

Council of University System Staff

Quarterly Newsletter / Fall 2021 Edition



Bowie State University (BSU)

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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
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Towson University (TU)

8000 York Road
Towson, MD 21252

University of Baltimore (UB)

220 N. Arch 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)

7950 Baltimore Avenue
College Park, MD 20742

University of Maryland Eastern Shore (UMES)

11868 College Backbone Road
Princess Anne, MD 21853

University of Maryland Global Campus (UMGC)

1616 McCormick Drive
Largo, MD 20774

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Find us on the web:

Website: <http://bit.ly/1yc1prc>
Facebook: @CussMaryland
Twitter: @CUSS_USM

Update from the Chair

As the Chair of the Council of University System Staff, I want to share several updates on behalf of the Council as we get close to wrapping up the fall semester! As many of us are returned to our campuses this semester, and navigated a new normal, we know that this semester was nothing if not challenging, but we hope that staff also found joy in being back together in the ways that we have been able to and reconnecting with wonderful colleagues and students. The Council has already had a busy year and a few highlights can be found below:

Annual Joint Councils Meeting

On Wednesday, November 17th, 2021, all three USM Councils hosted our annual Joint Councils Meeting virtually. Council representatives included members from: the Council of University System Faculty (CUSF), USM Student Council (USMSC), our own CUSS members, and colleagues from the University System of Maryland Office. The Councils heard from several speakers including Chancellor Perman (USM) and Regent Neall (Vice-Chair of the Board of Regents). Patrick Hogan and Andy Clark from the USM Office also shared updates around the legislative session. And each Council leader shared their "State of the Council" addresses. A full recap of the meeting can be found in this newsletter.

Board of Regents Staff Awards:

The CUSS Awards and Outreach Committee recently launched the 2021-2022 nomination cycle for the Board of Regents Staff Awards. The nomination packet can be found on the CUSS website (<https://www.usmd.edu/usm/workgroups/SystemStaff/borawards.html>). Please consider exceptional staff from your institution. We continue to look for nominations in both the EXEMPT and NON-EXEMPT categories. Nominations are due by **Friday, February 11, 2022**.

Advocacy Day:

The CUSS Legislative Affairs & Policy Committee is starting to prepare for Advocacy Day 2022 in partnership with CUSF and USMSC as well as staff from the USM Office. We anticipate that this day will take place virtually again due to restrictions from the pandemic. We learned a lot from our first time hosting this event virtually last year and we look forward to planning for the upcoming cycle in the months to come. This event is a critical opportunity for us to advocate, across constituency groups, on behalf of the USM. Advocacy Day 2022 will take place on **Wednesday, February 16, 2022**.

CUSS Annual Action Plan:

For the first time ever, the Council has created and approved an annual action plan for the 2021-2022 academic year. We are piloting four standing committees: Awards & Outreach, Executive, Legislative Affairs & Policy, and Staff Resources & Special Projects. Each standing committee submitted 3-5 goals for the academic year and these were compiled into a single place to form the action plan for the whole Council. A copy of our first action plan is also included in this newsletter.

We are looking forward to sharing more about each of these highlights as the year progresses. As we approach the holiday season, I want to say how thankful I am to all of the members of our Council, and to staff across the System, for all of your hard work, particularly during times that continue to be challenging! We hope that everyone is able to successfully wrap up the fall semester!

Sincerely,

Dr. Laila M. Shishineh
Council of University System Staff

COUNCIL OF UNIVERSITY SYSTEM STAFF



CUSS COMMITTEES ACTION PLAN

2021-2022

Executive

This committee is responsible for leadership of the Council. Members will meet at least once per month, determine an annual action plan, and set the Council monthly meeting agendas. Additionally, members will serve as co-chairs for the CUSS standing committees.

Goals

- 1) Implement new committee structure and serve as co-chairs to new committees, gather feedback and make appropriate changes after pilot year of new standing committees
- 2) Develop governing documents outlining the roles and responsibilities for each position on the Executive Committee and work towards creating a pipeline by which staff can become involved in Council leadership roles
- 3) Ensure that the voices of staff are present at system-wide meetings, especially as they relate to issues of COVID and returning to campus – determine and utilize a method to gather feedback from existing USM staff in order to properly represent staff issues and concerns

Awards & Outreach

This committee is responsible for all matters related to staff awards and recognition as well as outreach to all staff represented by the Council. Members will plan and implement the Board of Regents Staff Awards process, explore options for staff recognition, and disseminate information to and from staff.

