

Council of University System Staff

Quarterly Newsletter / January 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
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Find us on the web:

Website: <http://bit.ly/1yc1prc>
Facebook: @CussMaryland
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CHAIR'S REPORT

Greetings from the Council of University System Staff Chair,

Happy New Year! Thank you to all institutions for a vigorous 2016 of activities, meetings and staff support! It is my hope that everyone had a pleasurable break!

Enjoy reading this edition of the Council of University System Staff (CUSS) Newsletter. We have highlighted committee and institution information from last year. For those unfamiliar with CUSS, we play an integral role in providing a voice for Staff employee concerns in reference to decisions that affect the welfare of the University System of MD (USM) and its employees. CUSS is comprised of Staff employees with representatives from each of the 12 USM institutions and the USM Office. Your CUSS representative speaks for all Nonexempt and Exempt Staff employees on Regular and Contingent II status, who are not represented by a union under collective bargaining.

The Council of University System Staff will continue its work to assure that USM Staff employees have a strong voice in Shared Governance both at the individual institutions and the system. As CUSS chair, I will attend and report institutions staff issues and concerns at the Board of Regents (BOR) and monthly Chancellor's Council meetings.

In closing, I personally want thank you, my fellow CUSS Council representatives who have served over the last 24 years. It's because of your time and energy, collaboration and teamwork, honest communication, thoughtful approach and commitment that we have cultivated a collaborative and collegial advisory relationship between the University System of MD BOR, the Chancellor and our institutions.

I invite you to read on for more details about the CUSS Committees, Institution updates, BOR Staff Award recipients and more. We welcome your comments and suggestions. For additional information please visit our website at <http://www.usmd.edu/> click Board of Regents Advisory Councils and then click Council of University System Staff.

Have a great 2017!

Regards,

A handwritten signature in black ink that reads 'Sherrye Larkins'.

Sherrye Larkins
Chair, Council of University System Staff

PRESIDENTIAL UPDATE

I am enjoying my first fall in Maryland—and soon my first Towson University Homecoming—as the academic year gets into full swing.

We welcomed more than 22,250 Towson Tigers to campus this term. Of those, about 4,840 were new students, and about half of them transferred from four-year universities or community colleges. So, we're putting even greater emphasis on helping these new and nontraditional students launch into college life.



The momentum continued during Presidential Inauguration week where we celebrated TU's proud history of leadership. I am honored to follow the visionary leaders who led Maryland's first teacher-training school and guided its evolution over 150 years. Today, TU offers an exemplary comprehensive education while serving the state's greatest workforce needs and preparing students for postgraduate study.

We take our role in workforce preparation seriously. That's why we're developing plans to create a world-class career center that engages students from internship to retirement. The center will enhance our career advising and job placement for students after graduation and well into their careers. Perhaps as important, it will also forge a stronger connection to the business community and highlight TU's impact on the workforce and economic development of our state.

Finally, I firmly believe we can competitively advantage our graduates if we continue our work toward becoming an inclusive campus where all of our students can thrive and, most important, learn to support others to thrive. A national search is underway for the vice president of inclusion and institutional equity, a new position that will help us advance this institutional priority.

There's significant opportunity ahead for TU to realize its potential as the state's fastest-growing and second-largest university. I look forward to working with our alumni, partners, and supporters to build a better and stronger foundation for our future success. There's much to be proud of at Towson University, and there are great things ahead.

—*Kim Schatzel, president*

USM INSTITUTIONAL UPDATES

Bowie State University

Mickey L. Burnim, president of Bowie State University, the historically Black educational institution in Maryland, announced that he will step down at the end of the current academic year on June 30, 2017. When he retires, he will have led the university for nearly 11 years.



Dr. Burnim became the ninth president of Bowie State University in September 2006. Previously, he was chancellor at Elizabeth City State University in North Carolina. Earlier in his career, he was assistant vice president for academic affairs in the general administration of the University of North Carolina System and was a staff economist at the U. S. Department of Housing and Urban Development.

