

# Council of University System Staff

Quarterly Newsletter / Winter 2020 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 hope that everyone had a wonderful start to the spring semester! Before we know it, the spring weather will be here too! Or here's hoping anyway! As the Chair of the Council of University System Staff (CUSS), I want to share some exciting updates on behalf of the Council for the current semester:

### USM Advocacy Day 2020

The Council of University System Faculty (CUSF), the Council of University System Staff (CUSS), and the USM Student Council (USMSC) joined together to host our annual USM Advocacy Day in Annapolis on Wednesday, February 19, 2020. This newsletter includes a special feature about the event – I encourage you to check it out to learn more about this great opportunity for the Councils to work together on behalf of all our institutions in the USM.

### Board of Regents Staff Awards Update

The Council received 28 nominations from 10 institutions for this cycle of the Board of Regents Staff Awards nominations process. The Board of Regents Staff Awards & Recognition Committee looks forward to reviewing these nominations in the next month and putting forward recommendations to the Executive Committee regarding the results for each category. The results will then be submitted to the Board of Regents for final approval.

### Annual Shared Governance Survey

The Executive Committee recently sent out our third annual Shared Governance Survey to the staff senates at each USM institution. We encourage all senators to complete this survey no later than **Friday, February 28, 2020**. The results of this survey are submitted as a report to the Chancellor on the status of shared governance across the USM. Individual reports are also shared with each institutions' president. If you are a senator, please make sure to complete the survey before the deadline. If you do not hold a senate seat currently, please speak to your senators about completing the survey on behalf of your institution. We will share a short summary of the results of this survey in our next newsletter.

As always, I want to thank all the members of our Council for all their hard work! Please take a moment to extend appreciation to your campus representatives and alternates – we have a truly exceptional group this year! I look forward to sharing additional updates as we continue making progress through our action items for the current academic year.

Sincerely,

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

Dr. Laila M. Shishineh  
Council of University System Staff

---

## CUSS COMMITTEE SPOTLIGHT: *LEGISLATIVE COMMITTEE—ADVOCACY DAY*

---



On Wednesday, February 19, 2020, the Council of University System Faculty (CUSF), the Council of University System Staff (CUSS), and the University System of Maryland Student Council (USMSC) hosted USM Advocacy Day in Annapolis, MD. Across the three Councils, and the University System of Maryland Office (USMO), 45 people attended this event including: 6 faculty members, 6 students, 28 staff, and 5 USMO staff. Details about the day are as follows:

The Councils were greeted by newly appointed Chancellor Perman, who inspired the groups to advocate for the USM so that we can continue to support all the work that we do on behalf of our students and the state of Maryland. The Vice Chancellor for Government Relations, Patrick Hogan, and Assistant Vice Chancellor for Government Relations, Andy Clark, also joined the group to share logistics for the day and provide suggestions of areas to highlight during legislative visits. After kicking off the day, participants split into groups to attend meetings with various senators and delegates. Collectively, these Council groups met with 16 senators (9 Democrats and 7 Republicans) and 16 delegates (11 Democrats and 5 Republicans). The focus of these visits was to advocate on behalf of the Governor's budget for the USM and share all the great work that is taking place at all our institutions. Council groups shared data from the [USM 2019 Annual Report](#) with anyone they were able to visit with during the day. Senator Rosapepe and Delegate Pena-Melnyk recognized the USM Shared Governance Councils for their participation in the USM Advocacy Day during the Senate and House assemblies. Members of CUSF, CUSS, and USMSC were asked to stand to be recognized as welcoming remarks were made during the floor recognition.

Check out #USMAdvocacyDay2020 for posts on social media about the event. The day was very productive and went exceptionally well! Many thanks to Vanessa Collins, CUSS Rep from Salisbury University, and Lori Stepp, CUSS Rep from UMCES for co-chairing the Legislative Affairs & Policy Committee and coordinating all of the logistics to make Advocacy Day 2020 such a success!



