

Council of University System Staff

Quarterly Newsletter / November 2017 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 Metzgerott Road
Adelphi, MD 20783-1690

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Welcome Letter from the Chair

As chair of the Council of University System Staff (CUSS), it is my pleasure to introduce you to the 2017-2018 council. We have had a fantastic start to the year. Representing 12 institutions and the system office, we have 51 members of which 27 are primary members and 24 are alternates.

Executive Committee for this year are as follows:

Lisa G. Gray, Chair – Salisbury University
Mark Freeman, Vice Chair – University of Maryland University College
Laila Shishineh, Co-Secretary – University of Maryland, Baltimore County
Candace Johnson, Co-Secretary – University of Maryland University College
Sister Maureen Schrimpe – Member-at-Large – University of Maryland College Park
Colette Beaulieu – Member-at-Large – University of Maryland
Sherrye Larkins – Immediate Past Chair – Coppin State University

Committee Chairs for this year are as follows:

Eric Jones & Susan Holt, Co-Chairs - Benefits and Compensation Committee
Deniz Erman & Jennifer Volberding, Co-Chairs - Board or Regents Awards & Recognition Committee
Amy Griffin & Trish Johnson, Co-Chairs – Communications & Marketing Committee
Cynthia Zile, Chair - Legislative Affairs & Policy Committee

Our committees have been busy at work and I would like to highlight just a couple of items. By now, each institution should have received the Board of Regents Staff Award Packets with information on submitting nominations which are due on February 9, 2018. Please encourage your colleagues to nominate eligible staff members for these awards. This is the most prestigious award given to staff across the system.

Also, near the end of the 2016-2017 council term, CUSS, CUSF, and USMSC submitted a joint resolution that each USM Institution in the system offer Ombudsperson service to students, staff and faculty. The resolution calls for services that are consistent with recommended policies and practices of the International Ombudsman Association or similar and that each institution develop an implementation plan for the service. Currently, this is being reviewed by the Office of the Attorney General and a decision should be made soon.

CUSS will soon be preparing for the upcoming legislative session, where we will monitor the legislative session to identify USM related bills concerning staff interests and propose responses when appropriate. We'll also be participating in the joint legislative day for the USM System with CUSF and USMSC councils.

Here's to a great year! I look forward to working with all the CUSS members over the course of this year.

A handwritten signature in cursive script that reads "Lisa G. Gray".

CUSS Chair

PRESIDENTIAL UPDATE

In September, I joined the University of Maryland Center for Environmental Science as its sixth chief executive. This is a really unique as an independent institution totally focused on the environment and graduate education, and the diversity and depth of research activities here allows us to be uniquely poised to take on many of the grand challenges in sustaining the environment for future generations.

The national and global reputation of the work done here—by faculty, staff, and students—is quite extraordinary. Two weeks before I started, I was at an international conference in Asia, and one of the keynote speakers called out the University of Maryland Center for Environmental Science as making perhaps the largest single contribution by an institution of scientific advances in the estuarine and ocean sciences. That's quite a reputation.

An institution is only as good as its people, and everyone here has contributed to the UMCES sense of community and helped shape its unique culture which is now considered a model that many other academic institutions aspire to achieve.

Scientists at each of the four laboratories, Maryland Sea Grant and the Integration and application Network (IAN) that make up the University of Maryland Center for Environmental Science are making major contributions—not just on issues relating to Maryland, but often the research is affecting the United States or is contributing to solutions around the world. It has impressed me deeply that the culture here is to ensure our scientific research is relevant to Maryland and the nation.

We have the ability as an independent research institution to develop science that is legitimate, relevant, credible, and transparent to help inform some of these difficult decisions that will have to be made in the coming decades.

I want to thank Don Boesch for his dedicated leadership over the last 27 years in which he oversaw an impressive period of growth and long-list of accomplishments. You are losing an iconic leader but I am very grateful to his commitment to a smooth transition and I am pleased he is staying on the faculty for the next year.

