

**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:

<http://bit.ly/1yc1prc>

COUNCIL OF UNIVERSITY SYSTEM STAFF

**CUSS Quarterly Newsletter**

June 2016

Committee Updates

Benefits and Compensation Committee:

Check out our website to view the complete list of vendors and services that offer discounts to USM employees on the CUSS homepage, <http://www.usmd.edu/usm/workgroups/SystemStaff/index.html>. We are currently awaiting approval to post the findings on the data of the benefits for contingent I & II employees across the USM institutions. We are reviewing issues concerning fair pay, child care and the wellness plan laid out by the system. Being proposed for review is the FLSA Overtime Rule Changes. If you have questions about the Benefits & Compensation Committee or any of the items contained in this report, please reach out to the chair of this committee, Mary Hickey at (mhickey@towson.edu).

Communications & Marketing Committee:

The Communications & Marketing Committee has worked diligently all year to ensure that all pertinent information regarding staff members is uploaded to the CUSS website. We have also created a CUSS Facebook page, as well as, a CUSS Linked-In to stay connected to current and previous CUSS members. Please take time to visit the CUSS webpage at the below link to access past meeting minutes.

CUSS Webpage: www.usmd.edu/usm/workgroups/SystemStaff/

Board of Regents and Recognition Committee:

The BOR Staff Awards and Recognition Committee is pleased to announce the submission of 7 nominees for the BOR Staff Awards. There were 35 staff nominees submitted to the Council of University System Staff in January represented from 11 of the Systems Institutions. Winners will be announced in early summer with a formal presentation of the award recipients by the Board of Regents in early Fall 2016. Feedback received from all institutions will assist CUSS committee to plan for the 2016 -2017 BOR Staff Awards process. We will continue to send the "Communicate Buzz" to each instructions with tips and suggestions.

Legislative & Government Relations Committee:

The Legislative and Policy Committee is strategizing about how to best represent the staff members and their concerns before the General Assembly in the 2017 session. The members hope to continue to work closely with the USM on advocating for the Governor's USM budget and are looking for ways to better advocate for the USM staff members represented by CUSS. The discussion was begun at the May meeting of CUSS and will continue during the summer meetings.



Message from the Chancellor



As my inaugural year as Chancellor draws to a close, I am pleased to note that the University System of Maryland (USM) finds itself in a strong position, able to celebrate a year of progress and accomplishment. For me, this has been a period defined by efforts to both listen and learn and tell and sell. Last fall I crisscrossed the state of Maryland, from the Eastern Shore to Western Maryland, traveling more than 900 miles by bus over the course of four days. I also completed a series of daylong-plus visits to each USM institution to meet with administrators, faculty, staff, students, and others to explore how we can work together as a system even more effectively. I also engaged key internal constituencies, including USM Senate Chairs, the Shared Governance Councils (Presidents, Faculty, Staff, and Students), the UMCP University Senate, and others.

In addition, I gave presentations to dozens of economic development and business groups across the state, "telling and selling" the USM message and underscoring USM's critical role in advancing the state's economy. Taken together, these meetings and discussions provided me with a greatly expanded knowledge base of the needs of the state and the expanded role that the USM might play. Early indications are that these efforts are paying dividends.

As you know, the 2016 Legislative Session was positive and productive. The approved operating budget for fiscal year 2017 funds USM's top priority: ensuring access to exceptional and affordable academic opportunities. Working with Governor Larry Hogan and the Maryland General Assembly, USM secured state support totaling \$1.34 billion. This is an increase of \$75 million—or approximately 6 percent—over the FY 2016 budget. In addition, through cost cutting and reallocation actions driven by our ongoing Effectiveness and Efficiency (E&E) efforts, the USM will redirect at least \$17 million in added savings to our priority areas of enhanced college completion and impactful economic development.

I am especially pleased to note that budget includes \$38 million for merit pay increases.

As you all know, the USM absorbed major budget cuts in both the FY 2015 and FY 2016 appropriations as the state addressed its structural deficit. While the FY 2017 budget remains prudent and tightly balanced, it is still a very positive budget for the USM and the State of Maryland.

Along with securing a positive operating budget and capital budget, USM leadership was vital in reshaping SB 1052, The University of Maryland Strategic Partnership Act of 2016. While the initial draft of the legislation contained many elements that pointed toward a merger of UMCP and UMB (a single president, unified personnel system, single identity, etc.), the amendments driven by USM will ensure a stronger and more impactful relationship between USM's flagship institution and our professional schools, even as the two maintain their separate identities and independent standing. In addition, the amendments promoted by USM protect and enhance other USM campuses as well. With the amended SB 1052, we will see improved academic programs, stronger research activity, increased tech transfer and commercialization, and greater public community service that benefit the state, the system, our universities, and the students we serve.

