



**Report from the Council of University System Staff**  
Board of Regents Meeting Report  
September 1, 2017

Our last meeting was held on August 9, 2017, at Salisbury University. CUSS was welcomed by President, Dr. Janet Dudley-Eshbach. Dr. Dudley-Eshbach is very proud of student body, and feels that faculty and staff at Salisbury are amazing. When she arrived at Salisbury in 2000 there were 6400 students; today there are just under 9,000. Students come from 32 states and 66 foreign countries. One of Salisbury's cores values is diversity. Dr. Dudley-Eshbach is proud that composition of Salisbury now much better reflects the demographics of the State of Maryland. Over the past 17 years there has been a large increase in building on campus including the New Academic Commons (high-tech library). These buildings are great recruitment tools. On September 6, the new carillon bells will ring in a special concert. There are only three carillons in the State of Maryland.

I am pleased to announce the new CUSS Executive Board for 2017-2018:

- Chair: **Lisa Gray** - Salisbury University
- Vice Chair: **Mark Freeman** - University of Maryland University College
- Co-Secretary: **Candace Johnson** - University of Maryland University College
- Co-Secretary: **Laila Shishineh** - University of Maryland Baltimore County
- Ex- Officio Past Chair: **Sherrye Larkins** - Coppin State University
- The two Member-At-Large: **Sister Maureen Schrimpe** – University of MD, College Park and **Colette Beaulieu** – University of Maryland, Baltimore

CUSS has an excellent group of volunteers represented from all USM institutions. The new members' orientation meeting was held in August. This term our council membership has 49 USM Institution staff leaders represented. Twenty-six primary seats are filled and 23 alternates appointed.

**Committee Updates:**

**Benefits & Compensation Committee**

New Committee co-chairs will be Susan Holt (UMB) and Eric Jones (UB)  
We will be inviting an Ombudsman from UMUC to attend the October CUSS meeting. The committee also discussed the election process for CUSS representatives at each institution

**Board of Regents Awards & Recognition Committee**

Committee Co-chairs will be Deniz Erman (TU) and Jennifer Volberding (UMUC). The BOR Staff Award packet has been updated and was distributed to the Presidents and BOR Award Committees at each institution during the month of August. BOR Staff Award wording "above and beyond", will be reworded stating the "person's impact." This will be judged overall for all award categories. Nomination packets are due on Friday, February 9, 2018.

**Legislative & Policy Committee**

A new chair will be selected at the September meeting. They are reviewing the current CUSS bylaws during the 2017-2018 term.

**Bowie State University**  
14000 Jericho Park Road  
Bowie, MD 20715

**Coppin State College**  
2500 W. North Avenue  
Baltimore, MD 21216

**Frostburg State University**  
101 Braddock Road  
Frostburg, MD 21532

**Salisbury University**  
1101 Camden Avenue  
Salisbury, MD 21801

**Towson University**  
8000 York Road  
Towson, MD 21204

**University of Baltimore**  
1420 North Charles Street  
Baltimore, MD 21201

**University of Maryland, Baltimore**  
520 West Lombard Street  
Baltimore, MD 21202

**University of Maryland  
Baltimore County**  
1000 Hilltop Circle  
Baltimore, MD 21250

**University of Maryland Center  
For Environmental Science**  
P.O. Box 775  
Cambridge, Md. 21613

**University of Maryland  
College Park**  
College Park, MD 20742

**University of Maryland  
Eastern Shore**  
Princess Anne, MD 21853

**University of Maryland  
University College**  
3501 University Boulevard East  
Adelphi, MD 20783

**University System of  
Maryland Office**  
3300 Metzgerott Road  
Adelphi, MD 20783-1690

### **Communications and Marketing Committee**

The July newsletter has been posted on the USM website. All BOR 2017 Staff Award winners are included in the newsletter. The committee will be creating an exit survey for members leaving the Council to get some information about their experience, reason for leaving, etc.

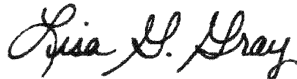
### **Executive Committee**

The CUSS website has been updated. The Joint Meeting of CUSS, CUSF, and USMSC has been set for November 15, 2017 at UMCP from 10am – 3pm.