I look forward to building upon UMCES' reputation as a global leader in understanding and sustaining the natural world around us in the Chesapeake Bay and beyond. I am also committed to ensuring that we create the kind of environment where young scientists can thrive under the mentorship of our many world-famous researchers.

For the first 90 days, I will be listening to your ideas and aspirations as well as learning about your programs. Together we will explore how we enhance your personal careers and develop new signature initiatives for UMCES.

Warm regards,
Peter Goodwin
UMCES President



USM INSTITUTIONAL UPDATES

Bowie State University

[Black Press USA features President Aminta Breaux, Bowie State's First Female President](#)



In her historic role as Bowie State University's first female president, Dr. Aminta Hawkins Breaux said that she's ready to lead the top 25 HBCU into the school's next phase of growth and development. Following the celebrated legacy of Dr. Mickey L. Burnim, the former BSU president that served the institution for nearly 11 years, Breaux said that she is thrilled and honored to accept the leadership role. Though Breaux has only officially been in office since July 1, the former Vice President for Advancement at Millersville University in Pennsylvania has already started to outline new initiatives. Heavily involved with community building, Breaux noted that she wanted to enrich the neighborhoods surrounding the university while preparing students for the ever-changing workforce. "Partnerships are going to be extremely important. We want to reach out to our business leaders and the rest of our community and help them see the value that our students and faculty bring to this area," Breaux said. "This campus is filled with rich opportunity and initiatives and strong academic programs, but we are also a part of a larger scheme. Initially, I want people to know that we are a part of this community...We want to begin

looking at our business community, business leaders and partnering with businesses in the area to make sure that we are preparing our students for the workforce...not just for today, but for tomorrow."

[Wall Street Journal/Times Higher Education Ranks BSU Among Top US Schools](#)

For the second year in a row, the Wall Street Journal/Times Higher Education has ranked Bowie State among the nation's top colleges and universities. Bowie State is among 21 Maryland colleges and universities included in the ranking. The university ranked highest on the campus environment category, which relates to student and faculty diversity, proportion of international students and student inclusion.

Coppin State University

[Partnership with Baltimore City](#)

Coppin State University has joined with Baltimore Mayor Catherine Pugh to help make college education more affordable for graduates of Baltimore City Public High Schools. In August, Coppin announced 2018 plans to offer qualifying Baltimore City Public High School graduates, who also graduate with an Associate's Degree from Baltimore City Community College (BCCC), free tuition for two years at Coppin State University to continue their education.

This plan builds on the Mayor's plan to offer free community college for Baltimore public high school graduates. This effort not



only provides an opportunity to support and engage our young people academically, but it will also have a profound impact on our communities.

[Coppin Leading the Way for In-Demand Skills Recognition](#)

Coppin State University became the first University System of Maryland institution to offer micro-credentials to students. The initial badge recognizes skills in leadership, but Coppin is developing an array of micro-credentials to strengthen and validate career-ready competencies while streamlining pathways to professions. The first set of Micro-Credentials in Teaching Effectiveness will be announced. Federal grant funding under a Teacher Quality Partnership Grant (TQP) provided the means for Coppin's School of Education to develop its Pathways to Professions (P2P) program. P2P is a systemic initiative designed, in part, to grant stackable competency-based micro-credentials across the life-long learning cycle. A collection of six competency-based micro-credentials with foci on improving discipline-specific competencies and enhancing career success will be piloted at Coppin and partnering institutions of higher education this fall.

[#IWILListen campaign during mental illness awareness month.](#)

CSU's Center for Counseling Services has partnered with the National Association for Mental Illness (NAMI) for the #IWILListen campaign. Statistically, 75% of all cases of mental illness begin before age 24 and one in five Americans are impacted by mental illness. On Thursday, October 5, during Mental Illness Awareness Week (Oct. 1 - 7), NAMI and the CSU chapter of Active Minds will host an In Our

Voice Presentation on CSU's campus.