Bowie State University, the historically Black educational institution in Maryland, has entered into a partnership with the Maryland-National Capital Park and Planning Commission to expand offering at the university's Fine and Performing Arts Center.

Under the agreement, a broad

number of non-academic cultural activities will be jointly developed by Bowie State and the commission to include professional performances, master workshops, small-group classes and camps. The agreement calls for cooperative development of activities, programming and events that will utilize the main stage and black box theaters, recital hall, movement studio and classrooms throughout the facility. In addition, the commission will provide a part-time, on-site project manager to support program development and management. Weldon Jackson, provost of Bowie State University, stated "we are very excited about this innovative joint effort with the Maryland-National Capital Park and Planning Commission. We firmly believe that

this initiative will enable us to share the phenomenal resources of Bowie State University's Fine and Performing Arts Center through a variety of programs open to more of our neighbors in the region."

Dr. Carla Hayden, the first woman and first African American to lead the Library of Congress, will address about 325 graduates and their families at the Bowie State University commencement on Friday, December 16 in the Leonidas S. James Physical Education Complex.

Coppin State University

The Daily Record named CSU's Director of Instructional Technology & Training, Dr. Dionne N. Curbeam, to its 2016 VIP List - Very Important Professionals - Successful Professional Marylanders 40 years of age or younger.

Christina Epps, Academic Advisor in the Athletics Department, punched her ticket to Rio when she placed second at the U.S. Olympic Team Trials for the women's triple jump. Christina Epps is also a CSU alumni.

Sherrye Larkins, Director of Special Events and Staff Senate Chair was nominated and elected University System of Maryland's Council of University System Staff Chair. Sherrye has been a member of CUSS since 2013.

Dr. Michael A. Freeman has joined Coppin as Vice President for Enrollment Management and Student Affairs. His primary responsibility is for the development and leadership of all aspects of student recruitment, retention activities, and student affairs.

Mr. Derek Carter has joined Coppin as the Director of Athletics. Mr. Carter served as Director of Athletics at Montgomery College in Rockville, MD.

Mr. DeWayne Burroughs, CSU alumni has joined Coppin as the Head Women's Basketball Coach. Mr. Burroughs has worked as the Head Women's Basketball Coach at the University of the District of Columbia

(UDC) since July 2015 and as Assistant Coach and Recruiting Coordinator at UDC since 2011.

Dr. Keith Williamson has been appointed Provost and Vice President for Academic Affairs at Coppin State University. Dr. Williamson served as Dean of the College of Engineering and Technology and Professor of Manufacturing Engineering and Mechanical Engineering Technology at Virginia State University. His official first day will be January 3, 2017.

President Maria Thompson, Pd.D., was honored by the Baltimore Sun as one of "25 Women to Watch".

Frostburg State University

Victory Media, which serves military personnel transitioning into civilian life, has named Frostburg State University to its coveted Military Friendly® Schools list for the sixth year in a row. The Military Friendly® Schools list honors colleges, universities and trade schools in the country that go above and beyond to embrace America's military service members, veterans and spouses as students and ensure their success on campus.



The Commission on Collegiate Nursing Education has accredited two of Frostburg State University's online nursing programs, granting initial accreditation for its new online Master of Science in Nursing program and giving continuing accreditation for the popular Bachelor of Science in Nursing completion program.

Frostburg State University students had the opportunity to interact with an experienced international trade negotiator when Trade Minister Counselor Dao Tran

Nhan of the Embassy of Vietnam came to campus recently. Nhan is the Vietnamese official responsible for trade policy and promoting trade and industrial cooperation with the United States. Thanks to Nhan's help, in September, FSU finalized an agreement to create a cooperative "2+2" degree program in computer science with Hanoi University of Industry in Vietnam. Students at HaUI will complete the initial two years of the program at their home campus before coming to Frostburg for the final two years to earn a bachelor of science in computer science from FSU.