### **CUSS Meeting Schedule 2017-2018**

August 9, 2017	Salisbury University
September 29, 2017	University of Baltimore
October 24, 2017	University of MD Baltimore County
November 15, 2017	University of MD, College Park
December 12, 2017	USM Office
January 23, 2018	University of MD University College
February TBD	Annapolis
March 27, 2018	Coppin State University
April 24, 2018	Towson University
May 15, 2018	Bowie State University
June 26, 2018	University of MD Eastern Shore
July 17, 2018	University of MD Center for Environmental Science

Respectfully submitted,



Lisa G. Gray  
CUSS Chair

Attachments: CUSS July 2017 Newsletter



July 2017 End of Year Edition

## CHAIR'S MESSAGE



### 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)

3500 Metzgerott Road  
Adelphi, MD 20783-1690

### Find us on the web:

Website: <http://bit.ly/1yc1prc>  
Facebook: @CussMaryland  
Twitter: @CUSS\_USM



I am truly honored to have served as Chair of this outstanding council that represents our staff employees through shared governance in the USM. As Chair of CUSS, I had the opportunity to act a share the voice of the system staff employee and communicate your thoughts and concerns to the Board of Regents, Chancellor, and USM Presidents. As I complete my term as Chair, I would like to say thank you and send my appreciation to key individuals and groups for their support and assistance.

- The members of the Council of University System Staff for their diligence and commitment this past term. Each member represented the staff employees of the USM with distinction and pride. The work fulfilled by this dedicated and talented council is a testament to each and every one. An outstanding group of USM Staff who have eagerly represented their institution. Together we continue to work as the staff voice within the USM.
- The CUSS Executive Committee for their energy, commitment, and endurance. This includes Vice Chair Lisa Gray (SU), Co-Secretary's Laila Shishineh (UMBC) and Candace Johnson (UMUC), Members-at-Large Curtis Henry (UMCES) and Sister Maureen Schrimpe (UMCP), and Past Chair Dana Wimbish (UMCP). Each demonstrated great leadership and vision. They were smart, sharp and outstanding individuals.
- Chancellor's Liaison, Chevonie Oyegoke, for her guidance, knowledge, and perspective. CUSS appreciates your support and knowledge, and looks forward to continued collaboration.
- Our 12 USM Presidents who actively engaged and supported initiatives brought from shared governance to the various Board of Regents meetings and at the Chancellor's Council meetings. The Council thanks each President for their hospitality and provision during the last year.
- The Councils appreciation to Chancellor Robert L. Caret for his exceptional service on behalf of all USM staff, USM, and Higher Education. The Council is grateful for his leadership and service as a champion and advocate of shared governance for the University System of Maryland, its institutions, students, faculty, and staff.
- Express the Councils appreciation to Chairman Brady and the Board of Regents of the University System of Maryland for providing an approachable and engaging atmosphere for the Council to effectively function within the spirit and intent of shared governance. The Council is appreciative for the continued support each Regent has shown for all USM employees.

I have passed the CUSS gavel to our newly elected CUSS Chair Lisa Gray (SU). Wishing our 2017-2018 CUSS Executive Committee a successful term: In closing, it's been an honor and pleasure to serve as Chair of the Council of University System Staff and to say that shared governance is indeed flourishing, dynamic, and effective within the USM.

*Sherrye Larkins*

Sherrye Larkins  
Chair 2016-2017

---

## PRESIDENTIAL UPDATES

---



After serving nearly 11 years as president of Bowie State University, I am approaching retirement on June 30 with a sense of accomplishment and thankfulness for the opportunity I've had to make a meaningful difference in the life of this great institution. Working with dedicated staff, faculty, alumni and other supporters, we've been able to significantly enhance institutional infrastructure, programmatic offerings and campus facilities to position Bowie State among the best comprehensive universities in the nation.

We can point to such achievements as opening four new buildings, including a state-of-the-art Canter for Natural Sciences, Mathematics and Nursing; new academic programs in high-demand fields; and positive enrollment and graduation trends. We have also laid the foundation for initiatives to prime the pipeline of future students in science, technology, engineering and math (STEM). The university now enjoys stronger recognition in the region and nationally as a smart educational value, offering affordable, high-quality programs to a diverse body of students.

I am confident that Bowie State University is well positioned for growth and continued success in serving the higher education needs of the citizens of Maryland and the nation.

Mickey L. Burnim, President  
Bowie State University

---

In the last two Newsletters you heard from two of our newer presidents, my colleagues and friends Kim Schatzel and Ron Nowaczyk. When I step down at the end of the summer I will have the distinction of having served as President of the University of Maryland Center for Environmental Science for 27 years. As far as I am aware, I will have served longer than any leader of any of the USM institution, except for former Coppin State President Cal Burnett. I attribute that longevity to not having NCAA sports and enrolling only graduate students who are too focused on their research for protests.



But, seriously, the real reason that I have remained as the head of UMCES for so long is because there is not a job that I would have rather had. I have been fortunate to lead an institution that is endemic to Maryland, fitting adaptively to Maryland values and its needs to use wisely, protect and restore our Chesapeake Bay and to address emerging environmental challenges such as climate change. UMCES is a rare academic institution that achieves international eminence in its scientific research yet is exceptionally responsive to the needs of its principal clients, the citizens of Maryland. It has a world-class faculty that it is self-motivated. A simply terrific staff enables the faculty to do its work and claim the honors. Our staff members do their jobs so well because they understand and embrace our mission.

