

Council of University System Staff

Quarterly Newsletter / February 2018 Edition



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Updates from the Chair

As chair of the Council of University System Staff, I would like to wish everyone a Happy New Year and hope that each of you had a successful start to the Spring Semester. Your institutions council members have been busy this year and I would like to highlight a few things and update you on our council goals.

First, the Board of Regents Staff Award Nominations deadline just passed. We have been receiving nominations all week and I'm sure we will have a good number of nominations to evaluate. For those who are unfamiliar with the process, once the deadline passes, our council members will be evaluating the packets. Once the evaluation is complete and a nominee in each category rises to the top, the executive committee will make final recommendations to the Board of Regents in May with the board approving the winners at their June Board meeting.

Second, by now, all of the institutions staff senates should have received our Staff Shared Governance Survey. The purpose of the survey is the gauge the campus climate on shared governance from a staff perspective. Please be honest in your feedback and encourage all members of your senate to participate. CUSS has joined the Council of University Faculty and University System of Maryland Student Council in implementing this survey. For the first time, the councils will be able to provide the Board of Regents, the Chancellor and the individual campuses with survey results from their campus on the climate of shared governance from all groups.

Third, an update on the joint resolution that CUSS, CUSF, and USMSC put forward to 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. This was being reviewed by the Office of the Attorney General and they have responded with their recommendations. The system office is preparing to draft guidelines to put out to the campuses on how they can move forward with this service.

Last, but certainly not least, CUSS is preparing to participate in the USM Advocacy day on February 21st in Annapolis, MD. Again, we will join with the Council of University Faculty, University System of Maryland Student Council and system office staff to advocate for the appropriation in the Governor's budget for the University System of Maryland. The immediate focus is to protect the Governor's proposed budget as the Maryland General Assembly considers it keeping in mind that the legislature can only delete from the budget, not add to it. We will be assisting in delivering the message that any further reductions to this budget would be harmful to our students and our institutions.

I hope you enjoy reading our newsletter for more information about the CUSS Committees and Institution.

Sincerely-

A handwritten signature in black ink that reads 'Lisa G. Gray'.

Lisa G. Gray, Chair
Council of University System Staff

PRESIDENTIAL UPDATE

Greetings, Colleagues, and best wishes for a wonderful 2018!

As I look forward to another year as president of University of Maryland University College (UMUC), I am reminded once again of what a privilege it is to be able to make a difference in people's lives.

As many of you know, UMUC has for more than 70 years been guided by a unifying mission—to provide an accessible, affordable, quality education to adults in the workforce and the military.

On December 16, 2017, we hosted our inaugural Winter Commencement, welcoming some 1,200 graduates and 15,000 guests to two ceremonies in the Xfinity Center on the campus of University of Maryland, College Park.

Two student speakers represented the Class of 2017—and both called attention to the importance of our mission.

Juan Perez, a veteran of the U.S. Marine Corps and multiple combat tours to Iraq and Afghanistan, had just traveled to Puerto Rico to provide humanitarian aid in the aftermath of Hurricane Maria. He drew a standing ovation as he described his troubled upbringing, thanking a mentor who saw his potential and encouraged him “to not be better than anybody else, but to be better than the person I used to be.”

Antwan King, who appeared in a recent *Roadtrip Nation* public television documentary on cybersecurity, graduated with a master's degree in digital forensics and cyber investigation and spoke of how he struggled with issues of self-esteem, sleeping in his car while working two jobs and pursuing his studies. To those who believed in him and inspired him, he said, “Thank you for being mentors when you didn't even know you were!”

Those are the stories that motivate and inspire *me*, and they drive our everyday operations at UMUC. We constantly seek new and better ways of fulfilling our public mission—by replacing costly publisher textbooks with open educational resources, and passing the savings on to our students; by adopting an enhanced learning model that simplifies the pathway to graduation and aligns academic goals and outcomes with the needs of the workforce; and by establishing UMUC Ventures, a non-profit supporting organization that invests in new businesses with the potential to assist all of higher education while generating new revenue streams for UMUC that will help reduce the cost of education for students in Maryland and around the world.