I LOVE COPPIN! Week

I Love Coppin Week (Oct. 9 - 13) will be capped off with the annual Midnight Mayhem: All-Star Night Edition on the 13th. Midnight Mayhem kicks off the basketball season with a new team and new head basketball coach, Juan Dixon - UMD Alum.

Frostburg State University



President Nowacyk and the University Advisory Council have committed \$300,000 to be earmarked for new initiatives related to the university's new strategic plan, which took effect in August, 2017.

The Division of Academic Affairs hosted its annual New Faculty Reception in August. For the first year, in the spirit of cooperation, new Staff members and their supervisors were also invited to attend.

The FSU Staff Senate set a goal for this year of assessing and addressing staff morale. We reviewed three recent sources containing direct and indirect evidence about staff morale: the Middle States Staff Survey, Strategic Planning Committee Reports, and a summary of the Office of Gender Equity reports and complaints. Material in all three sources led to the conclusion that evidence of low staff morale was found among every sector of staff employees. Three themes emerged from the workgroup's analysis and have been communicated

to the President: workloads, including such things as frozen positions, process for reassigning duties to remaining staff without compensation, salary compression and inversion, and outdated administrative processes; communication, including such things as between employees, interdepartmental collaboration, administrative advocacy, planning and resource allocation, and training; and resources, including adequacy of materials and resource decision-making. With the president's support, the Staff Senate will continue to recommend and attempt solutions that are within our ability to address as this year proceeds.

Salisbury University

News from the President

On September 27, 2017, Dr. Janet Dudley-Eshbach announced her decision step down as Salisbury University's president on June 30, 2018. Dudley-Eshbach was appointed SU's eighth president in 2000, and is the first woman to hold the office. She is the University System of Maryland's longest-serving female president and is the second longest-tenured president in SU history. In an agreement with the USM chancellor and regents, she will serve as a special advisor to the University during a sabbatical year which begins July 1, 2018, assisting her successor with transitional matters, supporting fundraising efforts and engaging in special projects, "so long as these activities do not interfere with the primary purpose of my sabbatical," she added, "which is preparation to resume service as an active member of the faculty beginning the 2019-20 academic year.

New Carillon

The Brown and Church Carillon was dedicated on September 6th. The carillon consists of 48 bells with a 4-octave range and is the only one at a university in Maryland and one of

only three in the state. Its 147-foot tower crowns the Patricia R. Guerrieri Academic Commons, which opened for the Fall 2016 semester.



Staff Happenings

Jamie Holmes-Kruger, Salisbury University Associate Registrar, recently earned the Chesapeake and Potomac Association of Collegiate Registrars and Admissions Officers' (CAPACRAO's) Emerging Leader Award. The accolade honors up-and-coming leaders who have made significant contributions to the organization and to their profession. It was presented during the CAPACRAO's fourth annual meeting in Laurel, MD. Holmes-Kruger has co-chaired the organization's Professional Development Committee. She is CAPACRAO's president-elect, slated to become president in 2018.

Human Resources - Re-designed Search & Selection Process

A more streamlined approach to hiring vacant faculty and staff positions has been approved to move forward with full implementation. The re-designed search and selection process was successfully piloted over the summer and demonstrated a decrease in the total time required to complete and finalize the hiring process. Some of the key improvements include a reduction of the number of reviews and approvals, adjustment of the committee requirements, simplified forms, and more autonomy delegated to hiring managers and search chairs.

Being Green!

For the eighth consecutive year, The Princeton Review, in partnership with the U.S. Green Building Council (USGBC), has named Salisbury University one of the nation's most environmentally responsible colleges.

New Solar Parking Canopy opened for the Fall semester. The solar panels will collect energy from the sun to help power adjacent academic buildings while providing shade for vehicles using the lot. The installation also included five electric vehicle charging (EVC) stations.

Wayne Shelton, the Director of Campus Sustainability and Environmental Safety, is encouraging students, faculty and staff to submit their ideas for projects to help make the campus more sustainable for a chance to receive a grant from the SU Green Fund.