We are fortunate to be part of the exemplary University System of Maryland. This has allowed me to work under three chancellors and scores of Regents and alongside 42 presidents over the years. UMCES is by far the smallest USM institution in terms of the size of our workforce or budget, but it has often played an outsized role in the System. Through its collaborations with UMCP and FSU in graduate education, partnership with UMBC and UMB at the Columbus Center, and its leadership in environmental sustainability, UMCES exemplifies the notion of "systemness."

An aspect of my experience in leadership of which I am most proud is the culture and practice of shared governance, both within UMCES and the USM. The Council of University System Staff and UMCES' own recently reinvigorated Staff Council play critical roles in ensuring that we are rowing in the same direction, a direction that both makes for a rewarding workplace and ensures that USM institutions excel in their respective missions in education, research and public service. As I step away from the tiller all I ask is that you keep rowing in that direction!

Don Boesch, President  
University of Maryland Center for Environmental Science

---

# **CUSS COMMITTEES YEAR REVIEW**

---

---

## **The Executive Committee**

---

The 2016-2107 Executive Committee: Chair Sherrye Larkins (CSU), Vice Chair Lisa Gray (SU), Co-Secretary's Laila Shishineh (UMBC) and Candace Johnson (UMUC), Members-at-Large Curtis Henry (UMCES) and Sister Maureen Schrimpe (UMCP), and Past Chair Dana Wimbish (UMCP).

Accomplishments and work of the entire Council include the following:

- The Council submitted a fifth category for the BOR Staff Awards, proposed by the BOR Staff Awards & Recognition committee. The category "Inclusion, Multiculturalism, and Social Justice" was accepted and approved. This award salutes the outstanding work of a USM staff member in their ability to build, nurture, and advance inclusion, multiculturalism, and social justice practices within their community.
- A successful joint session was conducted in November 2016 that engaged each council (CUSS, CUSF and USMSC). The Board of Regents joined the session with an informative panel discussion.
- A first for the Council, Board of Regents Chairman James Brady joined our Council meeting engaging the CUSS members in informative dialogue.
- CUSS, CUSF and USMSC collectively presented an Ombudsman Resolution to the President's Council and Chancellor and are anticipating an acceptance of the resolution.
- The Council has revisited the development of the "Staff Shared Governance Survey". For all Institutions to complete each year to forward to institution President's and the Chancellor. The survey coincides with the Current CUSF Senate Survey.

---

## **The Communications Committee**

---

Chairs: Trish Johnson, Bowie State University and Mark Freeman, University of Maryland University College

The Communications Committee has worked this year on creating a uniform process regarding its operations. We have agreed upon a new release schedule of newsletters, beginning in October and every three months thereafter. The release in October allows for maximum time for the new committee (seated in August) to prepare.

The committee is also looking to see what new ventures it can pursue. We will be contacting other Committee Chairs to see what opportunities the Communications Committee can pursue to help others. In an effort to recruit and maintain strong candidates on CUSS, the committee will create promotional materials that members can take back to their home institution to garner interest.

---

## **The Legislative Affairs Committee**

---

Chair: Paul Gasior, Salisbury University

The Legislative Affairs and Policy Committee sent congratulations on a successful legislative session for the USM to Vice Chancellor Patrick Hogan and Asst. Vice Chancellor Andy Clark. The committee sent our observations/suggestions for next year's USM Advocacy Day. They are:

- Having a list of key legislators to visit and being able to make appointments ahead of the event was excellent and made the day more effective and intentional in our view. Would it be possible to include the chiefs of staff to the lists? We often met with a staff member and it would be helpful to have their names.
- Mixing the groups to include members of the three shared governance committees made for a good cross section of the USM on the visits.
- The coordination between CUFs, CUSS and the USMSC was smooth and well done by all.
- Once again the legislators were most interested in the students. Increasing their participation would be good for the effectiveness of the day, we believe.

- If possible it would be helpful to coordinate advocacy days with the member institutions to prevent a confusing array of faculty, staff and students walking around the halls trying to talk with the Delegates and Senators. Once the date for next year is agreed to would it be possible to alert all institutions and request that they not make the USM Advocacy Day their institution's day to visit, as well.