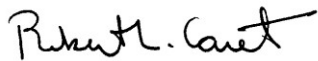
Throughout all our efforts, I continue to be impressed with the dedication and commitment of the Council of University System Staff (CUSS). This diverse group of individuals—from across the University System—has stepped forward to work cooperatively and collegially for the betterment of System institutions and System staff. You are one of the USM's greatest assets and a driving force behind our rise to national eminence.

The Board of Regents and I commend Dana Wimbish for her leadership as Chair over this past year. We also commend this year's CUSS Vice Chair Lisa Gray, Co-Secretaries Kevin Joseph and Amanda Azuma, Members-at-Large Chenita Reddick and Debby Mathis, and the Chancellor's Liaison to CUSS, Chevonie Oyegoke.

As **the** provider of public higher education in Maryland, the USM has a special mission. We deliver high-quality, meaningful education to our students. We promote sustainable and impactful economic development. We cultivate social progress and social well-being. In short, our mission is to graduate educated citizens who are ready to go to work in all facets of life and make the state and nation better.

Once again, I thank you for your commitment to the USM and trust that this productive relationship will only increase under the USM's fourth Chancellor. The efforts of CUSS have been a vital part of our success on every level and I am confident your efforts will continue to produce productive and beneficial results.

Sincerely,



Robert L. Caret



Institutional Updates

Bowie State University

At Bowie State University's Spring Commencement, an icon of the Civil Rights Movement and voting rights champion, Congressman John Lewis encouraged about 650 Bowie State University graduates to "get out and vote like we've never voted before" in the upcoming general election during his commencement address.

Bowie will host its annual CPU Computer Summer Camp for Boys and the Girls Who Will Computer Science camp in the Summer of 2016.

Coppin State University

On April 29th, Coppin State University hosted the investiture ceremony and reception for its seventh, and first female president, Dr. Maria Thompson. Dr. Thompson was joined on the stage by local political leaders, as well as administrators, faculty, staff, and student leaders. The University System of Maryland and its institutions were also well represented by Chancellor Caret and many university presidents. The occasion, while formal, was also very personal to Dr. Thompson as over 45 members of her family were in attendance.

Coppin State University Staff Senate hosted a game event on May 5th. This stress-relieving event included food and beverages as well as board games, card games, and dominos. Staff members enjoyed fellowship, conversation, and laughs with colleagues during this very successful event.

Staff Senate Open Forum Meeting hosted CSU President. During the April 21st Staff Senate Open Forum Meeting, the event included an opportunity for Dr. Maria Thompson to address the body and discuss insights gained during her first few months at CSU as well as discuss future initiatives.

Frostburg State University

On May 9, Frostburg State University welcomed Dr. Ronald Nowaczyk as its 15th president. Nowaczyk brings nearly four decades of higher education experience to the role, both as a faculty member and as an administrator. He most recently served as a provost and vice president for academic affairs at Clarion University in western Pennsylvania.

Nowaczyk's first priority was getting to know his new campus. In his first days at Frostburg, Nowaczyk held a series of listening sessions to gather input from students, faculty and staff about the future of the University and its most pressing needs. He is dedicating this summer to learning all he can about Frostburg's campus and culture, as well as its surrounding region, in order to craft an updated strategic plan.

Himself a first-generation college graduate from a blue-collar family in Chicago, Nowaczyk experienced firsthand the transformative power of higher education in America. He was attracted to the large population of first-generation and low-income students served by Frostburg, as well as its student-centered focus on experiential learning, which he views as the future of higher education.

"Frostburg students are applying what they learned, not only to improve their skills but also to engage meaningfully in their communities," Nowaczyk told the campus community. "Careers are developing so quickly, jobs are happening so fast, that we can't anticipate what students will be doing five or ten years from now."

He believes that a broad, experientially based education will best help graduates position themselves for the ever-shifting demands of tomorrow's world.

Institutional Updates (cont.)

Salisbury University

The Teacher Education and Technology Center, opened in 2008, was rededicated on Tuesday, April 26, in honor of Salisbury University alumnus and former Delegate Norman H. Conway. His Alma Mater recognized his devotion to learning, to the Eastern Shore and to all of Maryland. During his career in the House of Delegates from 1987 to 2015 Norm Conway was instrumental in helping SU secure funding for Conway Hall and many other new buildings on the campus.

Robby Sheehan, Salisbury University government and community relations director and deputy chief of staff, has earned a spot on *The Daily Record's* prestigious "20 in their Twenties" list, honoring young professionals in Maryland who are making a difference in their communities and beyond. Among his significant contributions to SU, Sheehan worked to secure more than \$106 million in state capital funding for the campus' Patricia R. Guerrieri Academic Commons, scheduled to open this fall as a replacement for the University's current Blackwell Library, built in 1953.

