

Council of University System Staff

Quarterly Newsletter / Spring 2019 Edition



Bowie State University (BSU)

14000 Jericho Park Road
Bowie, MD 20715

Coppin State University (CSU)

2500 W. North Avenue
Baltimore, MD 21216

Frostburg State University (FSU)

101 Braddock Road
Frostburg, MD 21532

Salisbury University (SU)

1101 Camden Avenue
Salisbury, MD 21801

Towson University (TU)

8000 York Road
Towson, MD 21252

University of Baltimore (UB)

1420 North Charles Street
Baltimore, MD 21201

University of Maryland, Baltimore (UMB)

520 West Lombard Street
Baltimore, MD 21201

University of Maryland Baltimore County (UMBC)

1000 Hilltop Circle
Baltimore, MD 21250

University of Maryland Center for Environmental Science (UMCES)

P.O. Box 775
Cambridge, MD 21613

University of Maryland, College Park (UMCP)

College Park, MD 20742

University of Maryland Eastern Shore (UMES)

Princess Anne, MD 21853

University of Maryland University College (UMUC)

3501 University Boulevard East
Adelphi, MD 20783

University System of Maryland Office (USMO)

3300 Metzgerott Road
Adelphi, MD 20783-1690

Find us on the web:

Website: <http://bit.ly/1yc1pre>
Facebook: @CussMaryland
Twitter: @CUSS_USM

Update from the Chair

I would like to take this opportunity to wish everyone a Happy Spring! As we enter into the final stretches of the spring semester and prepare for graduation day, I wanted to take this opportunity to update you on council activities.

First, CUSS completed its second annual State of Shared Governance Survey and we have submitted our report to the Chancellor, the Presidents and the USM Board of Regents. I would like to thank all the staff senate groups at each institution for their participation in the survey and hope that the results of our survey will assist in improving the shared governance processes at each institution across the system. The report can be found on the USM website in the [board agenda](#). Select the April 19th agenda and then the Council of University System Staff. The report is pages 78 through 97. I encourage the senates to request their individual report from their President.

Second, due to weather, the USM Advocacy day on Wednesday, February 20th was cancelled. However, we continued to monitor bills and joined forces with CUSF on a joint resolution regarding the retiree prescription plan. The resolution was sent to the Governor, the President of the Senate and the Speaker of the House. The legislature passed [SB946](#) regarding the retiree prescription plan.

Third, an update on the Board of Regents Staff Award Nominations. We have completed reviewing the 33 packets and nominees are rising to the top of their categories. After the executive committee reviews the results, we will submit those names to the Board of Regents for final approval. We can expect that approval at their June board meeting.

Fourth, as many of you know, the Board of Regents hired the Association of Governing Boards of Universities and Colleges (AGB) to do a thorough board review in light of events that occurred within the system this past year. On April 19th, the Board received the [report](#) along with recommendations from AGB.

Finally, I know that many institutions are approaching their elections for Staff Senate and CUSS seats. I would encourage you to nominate yourself or someone interested in these roles. As a reminder, the mission of the Council of University System Staff (CUSS) is to provide a voice for Staff employee concerns in reference to basic decisions that affect the welfare of the University System of Maryland (USM) and its employees. CUSS speaks for all Nonexempt and Exempt Staff employees on Regular and Contingent II Status, who are not represented by a union under collective bargaining. Use your voice to make a difference and get involved.

A handwritten signature in black ink that reads "Lisa L. Gray".

CUSS Chair



BEST PRACTICES HIGHLIGHTS

President's Inclusive Leadership Institute at Towson University

The Best Practices Survey conducted by CUSS in the fall of 2018 revealed many best practices across USM's institutions in the areas of shared governance, staff events, staff engagement in campus decision-making, and professional development. Towson University has a unique professional development program that fosters personal development, interdisciplinary collaboration, and a strong connection to the campus community: The President's Inclusive Leadership Institute.