---

### **The Benefits and Compensation Committee**

---

Chair: Mary Hickey, Towson University

The Benefits & Compensation Committee worked on three areas that concerned the USM staff over the past year. First was reviewing job descriptions that state "other duties as Assigned." The committee is continuing to work on assembling more data to review this usage system-wide. Second, looking at merit and COLA increases. Currently, we are waiting for the budget to be finalized. Lastly, conflict resolution. We heard from USM employees who felt a need for an impartial individual to listen to their problems, concerns, and issues. Immediate feedback was that an ombudsperson could fill that role. The committee learned that some USM institutions already have an ombudsperson position. The committee contacted those offices to gather data, asked questions, and requested information. In addition, researching the field of Ombudsperson, we found the IOA (International Ombudsperson Association) and USOA (United States Ombudsperson Association) filled with information to continue our review. An overwhelming concern from staff was to have the ability to talk to someone in a capacity that would maintain confidentiality of the conversation and help resolve the employee's situation without prejudice.

Goals for 2017-18, the committee will continue to examine the following.

- Continue to review merit and COLA increases
- Review job descriptions and increased work due to position restructuring

---

### **The Board of Regents Staff Awards & Recognition Committee**

---

Chair: Deniz Erman, Towson University

This year the Board of Regents Staff Awards and Recognition Committee concentrated on marketing the awards and developing a fifth Board of Regents Staff Award. The committee accomplished the following:

- Chancellor Caret, with much enthusiasm, agreed to make a video explaining the importance of the Board of Regents Staff Awards and he challenged each USM institution to send seven nominees to CUSS. This video was sent to each USM institution's Board of Regents Staff Awards committee to be shared with their institution. Some institutions played the video on their televisions throughout their campuses and some institutions shared the video on the internet. We thank Chancellor Caret for taking time out of his busy schedule to make this video. A thank you also goes out to Ron Santana from Towson University for coordinating this video making process with CUSS.
- We also want to thank UMBC's President Freeman Hrabowski for the video he made giving tips about nominating a staff member and creating an excellent BOR Staff Awards packet. This video was sent to all of the USM institutions Board of Regents Staff Awards committees. We thank President Hrabowski for taking time out of his busy schedule to make the video. A thank you also goes out to Ronald King from UMBC for coordinating this video making process with CUSS.
- For the first time, we made a universal flyer available to each USM institution to use to promote the Board of Regents Staff Awards.
- Our biggest accomplishment was the approval of our proposal for a fifth award to be added to the Board of Regents Staff Award. The fifth award, Inclusion, Multiculturalism, and Social Justice, was approved by the USM System on 6/8/17. This award salutes the outstanding work of a USM staff member in their ability to build, nurture, and advance inclusion, multiculturalism, and social justice practices within the community. Their community may comprise their internal institutional community, their external community, or a combination of both.
- For the 2017 Board of Regents Staff Awards we had a total of thirty-eight nominees submitted. Twenty-eight of the nominees were exempt and ten were non-exempt. We want to thank the nominators, nominees and the Board of Regents Staff Awards Committees at each institution for all of their hard work and diligence with the

preparation of the packets. The winners of the awards will be announced at the end of June or the beginning of July and the names of the winners will be posted on CUSS' website.

Going forward 2017-2018 the committee wants to:

- Create more ways to market the BOR Staff Awards within the institutions.
- Create an updated grading rubric to help the nominator, nominee and BOR Staff Awards Committees when preparing their BOR Staff Awards packet.
- 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.
- Hold a workshop for CUSS members (primary and alternates) to review the BOR Staff Awards grading process.
- Reach out to the USM institutions to find out what kind of awards they give to their staff members.

---

## **USM BOARD OF REGENTS 2016 - 2017 STAFF AWARD RECIPIENTS**

---

The Board of Regents Staff Awards are the highest honor bestowed by the Board of Regents to recognize exemplary staff achievement. Award recipients will be recognized at a special breakfast ceremony prior to the start of the next board meeting scheduled for Friday, September 15, 2017 at the University of Maryland, Baltimore County. Congratulations!

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

Claudia Diamond, Exempt  
University of Baltimore

Audrey Stewart, Non Exempt  
University of Maryland, College Park

### **Outstanding Service to Students in an Academic or Residential Environment**

Jenna Beckwith, Exempt  
University of Maryland, College Park

### **Extraordinary Public Service to the University or Greater Community**

Rebecca Bowman-Rivas, Exempt  
University of Maryland, Baltimore

### **Effectiveness & Efficiency Award**

Prasad Doddanna  
Coppin State University

Paul Clements  
Salisbury University

More information about our 2016-2017 Board of Regents Award Winners by visiting the USM website,  
<http://www.usmd.edu/> after their awards ceremony on September 2017.

