

# Council of University System Staff

Quarterly Newsletter / Winter 2022 Edition



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## Find us on the web:

Website: <http://bit.ly/1yc1prc>  
Facebook: @CussMaryland  
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## Update from the Chair

I hope that everyone is having a wonderful and safe spring semester thus far! I know we are all looking forward to warmer weather and longer days – which will be here in no time! As the Chair of the Council of University System Staff (CUSS), I am delighted to share a few updates on behalf of the Council:

### USM Advocacy Day 2022

For the second year in a row, the Councils have hosted USM Advocacy Day online due to the pandemic. The Council of University System Faculty (CUSF), the Council of University System Staff (CUSS), the USM Student Council (USMSC), and the USM Women's Forum joined together to virtually host this even on Wednesday, February 16<sup>th</sup>. Thank you to everyone who made this day possible, particularly the Legislative Affairs Chairs from each Council and thank you to all who were able to participate. This newsletter includes a recap of Advocacy Day – please check it out to learn more about the event.

### USM Staff Shared Governance Survey

The Council is once again working with each USM institution to conduct an annual shared governance survey to examine the state of shared governance at each campus across the System. The goal of this survey is to hear from staff members involved in shared governance at each institution. A full report of the findings of this survey will be shared with the Chancellor and the Board of Regents and an individual report of findings for each campus will be shared with the President of each institution. Please encourage staff who are involved with shared governance at your institution to participate in the survey no later than March 4, 2022.

### Board of Regents Staff Awards Update

The Council received 30 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, hopefully at the April 2022 meeting of the Board.

As is always the case, I want to thank all of the members of our Council for their time and dedication to this work. Please reach out to your campus' representatives and alternates if you ever have concerns or questions. Our Council continues to meet actively online on a monthly basis. I look forward to sharing additional updates at the close of the academic year.

Sincerely,

Dr. Laila M. Shishineh  
Council of University System Staff

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## CUSS SPOTLIGHT: ADVOCACY DAY

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On Wednesday, February 16, 2022, the Council of University System Faculty (CUSF), the Council of University System Staff (CUSS0, the USM Student Council (USMSC), and the USM Women's Forum hosted the second annual virtual USM Advocacy Day via Zoom. A recap from the day can be found below:

The Councils started the day with a virtual kick-off meeting where Chancellor Perman welcomed the groups – encouraging them to do their best to advocate for the USM while also sharing their own stories and experiences from each institution. Vice Chancellor for Government Relations, Mr. Patrick Hogan and Assistant Vice Chancellor for Government Relations, Andy Clark then shared some tips and strategies for the groups to consider. Lastly, CUSS, CUSF, & USMSC Legislative Affairs Committee Chairs shared a breakdown of the agenda for the day. The schedule included morning and afternoon virtual breakout times with individual delegates, an open session where delegates could drop in, and the opportunity to view a live stream of several sessions as a group.

For the second iteration of a virtual Advocacy Day, overall the day was very productive and went very well. Participants had a chance to share some feedback at a closing session and additional opportunities to provide feedback will be shared. The Councils hope to send a recap out shortly to those participating in the legislative session who were unable to attend the day. Many thanks to everyone who participated. And a HUGE thank you to Vonzella McQueen and Roy Prouty, CUSS Legislative Affairs & Policy Co-Chairs, for taking the lead on all of the logistics to make Advocacy Day 2022 such a huge success despite the unique circumstances.

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## USM INSTITUTIONAL UPDATES

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### Bowie State University

Successful Business Leaders Bring Skills to the Entrepreneurship Academy to Help Students  
It's rare when college students have the opportunity to learn how to develop and operate a business from seasoned professionals. That's exactly what is occurring at Bowie State University's Entrepreneurship Academy where four individuals with diverse backgrounds have been named as the first cohort in the new Entrepreneur in Residence (EIR) program. The EIR program will assist in identifying innovative and promising student startups and support the student businesses when they launch and as they grow. The Entrepreneurs in Residence will counsel and advise students on writing business plans, marketing proposals, creating strategy briefs, business development cases, and preparation for venture capital presentations. "The Entrepreneurs in Residence are established and very successful business leaders with years of experience and sound business acumen," said Johnetta Hardy, Executive Director of the Entrepreneurship Academy. "They will work directly with the academy and the Maryland Innovation Extension team to provide advice to Bowie State's students and faculty pursuing innovative ideas."

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

### Coppin State University



Coppin State University has received a multi-year grant from Schwab Advisor Services, in partnership with the Charles Schwab Foundation to develop programs in financial planning and wealth management, that will lead to meaningful impact in the lives of Coppin students in Wealth Management, the Registered Investment Advisor (RIA) Industry, and the surrounding community. The considerable grant to Coppin will establish registered financial programs for Certified Financial Analysts or Certified Financial Planners. The programs will provide faculty development and curriculum that will produce education pathways for students to explore careers in wealth management, establish a community-focused center, as well as create a Minority Registered Investment Advisor Mentorship Program. The grant will also provide Coppin an opportunity to host an

annual Closing the Wealth Gap summit on the campus and scholarships to Coppin students.