This is an exciting, challenging time at UMUC and in all of higher education, and I am grateful to be part of it—and thankful to each one of *you* for all you do in support of students in Maryland and around the world!

Sincerely,

Javier Miyares
President
University of Maryland University College



USM INSTITUTIONAL UPDATES

Coppin State University



Coppin is gearing up for the 2018 Middle States Commission on Higher Education accreditation visit. The Evaluation Team Visit is scheduled to occur February 11-14, 2018. After years of preparation, we are excited to welcome the Evaluation Team and share the great things that are happening at Coppin State University! More importantly, the University will be able to maintain its status as a regionally-accredited institution and strengthen its mission of supplying the workforce with well-prepared graduates who meet the competitive demands of the global marketplace.

Coppin State University announced that its Center for Nanotechnology is officially a member of the Nanotechnology Professional Development Partnership (NPDP) Project. The project is hosted by Penn State's Center for Nanotechnology Education and Utilization (CNEU) and sponsored by the National Science Foundation.

Specifically, the project brings together several reputable universities across the country with the common purpose of advancing the knowledge and use of nanotechnology. The program is geared toward training and equipping students and educators with skills needed to create and sustain economically viable nanotechnology education across the United States. Participants can connect to training programs over the internet, and the program is accessible to pre-

high school, high school, college, postgraduate and STEM educators through the Remote Access Instrumentation Nanotechnology (RAIN).

Partners in the program regularly organize workshops for nanotechnology educators and provide ongoing lessons to students in the Science, Technology, Engineering and Mathematics (STEM) disciplines. Courses offered include applications of nanotechnology in industry, nanofabrication process and use of nanotechnology instrumentation.

“There are estimates that as many as 6 million nanotechnology jobs will be needed by 2020,” says Coppin State University President Maria Thompson. “With this effort, Coppin is part of a national virtual classroom striving to produce that needed workforce.”

“This is an exciting partnership for us to engage in,” says Dr. Jamal Uddin, professor of Chemistry and founder of Coppin’s Center for Nanotechnology. “We have a talented team of faculty, staff, and students and this project broadens our reach and interaction with other talented centers across the country.”

Frostburg State University

CUSS member and FSU Director of Residence Life, Dr. Dana Severance, devoted his career to making a difference in the lives of college students. Following positions at Cortland and Potsdam State in New York, he was appointed Associate Director of Residence Life at Frostburg State University in 1995. Three years later, he became Director. Dana was also actively involved in his profession, serving as

President of the Mid-Atlantic College and University Housing Officers, an organization that also honored him with its Distinguished Service Award.

His contributions to Frostburg extended far beyond residence life. Dana served as a core member of the FSU affiliate of the National Coalition Building Institute, reflecting his deep commitment to diversity and inclusion. His skills as a facilitator enhanced students' experiences at both diversity workshops and leadership retreats. During the past few years, Dana focused his professional development on acquiring expertise in the assessment of student affairs programs and services.



He earned his B.A. and M.Ed degrees at University of Maine and his Ed.D. degree in 2015 as a member of the very first cohort in Educational Leadership at Frostburg State.

Dana is remembered by students and his colleagues as a caring educator and a valued mentor, someone with a quick wit, a ready smile, and a generous spirit. He will be greatly missed.



Dr. Wallace Southerland III was recently appointed associate vice president of student affairs at Salisbury University. Southerland comes to SU from the University of Illinois at Urbana-Champaign, where he served as associate dean of students, director of minority student affairs and director of federal TRiO educational outreach programs.

Salisbury University Alumni Association honored four faculty members with the Faculty Appreciation Award during SU's 92nd-year Fall Commencement held December 20, 2017. They include Drs. Elizabeth Curtin, English, of the Charles R. and Martha N. Fulton School of Liberal Arts; Diane Davis, medical laboratory science, of the Richard A. Henson School of Science and Technology; Hong Yao, economics and finance, of the Franklin P. Perdue School of Business; and Brent Fedorko, health and sport sciences, of the Samuel W. and Marilyn C. Seidel School of Education and Professional Studies.

