

Council of University System Staff

Quarterly Newsletter / Summer 2021 Edition



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Towson University (TU)

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University of Baltimore (UB)

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University of Maryland, Baltimore (UMB)

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University of Maryland Baltimore County (UMBC)

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University of Maryland Center for Environmental Science (UMCES)

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University of Maryland, College Park (UMCP)

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University of Maryland Eastern Shore (UMES)

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University of Maryland Global Campus (UMGC)

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Find us on the web:

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

Update from the Chair

As we get ready to start another academic year, I want to share some updates on behalf of the Council of University System Staff (CUSS). There is much to be excited about as we face the start of the fall semester, but we are still facing ambiguity and uncertainty as well. I want to remind staff across all our University System of Maryland (USM) institutions that the representatives and alternates who sit on CUSS are here for support. Please do not hesitate to reach out to the members representing your campus with questions, concerns, and/or thoughts on how we can best support staff during yet another challenging transition.

Now for a few updates from CUSS! We recently wrapped up the 2020-2021 academic year in July 2021, and I want to take a moment to thank each one of our Council members for their hard work and dedication. We spent the entire year meeting virtually, but regardless, we had a very productive year and a truly amazing group to work with for my second year as the Chair of the Council. I am happy to share that we have elected our Executive Committee for the 2021-2022 academic year and several members of our leadership team will be returning to the Council.

Members of the Executive Committee include:

- Chair: Laila M. Shishineh (UMBC)
- Vice-Chair: Kalia Patricio (UMCP)
- Past-Chair: Lisa Gray (Salisbury)
- Co-Secretaries: Carol Green-Willis (Towson) & Susan Holt (UMB)
- Members-At-Large: Vonzella McQueen (BSU) & John Thompson (UMGC)

We had made some changes to our standing committees for the upcoming cycle and we look forward to continuing our work through the following groups: Awards & Outreach Committee, Legislative Affairs & Policy Committee, and Staff Resources & Special Projects Committee. During our September meeting we will select Chairs for these committees and determine goals and priorities to focus on throughout the year. We look forward to sharing these goals, and our new Council Action Plan, once they are developed.

Lastly, please stay connected to the Council! Staff can learn more about the Council on our website at <https://www.usmd.edu/usm/workgroups/SystemStaff/index.html>, and follow us on Facebook if you have not already done so.

I am greatly looking forward to another year of working with the Council and doing the best we can to support staff across the USM. Thank you in advance to all our Council representatives and alternates for their service to CUSS this year, and good luck to all staff for a successful, safe, and healthy start to the fall semester!

Sincerely,

A handwritten signature in black ink that reads 'Dr. Laila M. Shishineh'.

Dr. Laila M. Shishineh
Council of University System Staff

CUSS SPOTLIGHT: BOARD OF REGENTS STAFF AWARDS

The Board of Regents met in closed session on Thursday June 17, 2021 via Zoom. During that meeting, they officially approved the nominations of the Council of University System Staff (CUSS) for the Regents Staff Awards to be awarded during the September 10, 2021, board meeting. Congratulations to all of the Board of Regent Award recipients.

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

Julianna Brush, Exempt Staff – University of Maryland Center for Environmental Sciences

Victor Fulda, Non-Exempt Staff – University of Maryland, Baltimore County

Outstanding Service to Students in an Academic or Residential Environment

Donna Hammer, Exempt Staff – University of Maryland College Park

Extraordinary Public Service to the University or the Greater Community

Patricia Watson, Exempt Staff – Towson University

Effectiveness and Efficiency

Julie Leary, Exempt Staff – Towson University

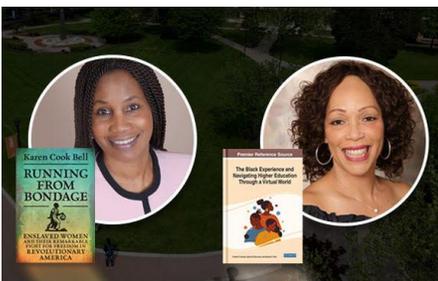
Crystal Kelly, Exempt Staff – Salisbury University

Inclusion, Multiculturalism and Social Justice

Amanda Preperato, Exempt Staff – University of Maryland College Park

USM INSTITUTIONAL UPDATES

Bowie State University



Two Bowie State University faculty members authored new books published in July, providing fresh perspectives on the Black experience, from enslaved women's quest for freedom during the Revolutionary War, to the struggle to survive the disparate challenges of virtual learning environments during the COVID-19 pandemic. The book *Running from Bondage* by Dr. Karen Cook Bell, Associate Professor for the Department of History and Government, explores the history of enslaved women — a story that hasn't always been widely shared historically. The book is available on Amazon, Barnes and Noble, Cambridge University Press, and in independent stores across the U.S. Dr. Kimetta Hairston, Associate Professor, Department of Teaching, Learning and Professional Development, delves into the virtual learning experience in higher education in her book titled *The Black Experience and Navigating Higher Education Through a Virtual World*, by Dr. Kimetta Hairston, Dr. Wendy Edmunds and Dr.