---

## 2016 - 2017 BOR Staff Awards

### Honorable Mentioned

---

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

Aphrodite	Bodycomb	University of Maryland, Baltimore	Exempt
Kendra	Fray	University of Maryland University College	Exempt
Jerry	Isaac	Bowie State University	Exempt
Michael	Lackie	University of Maryland University College	Exempt
John	McKusick	Towson University	Exempt
Daniel	Ramia	University of Maryland, College Park	Exempt
Elizabeth	Zimmerman	Salisbury University	Exempt
Tamara	Brown	University of Maryland, Baltimore County	Non Exempt
Aaron	Honeycutt	Bowie State University	Non Exempt
Michelle	Lambert	Salisbury University	Non Exempt
Angelia	Price	University of Maryland Eastern Shore	Non Exempt
Dorothy	Samonisky	University of Maryland Center for Environmental Science	Non Exempt
Arlene	Samuel	Coppin State University	Non Exempt

#### Outstanding Service to Students in an Academic or Residential Environment:

Heather	Holmes	Salisbury University	Exempt
Lynn	Ketterman	Frostburg State University	Exempt
Kanji	Takeno	Towson University	Exempt
Monica	Turner	Bowie State University	Exempt
Denise	Williams	Coppin State University	Exempt
Sara	Lopez	University of Maryland, College Park	Non-Exempt

#### Extraordinary Public Service to the University or Greater Community:

Wendy	Carter-Veale	University of Maryland, Baltimore County	Exempt
Ann	Cotten	University of Baltimore	Exempt
Terry	Zacker	University of Maryland, College Park	Exempt
Greg	Primrose	Towson University	Exempt
Nicol	King	Bowie State University	Exempt
Patricia	Jameson	University of Maryland University College	Exempt

#### Effectiveness and Efficiency:

Clint	Bucco	University of Maryland, College Park	Exempt
Gwenda	Clark	Bowie State University	Exempt
George	Kram	Towson University	Exempt
Stacy	Hutchinson	University of Maryland Center for Environmental Science	Exempt
Sanjay	Uchil	University of Maryland, Baltimore	Exempt
George	Weitzel	University of Baltimore	Exempt
Daniel	Wilson	University of Maryland, College Park	Non- Exempt

#### BOR Staff Awards for the 2017-2018 New Category: Inclusion, Multiculturalism, and Social Justice

This award salutes the outstanding work of a USM staff member in their ability to build, nurture, and advance inclusion, multiculturalism, and social justice practices within the community. More information go to USM website [www.USM.edu](http://www.USM.edu) and click BOR Advisory Councils, Council of University System Staff



---

# USM INSTITUTIONAL UPDATES

---

---

## Bowie State University

---



The University System of Maryland (USM) Board of Regents has appointed Dr. Aminta Hawkins Breaux as President of Bowie State University (BSU), one of the USM's 12 institutions. Dr. Breaux has served as the Vice President for Advancement at Millersville University in Pennsylvania for nearly three years.

“The Board of Regents is very pleased that Dr. Breaux has accepted the appointment as Bowie State’s next president,” said USM Board Chair James T. Brady. “She brings more than 35 years of a wide range of leadership experience, including in the areas of advancement and student affairs. Her higher education experiences also include academic affairs, strategic planning, enrollment management, capital planning, and budget management. She will serve the university, the USM, and the state well.”

Dr. Breaux earned her doctoral degree in counseling psychology from Temple University, master’s degree in psychological services in education from the University of Pennsylvania, and bachelor’s degree in psychology from Temple University. She will join BSU as president on July 1, 2017.

On Friday, June 9th, 2017, Bowie State University opened its new Center for Natural Sciences, Mathematics and Nursing building, designed to promote innovation in collaborative teaching and research, featuring one of the nation’s largest installations of dynamic glass that tints on-demand to create a comfortable, energy-efficient learning environment.

Maryland Governor Larry Hogan joined state and local officials, science educators, and project partners to celebrate the opening of the \$102 million, 149,000-square-foot center at a formal ribbon-cutting ceremony. The center incorporates high-performance, sustainable design, aimed at achieving LEED Gold certification by the U.S. Green Building Council. The center represents the university’s new approach to the instruction of science, technology, engineering and mathematics (STEM), replacing the outdated Crawford Science Building.

The two-year construction project was completed in partnership with Bowie State University, architect Perkins+Will, and construction manager Clark Construction Group.

---

## Coppin State University

---

Coppin State University Staff Senate announced their newly elected 2017-2019 Executive Committee Anthony Littlejohn - Chair & CUSS Representative, Sheila Chase - Vice Chair & CUSS Representative, Sandra Battle - Secretary/Treasurer, Arlene Samuel - Member at Large and Sherrye Larkins - Past Chair & Ex officio CUSS Past Chair. 13 senators Amma Aborra, Lt. Lawrence Ames, Debora Burgess Brunson, Tim Casey, Dondra Davenport (CUSS Representative), Angeline Jones, Karen Lewis, Sonia McCain (CUSS Representative), Sribala Narasimhadevara, Yvonne Oliver, Alicia Richardson, Christopher Thomas, and Jennifer Veale.