---

## USM INSTITUTIONAL UPDATES

---

### Bowie State University



*AASCU Pilot Program That Includes BSU Receives \$2.5 Million Grant.*

Student success efforts at Bowie State University will get a boost from a \$2.5 million, two-year Bill & Melinda Gates Foundation grant to accelerate a pilot initiative, targeting low-income students, students of color and first-generation college students. Through the Center for Student Success, launched in 2019 by the American Association of State Colleges and Universities (AASCU), Bowie State is one of five institutions helping AASCU to refine and validate its emerging strategies to increase student outcomes for member institutions. The program aims to provide a framework for academic transformation and a peer learning community among AASCU's network of nearly 400 public

colleges, universities and systems. AASCU is one of only 12 organizations to receive the Gates Foundation's Intermediaries for Scale grant. Every year, Bowie State already places hundreds of student teachers and recent graduates in classrooms throughout Maryland through close partnerships with local school districts. This partnership expands the relationship with Howard County Public Schools by enabling educators from BSU and the school district to collaborate in recruiting and training new certified teachers from the school district's pool of paraeducators.

---

## Coppin State University

---

The campus is excitedly awaiting the arrival of the newly-appointed President, Dr. Anthony Jenkins, who is scheduled to begin his tenure on May 26. This year, the university will commemorate 120 years of educating students with a series of events held throughout the year. Additional details will be made available soon.

### Academic Affairs

- Dr. Vaple Robinson, Associate Professor within the College of Health Profession (CHP), is the President Elect of Black Nurses Association of Baltimore, Inc. Dr. Robinson holds a Ph.D. in Public Health and is credentialed as a Certified Health Education Specialist.
- Dr. Charlotte Wood, Faculty Senate President and Associate Professor within the College of Health Profession, is the President of the Maryland Nurse Association.
- The College of Health Profession (CHP) recently secured \$350,000 in grant funds.
- Dr. Joan Tilghman, Professor and Director of the Doctor of Nursing Practice Program, received \$150,000 in planning funds for a BSN-DNP program.
- Dr. Tracey Murray, Dean of the College of Health Profession secured a grant in the amount of \$50,000 to support Cognitive Affective Reflective Engagement (CARE)
- Dr. Danita Tolson secured \$150,000 to implement an Associate-to-Bachelor's Coordinated Engagement program
- Using private scholarships from CHP donors, the college awarded \$58,900.00 to more than 30 Health Information Management (HIM), Health Sciences, and Nursing students

---

## Frostburg State University

---



Physician assistant student Calvin Richards was selected to participate in the American Academy of Physician Assistant House of Delegates National Conference, one of only 18 PA students from across the country selected. For the ninth time in a row, Frostburg State has been recognized as Military Friendly by VIQTORY, an organization that serves military personnel and their spouses transitioning into civilian life.



Site work has begun and a groundbreaking is being scheduled for May for FSU's Education and Health Sciences building, scheduled to open for students in 2022. In addition, a new residence hall under construction is scheduled to be completed this spring, welcoming students in the fall. The FSU Staff Senate is pleased to announce a new policy that allows retired staff to be conferred Emeritus status for exemplary service to the University. The FSU Executive Committee and President approved the Staff Senate-sponsored policy last semester following a thorough review by the campus governance groups. This policy is a companion to the existing Administrator Emeriti policy for officers and professional and administrative staff.

---

## Salisbury University

---



Salisbury University seeks to foster a welcoming and inclusive campus environment — and SU officials are asking students, faculty and staff to help ensure that goal is met through the “Your Voice--Our SU” Campus Climate Study. Opening Tuesday, February 25, an online survey will provide campus community members with an opportunity to share their personal experiences and observations about what it's like to learn, live and work at SU, and offer suggestions to help enhance the climate. “This is a chance to make a difference in SU's future and an opportunity to make positive, lasting changes to help create a more inclusive campus where everyone believes they belong and can thrive,” said SU President Charles Wight. A link to the survey will be available on the campus climate study website at [www.salisbury.edu/climate-study](http://www.salisbury.edu/climate-study) during the survey period. All students, faculty and staff are encouraged to participate in an effort to identify and build on current successful initiatives, and uncover and address challenges. Those who complete the survey by Friday, March 27, will be entered into a drawing for prizes including a \$1,000 scholarship, two \$500 professional development awards, five student main campus parking permits and 10 faculty/staff parking permits. Results of the survey will be reported next fall. Using those

results, SU officials will develop and implement a strategic action plan to strengthen positive initiatives and address concerns that become apparent through the study. “The results will enable us to develop programs and policies that will increase inclusivity and belonging at SU,” said Wight. “I hope that you will join me in supporting this important project.”