Sea Gull Century

The Sea Gull Century is scheduled for Saturday, October 14th. With its 29-year history, the Sea Gull Century is one of the oldest in the nation and attracts cyclists of all ages across the U.S. Not only is it Wicomico County's largest one-day tourism event, but the Franklin P. Perdue School of Business has estimated its annual economic impact on the Lower Shore at some \$7 million. Participants may choose from the traditional 100-mile Assateague century, offering panoramic views of the Atlantic Ocean and a glimpse of wild ponies, or the 64-mile Princess Anne metric route, which winds through Somerset County.

Athletics News

SU Athletics has a brand new SEA GULL NATION App available in the app store or Google Play. The app will let you earn points when attending games. Points earn rewards up to \$1000 cash. Go Sea Gulls!

University of Baltimore

TEDx Event at University of Baltimore Explores Theme of Momentum, Nov. 10



The acclaimed TEDx speaker series will visit the University of Baltimore on Friday, Nov. 10, with a slate of seven speakers exploring the theme of "Momentum." The event will take place beginning at 1 p.m. in UB's John and Frances Angelos Law Center in the Moot Court Room, 1401 N. Charles St. It is open to the public. Ticket information is listed below.

TEDx is a program of local, self-organized events that bring people together to share a TED-like experience. At a TEDx event, TEDTalks video and live speakers combine to spark deep discussion and connection. TED is a nonprofit organization devoted to "Ideas Worth Spreading." Started as a four-day conference in California 26 years ago, TED has grown to support those world-changing ideas with multiple initiatives.

Speakers for the TEDx program at UB include:

Sheila Dixon, former mayor of Baltimore.

Derick Ebert, a graduate of the University of Baltimore and the city's first Youth Poet Laureate.

Angelica Nwandu, founder and CEO of The Shade Room, an Instagram-based media company

that primarily focuses on celebrity gossip.

Scott Schmaren, an internationally known speaker, coach and author. Schmaren co-wrote the book *Stepping Stones to Success*, along with Jack Canfield, Deepak Chopra and Denis Waitley.

Paul Shapiro, vice president of policy for the Humane Society of the United States, the world's largest animal protection organization, headquartered in Maryland.

Other speakers will be announced in the coming weeks.

University of Maryland, Baltimore (UMB)



When Hollins Market resident Anita Maynor first came to the University of Maryland, Baltimore's (UMB) Community Engagement Center (CEC), she was looking for a job but had no idea how to use a computer.

Thanks to the resources at the CEC, she learned the skills she needed to use the technology, but the computers were slow and would often freeze. "My first application I put in for the University of Maryland took me three days," she said. Not anymore. The Center for Information and Technology Services (CITS) recently donated 17 desktop computers and a laptop to the CEC. The new lab was unveiled Sept. 25.

President Perman speaks to UMB staff and community residents about the new computers available at the Community Engagement Center. "It's not always a matter of how to use

these devices ... it is sometimes a matter of availability,” UMB President Jay A. Perman, MD, said at the ceremony. “Devices cost money, probably too much money, and certainly too much money for a lot of folks. ... It’s important to make available to our neighbors a resource like this.”

Peter J. Murray, PhD, chief information officer and vice president for information technology at UMB, said the computers feature all the latest "bells and whistles," which make them fast, secure, and easy to use. “The university has state-of-the-art technology throughout the campus. It just makes sense to be sure that the CEC is equipped with that same technology — it is part of our strategic plan for the center, and the CEC is one of the president’s priorities,” Murray said.

Kelly Quinn, PhD, CEC coordinator, said she was excited to have the new computers installed. “We really think of the computers as a tool for workforce development, but they are also important for the community to feel more connected,” she said. Residents from seven surrounding Southwest Baltimore neighborhoods are welcome to use the computers for a range of purposes, she said. Some come to look for jobs, others to check their email or social media. Students may need to work on college essays, and others might just want to read a newspaper online or watch YouTube, she said.