Coppin held its 117th commencement and granted its first doctoral degrees to Khalilah Jefferson and Jennifer P. Pope. Both received their Doctor of Nursing Practice from the Helene Fuld School of Nursing.

The CSU Development Foundation and the Division of Institutional Advancement held the 15th Annual Golf Classic. Raising over \$40,000 for the Senior Opportunity Scholarship (SOS) Program which provides financial assistance to undergraduate seniors who demonstrate high academic achievement and have financial need.

CSU is sponsoring The TRANSFER-mation Campaign promoting Transfer Thursday is an opportunity for potential students to become familiar with Coppin State University directly from faculty, advisors, and current students. The campaign is designed to generate interest in students seeking to complete their academic experience on Coppin State University's campus. This event includes on-site admissions, financial aid information, and a pre-advisement review of transcript(s). Transfer students immediately blend into our vibrant educational atmosphere and benefit from research, leadership, and scholarship opportunities.

The Coppin State University Division of Information Technology was awarded the 2017 Blackboard Catalyst Award. Coppin State "joins a select group of people from around the world whose participation has been recognized as a significant and exemplary contribution to our Blackboard Community."

---

### Frostburg State University

---

FSU Staff Senate successfully completed its first election of senators in May and the new Senate will officially begin in July. Five senators will continue from the start-up group formed last year, with four new senators joining them. CUSS representatives, drawn from among the senators, for this coming year are: Dana Severance, Stacey Utley-Bernhardt, Rubin Stevenson, and Liz Nelson.

A task force of 60 FSU faculty, staff, and students has completed a full strategic planning process that was kicked off in October, 2016. The draft plan has been distributed to the campus community for continued engagement in developing action priorities that will align with four new strategic goals.

The Board of Public Works granted planning money for a new 425-bed suite-style residence hall on the FSU campus, scheduled to open in Fall 2020. The BPW also approved planning money for a new Education and Allied health building, scheduled to be ready for Fall 2022.

---

### Salisbury University

---

Erin Silva, GIS project manager with the Eastern Shore Regional GIS Cooperative (ESRGC) at SU, recently was named Salisbury University's 2017 Employee of the Year. Announced during SU's annual Employee Appreciation Day, the award included a \$1,000 cash prize.



Erin Silva was nominated for her contributions to research, service and outreach. "Erin is an asset not only to her colleagues with the ESRGC and the University, but to those she interacts with regularly in the private sector, as well as local and state governments," said her nominator. "Erin regularly volunteers to assist with requests that fall outside of her job duties and regular work hours." These include work with the Girl Scouts of America, U.S. Department of Agriculture, SU's Richard A. Henson School of Science and Technology, and St. Francis de Sales Catholic School.

Five Salisbury University Police officers recently were recognized for "outstanding efforts and commitment to reducing underage drinking" during the Wicomico County Underage Substance Use Reduction awards luncheon at the Wicomico Youth & Civic Center. Pfc. John Herbert and Sgt. William Woodward were honored with the Underage Drinking Reduction Leadership Award. Sgt. Daniel Calhoun, Pfc. Kelly Hitty and Pfc. Ronald Ciszewski earned the Underage Drinking Reduction Award.

---

### Towson University

---

Each year, the TUSC Staff Development Conference partners with an organization to promote service within our community. This year, we have partnered with the TU Counseling Center to help at-risk students.

Kognito At-Risk Training for College and University Faculty presents a series of engaging, interactive, online simulations through which faculty and staff may practice responding to realistically presented student situations. This powerful interactive tool can help you identify which of your students might be at risk and how to connect those students with professional help without stepping outside of your faculty/staff role.

The Counseling Center hosted the Out of the Darkness Walk for Suicide Prevention at Towson University on Saturday April 8, 2017. Over 100 student, faculty/staff, and community members attended the walk and helped raise over \$7,000 for the American Foundation for Suicide Prevention. Thank you to all who participated!

---

### University of Baltimore

---

The Center for Drug Policy and Enforcement (CDPE) brings together policy experts, advocates and scholars dedicated to scientific research and best practices for stopping the proliferation of drugs and violence in our communities. The center focuses on applied research initiatives to reduce drug trafficking, money laundering, firearms trafficking, drug-related violence, and gang activity, and pursues strategies to advance a public-health approach to resolving the core problem of addiction. Funded entirely through external grants, the CDPE focuses its efforts on Maryland, the District of Columbia, Virginia, and West Virginia, and includes the Washington/Baltimore High Intensity Drug Trafficking Areas (HIDTA) program. The HIDTA Program—which is strongly aligned with the mission of the College of Public Affairs—is a federal grant program administered by the White House Office of National Drug Control Policy that provides resources to assist federal, state, local and tribal agencies in coordinating activities that address drug trafficking in specifically designated areas of the United States.