---

## Towson University

---



After a nationwide search, Dr. Vernon Hurte has been named Vice President of Student Affairs. He was previously Associate Vice President for Student Affairs and Dean of Students at Iowa State University. In total, he has worked 18 years in higher education. Dr. Hurte also served as the Assistant to the Vice President and Senior Associate Dean of Students at The College of William and Mary, where he supervised strategic planning, assessment, outreach for the Office of Student Conduct, Student Accessibility Services, Care Support Services, Enrollment Services, Transfer Student Services and division-wide diversity and inclusion efforts. Dr. Hurte received a B.S. in psychology from Bowie State University, a Master of Divinity from Virginia Union University, and a Ph.D. in Education from the University of Tennessee. For more information, please visit <https://www.towson.edu/news>.

---

## University of Baltimore

---

The Baltimore City Police Education and Training Center has officially opened on the University of Baltimore campus. First announced last fall, the center serves as the academy for all new officers on the force, as well as a resource for continuing education for city police. Consistent with UB's long-standing commitment to the city's progress, the center represents a new emphasis on education, professionalism and public service by city police. Throughout its nearly 100-year history, UB has been a consistent partner with, and supporter of, city initiatives that cultivate the best of Baltimore in every neighborhood and for every person who calls Baltimore home. “The department's education goals fit well with those of the University—to provide a quality education and to open the door to new

opportunities,” says UB President Kurt L. Schmoke. “We support the department's efforts to change and improve. We all want to see the department advance public safety, pursue justice and enhance the quality of life for all city residents. Once again, UB is supporting these improvements by demonstrating its significant role as a city-engaged university. We are a recognized leader among city institutions.” The center is located in dedicated space in the Turner Learning Commons, with physical education classes held in the campus gym.

---

**University of Maryland,  
Baltimore (UMB)**

---



UMB held their first joint Shared Governance Town Hall in January. Staff Senate President, Kristy Novak welcomed attendees to the event and turned over the microphone to Interim President, Bruce Jarrell who said, “We have a wonderful environment here for people to participate. In giving you a summary of what I think is important, the first thing I want to say is teamwork. If you think leadership is here to have all the answers, you’re wrong. We’re here to listen to your good ideas, to be part of this team, and to guide us in terms of how we can do a better job.” Dr. Jarrell announced that he would be holding office hours for people to stop by and chat about a topic. These would serve as listening sessions to get different ideas about concerns on campus. The focus will be to bring solutions as well as questions. Other leaders who participated on the panel were Roger Ward, Interim Provost, Executive Vice President, and Dean of the Graduate School, Dawn Rhodes, Chief Business and Finance Officer and Vice President, UMB Police Chief Alice Cary, Matt Lasecki, Chief Human Relations Officer, Joshua Abzug, Faculty Senate President and Town Hall Moderator, Mark Emmel, Director of Employee Development In Human Resource Services.

---

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

---

- The Baltimore Sun named UMBC as a top place to work (#12) and also named President Freeman Hrabowski #1 in top leaders among the region's large employers.
- UMBC hosted the Board of Regents and campus Presidents Friday, February 21st for their quarterly Board of Regents meeting.



- UMBC will be holding elections for their Professional Staff Senate (PSS) during the month of April and will also launch the application process for the next cohort of their PSS Mentoring Program for 2020-2021. New Senators commence their terms in June and new mentors/mentees start the next cycle of the Program in July.

---

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

---

UMCES has been awarded a \$500,000 grant by the National Science Foundation (NSF) to lead a coalition of scientists from around the country to study the impact of storms, sea-level rise, and climate change on estuaries and bays. Dr. Denise Yost has joined UMCES Center Administration as Director of Graduate Certificate Programs and Extended Studies. She will be working to extend our graduate education programs to environmental professionals in the Maryland/DC region.

---

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

---



The University System of Maryland (USM) Board of Regents has named Darryll J. Pines, PhD, the 34th president of the University of Maryland, College Park (UMD). Dr. Pines is currently dean of the university’s A. James Clark School of Engineering and the Nariman Farvardin Professor of Aerospace Engineering. Dr. Pines’ service to UMD is long and distinguished. He first arrived at the university in 1995 as an assistant professor and later served as chair of the Department of Aerospace Engineering, before assuming the deanship in

2009. Dr. Pines’ work is esteemed by his academic and industry colleagues. In 2019, Dr. Pines was elected to the National Academy of Engineering for his “inspirational leadership and contributions to engineering education.” His leadership of the Clark School has been shaped by important priorities: improving teaching in fundamental undergraduate courses, thereby boosting student retention; achieving success in national and international student competitions; emphasizing sustainability engineering and service learning; promoting STEM education among high school students; and amplifying the impact of the school’s expansive research programs. Under Dr. Pines’ leadership, the number of tenured and tenure-track women faculty in the Clark School has more than doubled, and the number of underrepresented minority faculty has grown as well. He’s attracted significant philanthropic support to the school, ending the university’s last campaign with more than \$240 million raised, 30 percent over the school’s \$185 million goal. In UMD’s current campaign, Fearless Ideas, the Clark School has raised nearly \$504 million, eclipsing its goal of \$500 million.