President Biden issued an Executive Order, last summer, reconstituting the White House Initiative on HBCUs, housed in the U.S. Department of Education. The initiative is dedicated to a government-wide policymaking effort to eliminate barriers that HBCUs face in providing a high-quality education to underserved students. Dr. Errol Sebastian Bolden, a professor in the Department of Social Work, at Coppin State University, has been selected to represent the university in partnership with other HBCU leaders, representatives, students, and alumni. Dr. Bolden also serves, part-time, as a senior lecturer at the Cave

Hill campus of University of the West Indies, and as a visiting professor at Addis Ababa University, in Ethiopia. His research agenda focuses on community and organizational capacity building, university and community partnerships, faith-based community development, the globalization of higher education, as well as disengaged dads, and the disengaging of males in the academy. With three primary areas of focus, the White House initiative will prioritize programs, projects, and policies that advance educational equity, excellence, and economic opportunity for HBCU students.

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

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### Frostburg State University



Dr. Traki L. Taylor, currently Chief Diversity, Equity and Inclusion Officer for the State University System of Florida, has been named Provost and Vice President for Academic Affairs at Frostburg State University. She will join FSU on July 13. William Mandicott, Assistant Vice President of Student and Community Involvement at FSU, received the AmeriCorps Achievement Award at the 38th Annual Governor's Service Awards for Outstanding Service and Volunteerism. Gov. Larry Hogan attended the event, hosted by the Governor's Office on Service and Volunteerism (GOSV), to celebrate 20 individuals and organizations recognized for their outstanding display of dedication to service and volunteerism. Several members of FSU leadership recently received the Impact Leader Award from the National Society of Leadership and Success (NSLS). Dr. Ronald Nowaczyk, President; Dr. Artie Travis, Vice President of Student Affairs; Dr. Jeffrey Graham, Senior Associate Vice President of Student Affairs; and Robert Cooper, Director of Student Life, were nominated for the awards by the FSU NSLS chapter.

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

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### Salisbury University

Salisbury University's Lower Shore Child Care Resource Center has been a valuable ally to child care centers in Wicomico, Somerset and Worcester counties for nearly 20 years. After winning a recent \$274,500 grant from the Maryland Family Network (MFN) SU's Eastern Shore Child Care Resource Center (ESCCRC) and has earned the right to coordinate coverage for the entire Eastern Shore. Child care resource

centers provide leadership, training, coaching, program support and other services to child care providers as well as assist families in finding child care. "The ESCCRC directs families to child care resources. If families don't have care for their children, parents can't work," said Leslie Sinclair, program director and training coordinator for the ESCCRC. The grant allows the ESCCRC to maintain a robust offering of training opportunities throughout the Eastern Shore. The ESCCRC will offer support groups, conference opportunities and professional development in specialty areas presented by professionals from the ESCCRC, SU, and the school systems of all eight counties on the Eastern Shore.

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

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### Towson University

Towson University was pleased to announce recipients of our inaugural TU Impact Awards for staff: Marissa Berk-Smith, Aaron Droegge, Dan J. Fricker, Justin Mason and Kerry Spence. The university campus master plan has gone through full review and has been approved by the USM Board of Regents. TU is expecting the completed plan to be released online in February. Patricia Bradley was appointed Vice President for Inclusion and Institutional Equity and Sean Welsh was appointed Vice President for University Marketing and Communications. Additional senior position searches are continuing. Approval for final funds to complete the University Union has been received, and new dining options have just opened in the Union including Dunkin' and Chick-fil-A. TU Staff Senate continues to plan for our annual Staff Development Conference in March – "Push What's Possible: Make an Impact."

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

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### University of Baltimore



James Ruffin III, UBalt's First Second Chance Graduate, Celebrates the Completion of His Degree The University of Baltimore's first graduate of its lauded Second Chance College Program, James Ruffin III, was featured in The Baltimore Sun only days after receiving his degree during the University's Fall Commencement ceremony, held in person after three consecutive virtual commencements. Ruffin

earned a B.A. in Human Services Administration, which he plans to use in his efforts to establish a nonprofit to assist those who are transitioning to life after prison. Ruffin began his degree while incarcerated at Jessup Correctional Institute, then continued his classes after he was released in 2019. He is the first person in the program to complete all credits toward his degree, earning honors along the way. He also worked full-time and managed family obligations. Since 2016, The University of Baltimore's Second Chance program has been a part of the U.S. Department of Education's Second Chance Pell Grant Experimental Sites Initiative. Research indicates that recidivism among participants is reduced by a high percentage, as they experience opportunities for employment and involvement in society.