The University of Baltimore School of Law has launched the nation’s first Post-J.D. Certificate in Family Law. It is designed both for new attorneys beginning to practice family law and for experienced attorneys seeking to add family law expertise to their practice. The certificate integrates theory and practice and offers knowledge and skills that lawyers can use in their practice now through a hands-on, real-world experiential curriculum.



In the University of Baltimore’s B.S. in Simulation and Game Design program, you’ll gain the hands-on experience and theoretical knowledge necessary to take your career in the multibillion dollar gaming industry to the next level. The University of Baltimore Presents Gamescape at Artscape is a high-quality program showcasing video games and the creative people who make them. Visitors can browse and interact with selected video games from local and national video game developers, as well as classic arcade games, from Pac-Man to Streetfighter to pinball and more. Working with MAGfest, real-time video game competitions take place on the LED billboard by the Charles Street Bridge in collaboration with Shanklin Media.

---

### University of Maryland, Baltimore (UMB)

---

UMB’s Office of Human Resource Services and the Staff Senate presented an employee professional development day titled “Empowering Excellence.” The second annual event was dedicated to providing learning and networking opportunities for UMB staff. A Keynote address was given by Lisa Rowen, DNSc, RN, CENP, FAAN, Chief Nurse Executive, University of Maryland Medical System, Senior Vice President of Patient Care Services and Chief Nursing Officer University of Maryland Medical Center.

#### Topics included:

1. Taking charge of your career
2. Unplug to de-stress
3. Are you retirement ready?
4. Dealing with difficult people
5. How to influence your boss

---

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

---

**Work-life Balance:** The Professional Staff Senate Newsletter kicked off a new work-life balance feature. So far, two staff members have been interviewed and their stories featured. **Professional Staff Senate elections:** Elections were held for new Senators and CUSS members.

**Staff:** Kristin Waters, Associate Director of Operations for Undergraduate Admissions and Orientation, presented a session at Alliance 2017. Her session, "A Business Model Review: How to Manage Multiple Applications," reviewed a business process she designed, with assistance from UMBC's Student Judicial Program and the Department of Information Technology, using service indicators to better track students for specific processes within admissions.



**Athletics:** For the first time in program history, UMBC Baseball has won the America East championship and received an automatic bid to the Winston-Salem Regional for the NCAA tournament.

Alliance 2017 marks the 20th anniversary year of the national annual meeting held in Las Vegas. It was sponsored by the Higher Education User Group, an international organization consisting of higher education institutions that employ software from the Oracle Corporation.

---

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

---

The UMCES Staff Council is wrapping up its first full year meeting as a unit. The Council met monthly and has considered the past year to be a success. From reviewing the Board of Regents Staff Award nominations to attending CUSS meetings to regularly corresponding with UMCES staff, the Council felt that goals were met and that the past year has been productive. Currently, the UMCES Staff Council is holding elections for the 2017-2018 Staff Council. We are looking forward to a productive year to come!

In May, UMCES Scientist Dr. Bill Dennison and his team released the 2016 Chesapeake Bay Report Card. The University of Maryland Center for Environmental Science's Integration and Application Network produces this report card annually to assess the health of Chesapeake Bay waterways, to enhance and support the science, management and restoration of the Chesapeake Bay. The overall health of Chesapeake Bay improved in 2016, a positive sign that recovery efforts are working. The largest estuary in the nation scored a C grade (54%) in the 2016 report card, one of the highest scores calculated by scientists at UMCES. While only a slight improvement, it's encouraging that the overall health remained steady despite many pressures on the Chesapeake Bay and across its watershed. In addition, fish populations greatly improved to an A (90%).

On June 1, 2017, UMCES colleagues, past and present, local and state dignitaries, family and friends attended a celebration event for outgoing President Dr. Donald Boesch at the Institute of Marine & Environmental Technology in Baltimore. Through the celebration, several speakers praised Dr. Boesch's work from the podium. USM Board of Regents Chairman Jim Brady said Boesch built up UMCES as a place of expertise that made it "the go-to player for environmental advice." Adding to the sentiment, USM Chancellor Robert Caret said serving as a president often means becoming a logo for the institution over which you preside and Boesch represented UMCES well every time he walked in a room. Many praised Boesch also for his role in on-going restoration efforts in Chesapeake Bay. Boesch thanked a long list of colleagues and friends from over his tenure. He also thanked his family members for their support because it not only enabled him to fulfill his duties as president, but also it motivated his work "to make sure they have a livable planet." He lauded the government officials who took the time to learn and help turn scientific findings into valuable policies and he applauded the UMCES faculty and staff for their dedication and follow through.