The Institute provides the opportunity for selected staff to develop and refine their leadership skills through a diverse and inclusive lens, evaluate the success and impact of cross-institutional initiatives based on eight institutional priorities, and help prepare for future leadership roles. Comprised of nine sessions (on and off-campus) from October – June, the institute opens with Towson University President, Dr. Kim Schatzel, discussing "A President's Evolving Role in Higher Education." Subsequent sessions included insight from the university's Vice Presidents, Provost, Professors, Government and Community Relations, and external subject matter keynote speakers and workshop presenters. Each session highlights an aspect of a division within higher education.

The objectives of the program are to:

- understand and appreciate cultural differences and the impact of diversity & inclusion in decision-making;
- explore the importance of the culture and traditions of an institution and governing boards;
- examine important components of formal and informal structures of academic institutions to include finance and budgeting, information systems, governance, planning, diversity & inclusion, institutional marketing, human resources, partnerships, safety & security, academics, philanthropy, and athletics;
- explore styles of leadership; develop and apply the knowledge, skills and attitudes associated with effective and socially responsible leadership; and
- articulate leadership personal strengths, skills, and abilities.

The President's Inclusive Leadership Institute enables staff to forge a strong connection to Towson University, their co-workers, and all the communities served by the institution. For more information about the Institute, visit <https://www.towson.edu/about/administration/president/institute.html>.



CUSS COMMITTEE SPOTLIGHT: *BENEFITS & COMPENSATION COMMITTEE*

The Benefits and Compensation Committee meets monthly to discuss related issues that are of concern to staff. The committee advises the CUSS membership and executive committee of these issues and works collectively to suggest ways to resolve them.

Issues discussed this year include:

- GHW Bush funeral leave extended to include non-collective bargaining staff
- Recommending UMUC separation policy as a "best practice" across the USM schools
- Privacy concerns with non-human resource personnel assisting non-English speakers and computer challenged employees when signing up for benefits
- Concern about closures due to weather affecting 3rd shift employees who are not notified about closing until they are several hours into their shift

The committee was also involved in recommending the adoption of Ombuds personnel to be available to all staff.

USM INSTITUTIONAL UPDATES

Bowie State University

Bowie State University's graduate education programs are recognized among the nation's best for their exceptional quality in preparing educators for advanced roles, according to a [new ranking by U.S. News & World Report](#)

Among the ranked institutions, Bowie State is only one of three historically black universities and one of three universities in Maryland. The graduate education list includes rankings for the top three-quarters of 258 institutions granting doctoral degrees, out of 392 schools that were surveyed. A 10-point, weighted scale includes an assessment of educational quality, student selectivity, faculty and research activity.



Bowie State's graduate education programs include a Doctor of Education degree in educational leadership and five master's degrees in the following areas:

- Elementary education (M.Ed.)
- Reading Education (M.Ed.)
- Secondary education (M.Ed.)
- Special education (M.Ed.)
- Teaching (MAT)

The College of Education programs have maintained continuous national accreditation since 1954. Bowie State's graduate education programs prepare educators for advanced positions as master educators, curriculum specialists and administrator roles in the K-12 school system and higher education institutions.

Coppin State University



President Thompson receives, The Daily Record 2019 Influential Marylander Award
The Daily Record Influential Marylander Award recognizes leaders from across the state who are leaving a mark on their communities.



This year's honorees were selected by the editors of The Daily Record for their contributions in their respective fields and their leadership in Maryland.

The Coppin State University College of Business students attended the Baltimore Ravens 2019 HBCU Career Combine. NIKE, Major League Baseball and the NFL Players Association discussed topics from "Building Your Brand" to resume writing and email etiquette. There were motivational speeches by Baltimore Ravens Head Coach John Harbaugh and former Ravens General Manager and NFL Hall of Famer Ozzie Newsome. Coppin was joined at the event by fellow HBCUs Howard University, Morgan State University, Bowie State University, the University of Maryland Eastern Shore, Delaware State University and Lincoln University of Pennsylvania. Dr. F. Michelle Richardson and Mr. Foliba Lima accompanied the Coppin students in attendance.