Salisbury University

Salisbury University is the No. 1 school for environmental studies in Maryland, according to a recent ranking by Environmental Science.org. The site ranks SU at No. 35 nationally. The full rankings are available online at www.environmentalscience.org/top-schools.

Environmental Science.org considered several factors in creating the list, including location ("It's difficult to imagine studying the interactions of the natural world from the city," the site said), faculty, study abroad opportunities, program breadth, degree levels offered and research quality. Also a factor: thinking green ("Does your Environmental Sciences program 'walk the walk?") "We are honored by this ranking," said Dr. Michael Lewis, chair of SU's Environmental Studies Department. "It's hard to imagine how much Environmental Studies has grown in the past 15 years — from a minor to the 35th-ranked program in the country."

As examples, he cited not only the department's 2012 founding, but the creation of SU's environmental studies major in 2004, formation of the Green Floor as SU's second Living Learning Community in 2007, a new Environmental Studies House on campus in 2013 and the establishment of SU's Nanticoke

River Center in 2015 to support environmental education and fieldwork.

"This is a special place to study the environment," he said.

In addition, the department hosts a public series of environmental lectures each semester. More than half of Salisbury's environmental studies graduates complete internships, and more than half also study abroad.

Towson University

President Schatzel and the TU community look forward to working together on the eight priorities to build a stronger Towson University.

- TU Matters to Maryland
- BTU: partnerships at Work for Greater Baltimore
- Lifelong Career Center
- Diverse and Inclusive Campus
- Culture of Philanthropy
- World-Class Faculty Development Center
- Strategic Plan Alignment
- TIGER Way

More can be found at <https://www.towson.edu/about/administration/president/priorities/>.



University of Baltimore

The University of Baltimore and Baltimore City Community College are entering into a new partnership and articulation agreement to ensure that BCCC students will be able to transfer seamlessly to UB. The institutions formally announced the agreement at a signing ceremony on Nov. 21 at BCCC's Liberty Campus. UB President Kurt L. Schmoke and BCCC

President Gordon F. May signed a memorandum of understanding concerning the partnership., as did UB Provost Darlene Smith and BCCC Vice President for Academic Affairs Tonja L. Ringgold.

University of Maryland, Baltimore (UMB)

Each year the University of Maryland, Baltimore celebrates the achievements and successes of our students, faculty, staff, alumni, and philanthropic supporters and pays tribute to UMB's 200-plus-year history with a series of Founders Week events. In keeping with 20-plus years of tradition, the University community recognizes outstanding accomplishments among its talented faculty and staff with awards for Public Servant of the Year, Entrepreneur of the Year, Researcher of the Year, and Teacher of the Year.

ENTREPRENEUR OF THE YEAR
William F. Regine, MD, FACR, FACRO
School of Medicine

PUBLIC SERVANT OF THE YEAR
Bronwyn Mayden, MSW
School of Social Work

RESEARCHER OF THE YEAR
Linda Simoni-Wastila, MSPH, PhD
School of Pharmacy

TEACHER OF THE YEAR
Louise S. Jenkins, PhD, RN, FAHA, ANEF
School of Nursing

Learn more about our 2016 Founders winners: <http://www.umd.edu/founders/2016-awards/>.

University of Maryland, Baltimore County (UMBC)

UMBC hosted a team of external evaluators to conduct a "peer review" from November 15-18, 2016, as the next stage of the Middle States accreditation process.

Kristin Waters, Ed.D., from undergraduate admissions, presented a session, "The Lived Experience of

Teleworking: A Research Review" at the 4th annual meeting of the Chesapeake and Potomac Association of Collegiate Registrars and Admissions Officers (CAPACRAO). Her session was named "Best of the Best" — where CAPACRAO membership voted her session the best of the annual meeting. CAPACRAO will nominate her session to the national organization to be presented during the annual meeting in April 2017.