---

**University of Maryland,  
College Park (UMCP)**

---

The University of Maryland, College Park is ranked as one of the world's leading academic institutions for the number of utility patents they were awarded last year. We are among the top 100 universities globally that received the most U.S. utility patents in 2016. The university ranks 27<sup>th</sup> with a total of 72 of these patents. This annual list was first released in 2013, sets out to recognize the role of patents in research and innovation at universities.

One such patent was the Living Umbrella to replace drab canvas of typical awnings with colorful flowers and vines. Dining Services was the first department to get these living Umbrellas for their outside seating. this summer they will be selling them to restaurants in Baltimore, Frederick and Ocean City, MD.

---

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

---

Rushern L. Baker III, Prince George's County Executive, addressed an audience of some 435 undergraduate and graduate degree candidates and their invited guests at the William P. Hytche Athletic Center May 26 for the university's 130th spring commencement. Jasmine E Brown represented nearly 300 members of the senior class at commencement exercises when she delivered the student commentary.



UMES' seventh annual Hawk Walk took place April 29th with approximately 60 participants from the community and campus. The 2.5 mile walk aimed to "promote health and wellness and to inform the community about various initiatives to stay active and become physically fit," said Beatrice Nelson, UMES' Department of Kinesiology.

UMES was awarded a U.S. Department of Agriculture grant that will be used to bring digital technology to classes where fashion design and merchandising are taught.

Dr. Grace Namwamba, chairwoman of UMES' Department of Human Ecology, was notified that the university would receive \$147,479 to purchase customized computer hardware used in the fashion industry.

---

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

---

Education data provider College Factual has ranked University of Maryland University College No. 6 in the nation in its Best Colleges for Returning Adults for 2017. Recognizing the unique higher education needs of nontraditional students, College Factual ranked schools according to how well they address the needs of nontraditional students who might be resuming their education for any variety of reasons and who fall outside the profile of first-time, full-time degree-seeking students under the age of 24. College Factual's ranking is based on a range of factors that includes regional accreditation, salary outcomes, flexibility of degree options, and percentage of students over the age of 24, among other criteria.

UMUC is proud to introduce the Certified Electronic Diploma (CeDiploma) to students graduating in spring 2017 or later. The CeDiploma offers the option of receiving an electronic diploma that can be accessed anytime, anywhere, and shared with anyone via email, social media, or other electronic medium. Graduates will still receive a hard copy of their diplomas. Once you download a CeDiploma, you'll have access to an official, portable, and verifiable electronic version of your accomplishment that can be shared for a lifetime. The CeDiploma has a unique 12-digit CeDiD (Certified Electronic Document Identifier). Using Validation Services, your CeDiD is the key to your degree information for employers, agencies, or anyone with whom you want to share your CeDiploma. You can provide your CeDiD and the UMUC URL on your resume to highlight your achievement and expedite the verification process for potential employers.

# COUNCIL OF UNIVERSITY SYSTEM STAFF



---

## 2017-2018 CUSS MEETING SCHEDULE

---

The Council meets on the fourth Tuesday of every month, unless there is a conflict with a host institution's event (i.e., first day of classes, graduation, etc.).

August 9, 2017	Salisbury University	New Members Orientation
September 29, 2017	University of Baltimore	
October 24, 2017	Bowie State University	
November 15, 2017	University of MD, College Park	USM Councils Joint Meeting
December 12, 2017	USM Office	Meeting with Chancellor
January 23, 2018	University of MD University College	
February TBD	Annapolis	USM Councils Advocacy Day
March 27, 2018	Coppin State University	
April 24, 2018	Towson University	
May 15, 2018	University of MD Baltimore County	
June 26, 2018	University of MD Eastern Shore	
July 24, 2018	University of MD Center for Environmental Science	
August 14, 2018	Salisbury University	New Members Orientation

---

## 2017-2018 EXECUTIVE COMMITTEE

---

**Lisa Gray**, Chair (Salisbury)

**Mark Freeman**, Vice Chair (UMUC)

**Candace Johnson**, Co Secretary, (UMUC)

**Laila Shishineh** Co Secretary (UMBC)

**Sherrye Larkins**, Past Chair (CSU)

Two Members-at-Large will be elected at the CUSS August Meeting.




---

## 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  
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

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

Olivia 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-Tlemsani  
Dana Wimbish, Past-Chair

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

Chenita Reddick

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

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.