Goals

- 1) Explore best practices for promoting CUSS through social media (including but not limited to Facebook, spotlights, videos, presentations)
- 2) Summarize and disseminate critical CUSS updates to share with staff across the USM
- 3) Promote Board of Regents Staff Awards through all platforms to generate nominations from all USM campuses
- 4) Examine Exempt & Non-Exempt grading of packets and determine similar or different criteria if/as needed
- 5) Continue to modify & update the grading rubric and training process for review of Board of Regent Staff Awards packets

Legislative Affairs & Policy

This committee is responsible for all legislative and policy related matters pertaining to the Council. Members will plan and implement the annual Advocacy Day event, conduct an annual review of the Council's Bylaws and Constitution, and identify and explore USM policies pertaining to staff.

Goals

- 1) Coordinate with USM Staff and CUSF/USMSC Chairs to plan and implement Advocacy Day 2021 through a virtual, hybrid, and/or in-person format
- 2) Identify guest speakers to help the committee understand the legislative process and/or specific bills impacting higher education/the USM
- 3) Develop and execute an annual plan for reviewing and addressing USM Policies that are pertinent/relevant to staff
- 4) Develop and execute an annual plan for reviewing and addressing the governing documents of the Council (Bylaws & Constitution)
- 5) Explore immediate critical policies impacting staff: telework policies, Rx benefits, tuition remission (in partnership with SR&SP Committee)

Staff Resources & Special Projects

This committee is responsible for identifying and exploring staff concerns and resources as well as focusing on annual special projects that may arise. Members will conduct research to identify staff concerns/resources as needed. Special projects may be generated internally or from other standing committees.

Goals

- 1) Focus on Hybrid Work Environments – address staff needs and resources in a new work environment comprised of telework, remote services, and both fully remote and on-site work arrangements and examine communication around COVID concerns as part of the focus on hybrid work
- 2) Focus on Tuition Remission – remove barriers to benefit utilization by addressing duplicative fees and explore proposal for a reduction of or exemption from home institution fees
- 3) Identify existing approaches to address issues of wage compression due to the impact of minimum wage changes and make suggestions on how to address the changes with USM staff and faculty



CUSS SPOTLIGHT: JOINT COUNCIL MEETING

On Wednesday, November 17th, 2021, we hosted our annual Joint Councils Meeting with the Council of University System Faculty (CUSF), the Council of University System Staff (CUSS), and the USM Student Council (USMSC), and staff from the USM Office. Due to restrictions from the pandemic, we decided to host this meeting virtually again this year. For the first half of the meeting, we were joined by several guests to share updates with the Councils including: Chancellor Perman (USM), Regent Neall (Vice-Chair – Board of Regents), along with Patrick Hogan and Andy Clark (USM Government Relations). For the second half of the meeting, the Council leaders shared updates and participants engaged in breakout rooms around three critical topics: the Hybrid Learning & Work Environment; Mental Health Support & Resources; and Diversity, Equity, & Inclusion. A few highlights from the meeting can be found below:

To kick off the meeting, the Councils received a warm welcome and remarks from Chancellor Perman (USM). The Chancellor shared updates related to the pandemic, mental health, and the budget. The Councils then heard from Regent Neall (Vice-Chair – Board of Regents) who shared some background info about the BoR, how they have been conducting their business during the pandemic, and some highlights about the USM Strategic Planning process. Patrick Hogan and Andy Clark – both from USM Government Relations – also debriefed the previous legislative session and some updates about what to expect for the upcoming legislative session. We will host our annual USM Advocacy Day with all three Councils on Wednesday, February 16, 2022.

In addition to these guest speakers, each of the Council leaders discussed their “State of the Council” addresses to share across the Councils what each group is focusing on this year. After sharing these updates, the groups split into three breakout rooms to discuss topics that impact all three Councils. As mentioned previously, these topics included: Hybrid Learning & Work Environment; Mental Health Support & Resources; and Diversity, Equity, & Inclusion. Faculty, staff, and students were able to share their thoughts around challenges and successes in each of these areas at their respective campuses. Unfortunately, we did not have as much time for these groups as we needed and the Council leaders are exploring ways to keep these conversations going both within and across the Councils.

Overall, it was a very productive meeting – thank you to everyone who was able to attend! For those unable to attend, [here](#) is a link to the meeting recording for the first half of the meeting when our guest speakers were able to join us (use password c%9GUK!B to log in).