Frostburg State University

Frostburg State University Director of Athletics Troy A. Dell announced Monday that the department of athletics will add women's acrobatics & tumbling as the institution's 22nd intercollegiate sport.

Acrobatics & tumbling will begin competition in the fall of 2020 and is the first sport to be added to the varsity lineup since Frostburg added men's lacrosse in 2010. Frostburg is the 30th school among all three NCAA divisions and the NAIA to add acrobatics & tumbling.

"I believe acrobatics & tumbling has the potential to become an NCAA emerging sport in the near future," said Dell. "We can create a full schedule within a couple hundred miles of

Western Maryland and I believe this is a new and exciting sports opportunity for women."



Frostburg has been accepted into the Mountain East Conference contingent upon acceptance into NCAA Division

II that will be announced this July. The MEC has six members who currently sponsor acrobatics and tumbling and Frostburg will become the seventh.

Acrobatics & tumbling is a derivative of the balance and grace of acrobatics, the power of gymnastics and the uniqueness of competitive cheer. Governed by the National Collegiate Acrobatics and Tumbling Association (NCATA), it is an all-female collegiate sport in compliance and held to the same standards as other sports. Membership has grown from six to 30 schools since the first year of competition in 2010.

Salisbury University

President Chuck Wight was inaugurated as the ninth president of SU on April 10th. Chancellor Robert Caret was on hand to bestow Dr. Wight with his Presidential Medallion. Two USM Board of Regents attended the ceremony, Assistant Secretary Robert Rauch and D'Ana Johnson, who chaired the search committee. The festive ceremony included student and faculty performances as well as speeches given by SU shared governance representatives (faculty, staff, and student).



SU's eighth annual Pub Night at the Library was held in March to recognize and celebrate faculty and staff accomplishments in research, international scholarship, service, publications, and creative works. The Annual Service Awards reception honored 194 faculty and staff members. Senior Staff member Charlotte Rayne in the Financial Services Office was lauded for 45 years of service; Charles Palmer of Dining Services was

honored for 35 years of service; 30 year service awards were presented for 20 additional faculty and staff. SU's 23rd annual Multicultural Festival Week began on April 29th beginning with the President's Diversity Awards presentation.

Towson University



President Schatzel among 'Top 100 Women' for Second Time

"This year's Maryland's Top 100 Women are leading companies, charting new territory and inspiring the next generation. They are truly outstanding role models for all of us," says Suzanne Fischer-Huettner, publisher of The Daily Record. "The Daily Record is honored to recognize their many achievements." Dr. Schatzel was honored on April 15, 2019 at The Joseph Meyerhoff Symphony Hall. [Read more.](#)

Grad Programs Among Nation's Best

In particular, TU was recognized for its overall education programming for graduate students via the College of Education, as well as a physician assistant studies program through the College of Health Professions.

Both programs are pillars for providing the State of Maryland with much-needed skill sets. TU remains the state's largest producer of health professionals and educators. [Read more.](#)

TU Women's Basketball Wins CAA Championship

The Towson University women's basketball team played in the NCAA tournament for the first time in school history after winning the CAA championship, also for the first time. This is Towson's first 20-win season since 2007-08 and the second team in program history to accomplish 20 wins. The Tigers visited visit No. 2 seed UConn in Storrs, Conn. "We love this opportunity. We've been preparing for this. The girls are ready, too," Coach Diane Richardson told WBAL-TV. [Read more.](#)

University of Baltimore

The University of Baltimore's Merrick School of Business has added risk management and insurance courses to its portfolio of specializations in its B.S. in Business

Administration program. The specialization "the program's 13th and a prime example of the school's emphasis on a real-world, career-focused approach to business education "will offer industry-specific courses spawned from robust conversations with industry insiders, including Maryland Insurance Commissioner, Al Redmer. According to Redmer and others, there is a clear "talent gap" for Maryland-based insurance companies: As the new specialization gears up for a fall 2019 launch, experts are saying that nationwide, there could be up to 200,000 new jobs in the insurance industry by 2022, with careers ranging from IT, business analysts, and claim adjusters, to underwriters, sale agents, and more.