The *Baltimore Sun* has named UMBC one of the region's top places to work for the fourth consecutive year. The 2016 list includes organizations across all sectors, and UMBC is again the only university and only government institution to rank among the top 10 large employers, as well as among the top 100 employers of all three size categories.



University of Maryland Center for Environmental Science (UMCES)

Scientists at UMCES have reported that the overall health of Chesapeake Bay improved in 2015. The largest estuary in the nation scored a C (53%) in 2015, one of the three highest scores since 1986. Only 1992 and 2002 scored as high or higher, both years of major sustained droughts. "We'd expect to see improvements after a drought year because nutrients aren't being washed into the Bay, fueling algae blooms and poor water quality," said Bill Dennison, Vice President for Science Applications at the University of Maryland Center for Environmental Science. "However, in 2015 stream flow was below normal, but nowhere near the drought conditions in 1992 and 2002. Thus, the high score for 2015 indicates that we're making progress reducing what's coming off the land." More available at: <http://w>

www.umces.edu/locations/all/project/chesapeake-bay-health-improves-2015

President Donald Boesch has announced his intent to conclude his leadership role at the University of Maryland Center for Environmental Science (UMCES) on August 31, 2017. Appointed UMCES' fifth chief executive in 1990, Dr. Boesch has led an institution with an excellent reputation for Chesapeake Bay science to global prominence in coastal watershed science and its application, building highly capable research facilities at each of the Center's four laboratories, and attaining accreditation for UMCES' program in graduate education in the marine and environmental sciences. More on this available at: <http://www.umces.edu/release/2016/sep/20/university-maryland-center-environmental-science-president-dr-donald-boesch-anno>.



The UMCES Staff Council will participate in the Chancellor's process to hire UMCES' next President. They met with Chancellor on November 22, 2016 at the UMCES Institute of Marine and Environmental Technology (IMET) Laboratory in Baltimore.

University of Maryland, College Park (UMCP)

President Loh together with the University of Maryland College Park University Senate has formed a joint Sexual Assault Prevention Task Force, which was officially charged on October 10, 2016. The task force will be soliciting feedback from the campus community during the course

of its evaluation and is expected to deliver its findings at the end of March, 2017.

In September 2016, the Flagship 2020 Commission delivered a final report of its findings and recommendations. The work of the Administration Modernization Program (AMP) team, which will produce new tools and procedures (affecting staff across the campus), will be informed by the findings and recommendations in the Commission's report.

There are a number of exciting new buildings going up on the College Park campus now and in the next few years. Unfortunately, the increase in space designated to living, working, and playing will mean a decrease in space designated for parking. Details on impacted lots as well as other transportation options can be found at: <http://www.transportation.umd.edu/parking/pdf/ParkingOutlook.pdf>.

University of Maryland Eastern Shore (UMES)

The Richard A. Henson Foundation, in the enduring philanthropic spirit of its namesake, continues to support the University of Maryland Eastern Shore, this time with a \$1 million gift for the Henson Honors Program.

The announcement was made October 19, 2016 at a dedication ceremony for the university's new \$103 million, 166,000 square foot Engineering & Aviation Science Complex which received the Leadership in Energy and Environmental Design (LEED) Gold certification.

The atrium in this new building was named in recognition of a \$1 million-dollar gift earlier this year by Delmarva Power for the university's "Green Collar Initiative", a series of university projects that will explore ways to utilize more environmentally friendly energy sources and underwrite academic efforts to promote study in that field.

Former U.S. Congressman Wayne T. Gilchrest was the keynote

speaker for the 13th annual Small Farm Conference, Friday and Saturday, November 11 and 12, in the Student Services Center. The conference promised up-to-the minute, practical information for ag-related ventures among farmers, landowners, entrepreneurs, aspiring small business owners and supporters of agriculture.