USM INSTITUTIONAL UPDATES

Bowie State University

Bowie State University will expand its expertise in data science by joining with 11 other institutions, including the University of Maryland Baltimore County, Harvard Medical School and Vanderbilt University, to form an artificial intelligence/machine learning consortium (AI/ML) aimed at advancing health equity and researcher diversity through the National Institutes of Health (NIH). Pursuing the opportunity to become a part of the consortium has been a collaborative effort campus-wide. In addition to Dr. Jackson, the co-principle investigator, other faculty and staff include: subject matter expert Dr. La'Tanya Brown-Robertson, special assistant for Research & Development, College of Business; subject matter expert Dr. Azene Zenebe, chair, Management Information Systems Department; Gale Bassette, special assistant to the Provost for Federal Contracts Administration; and Dr. Velma Latson, assistant professor, Department of Technology & Security. Dr. Latson is also co-director of the [HBCU Data Science Consortium](#) — an HBCU-led consortium designed to bring together researchers, academics and others in industry around furthering data science opportunities and collaboration among HBCUs.

She is also a member of the [South Big Data Hub](#).

<https://www.bowiestate.edu/about/news/>

Coppin State University



The arena floor at Coppin State University's Physical Education Complex (PEC) was officially named after former men's basketball head coach Ron 'Fang' Mitchell in a special ceremony as part of 'Fang Day' on Saturday afternoon. CSU alumnus and former volleyball and assistant men's basketball coach, Stephanie

Ready, who serves as a host and reporter for the NBA on TNT & NBA TV, was the Mistress of Ceremony. Baltimore Mayor Brandon Scott was on hand to officially present a proclamation. All Coppin students who register for the Spring 2022 semester will receive a credit of \$1,200 on their student account. This will reduce the balance of tuition and fees owed for the semester. There is no additional action, beyond registration, that is required in order to receive the \$1,200 credit. It will be applied to student accounts, automatically.

<https://www.coppin.edu/news>

Frostburg State University

The FSU Maryland Accelerates Teacher Residency program is currently recruiting its third cohort of students. The program is managed and supported by the FSU College of Education via a \$4.1 million federal grant and offers a one-year intensive Master of Arts in Teaching program integrated with a teacher residency component in partnership with Frederick County and Garrett County public school systems. A unique feature of the program is the opportunity to “earn while you learn,” by providing a \$30,000 annual living stipend to the teacher residents during their first year. FSU also

launched the Working Professional Certificates program this fall in Manufacturing Leadership, Retail Management, Small Business Management and Nonprofit Management to provide real-world, high-quality training to working adults. The program is designed to take one year of part-time study. Coursework for the program is entirely online, with accessible scheduling for working adults. Since courses are offered for undergraduate credit, students can take the certification or apply the courses toward a bachelor's degree in the future.

<https://www.frostburg.edu/news/>

Salisbury University

What comes to mind when students, faculty, staff, families, alumni, supporters and others think about Salisbury University? This fall, the nearly-century-old institution answered that question with the launch of its new brand initiative: "Make Tomorrow Yours." "I think you'll agree that while this forward-facing branding effort is new, the end result is true to SU," said SU President Charles Wight. "We have accurately captured the long-standing commitment of our institution to providing students with rich and plentiful opportunities, as well as the dedication of our faculty and staff who change the trajectory of our students' lives and open doors for graduates to thrive. Yes, we are tomorrow makers." The new brand will be reflected not only in SU's traditional marketing materials, but in its visual representation, including photos, videos, campus publications, written materials, the SU website and more.

<https://www.salisbury.edu/news/>

Towson University

Towson University received good news as the Middle States evaluation team found TU in compliance with all continuing accreditation requirements in their preliminary report. Presentations have been shared to gather feedback on the new campus master plan, and staff continue to be integral as the [university strategic plan](#) is implemented. Leaders of the governing bodies on campus have met and continue to work together to support TU's shared governance model. Redevelopment of the former Maryland National Guard Armory in downtown Towson was completed. The [StarTUp at the Armory](#) serves as TU's front door for businesses to connect easily to our programs and people. Several departments have moved to the 401 Washington Avenue building in Towson, including the [Dr. Nancy Grasmick Leadership Institute](#). Groundbreaking for the new [College of Health Professions](#) building allows TU to continue our leadership in the future of healthcare. TU Staff Senate is planning for our annual Staff Development Conference in March 2022 – "Push What's Possible: Make an Impact", where we will again collect items for the [TU FoodShare program](#).