"Commissioner Redmer made a very compelling case that there were jobs in this industry and firms were going out of state to recruit their talent," said Murray Dalziel, dean of the Merrick School of Business. "At the Merrick School, we are in the business of launching professional and entrepreneurial careers"so we took up the challenge. This is a great opportunity for our students and we are proud to support the industry and cultivate home-grown talent."

University of Maryland, Baltimore (UMB)



UNIVERSITY of MARYLAND BALTIMORE

UMB's Staff Senate hosted a meet and greet on April 22 as they kicked off their 25th anniversary of staff participation in shared governance at UMB. During the month of April they accepted self-nominations for open Senate seats and in May will hold elections. In May and June they will be nominating and electing a new Executive Committee for the 2019/2020 term.



UMB hosted an art exhibition of Maryland's First Lady Yumi Hogan paintings in April. In May they will be publishing the inaugural issue of their new arts journal, *1807*, featuring various forms of art and writing from members of the UMB community.

University of Maryland, Baltimore County (UMBC)

On Wednesday, April 3, 2019 UMBC hosted the UMBC Presidential Faculty & Staff Awards Ceremony to recognize faculty and staff who received awards within the past academic year. Awards included Presidential Awards, a University System of Maryland

BOR Faculty Award, the Jakubik Family Endowment Award, the Karen L. Wensch Endowment Award, and the UMBC Research Faculty Excellence Award. A list of award recipients can be found on UMBC's website.

The Professional Staff Senate (PSS) at UMBC is currently conducting their annual nomination and election process to elect new senators and CUSS representatives for the upcoming academic year. Each year, 9 senators and 1 CUSS Rep/1 CUSS Alternate are elected through the elections process, which concludes at the end of April. New senators will start their terms in June 2019, and new CUSS reps will start their terms in August 2019.

Lastly, UMBC just unveiled a new brand for the campus, after almost two years of brand message and logo development! The new brand and logo went public on Wednesday, April 3, 2019. The new brand and logo can be seen on the main website for campus: www.umbc.edu.

University of Maryland Center for Environmental Science (UMCES)



On April 2nd, UMCES published its 2018 Annual Report, which can be found here: <https://www.umces.edu/news/umces-annual-report-2018>. The report includes a message from university president, Dr. Goodwin, year in review, information on graduate program, and a story on how UMCES science informs policy development.

Our laboratories have a variety of public events going on throughout the spring, including science lectures which are open to the public as well as a free open house at the downtown Baltimore Laboratory, IMET, on May 4th. For a full listing of events, please visit: <https://www.umces.edu/events>.

The UMCES Staff Council hosted its first open forum meeting for staff from around our laboratories. Staff had a chance to interact with the staff council and ask any questions about what the council does and voice any ideas for upcoming initiatives. The Staff Council will host its annual meeting with the president in April.

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

The University of Maryland has named Georgina Dodge as vice president of diversity and inclusion. She will work closely with senior leaders, faculty, staff, students and external constituencies to advance diversity, equity, inclusion and respect as core institutional values. Following a highly competitive national search, Georgina was selected based upon her 23-year career of successful leadership in diversity, equity and inclusion at three universities. She is a tireless advocate for human rights, civil liberties and equal opportunity, and we welcome her to Maryland.

The Gallup Thriving Workplace survey was administered for the third time in April. This initiative, sponsored by the Office of the President, is an effort to make the University of Maryland a best place to work. The initiative aspires to create a thriving work environment and a culture of engagement and inclusion among all UMD employees. Engaged employees work with passion, feel a profound connection to their workplace and are empowered to succeed. Engaged employees also help an organization reach its full potential. As the university continues its ascendancy as a premier institution "equal to the best," the Thriving Workplace Initiative is critical to harnessing and acknowledging each employee's contributions every step of the way.

Maryland Day 2019

<https://marylandday.umd.edu/>

Hundreds of free events were held across five learning neighborhoods on Maryland Day. The University of Maryland welcomed all to come to College Park and celebrate Maryland Day, a day of learning, fun and discovery. At the 21st annual edition, there was a wide variety of family-friendly events and activities to explore our world of fearless ideas.