“Posters on the Bay” is a Student Research showcase to be held at the Maryland General Assembly on January 18th. This event is similar to the national “Posters on the Hill” at Capitol Hill. This new Maryland event features graduate and

undergraduate student posters that would be of interest to our state legislatures and their staff. The community can interact with top student researchers and their faculty mentors to discuss their projects and policy implications for Maryland.

Dr. Laurie Henry has been appointed to the position of Dean of the Seidel School of Education. Dr. Henry currently serves as Associate Dean for Clinical Preparation and Partnerships in the College of Education at the University of Kentucky. Prior to her appointment as Associate Dean, Dr. Henry served as Interim Chair of the Department of Curriculum & Instruction and was also the Faculty Director of the P20 College & Career Readiness Lab at UK.

University of Baltimore



We would like to announce the hiring of Maribeth (“Beth”) Amyot as UB’s next Chief Financial Officer and Vice President for Administration and Finance.

Beth has over 25 years’ experience, including 20 years in the role of Chief Finance Officer. Most recently she was the Executive Vice President and Chief Financial Officer

at Xavier University, operating on behalf of the president in leading cross-divisional strategy development and execution for enhanced revenue growth and integrated strategic planning. As CFO, she was responsible for leadership of the financial health of Xavier, including oversight for financial strategy and execution, investments and debt, budgeting and financial affairs, facilities and construction, risk and safety management, auxiliary enterprises and administrative services.

Prior to Xavier, Beth served in senior financial and administrative positions with Western Connecticut State University, the University of Connecticut, and West Virginia University. She served in various capacities for colleges and universities accrediting bodies located through the Midwest and New England. Beth served on the Finance Committee for the Greater Cincinnati Urban League and was a member of the Cincinnati Women’s Executive Forum. She is an alumna of Leadership Cincinnati, the Fine Arts Fund steering committee and the Artswave board of trustees. In 2010 Beth was honored with the CFO of the Year Award for the Greater Cincinnati region in the large, not-for-profit category. As a first-generation graduate, her education includes a Bachelor’s of Science degree in Mining Engineering and a Master of Business Administration, both from West Virginia University.

University of Maryland,
Baltimore (UMB)



Live Near Your Work (LNYW) The University of Maryland, Baltimore (UMB) is a participant in the Baltimore City Live Near Your Work Program. The LNYW program was created to stimulate home ownership within the City of Baltimore and support the revitalization and stabilization of targeted neighboring communities.

The University of Maryland, Baltimore's (UMB) Live Near Your Work (LNYW) Program is a homebuying assistance benefit for University employees that offers money toward the down payment and closing costs of homes in select Southwest Baltimore neighborhoods, including the purchase of a home requiring major renovations. Applications for the LNYW Program will be available Jan. 29, 2018.

UMB will contribute \$16,000 per [eligible participant](#). In addition, participants will be eligible to receive a matching grant of up to \$2,500 from the Baltimore City Live Near Your Work Program.

You also may qualify for [additional grants](#) toward your home from programs outside of UMB.

University of Maryland,
Baltimore County (UMBC)

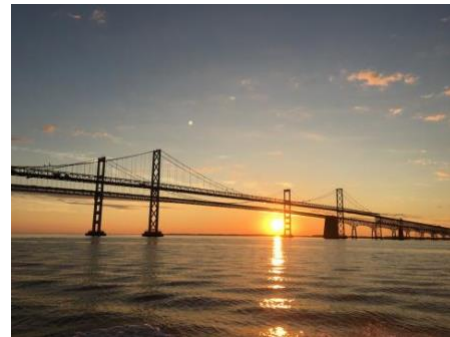
Hosted our 2017 Service Awards Ceremony on Thursday, December 7th. Staff were recognized by leaders from each department for their years of service but also those who received BoR Awards and UMBC Awards.

Hosted our 2017 Holiday Open House on Thursday, December 14th to thank staff for their service this year before winter break. Participants were asked to bring food donations to support a new group called Retriever Essentials which is addressing food insecurity in the UMBC community.