Shanetia Clark, can be purchased exclusively at IGI Global. The e-book is currently available. The hardcopy and the soft copy will be available for order. shortly

Coppin State University



Coppin State bowler Kaylah Castillo was selected to participate in Orlando Health's Observership over the summer. During this 10-week period, Castillo shadowed several doctors, including cardiologists and a vascular surgeon, and was able to witness a large variety of cath lab cardiac procedures performed by Dr. Suraj Kurup and others. Castillo was also able to be in the operating room observing a variety of procedures. "Observing the procedures was very interesting, but I feel that I learned the most during patient interaction in clinic," said Castillo. "I was able to witness how to properly interact with patients in multiple conditions and learned

how to communicate appropriately despite the situation. My time with Dr. Kurup was well spent because he took the time to explain the patient's condition and plan of care to me in a way that I can understand."



Coppin State women's tennis player Christy Turner was one of 86 students across the Nation to be recognized as an HBCU Scholar. It was announced by the U.S. Department of Education on Tuesday morning as part of the White House Initiative on Historically Black Colleges and Universities. The program recognizes students for their accomplishments in academics, leadership, civic engagement and more. The scholars were selected from an applicant pool who submitted completed applications that included a transcript, resume, essay, and letter of recommendation.

Applications also required the signature of their university president, adding a level of prestige to this application process.

Frostburg State University

FSU continues to work with other institutions to strengthen our academic offerings for students. Building on our strong partnership with Allegany College of Maryland and Garrett College, we entered into an enhanced transfer agreement to provide students transferring from the region's two community colleges to FSU a greater opportunity to succeed. The agreement also enhances the reverse transfer process for FSU students who previously attended but did not graduate from ACM or GC, allowing for completing of an associate degree. FSU has also formed a new academic partnership with the University of Maryland Eastern Shore to offer students an accelerated track to becoming pharmacists in six years. The cooperative undergraduate/professional program agreement will allow students to complete their pharmacy degree seamlessly with the reduction of instruction time by as many as two years and consequently save students the comparable cost of extra tuition. Chemistry majors at FSU who meet the requirements may gain preferential admission to UMES' professional degree program after just three years of undergraduate study.

Salisbury University

SU's Staff Senate hosted its first in-person event on August 4th. Our Annual Employee Appreciation Day was held on Wednesday, August 4th in the SU Commons. There was a daytime event as well as an evening event for employees that work a later shift. The event was well attended and everyone enjoyed seeing each other. The SU Dining Services team did an outstanding job providing a delicious meal in a safe manner. Employees of the month for both FY20 and FY21 were recognized and Employees of the Year were announced: FY20 was Carl Dise, Supervisor of Mail & Distribution, and FY21 was Tiffany Arrington, Program Manager, Student Affairs.

Towson University



TU welcomes the new Director of the Center for Student Diversity, Phillips Thomas Hornbuckle. After a law degree, Phillips Thomas Hornbuckle found a passion for higher education. A second-generation University of

Alabama alumna, who earned her bachelor's degree and her Juris Doctor from the school, Phillips began working in higher education after she graduated law school. For the past six years, she worked in a multicultural affairs office for York College of Pennsylvania, a private college in Pennsylvania. When the opportunity to return to a public institution came, she jumped full force at the chance. Phillips says, "One of my goals is to make sure students understand that I intend to care consistently and deeply about them as people, as students, and as members of the Towson University community." Read more at <https://www.towson.edu/news/2021>



Six Towson University College of Education alumni receive awards for teaching leadership. Three of the Maryland Teacher of the Year Award finalists are Tigers: Jing Dai '11, Alexis Eaton '09 and Lauren Greer '10. The Washington Post named Patrick Bathras '93 and Beth Morton '14 among its 12 Principal of the Year finalists, and St. Mary's County recognized Laurel Dietz '10 for excellence in educational leadership. The 24 teacher finalists—one for each local school system—were recognized by the Maryland State Superintendent of Schools Karen B. Salmon in June. "Too often our teachers are unsung heroes, but our Teacher of the Year program provides an opportunity to celebrate their meaningful work and commitment," said Maryland Gov. Larry Hogan in a press release. Learn more about the recipients and teacher commitment at <https://www.towson.edu/>

University of Baltimore



Many Benefits to Expanding Access to Higher Education in Prison. Prof. Andrea Cantora, Associate Professor in the School of Criminal Justice, published an article in The Conversation, about the University's successful Second Chance College Program. On July 30, the U.S. Department of Education announced an expansion of the Second Chance Pell Experimental Sites, of which UBalt is a part. "As someone who studies correctional education and prisoner reentry, I see this expanded access

to higher education in prison as something that will bring many benefits to not only the incarcerated individuals who get an education but to society as well," she writes.