---

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

---

UMES superstition-free zone on commencement day (Paraskevidekatriaphobia -- fear of Friday the 13<sup>th</sup>) was nowhere to be found during UMES’ 23rd winter commencement exercises Dec. 13. The university awarded degrees in the semi-annual rite of passage to 272 people, who officially became alumni. Family, friends and fellow students showered graduates with cheers of joy and approval that neutralized any hint of superstition caused by a harmless prime number on the calendar.

Regents ok \$13.9 million agriculture research and classroom building plan - UMES has the University System of Maryland’s approval to proceed with planning the construction of an “agricultural research and education center” on the east side of campus at a revised cost of \$13.95 million. USM’s governing board at its November 2019 meeting signed off on a \$4.45 million increase in the projected cost of designing and building a structure the panel initially approved in February 2018. Market conditions in the construction industry compelled UMES to adjust spending estimates and submit a revised plan to the Board of Regents for routine review. “The school has pretty much outgrown – and to some extent outlived – some of our existing facilities,” said Dr. Moses Kairo, dean of the School of Agriculture and Natural Sciences. “This new center will provide modern research and education space to allow faculty and students to conduct 21st-century science, and thereby serve our clientele in an efficient and more effective manner,” Kairo said. (compliments of the Office of Public Relations)

---

**University of Maryland  
Global Campus (UMGC)**

---



UMGC Professor Carl Berman spent four months teaching oceanography aboard a floating university as part of the Semester at Sea

Program. That was the message that Carl Berman, a University of Maryland Global Campus (UMGC) professor, tried to impart to students on the academic ship MV World Odyssey. Berman was among the 26 faculty members—from a range of academic institutions—who spent four months teaching aboard the floating campus this past fall in the Semester at Sea Program sponsored by Colorado State University. As the Semester at Sea Braun-Glazer Oceans and Sustainability Scholar, Berman focused his lectures on ocean awareness and sustainability. He was one of four faculty members teaching the Global Studies Program, a requirement for all of the more than 400 students aboard. “There is a strong bond formed between the students and their professors which I, perhaps, did not realize until

our emotional good-byes occurred in San Diego,” Berman said. “This development of a ‘family’ aboard the MV World Odyssey was one of the highlights of the experience for me.” While at sea, Berman gave 10 oceanography-focused lectures as part of the Global Studies Program, taught other courses via 80-minute lectures every other day, and sometimes led his students on shore-excursions. The majesty of the seas was evident through the months of sailing. So was something more insidious: plastic pollution in every sea they visited. “This problem continues to grow and threaten the marine ecosystems around the world,” Berman said. “Even in the Galapagos Islands, where there are stringent regulations against the disposal of waste, we found plastic water bottles washed up on the beaches.”



---

## 2019 - 2020 CUSS REPRESENTATIVES

---

**Bowie State University (BSU)**

Trenita Johnson  
Trish Johnson  
LaVel Jones

**Coppin State University (CSU)**

Sheila Chase  
Anthony Littlejohn  
Yvonne Oliver

**Frostburg State University (FSU)**

Amy Nightengale  
Lacey Shillingburg  
Rubin Stevenson  
Sara Wilhelm

**Salisbury University (SU)**

Vanessa Collins  
Paul Gasior  
Lisa Gray  
Teri Herberger

**Towson University (TU)**

Ashley Arnold  
LaVern Chapman  
Mary Cowles  
Deniz Erman  
Carol Green-Willis

**University of Baltimore (UB)**

Keiver Jordan  
Suzanne Tabor

**University of Maryland,  
Baltimore (UMB)**

Ayamba Ayuk-Brown  
Colette Beaulieu  
Susan Holt  
Casey Jackson  
LaToya Lewis  
Jenn Volberding

**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)**

Julia Bliss  
April Lewis  
Michelle Prentice  
Lori Stepp

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

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

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

Chenita Reddick

**University of Maryland  
Global Campus (UMGC)**

Melanie Barner  
Antoinne Beidleman  
Francesca Kerby  
Chantelle Smith

**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.