University of Maryland University College (UMUC)

UMUC is proud of its history and tradition of serving adult learners, particularly our active duty military personnel, veterans, and their families. In November, for the third year in a row, *Military Times* rated UMUC in their top 10 on the "Best For Vets" list.

In October, UMUC received the "Effective Practice Award" from the Online Learning Consortium (OLC) for its Essentials of Computer Programming course.

In November, UMUC teamed up with Roadtrip Nation to send three people interested in cybersecurity on a three-week road trip across the nation. Their journey and discoveries will be filmed and produced into a one-hour documentary, set to air on public television in 2017.

UMUC's Master of Science in Health Informatics Administration degree has been ranked the No. 1 online master's degree in health informatics by College Choice. Acknowledging UMUC as "one of the best online schools for healthcare professionals," College Choice goes on to say, "The school is particularly well-known for its MSHIA, a degree program that marries HI and health care information. Students at UMUC are generally in demand from various employers and find placement even before they graduate."

The Staff Advisory Council at UMUC has been busy finding ways to advocate for and make the lives of expecting and new mothers a bit easier. The Council has submitted two proposals this semester. One offers

suggestions to better organize the process for nursing mothers to sign up for a lactation space.

Recommendations include setting up a standard timetable and identifying more rooms to remain accessible to all employees who may need them. Additionally, the Council has recommended the addition of reserved Expecting Mother Parking Spaces near

all UMUC buildings. After researching and discovering that many other universities offer a program such as this, the UMUC Staff Advisory Council felt with would make a desirable added benefit for expecting mothers.

Additionally, the Council has recommended that the University participate in Metro's SmartBenefits®

program. The program provides employees the benefit of having their Metro fare taken out of the paychecks, pre-tax. Participating in this program will allow UMUC to expand its talent pool by attracting potential hires throughout the DC metro region and will allow current employees who utilize WMTA to get to work to save a bit more money.

CUSS COMMITTEE UPDATES

The Benefits and Compensation Committee

Check out our website to view the complete list of vendors and services that offer discounts to USM employees on the CUSS homepage, <http://www.usmd.edu/usm/workgroups/SystemStaff/index.html>.

We are currently reviewing issues concerning teleworking across the USM institutions. Our goal is to compare the policies as they relate to staff employees and report on our finding. Also, the committee is gathering data on the position of ombudsperson across the USM system.

If you have questions about the Benefits & Compensation Committee or any of the items contained in this report, please reach out to the chair of this committee, Mary Hickey at (mhickey@towson.edu).

The Legislative Affairs Committee

The Legislative Affairs Committee has been focusing its efforts toward Legislative Day in February. The committee would like to find ways to help other committees with their goals when meeting with the Assembly. The committee plans create a list of issues to be discussed with legislators that are non-monetary in nature; issues related to money are difficult to discuss as they are so dependent on budgets, which are many times pre-

determined months in advance, and on available funding.

The Communications Committee

The Communications Committee has been working to improve its reach to Staff members by putting attention on our social media platforms. We have launched a new Twitter handle, @CUSS_USM, and updated our Facebook page, @cussMaryland. On both of these sites we will share information impacting USM employees and other pertinent news.

The Community Outreach & Recognition Committee

Board of Regent's Staff Awards nomination packet for 2016-2017 was sent out to all of the USM Institution Presidents and BOR Staff Award committees in September. Copies of the winning 2015-2016 packets are available to each institution upon request.

For the first time this year we have sent the non-recipients their packet's evaluation comments so that each non-recipient can resubmit their packets for 2016-2017 using the suggestions from the comments made.

Chancellor Caret made a video challenging each USM Institution to submit eight Board of Regent's Staff Awards nominations. Some Universities are streaming the video

on their televisions throughout their campuses.