Under the guidance of Tiffaney S. Parkman, lecturer in the School of Health and Human Services, a group of students organized a free COVID-19 vaccine clinic, conducted on campus by the University of Maryland Medical Center. The students -- Giuliana Valencia-Banks, Kathryn Foulke, Jack Greenberg, Shatia Johnson, Lateirra Carter, Nikki Garnes, Elaine McIeish, Loren Nelson, Monell Hunt, and Yelango Jamabo -- are from the HSER 470 Senior Seminar, where they are required to complete a shared project that focuses on meeting a community need. <http://www.ubalt.edu/news/>

University of Maryland, Baltimore (UMB)

The University of Maryland Marlene and Stewart Greenebaum Comprehensive Cancer Center has earned renewal of its National Cancer Institute (NCI) designation as a Comprehensive Cancer Center for another five years. The prestigious distinction recognizes the cancer center's high caliber of scientific leadership and robust programs in basic, clinical, and population science research, placing it in the top echelon of cancer centers nationwide. The cancer center — a joint entity of the University of Maryland Medical Center and the University of Maryland School of Medicine — has been approved to receive a support grant of nearly \$13 million from NCI over the next five years, a 14 percent increase over the previous five-year grant award. UMGCCC was named an NCI-designated cancer center in 2008, and it was elevated in 2016 to Comprehensive Cancer Center status, — NCI's highest designation. www.umaryland.edu/news

University of Maryland, Baltimore County (UMBC)

On August 9th, UMBC's Professional Staff Senate (PSS) welcomed staff back to campus by providing a campus information table and helping existing staff get re-acquainted with each other and assisting new staff in navigating the campus. Virtual and live tours of the campus (including the newly renovated Retriever Activities Center, a.k.a. the RAC) are being promoted and eagerly attended by new and current staff members alike at UMBC. The PSS also hosted a Staff Cookout on Friday, August

13th, with BBQ and raffled prizes for those who attended. UMBC's Fall Opening Meeting took place on August 26th and included the annual State of the University Address and remarks from campus leaders.



From *The Retriever* -- President Dr. Freeman Hrabowski announced that he will retire after the Spring 2022 semester, making the class of 2025 the last to be welcomed to the UMBC campus by his famous line: "Watch your thoughts, for they become your words. Watch your words, for they become your actions. Watch your actions, for they become your habits. Watch your habits, for they become your character. Watch your character, for it will become your destiny." Hrabowski is one of the nation's longest-serving university presidents. He began his tenure at UMBC as Vice Provost in 1987 and became the University's president in 1992. As he brings his time at UMBC to a close, Hrabowski leaves behind a legacy. "UMBC will always be a part of me. It has helped to define who I am," said Hrabowski. "Wherever I am, I will be talking about the wonderful place that is UMBC." <https://retriever.umbc.edu/2021/08/>

University of Maryland Center for Environmental Science (UMCES)

Juliana Brush was selected for the Board of Regents Staff Award in the category of Exceptional Contribution to the Institution. UMCES Staff Council is planning a Staff Appreciation Day in September. There are plans developing for the UMCES President to visit each UMCES campus in September for a back to campus celebration and town hall. Dr. David Nelson has become the Director of the Appalachian Laboratory.

University of Maryland College Park (UMCP)

A UMD College of Education researcher, Dr. Michelle Espino, is studying the lack of representation of Latinx administrators at research universities with the hope of increasing diversity at those levels. According to a 2017 survey, most research university presidents are first provosts. But to do that, a faculty member must be fully tenured and if you look at those

numbers, there is again an issue of diversity. So the pipeline of diverse applicants is problematic from the start. Dr. Espino believes, "Now more than ever we need to have diverse leadership that has a variety of experiences and knowledge to be able to support the students we are attracting to our institutions." Dr. Espino's research will focus on opportunity structures, organizational environments, and individual experience tied with Latinx pathways to leadership. Currently there are only four percent Latinx presidents out of 1,500 higher education institutions in the U.S. Dr. Espino will look at the numbers of Latinx faculty on each campus and how they move positions, especially to the role of the top administration in a university or system. Ultimately this research could help universities come up with strategies to help with this issue.