Towson University

Towson University will be holding the spring 2016 commencement ceremonies May 18 – 20th. This will be Dr. Kim E. Schatzel first commencement as their 14th president.

Towson University Staff Council will be holding its Moving Forward: Partnerships for Success 22nd Annual TUSC Staff Development Conference on Tuesday, May 24, 2016

University of Maryland at Baltimore

The University of Maryland – Baltimore, hosted a grand opening for the new community engagement center in west Baltimore, located on 1 N. Poppleton Street. The first lady of Maryland, Yumi Hogan was a special guest and spent time with community members. Also in attendance was Congressman Elijah Cummings, and Baltimore mayoral candidate Catherine Pugh

The President of University of Maryland – Baltimore describes the center as "An anchor institution in Baltimore, we have the resources and expertise to help out neighbors, and our sense of community obliges us to make that possible. This Community Engagement Center enhances our existing ties to the community by creating a new space right in their own neighborhood where residents can access services that can help to make them healthier, happier, and more successful."

University of Maryland Center for Environmental Science

The University of Maryland Center for Environmental Science was formally notified on March 3, 2016 by the Middle States Commission on Higher Education that they were granted accreditation indicating that they are now fully accredited to grant masters and doctoral degrees and are fully approved to deliver distance education programs.

Institutional Updates (cont.)

**University of Maryland
College Park**

The University of Maryland College Park University Senate has been discussing revisions to the sexual misconduct policies of faculty, staff and students. Each of the policies were reviewed and voted to be approved with amendments. The Senate also discussed and approved the non-discrimination policy and the disability and accessibility policy. The Senate Staff Affairs Committee a Guide for Telework that included best practices for the Senate to review and to be submitted as a recommendation to University Human Resources.

The University Senate is currently transitioning to the next term and look forward to increasing student, faculty and staff engagement and collecting feedback on community issues that allow shared governance to advise the administration and shape the future for university community.

**University of Maryland
Eastern Shore**

Governor Larry Hogan visited the UMES campus in late April for the first time since becoming Maryland's governor, part of a multi-day tour of the lower Eastern Shore. Students held "Thank You"... "Gov. Hogan" signs, an expression of appreciation to the state's chief executive for his support of a proposal to make construction of an allied health classroom building a state priority.

UMES alum, Gregory A. Thomas, a nationally known criminal justice and public safety executive, will be the University's spring 2016 commencement speaker. Thomas, who graduated from UMES in 1982, will be the second alumnus to deliver a spring commencement address at his alma mater in the post-World War II era. Dr. Earl S. Richardson, class of 1965 and retired president of Morgan State University, was the first.

**University of Maryland
University College**

The newly crowned Miss USA 2016 is not only the first military member to receive the crown, but she is also a graduate of UMUC. She graduated in Fall 2015 with a Master's Degree in management focusing in information systems and services.



USM President Spotlight...

Salisbury University



Dr. Janet Dudley-Eshbach, Ph.D.

A few years ago I found myself publically advocating for shared governance at colleges and universities following an article in the *Chronicle of Higher Education* by someone who felt it a sham. As I enter my third decade as a university president, I am more convinced than ever that enduring leadership requires the strength and imagination to listen to and understand different points of view. People support what they help to create. For that reason alone, shared governance can be vital.

Salisbury University, with approximately 8,700 students and 1,800 faculty and staff, has grown in the last two decades, but it remains a community where individual and collective voices matter. At campuses like SU, faculty senates, staff senates and student government associations provide the means through which consensus building can take place. Without shared governance bodies, a cacophony of loud, self-serving voices can at times emerge predominant, sometimes overwhelming reasoned discourse.

Although the role of senates and committees is often largely advisory, their recommendations carry great weight. During my 16 years at Salisbury and well before, I've learned that the best decisions are made only after listening carefully and seeking input from representative constituent groups. How else can we build a shared vision?

Administrators are charged with the day-to-day management of our institutions. Presidents, of course, must juggle administrative duties with fundraising, building community support off campus and many other external activities. We ultimately are the ones who are accountable and bear the responsibility for fiscal management and other key decisions. However, the best strategic ideas for mapping the future course of an institution emerge from broad consultation. For example, our University's environmental efforts took a significant step forward after the SGA proposed a green initiative which included a new "green fee" for students. That is something I would not have considered if students had not proposed it. In part as a result, SU has become known as one of the nation's "greenest" universities.

Over the years, shared governance at SU has evolved to include an Adjunct Faculty Caucus and Graduate Student Council. Our governance structure includes the University Consortium, which provides a framework for leadership from all constituent governance bodies to meet and talk about mutual interests such as uses of campus space, safety, diversity and technology.

Frequent, open and honest *communication*, an overused but undervalued word, is important to dispel destructive rumors and to help governance groups make informed decisions. At Salisbury University, faculty, staff and student leadership have voices on the President's Advisory Team, which includes many offices and groups from across campus. I view our Town-Gown Council, which plays a significant role in community relations, also as an important area of governance and decision-making.