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

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### University of Maryland, Baltimore (UMB)



Launched in 2015, UMB CURE was the first National Cancer Institute Continuing Umbrella of Research Experiences (CURE) program in the country to engage scholars beginning in sixth grade. The program has inspired its scholars to pursue lucrative careers in health care and science, technology, engineering, and math (STEM) through mentorship and academic support. The program follows the students through middle and high school with the goal of building a diverse health care, cancer research, and STEM workforce and alleviating medical and educational disparities. This is a landmark year for the program as its first cohort of scholars, who began as sixth-graders, will be graduating from high school and heading off to college. Read story [here](#):

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

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

The Carnegie Classification of Institutions of Higher Education has placed UMBC into the category of doctoral universities with very high research activity, and has therefore officially designated UMBC as a Research 1 (or R1) institution. UMBC has been recognized for reaching the highest level of research performance and is now ranked as one of only 146 R1 institutions nationally. Alumnus Kizzmekia Corbett '08 has been selected as one of the Heroes of the Year by TIME Magazine as she served as the scientific lead of the Vaccine



Research Center's coronavirus team in the U.S. National Institute of Allergy and Infectious Diseases, which helped produce the mRNA technology used in the COVID-19 vaccine manufactured by Moderna. UMBC has received a 2022 Beckman Foundation Award to launch a Beckman Scholars Program for outstanding students interested in graduate study in the biological or chemical sciences. UMBC is one of just fourteen U.S. institutions to receive the three year institutional award. U.S. News named UMBC's online master's degree in information systems (IS) as one of the nation's best online programs. UMBC's program is also included on the Best for Veterans list for the second year in a row, among the top 25 programs nationwide.



<https://News.umbc.edu>

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

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UMCES has issued a first-of-its-kind report card on Maryland's coastal adaptation to climate change, which will aid the state's planning to protect coastal communities.

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

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

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The University of Maryland's Fostering Terp Success Program just received an endowment which will help with the program's mission of, "bolstering students with a history of foster care involvement who are experiencing housing

insecurity and lack a supportive family network". The program is run through the Division of Student Affairs and a host of faculty, staff, and alumni volunteers from around the campus. The goal is to understand the unique needs of these students and support them through their challenges in practical ways including access to student resources, mentoring, and creating a network for both their personal and academic success from day one on campus through graduation. This sense of belonging is furthered by assigning each student to a campus coach who is trained in mentoring and helping the students identify their strengths and providing overall support. They also help connect the student with resources such as housing, financial aid, academic support, food insecurity programs, and wellness programs. This is a worthy program and the endowment will help sustain this effort.

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

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

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UMES celebrates a rare double commencement - University of Maryland Eastern Shore seniors who endured a revised, recalibrated and rebranded undergraduate experience under the pall of a persistent global pandemic completed that arduous journey Dec. 17 with a time-honored rite of passage – commencement. Graduates were joined by a handful of alumni from the class of 2020. President Heidi M. Anderson invited them to the Hytche Athletic Center to be recognized in person as well for their accomplishment that initially was celebrated a year ago in a recorded virtual ceremony. UMES Extension's annual Small Farm Conference - Agricultural stakeholders in the Mid-Atlantic took advantage of educational and networking opportunities at UMES Extension's 18th annual Small Farm Conference, Nov. 5-6. The popular event featured demonstrations on alternative crops, sustainable farming practices and other hot topics on the university's 345-acre Research and

Education Farm located on Stewart's Neck Road. Other activities included bus tours to partnering farms doing innovative work, informational sessions on available resources, vendor exhibits and guest speakers. Helping farmers be more successful and increasing their bottom line, especially in challenging times, is the conference's goal.

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

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

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University of Maryland Global Campus (UMGC), a pioneer in providing innovative and quality academic degree programs for adult and underserved populations, has joined Wiley, a global leader in research and education, in an alliance that adds UMGC to Wiley's Extended Learning Network. This network includes 57 partner schools that support degrees and reskilling programs through Wiley Beyond, the company's tuition benefits solution, and the 80 companies and 500,000 employees currently partnered with Wiley Beyond will have access to UMGC's more than 90 fully online degree programs and specializations. As part of this agreement, UMGC will work with Wiley and workforce development agencies around the country, as well as with community colleges that are seeking more efficient access to bachelor's degree programs. "We are pleased and proud to partner with Wiley to develop a more skilled workforce," said UMGC President Gregory Fowler. "Our experience with establishing transfer relationships with community colleges will benefit the participants in Wiley Beyond and increase the pipeline of students who are completing bachelor's degree."

<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)**

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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 Gasior, *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

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Sheryl Gibbs

Kevin Joseph

Roy Prouty

Laila Shishineh, *Chair*

Dawn Stoute

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### **University of Maryland, Center for Environmental Sciences (UMCES)**

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

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Jerry Lewis

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Sister Maureen Schrimpe

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John Thompson

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Neena Narayanan, *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.