University of Maryland, Baltimore County (UMBC)



Princeton Review names UMBC one of the nation's top universities in

2018 Guide "The Best 382 Colleges" highlighting quality of teaching and outstanding academics.

U.S. News & World Report college guide ranked UMBC the #7 "Most Innovative" university, #13 top national university for "Strong Commitment to Undergraduate Teaching", and one of the nation's top universities overall on the "Best National Universities" list.

Welcomed largest freshman class EVER (almost 1,800 students) for Fall 2018.

Welcomed TWO new deans: Dean of the College of Engineering and Information Technology (COEIT) - Keith J. Bowman (from San Francisco State University) and Vice Provost & Dean of Undergraduate Academic Affairs - Katharine Cole (from University of Tampa).

Campus hosted annual "University Retreat" in August with almost 250 faculty, staff, students, and alumni. Retreat topics included: New strategic plan implementation, commendations for Middle States Review (not a single recommendation required), and inclusive excellence/social justice issues to tackle as a campus.

University of Maryland Center for Environmental Science (UMCES)

The University of Maryland Center for Environmental Science and Standard Solar Marked the beginning of a partnership to bring sustainable energy to the Horn Point Laboratory campus with a groundbreaking ceremony on September 7. Standard Solar will install a 10-acre solar field on campus that will generate approximately 50 percent of the Horn Point Laboratory's annual energy consumption. UMCES has also received a grant from the Maryland Energy Administration to install four vehicle-charging stations under a new solar canopy on campus. The solar

field is expected be in-service by the spring of 2018.



UMCES hosted over one hundred graduate students during the 2017 Marine Estuarine Environmental Sciences (MEES) Graduate Colloquium. The MEES graduate program is a highly interdisciplinary, multi-campus graduate program in marine and environmental science. The program’s strength is drawn from the diverse expertise of its faculty affiliated with several USM institutions, as well as from government and non-government agencies. Students had the opportunity to present their research using posters, lightening talks, elevator talks, pod casts, and even visual arts, dance, and music.

University of Maryland Eastern Shore (UMES)

University of Maryland Eastern Shore awarded 29 physical therapy degrees to the class of 2017 on September 14, 2017, which also was the 131st Founder’s Day Convocation. Dr. LeRoi Hicks, the commencement speaker, said he was impressed by graduates’ performance he discovered while doing homework on the physical therapy program, whose pass-rate record is among the nation’s best.

The University of Maryland Eastern Shore moved into the nation’s Top 20 historically black institutions, according to the latest edition of U.S. News & World Report’s annual Best Colleges survey released September 12. At number 20, UMES’ ranking is its highest since the news magazine

undertook a peer-review survey 11 years ago exclusively focusing on historically black colleges and universities. The university's newest ranking is two spots higher than a year ago and is one of eight public institutions to make this year's Top 20 HBCUs.



Dr. Tyler Love, an associate professor and coordinator of UMES' Technology and Engineering Education program published one of a kind text resource called "Safer Makerspaces, Fab Labs and Stem Labs: A Collaborative Guide" on August 31 by the National Safety Consultants LLC with co-author Dr. Kenneth Russell Roy. Love describes the book as "the only one on the market dealing solely with safety hazards, liability and safer designs regarding makerspaces, STEM labs and fab labs for primary, secondary and post-secondary schools, teachers, administrators and community centers and libraries."

**University of Maryland
University College (UMUC)**

[CCEI-NCM Fall Symposium "Cyber at the Crossroads"](#)

On Tuesday, October 10, 2017, UMUC will host Cyber at the Crossroads, a one-day symposium presented by the Cyber Center for Education and Innovation, home of the National Cryptologic Museum (CCEI-NCM). The event will feature nationally renowned cyber industry leaders who will discuss the past,

present, and future of the security of our nation's cyber infrastructure.

An associated event of CyberMaryland 2017, Cyber at the Crossroads will be held from 8 a.m.–6:30 p.m. at the College Park Marriott Hotel & Conference Center. The symposium will be chaired by Lt. Gen. Ken Minihan (U.S. Air Force, Ret.), former NSA director and chairman of the CCEI-NCM Founders Group. Keynote speakers will include Rob Joyce, White House cybersecurity coordinator; and John J. Hamre, former deputy defense secretary and current president and CEO of the Center for Strategic and International Studies.