A big challenge that each institution has, except for UMBC, is getting staff to nominate staff and submit eight packets. We asked President Hrabowski from UMBC to make a video giving other USM Institutions some tips to get their staff involved in the nomination process. This video, along with Chancellor Caret's video, were both sent to all USM Presidents and to their BOR Staff Awards Committees.

We want to thank Chancellor Caret and President Hrabowski for taking time out of their busy schedules to make the videos.

Our committee has been trying to find different ways to help each institution promote the BOR Staff Awards. We realize this is the highest honor a USM Staff Member can receive and we want to make sure each institution is making it a priority to promote this award among their staff. Each month we send out a Communication Buzz to each institution's BOR Staff Awards Committee. We hope the monthly communication helps to answer questions and keep everyone on track with the timeline. It also offers some suggestions to help the institutions with the award process. We are also working on developing more ways USM staff can be celebrated throughout the system

Deniz Erman-CoChair
Mike Ruddock-CoChair

TOYS FOR TOTS 2016



In December 2016, CUSS met at the University System of Maryland Offices in Adelphi, MD. There, CUSS representatives participated in the 8th annual event at the office to collect new and unwrapped toys for the United States Marine Corps Toys For Tots Drive. This drive provides gifts for children whose parents cannot afford to buy them gifts for the holidays.

BOARD OF REGENTS 2015-2016 AWARD WINNERS

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

Exempt Nominee:	Paul Dillon	Institution:	University of Maryland, Baltimore County
Non-Exempt Nominee:	Allene Denise Atkinson	Institution:	University of Maryland, Baltimore County

Outstanding Service to Students in an Academic or Residential Environment

Exempt Nominee:	Robert Batten	Institution:	Bowie State University
Non-Exempt Nominee:	N/A	Institution:	N/A

Extraordinary Public Service to the University or Greater Community

Exempt Nominee:	Hazel Jones Parker	Institution:	University of Maryland, Baltimore
Non-Exempt Nominee:	Katie Simmons-Barth	Institution:	Towson University

Effectiveness & Efficiency Award

Nominee:	Mildred Homa	Institution:	University of Maryland, Baltimore County
Nominee:	Todd Smith	Institution:	Salisbury University



UNIVERSITY SYSTEM
of **MARYLAND**

Find out more about our 2015-2016 Board of Regents Award Winners by visiting the USM website,
<http://www.usmd.edu/newsroom/news/1648>.



2016 - 2017 CUSS REPRESENTATIVES

Bowie State University (BSU)

Andrea Davis
Trenita Johnson
Trish Johnson
LaVel Jones

Coppin State University (CSU)

Sheila Chase
Steve Delice
Sherrye Larkins, Chair

Frostburg State University (FSU)

Angela Hovatter
Jodi Pifer
Dana Severance
Rubin Stevenson

Salisbury University (SU)

Paul Gasior
Lisa Gray, Vice-Chair
Teri Herberger
Kim Meyer

Towson University (TU)

Deniz Erman
Mary Hickey
Cyndi Zile

University of Baltimore (UB)

Margie Bivans
Keiver Jordan
Michelle Junot

University of Maryland, Baltimore (UMB)

Amanda Azuma
Bill Crockett
Hillary Anne Edwards
Angela Hall
Susan Holt
Mike Ruddock

University of Maryland, Baltimore County (UMBC)

Oliva Dent
Sheryl Gibbs
Kevin Joseph
Thomas Penniston
Laila Shishineh, Co-Secretary

University of Maryland, Center for Environmental Sciences (UMCES)

Juliana Brush
Amy Griffin
Curtis Henry, Member-at-Large
April Lewis

University of Maryland, College Park (UMCP)

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

University of Maryland Eastern Shore (UMES)

Chenita Reddick

University of Maryland University College (UMUC)

Elia Amegashie
Mark Freeman
Candace Johnson, Co-Secretary
Jason Tiwari
Jennifer Volberding
Jade Walker

University System of Maryland Office (USMO)

Chevonie Oyegoke
John Wolfe, Jr.

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.