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

University of Maryland Eastern Shore engineering students have earned a spot to compete against 10 other schools in the inaugural HBCU/MI Design Competition sponsored by the U.S. Army Combat Capabilities Development Command (CCDC) later in April. The UMES team received an \$8,000 grant to underwrite the cost to build the "quad-copter" (four propellers) and travel to the competition that will be held at the University of Texas at El Paso. Dr. John B. King, Jr., the youngest grandchild of one of the University of Maryland Eastern Shore's earliest graduates, will deliver the 2019 spring commencement address to graduates Friday, May 24. His paternal grandmother, Estelle Stansberry, graduated in 1894 from Princess Anne Academy when it was

a secondary school affiliated with Baltimore's Morgan College. King is President and chief executive of The Education Trust and previously served in President Barack Obama's cabinet as the 10th U.S. Secretary of Education. Fourteen students and 30 faculty and staff attended the Association of 1890 Research Directors' 19 Research Symposium (March 30-April 3). Dr. Salina Parveen received the organization's coveted Morrison-Evans award, the oldest and highest honor given to a scientist from a historically black land-grant institution. On April 11, Parveen gathered in a second honor when she received the 2019 Faculty Award for Excellence in Research/Scholarship/Creative Activities from the University System of Maryland's governing board.

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

UMUC will continue to grow and expand nationally. The Maryland Board of Public Works approved a six-year marketing campaign to expand UMUC presence nationwide. Additionally, the University System Maryland Board of Regents unanimously supported UMUC's name change to, University of Maryland Global Campus. Research has identified the name change and expansion will more clearly communicate our message to prospective students.

Employees Set Record Fundraising for Vets at Annual Run.



While their colleagues headed to work in business casual early Tuesday morning, dozens of UMUC employees in Largo opted for a different attire: workout clothing.

Participants in Stateside Military Operations' 2019 FUNd Run raised more than \$3,600 for the university's Veterans Assistance Fund (VAF). Organizers said the sum is a new record for the annual event.





2018 - 2019 CUSS REPRESENTATIVES

Bowie State University (BSU)

Trenita Johnson
Trish Johnson
LaVel Jones

Coppin State University (CSU)

Sheila Chase
Sherye Larkins, Past Chair
Anthony Littlejohn
Sonia McCain

Frostburg State University (FSU)

Liz Nelson
Amy Nightengale
Rubin Stevenson
Stacey Utley-Bernhardt, Co-Secretary

Salisbury University (SU)

Vanessa Collins
Lisa Gray, Chair
Teri Herberger
Charles Overholt

Towson University (TU)

LaVern Chapman
Deniz Erman
Carol Green-Willis
Mary Hickey

University of Baltimore (UB)

James Hale
Stephen Shirley

University of Maryland, Baltimore (UMB)

Colette Beaulieu
Sarah Hokenmaier
Susan Holt
Christina Fenwick
Nicole Miskimon
Janet Nance-Richardson

University of Maryland, Baltimore County (UMBC)

Sheryl Gibbs
Kevin Joseph
Thomas Penniston
Laila Shishineh, Vice Chair (*beginning 2/18*)
Michael Walsh
Bethany Walter

University of Maryland, Center for Environmental Sciences (UMCES)

Julia Bliss
Amy Griffin, Member-at-Large
Michelle Prentice
Lori Stepp

University of Maryland, College Park (UMCP)

Darrell Claiborne
Elizabeth Hinson
Matthew Nesson
Kalia Patricio
Sister Maureen Schrimpe
Sarah Goff

University of Maryland Eastern Shore (UMES)

Chenita Reddick, Member-at-Large

University of Maryland University College (UMUC)

Antoinne Beidleman
Craig Binder
Mark Freeman-Price, Vice Chair (*ending 2/18*)
Candace Johnson, Co-Secretary (*beginning 2/18*)
Karolina Nash
Adrienne Price

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.

