of the Towson community, serving on the Towson University Staff Council.

Regents' Staff Award for Outstanding Service to Students in an Academic or Residential Environment

Exempt Staff: John Tilghman, Area Director in the Office of Residence Life at the University of Maryland Eastern Shore (UMES).

In his 34 years at UMES, Mr. Tilghman has been a mentor and father figure for many who live on campus. During the Thanksgiving and Christmas breaks, it is not unusual for him to volunteer and stay on campus with student athletes and international students who remain on campus. Not only does he stay on campus with these students. For several years, Mr. Tilghman, with the help of his family members, has hosted a Thanksgiving dinner for the students that stay behind. He has also created community engagement and wellness programs for the 200 student residents. Students lovingly referred to him as "Dean" Tilghman out of their heartfelt love and respect.



Board of Regents Staff Awards Recipient Reception
September

From left to right-top row: Chancellor William "Brit" Kirwan, Allison Foltz, Dr. David Hoffman, Board of Regents Chairman Jim Shea

From left to right-front row: Claude "Dick" Rader, John Tilghman, Julie Rosenthal, Jayne French

USM BOARD OF REGENTS STAFF AWARDS HONORABLE MENTION

Extraordinary Public Service to the University or Greater Community

Alan W. Eichhorn	FSU	Nonexempt
Alvin Justus	UMES	Nonexempt
Jamie Lucas	TU	Nonexempt
Edna Palmer	BSU	Exempt
Paige Miller	UMCP	Nonexempt
Stacie Siers	SU	Exempt
Joseph Smith	UMCP	Exempt
Carol Vaeth	UB	Exempt
Marguerite Weber	UB	Exempt
Linda Wright Fair	UB	Nonexempt

Effectiveness and Efficiency - Academic or Administrative Transformation

Dawn Myers	UMCP	Exempt
Nasri Saab	UMUC	Exempt
Marcie Weinstein	TU	Exempt

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

Robin Burton	UMES	Exempt
Christopher "Chip" Cassano	UMUC	Exempt
Russell Endicott	SU	Exempt
Evelin Letarte	UMUC	Exempt
Rene Sanjines	UMUC	Exempt
June Sherer	UMCP	Nonexempt
John H. Snyder II	UMCP	Nonexempt
Susan Willemin	TU	Exempt
Jamie Webster	UMES	Exempt
Lei Zhang	TU	Exempt

Outstanding Service to Students in an Academic or Residential Environment

Dianne Barrett	UMCP	Nonexempt
Robert Batten	BSU	Exempt
Elizabeth Kressin	SU	Exempt
Bryan Quinn	UMCP	Exempt
Valerie H. Rolandelli	UMUC	Exempt
Lisa Simmons-Barthy	TU	Exempt

In Remembrance:

Anthony “Tony” Scorsune
CUSS Term 2011-2014
University of Maryland University College (UMUC)

Anthony “Tony” Scorsune joined UMUC in April 2010 as a New Student Advisor and became a member of the Adelphi Staff Council in October 2011. With his dedication to staff initiatives and his support of shared governance he was nominated and elected for a position on the Council of University System Staff (CUSS) in November 2011. On CUSS, Tony chaired the Communications Committee and was a strong voice and leader.



Scott Wibbert
CUSS Term 2005-2008

University of Maryland University College (UMUC)
Scott Wibbert joined UMUC in 1988 and worked as the Department Coordinator, Cybersecurity & Information Assurance—University of Maryland University College. Scott was dedicated to strengthening the early foundation of shared governance at UMUC and giving a voice to its staff on the Council of University System Staff (CUSS).



Cynthia Coleman
CUSS Term 2009-2012
Bowie State University

Cynthia Coleman worked as the Assistant to the Dean of the Library. She dedicated herself to shared governance at Bowie State University serving as the Chairperson of the Commencement Committee, the Chair of the Staff Council and as a member of the Council of University Systems Staff. Cynthia has received numerous professional and community Awards and recognition.



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. Institution membership is proportionate to the number of Staff employees at the individual institutions with a minimum of two representatives per institution. CUSS has direct communications with the Chancellor and the Board of Regents and is a member of the Chancellor's Council. Its responsibility is to consider and make recommendations on issues affecting Staff employees. It is also responsible for keeping the Staff employees informed on CUSS activities and System-related actions. CUSS meetings are held the fourth Tuesday of each month (schedule modified for holidays), giving each institution an opportunity to host a meeting. The CUSS Executive Committee also meets with the Chancellor as often as needed but at least once a year.





2013-2014 CUSS REPRESENTATIVES

Bowie State University (BSU)

Karen Tyler
Trish E. Johnson

Coppin State University (CSU)

Sheila Chase
Yvonne Cook
Keri Hickey
Sherrye Larkins (Member-at-Large)

Frostburg State University (FSU)

Jay Hegeman
Jesse Ketterman
Ruben Stevenson
Stacy Wassell

Salisbury University (SU)

Paul Gasior
Lisa Gray (Co-Secretary)
Jennifer Ziegenfus

Towson University (TU)

Ron Butler
Jayne French
Mary Hickey (Member-at-Large)
Brenda Yarema

University of Baltimore (UB)

Dan Nagle
Kristen Tull (Co-Secretary)

University of Maryland, Baltimore (UMB)

Nancy Bowers
Colette Becker Beaulieu
Bill Crockett (Chair)
Angela Hall
Roy Ross

University of Maryland Baltimore County (UMBC)

Keisha Campbell
Ben Goldberg
Kathy Miller

University of Maryland Center for Environmental Science (UMCES)

Curtis Henry (April 2014)
Barbara Higgins

University of Maryland, College Park (UMCP)

Willie Brown (Past Chair)
Dolores Jackson
Albert "Larry" Lauer Sister
Maureen Schrimpe
Dana Wimbish (Vice Chair)

University of Maryland Eastern Shore (UMES)

Rena Finney
Chenita Reddick

University of Maryland University College (UMUC)

Larry Hogan
Christine Perchell
Calynn Offer
Anthony Scorsune
Wayne Wright

University System of Maryland Office (USMO)

John T. Wolfe, Jr.

Chancellor's Liaison to CUSS

Rosario I. van Daalen - USMO-HR
Human Resource Officer for the USM

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/>.



I think
you're a star...

I'd like to nominate you for a

*University System of Maryland
Board of Regents*

STAFF AWARD

CATEGORIES:

Exceptional contribution to the institution and/or unit

Outstanding service to students in an academic or residential environment

Extraordinary public service to the university or the greater community

Effectiveness and efficiency regarding an academic or administrative transformation with a savings of \$10,000 or more

For more information, please contact:

Sherye Larkins,

CUSS - USM BOR Staff Award Committee

Chair Email: BORStaffawards@coppin.edu