University of Maryland Eastern Shore (UMES)

The University of Maryland Eastern Shore and Frostburg State University have formed a new academic partnership offering Frostburg students an accelerated track to becoming pharmacists in six years. The cooperative undergraduate/ professional program agreement will enable Frostburg students to earn a pharmacy degree at UMES by reducing instruction time by up to two years, which in turn will reduce what they spend on tuition. Undergraduates majoring in chemistry who meet the requirements and have strong academic credentials may gain preferential admission to UMES' professional degree program after three years of undergraduate study. Perdue Foundation awards \$50,000 to UMES - Perdue Farms, through its Franklin P. and Arthur W. Perdue Foundation, has awarded a \$50,000 grant to the University of Maryland Eastern Shore (UMES) to provide support for student scholarships. "These scholarships would support students studying agriculture, business, construction management technology, hospitality and tourism, engineering, and more," said David Balcom, UMES' vice president for university relations. "Perdue scholars will pursue their degrees in their chosen field, and many will also help to advance research in areas such as food science and technology innovation." University of Maryland Eastern Shore - Perdue Scholarships will be awarded to students of outstanding character with a grade point average of 2.5 or higher and will help students complete their degrees, minimize student debt, and advance their careers.

University of Maryland Global Campus (UMGC)



We are pleased to announce that, following a nationwide search, Chuck Trierweiler has accepted our offer to join UMGC as chief marketing officer and senior vice president, admissions, effective August 2. This role will be critical as we focus on strengthening our student experience and will shape how we engage with prospective learners all the way to graduation. Chuck comes to UMGC with more than 30 years of marketing experience in higher education, technology, and consumer goods, and a record of driving growth across multiple industries. Most recently, he served as global head of product marketing and vice president for *ibml*—a market-leading technology company focused on information capture and intelligent, high-speed scanning—and prior to that as chief marketing officer and executive vice president of the Education Corporation of America, a 40,000-student, 71-campus college system. Earlier in his career, he held leadership roles in marketing with Capella University; with the \$8 billion grocery retail division of SuperValu Inc.; with multiple subsidiaries of the Alberto Culver Company in Illinois and Stockholm, Sweden; and with the Cadillac Car Motor Division of General Motors in Detroit, Michigan. A graduate of Michigan State University with an MBA from the University of Michigan, Chuck has won multiple advertising awards, including three ADDYs; the Cannes Advertising Awards, Bronze Lion; and second prize in Sweden's Advertising Effectiveness competition. At UMGC, he will serve on Executive Committee, develop a comprehensive global marketing and admissions plan that aligns with UMGC's overall strategy, and lead a new unit—Marketing and Admissions—comprising our current marketing and admissions teams. UMGC swept the international 2021 Hermes Creative Awards for creative communication, winning platinum, gold, and honorable mention for work the Institutional Advancement team did to reconfigure events from in-person to online to accommodate COVID-19 restrictions. <https://globalmedia.umgc.edu/2021/05/27>



2020 – 2021 CUSS REPRESENTATIVES

Bowie State University (BSU)

Robert Alicea
Trish Johnson
LaVel Jones
Vonzella McQueen

Coppin State University (CSU)

Sandra Battle
Sheila Chase
Yvonne Oliver

Frostburg State University (FSU)

Heather Killeen
Amy Nightengale
Rubin Stevenson
Sara Wilhelm

Salisbury University (SU)

Vanessa Collins
Paul Gasior
Lisa Gray
Jessica Scott

Towson University (TU)

LaVern Chapman
Deniz Erman
Kelly Ward
Carol Green-Willis

University of Baltimore (UB)

Tony DuLaney
Megan Manley
Christine Marconi
Suzanne Tabor

University of Maryland, Baltimore (UMB)

Ayamba Ayuk-Brown
Colette Beaulieu
Sharese Essien
Susan Holt
Lei Zhang

University of Maryland, Baltimore County (UMBC)

Sheryl Gibbs
Kevin Joseph
Thomas Penniston
Laila Shishineh, Chair
Dawn Stoute
Michael Walsh

University of Maryland, Center for Environmental Sciences (UMCES)

April Lewis
Michelle Prentice
Rhonda Schwinabart
Lori Stepp

University of Maryland, College Park (UMCP)

Meredith Carpenter
Elizabeth Hinson
Dolores Jackson
Jerry Lewis
Kalia Patricio
Sister Maureen Schrimpe

University of Maryland Eastern Shore (UMES)

Chenita Reddick

University of Maryland Global Campus (UMGC)

Melanie Barner
Antoinne Beidleman
Kathleen Hebbel
Francesca Kerby
Linda Kuligowski
Karolina Nash

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.