<https://www.towson.edu/news/>

University of Baltimore



University of Baltimore's Dr. Kurt L. Schmoke is among a group of Maryland higher education leaders who are providing the next generation with the skills they need, according to The Daily Record's new "Power 30" list of the state's top higher-education champions.



UBalt's Schaefer Center for Public Policy, under the direction of Dr. P. Ann Cotten, recognized the 100th birthday of William Donald Schaefer, former Maryland governor, comptroller, mayor of Baltimore and City Council president. The event, part of the Center's annual William Donald Schaefer Policy Conference and Award Ceremony, featured remarks by Gov. Larry Hogan, Comptroller Peter Franchot, Baltimore Mayor Brandon Scott, and City Council Pres. Nick Mosby. The conference concluded with the presentation of the 2020 William Donald Schaefer Award to Sister Helen Amos, Executive Chair, Board of Trustees, Mercy Hospital by Chancellor Jay Perman. The 2021 Award was presented to James T. Smith Jr. former Baltimore County Executive and Maryland Secretary of Transportation.

<https://www.ubalt.edu/news/>

University of Maryland, Baltimore (UMB)

Dr. Bruce E. Jarrell, MD, FACS, was inaugurated as the seventh president of the University of Maryland, Baltimore on Friday, Nov. 5, 2021. Although he was actually installed on September 10, 2020, the festivities were postponed due to COVID-19. After detailing the many ways in which the University of Maryland, Baltimore (UMB) improves the human condition and serves the public good, Bruce E. Jarrell spoke during his inauguration on November 5th about how UMB would meet the

challenges of the future. With his six grandchildren sitting beside him as he concluded his speech, the forward-looking message hit home. "These are my grandchildren, but I don't just see my grandchildren," Jarrell said, patting one of the children on her shoulder. "I see your grandchildren. I see grandchildren in West Baltimore. I see grandchildren on the Eastern Shore of Maryland, and I wonder, 'What will their future be 50 years from now?' I can't answer that question, but I can ask this: 'What can we do today to make their futures bright?'" [click](#) to read the article.



<https://www.umaryland.edu/news/>

University of Maryland, Baltimore County (UMBC)

As previously announced, President Freeman Hrabowski is retiring as President of UMBC effective June 30, 2022. The search for UMBC's new President is currently ongoing and the University has launched a dedicated [website](#) detailing the search and selection process. There have been numerous town hall discussions and listening sessions for the campus community, providing ample opportunity for questions and feedback on the process. It is expected that a new president will be selected sometime in spring 2022.



On November 3rd, Vice President for Finance and Administration Lynne C. Schaefer announced her retirement as well which will be effective at the end of the calendar year. Lynne has served in this position since 2005 and has been an immeasurable proponent of and invaluable partner in shared governance at UMBC.



Beginning January 1, 2022, Kathy Dettloff, who joined UMBC in 2019 as Associate Vice President in Financial Services, will become the new VP of Administration and Finance at UMBC.

<https://News.umbc.edu>

University of Maryland Center for Environmental Science (UMCES)

UMCES hosted the Middle States Commission on Higher Education (MSCHE) Evaluation Team for a site visit as part of the final stages towards the reaffirmation of accreditation process. Horn Point Laboratory Director, Dr. Michael Roman, announced he will be stepping down as director at the end of the academic year in June 2022.

<https://www.umces.edu/news>

University of Maryland College Park (UMCP)

UMCP, the University of Maryland Baltimore County, and Morgan State University received a \$3 million dollar grant from The Andrew W. Mellon Foundation in order to promote and increase the number of women, Black, Hispanic, American Indian and Alaskan Native faculty in the arts and humanities programs within academic leadership. The Breaking the M.O.L.D. (Mellon/Maryland Opportunities for Leadership Development) program will allow

for seasoned arts and humanities faculty to work with and develop associate and full professors through seminars, leadership opportunities, and mentoring. This program will build on previous efforts at both UMCP and UMBC who both have programs on their campus' to more fully prepare faculty in leadership and administrative roles. The Breaking the M.O.L.D. program will also gather insights and research on implicit bias and institutional constructs that have contributed to issues with search and selection processes, hiring, and professional development. The research and insights will be shared with other universities throughout Maryland and the nation to help them consider their systems.