Twenty years after the Department of Defense exercise Eligible Receiver 97 (ER97) exposed the vulnerabilities of our critical infrastructure to coordinated cyber attack, America is now at a critical juncture with regard to cyber as an underpinning of our military, economic, financial, and political system. This symposium will explore the roots of ER97, the present state of the nation's security infrastructure and cyber policy, and the initiatives that will shape the future of cybersecurity.

Students, educators, and professionals from government and the private sector are invited to attend this important industry event. A special \$25 registration has been established for students,* to encourage those entering the cyber field to attend.

[New Prince George's County program offers college degree for \\$10,000 or less](#)

Whether it's running for office or reaching the honor roll, Jasmine Sanders is accustomed to aiming high. At 16 years old, she's already taking courses in college. The Charles Herbert Flowers High

School junior advised, "If you just work hard and you focus on what you need to get done, it really helps in the long run." Sanders is one of 18 students at Flowers enrolled in a new scholarship program called 3D Scholars. Dr. Mara Doss represents the program at Prince George's Community College and explained, "Not only is it affordable but it also is supportive and it gets the students through college."

The program allows Prince George's County Public School students to earn dual credit at Prince George's Community College and eventually earn a bachelor's degree at University of Maryland University College for \$10,000 or less. Blakely Pomietto, acting provost and senior vice president for academic affairs at UMUC told ABC7 News, "They will have earned 30 credits in the high school, 30 credits at the community college, and for accomplishing those milestones, we're going to help pay the rest of the way."

The program offers three career paths: Business Administration, Computer Networks and Cyber Security and Criminal Justice. Daniel Asaboro, a junior at Flowers is pursuing Cyber Security with the hopes of becoming a computer engineer. "I'm taking two classes. One of them is called General Psychology and the other one is Introduction to Technology. I think it's a great opportunity and I really like the program so far," he expressed. Sanders appreciates the lower cost. "It's nice to know that my parents won't have to pay a lot of money because I do have another sibling and he's in college right now too," she shared.

To qualify for the DC Scholars program, students must be in the 11th grade, take a college placement test, write an essay and have at least a 2.5 grade point average.



2017 - 2018 CUSS REPRESENTATIVES

Bowie State University (BSU)

Trenita Johnson
Trish Johnson
LaVel Jones

Coppin State University (CSU)

Sheila Chase
Dondra Davenport
Sherrye Larkins, Past Chair
Anthony Littlejohn
Sonia McCain

Frostburg State University (FSU)

Liz Nelson
Dana Severance
Rubin Stevenson
Stacey Utley-Bernhardt

Salisbury University (SU)

Vanessa Collins
Lisa Gray, Chair
Teri Herberger
Charles Overholt

Towson University (TU)

Deniz Erman
Mary Hickey
Conor Reynolds
Cyndi Zile

University of Baltimore (UB)

Eric Jones
Keiver Jordan

University of Maryland, Baltimore (UMB)

Colette Beaulieu, Member-at-Large
Sharese Essien
Angela Hall
Susan Holt
Nicole Miskimon
Janet Nance-Richardson

University of Maryland, Baltimore County (UMBC)

Sheryl Gibbs
Thomas Penniston
Laila Shishineh, Co-Secretary
Michael Walsh
Pheng "Max" Xiong

University of Maryland, Center for Environmental Sciences (UMCES)

Juliana Brush
Amy Griffin
April Lewis

University of Maryland, College Park (UMCP)

Dylan Baker
Emily Hartz
Patrick Perfetto
Sister Maureen Schrimpe, Member-at-Large
Sarah Goff-Tlemsani
Dana Wimbish

University of Maryland Eastern Shore (UMES)

Chenita Reddick

University of Maryland University College (UMUC)

Craig Binder
Sylvia Bolden
Mark Freeman, Vice Chair
Candace Johnson, Co-Secretary
Karolina Nash
Jennifer Volberding

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.