Hosted our LAST graduate and undergraduate commencements in the Retriever Activity Center (RAC) on Wednesday, December 20th (Graduate) and Thursday, December 21st (Undergraduate). All future commencement ceremonies, including spring semester, will be hosted at the new UMBC Event Center, opening in January 2018!!



University of Maryland Center for
Environmental Science (UMCES)



UMCES received \$150,000 from the Environmental Protection Agency to continue support and improving the computer technology used for Chesapeake Bay restoration. The on-going project is a collaborative partnership between UMCES and the Chesapeake Bay Program and increases the Bay Program's analytical capabilities to better assess conditions, progress, and management practices at a localized scale. Additionally, the funding will support collaborative computing needs such as supporting public websites, education, and water quality modelling.

The project is currently in its fourth year of funding and UMCES has received a total of over \$1.2 million to date in support of the project.

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



Dr. Marybeth Gasman, a University of Pennsylvania professor whose specialty is higher education history with a focus on minority serving institutions, was UMES' winter commencement speaker on Friday, December 15, 2017. On November 13 – 16, 2017, representatives from Sunyani Technical University in Ghana were UMES guests for a week-long visit to the United States to tour the university as well as its Hospitality and Tourism Management program at the Universities at Shady Grove in Rockville, Md. The visit was followed up to an agreement signed with Sunyani and nine of its partners in a consortium of public Technical Universities from Ghana. The agreement, negotiated by UMES' International Development and Outreach Program, opened the door for educational exchange opportunities. On the night of November 8th, community youth and their parents turned out in droves—some 300 participants—for the third annual MD STEM Festival at the university. Children from grades K-12 could be seen wearing virtual reality Google-brand goggles, creating bracelets and action figures using a 3D printer, pedaling a

“blender bike” to make smoothies, operating robots, “flying” on a flight simulator and dabbling in agriculture experiments.

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

UMUC Congratulates their first Winter 2017 Graduates!

Some 1,200 students graduated in the university's first-ever winter commencement during two ceremonies on Saturday, December 16, 2017 at the Xfinity Center in College Park, Maryland. The events were added to provide a more timely commencement experience for those who completed their degree requirements in summer and fall.

Keynote speakers Deshauna Barber—UMUC alumna, U.S. Army Reserve Captain and Miss USA 2016—and U.S. Senator Chris Van Hollen (D-Md.) addressed the graduates and 14,000 family members and friends in attendance.

Juan Perez, who graduated with his B.S. in Management Studies, and Antwan King, who earned his M.S. in Digital Forensics and Cyber Investigation, served as student speakers. Both shared inspiring stories of overcoming adversity and transforming their lives on their

paths to earning UMUC degrees.

More than 200 UMUC employees volunteered their time to staff the celebratory events. Volunteers were assigned to 28 teams, each led by captains who devoted extra hours of preparation in the months leading up to commencement.

“While we started planning for the event 14 months ago, success always comes down to how we deliver on the day,” said Harold Blackmon, UMUC's director of Commencement Services.

“Every single employee volunteer was important to the experience for our students and made a difference. I am so proud of how our staff and faculty step in, show up, and make this a special day,” Blackmon added.

The Commencement Services team within the Office of Communications, under the leadership of Senior Vice President Michael Freedman and Assistant Vice President Kat Bugg, oversees and manages the planning for the university's stateside ceremonies. UMUC will host commencements in Europe and Asia in the spring of 2018, and the next stateside ceremonies are scheduled to take place May 10-13, 2018.





2017 - 2018 CUSS REPRESENTATIVES

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Trish Johnson
LaVel Jones

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Dondra Davenport
Sherrye Larkins, Past Chair
Anthony Littlejohn
Sonia McCain

Frostburg State University (FSU)

Liz Nelson
Rubin Stevenson
Stacey Utley-Bernhardt

Salisbury University (SU)

Vanessa Collins
Lisa Gray, Chair
Teri Herberger
Charles Overholt

University of Maryland, Center for Environmental Sciences (UMCES)

Juliana Brush
Amy Griffin
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Eric Jones
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Patrick Perfetto
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Dana Wimbish

University of Maryland Eastern Shore (UMES)

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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.