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

University of Maryland Eastern Shore (UMES)

Alaska Air brings its True North program to UMES. The west coast-based company wants to help student-pilots become employees. It started with an out-of-the-blue phone call in February and culminated Nov. 8 with a historic agreement to inspire students to consider a career as a commercial airline pilot. In the ensuing months, Alaska Airlines and its regional carrier Horizon Air came up with a proposal to offer financial incentives to UMES aviation science majors to qualify as a passenger airline pilot and be rewarded with the guarantee of a job. The Seattle/Tacoma-based Alaska Air Group's "True North" program will initially help two undergraduates afford the considerable cost of completing advanced flight training and pilot ratings necessary as they work toward graduation. Thank you, Maj. Charles Emerson Wincheser III, Late M*A*S*H actor David Ogden Stiers graciously remembers UMES in his will. David Ogden Stiers, best known as Maj. Charles Emerson Winchester III to fans of the critically acclaimed TV show M*A*S*H, bequeathed \$50,000 to the University of Maryland Eastern Shore to establish a student scholarship fund. Stiers, who died March 3, 2018, was awarded an honorary degree at the

university's spring commencement in May 2012. His estate released the gift, which grew to just over \$53,300, to the university on October 27. While Stiers did not speak at the graduation event that day, his unassuming manner charmed other platform guests backstage as well as those he encountered at a post-graduation luncheon, where it was clear he was honored to be recognized as a "Doctor of Humane Letters.

<https://www.umes.edu/LMRCSC/Content/News/>

University of Maryland Global Campus (UMGC)

University of Maryland Global Campus (UMGC) has taken its long-tested success with online learning on the road, giving community college students in a growing number of states access to its degree programs. The goal? To entrench UMGC as the country's most transfer-friendly university for adult learners. UMGC's most recent alliances are with community college systems in California and Kentucky, as well as the citywide community college network in Philadelphia. Talks are underway with community colleges in Texas, Chicago, and South Florida, and additional collaborations are expected to be announced in the months ahead. "UMGC is an institution built specifically for adult learners in the design of the curriculum and in the way courses are laid out, including the assignments in those courses," said Chris Motz, UMGC vice president for academic outreach and corporate alliances. "We offer seamless transfer for community college students, and the courses are all engineered for people who likely have a lot of other commitments outside of going to school."

<https://www.umgc.edu/news/>



2021 – 2022 CUSS REPRESENTATIVES

Bowie State University (BSU)

Trish Johnson, *Point of Contact*

LaVel Jones

Vonzella McQueen

Coppin State University (CSU)

Sheila Chase

Yvonne Oliver, *Point of Contact*

Frostburg State University (FSU)

Shannon Gribble

Amy Nightengale, *Point of Contact*

Rubin Stevenson

Sara Wilhelm

Salisbury University (SU)

Vanessa Collins

Paul Gasiar, *Point of Contact*

Lisa Gray

Jessica Scott

Towson University (TU)

Keisha Bownes

LaVern Chapman

Deniz Erman, *Point of Contact*

Jayne French

Carol Green-Willis

University of Baltimore (UB)

John Brenner

Margarita Cardona, *Point of Contact*

Thomas Healy

Morounmubo (Mubo) Sani

University of Maryland, Baltimore (UMB)

Irene Amoros

Ayamba Ayuk-Brown

Tim Casey

Susan Holt, *Point of Contact*

Sherece Singleton

Lei Zhang

University of Maryland, Baltimore County (UMBC)

Sheryl Gibbs

Kevin Joseph

Roy Prouty

Laila Shishineh, *Chair*

Dawn Stoute

Michael Walsh, *Point of Contact*

University of Maryland, Center for Environmental Sciences (UMCES)

Samantha Mais

Ginger Steelman

Lori Stepp, *Point of Contact*

University of Maryland, College Park (UMCP)

Meredith Carpenter

Elizabeth Hinson, *Point of Contact*

Dolores Jackson

Jerry Lewis

Kalia Patricio, *Vice Chair*

Sister Maureen Schrimpe

University of Maryland Eastern Shore (UMES)

Chenita Reddick, *Point of Contact*

University of Maryland Global Campus (UMGC)

Aaron Boner

Jessica DiBernardo

Raelynn Grasso

Kathleen Hebbel, *Point of Contact*

John Thompson

University System of Maryland Office (USMO)

Chevonie Oyegoke, *Point of Contact*

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.