Shared governance also takes place in less formal ways, through committee work, focus groups and campus-wide meetings where ideas are explored and shared. Because I can't possibly come to know each of our students, faculty or staff members, I rely on the leaders of our governance bodies for input and feedback that is critical to good decision-making. Other senior administrators also engage with each group, helping ensure open dialogue. For example, the Provost meets regularly with Faculty Senate officers. And my Chief of Staff helps the Consortium coordinate its discussions.

Are governance process and committees often slow and convoluted? Without a doubt. Do I, as president, sometimes wring my hands upon receiving a recommendation that seems impractical or impossibly idealistic? Sure. But when governing boards and university CEOs lose touch with faculty, staff and students, our institutions can, and often do, go down the wrong path. Shared governance, however flawed, is a significant mechanism that helps assure that administrators are making decisions consistent with an institution's character, future aspirations and mission.

Cynics may grumble, "Of course a president is going to say that she cares about shared governance, but is this only lip service?" Let's face it: At the end of the day, I know that members of my administration and I had *better* listen. And why would we not want to work together as harmoniously as possible? I enjoy the camaraderie, the debates, even the challenges and disagreements. Sometimes I even forget to take off my former faculty hat to don that of the *Dreaded University Administrator*.



2015-2016 CUSS REPRESENTATIVES

Bowie State University (BSU)

Trenita Johnson

Trish E. Johnson

Coppin State University (CSU)

Tim Casey

Yvonne Cook

Steve Delice

Sherrye Larkins

Frostburg State University (FSU)

Reid Bluebaugh

Jesse Ketterman

Ruben Stevenson

Stacy Wassell

Salisbury University (SU)

Paul Gasior

Lisa Gray (Vice-Chair)

Teri Herberger

Kim Meyer

Towson University (TU)

Deniz Erman

Jayne French

Mary Hickey

University of Baltimore (UB)

Eric Jones

Kiever Jordan

Michele Junot

University of Maryland, Baltimore (UMB)

Amanda Azuma (Co-Secretary)

Bill Crockett (Past Chair)

Angela Hall

Carl Jackson

Kevin Watson

Roy Ross (Retired)

University of Maryland Baltimore County (UMBC)

Arthur Bezwada

Sheryl Gibbs

Kevin Joseph (Co-Secretary)

Victoria Lloyd

Thomas Penniston

Laila Shishineh

University of Maryland Center for Environmental Science (UMCES)

Curtis Henry

Barbara Higgins

University of Maryland, College Park (UMCP)

Dylan Baker

Sarah Goff-Tlsemanni

Debbie Grover David

Klossner

Sister Maureen Schrimpe

Dana Wimbish (Chair)

University of Maryland Eastern Shore (UMES)

Chenita Reddick (Member-at-Large)

University of Maryland University College (UMUC)

Mark Freeman

Candace Johnson

Debby Mathis (Member-at-Large)

Cynthia Steele

Jade Walker

University System of Maryland Office (USMO)

John T. Wolfe

Chancellor's Liaison to CUSS

Chevonie Oyegoke - USMO-HR

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.

Institution membership is proportionate to the number of Staff employees at the individual institutions with a minimum of two representatives per institution. CUSS has direct communications with the Chancellor and the Board of Regents and is a member of the Chancellor's Council. Its responsibility is to consider and make recommendations on issues affecting Staff employees. It is also responsible for keeping the Staff employees informed on CUSS activities and System-related actions.

CUSS meetings are held the fourth Tuesday of each month (schedule modified for holidays), giving each institution an opportunity to host a meeting. The CUSS Executive Committee also meets with the Chancellor as often as needed but at least once a year.



Members of the Council of University System Staff

(Taken at the May 2016 Meeting)



Back row left to right: Sister Maureen Schrimpe (UMCP), Debby Mathis (UMUC), Sheryl Gibbs (UMBC), Mark Freeman (UMUC), Kevin Joseph (UMBC), Paul Gaisor (SU), Sarah Goff-Tlemsani (UMCP), Dylan Baker (UMCP), John Wolfe, Jr. (USMO), Jesse Kettermann (FSU), Tim Casey (CSU), Curtis Henry (UMCES), Kevin Watson (UMB)

Front row left to right: Kim Meyer (SU), Arthur Bezwada (UMBC), Yvonne Cook (CSU), Amanda Azuma (UMB), Angela Hall (UMB), Bill Crockett (UMB), Dana Wimbish (UMCP), Chenita Reddick (UMES), Lisa Gray (SU), Trenita Johnson (BSU), Chevonie Oyegoke (USMO), Laila Shishinch (UMBC)

Center floor: True Grit (UMBC)