

**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 September 2015

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 collecting data for review 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 (mhickey@towson.edu).

Communications & Marketing Committee:

The Communications & Marketing Committee has recently created a CUSS Facebook page for past and present members to join. We have received about 150 likes to date. If you already have a Facebook page, please go the Council of University System Staff page and LIKE US!

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

Board of Regents and Recognition Committee:

This year, the BOR Staff Awards and Recognition Committee focused on the importance of communication to all institutions regarding the Board of Regents Awards. There were nominees from 11 institutions and a total of 35 staff nomination packets submitted. The committee sent a monthly and weekly Communication Buzz to all BOR Staff Award chairs and representatives at each of the USM institutions to assure awareness of the BOR guidelines and its role to promote and encourage staff participation in the award program. At the end of the process, an evaluation feedback form was sent to each institution to assess effectiveness in determining what worked well, if they were well informed, and suggestions for next year. The institutions shared positive and helpful information.

The BOR Staff Awards and Recognition Committee has set a specific goal for 2015-2016 to gather information on how each institution recognizes their staff each year.

Legislative & Government Relations Committee:

The CUSS Legislative Affairs and Policy Committee has been brainstorming new ways to reach out to the Senators and Delegates of the Maryland General Assembly. Some ideas that the committee will be investigating are to e-mail the CUSS newsletter to each member, make appointments with members in December for the CUSS visit in January/February and see if it is possible to have a gathering with food to invite members and their staff to during the CUSS visit. The hope is this would make it possible to have more of an impact during the visit than we've had in the past by "cold calling" on each office.

Institutional Updates

Bowie State University

Bowie State University is saddened to report on the loss of our beloved and esteemed colleague, Dr. Freddie T. Vaughns, who served as the Assistant Vice President for Academic Affairs, Assistant Professor of Child and Adolescent Studies, and Faculty Athletic representative. He was also head of the Bulldog Academy. Dr. Vaughns passed away on Saturday, July 4, 2015. A memorial service was held on campus on Monday, July 6, 2015.

Bowie State University has recently been named among the nation's top 25 historically-black colleges and universities (HBCU) by College Choice. College Choice ranks top colleges and universities using feedback from college freshmen in several categories including a school's academic reputation, financial aid assistance, overall cost and success of graduates in the job market.

Coppin State University

Coppin State University excitedly welcomed their newly selected first female President Dr. Maria Thompson on July 1st. Dr. Thompson has met with all shared governance leaders and is planning the first Shared Governance Leaders' Retreat. Coppin is proud to announce that the University System of Maryland (USM) Board of Regents (BOR) has selected Ms. Sherrye Larkins as a recipient of the 2014-2015 USM Board of Regents' Staff Award in the category of Outstanding Service to Students in an Academic or Residential Environment. Sherrye is the second CSU staff member and 1st CSU female to receive a BOR Staff Award. Staff Senate was pleased to recruit 18 Senators who are represented throughout the campus departments, divisions and colleges to advocate for staff, represent their interests and share information with staff. Staff Senators have been planning throughout the summer in preparation for their Staff Senate September open forum meeting titled, "We Are In This Together". This forum will host our new President Dr. Maria Thompson and will serve to enhance the relationship between staff and the President as we renew and pledge our support.

Towson University

A Memorial Service for Dr. Maravene Loeshke will be held on Friday September 18, 2015 at 4pm in Towson University's SECU Arena.

The President's position was posted on Towson's Employee website on 7/28.

Two workshops are being offered by the Office of Human Resources to provide information about the Workday for Benefits Project. Staff will have the opportunity to ask questions at the workshops.

TUSC held its' Staff Development Day on May 28th which was a big success. The theme this year was 150 Years: Celebrating Yesterday, Today, and Tomorrow. There were several different classes and tracks staff could choose to take. Vendors from the Baltimore area attended and gave out free gifts. 50+ donated gifts were raffled off to staff members who attended that day.



University of Maryland College Park

The University Senate is comprised of faculty, staff and students that volunteer time to collaborate and work towards improving the University Community for all. Over the summer the University Senate transitions to a Chair, Willie Brown who is only the second staff member in the University Senates history to be elected Chair. This year the Senate had the opportunity to review and advise the administration on new policies and initiatives. The Plan of the Organization Committee was charged with reviewing and creating an effective document that would guide shared governance for the next ten years. This document that was approved by staff, faculty and students has led to the crafting of new Senate Bylaws for the betterment of shared governance for the future. The Senate has also charged the Senate Committees to review the Interim Maryland Sexual Misconduct Policy, the Hazing Policy and changes to the Code of Academic Integrity as well as others.

The University of Maryland continues to recognize excellence among the staff. The President's Distinguished Service Awards recipients for 2014 included J.David Allen from Department of Transportation Services, Gabrielle A. Barnhart from Engineering Information Technology Office, Marcia V. Marinelli of the University Counseling Center, Steven N. Petkas in Department of Resident Life and Alexis S. Thompson of Department of Transportation. Catering Chef Will Rogers won Gold at NACUFS (National Association of College & University Food Services) regional competition and advance to national competition. University of Maryland College Park is also proud to be the home institution of three Board of Regents Awards winners, Colleen Wright-Riva, Julia Heng and Uche Enwesi. Congratulations to all of our staff award winners!

University of Maryland University College

In June, President Miyares announced the finalization of UMUC's Strategic Roadmap. The Strategic Roadmap clarifies our mission and vision, articulates our goals, creates a cultural aspiration statement, and will help to guide UMUC's path forward. In addition to the Strategic Roadmap, President Miyares also announced the final decision in the university wide search for a mascot. Over 13,000 UMUC members voted for the Nighthawk, citing that like many UMUC students nighthawks are active at night. They are also native to Maryland. One individual even noted a military connection - the Lockheed F-117 Nighthawk ground-attack aircraft was the first operational aircraft designed around stealth technology – providing additional relevance to the military students at UMUC.

UMUC has also jumped on board Governor Hogan's Day of Service with two activities in August. On August 11th, volunteers from the University convened at Parkdale High School to paint athletics facilities, including a weight room and outdoor bleachers. Other University volunteers joined representatives from the American Society for the Prevention of Cruelty to Animals (ASPCA) in assembling toys for animals. On August 26th, volunteers worked with Habitat for Humanity at sites across Maryland, constructing or improving home properties or performing various support tasks for the ReStore retail store.

University of Maryland Eastern Shore

[Lexus](#) celebrated the accomplishments of the late African-American golf legend and pioneer, Charlie Sifford, by establishing “The Lexus Endowment” at the University of Maryland Eastern Shore. In partnering with Lexus, UMES named its 300-yard driving range on the 1,100+ acre campus, “The Lexus Driving Range,” which was dedicated at the Art Shell UMES Invitational golf tournament on June 10.

UMES’ eco-friendly portfolio now includes a solar-powered Cruise Car. In July, Gabriel J. Christian, a Washington-area attorney, donated the vehicle as a gift for the university’s Department of Technology to support instruction in the expanding field of alternative energy.

The University System of Maryland’s governing board approved a plan in June to spend \$396.8 million on brick-and-mortar projects at the USM public universities starting a year from now. Included in that amount is a request to fund planning for a structure housing UMES’ [School of Pharmacy and Health Professions](#). The plan calls for UMES to receive additional state funds over the next four years to build and equip the new building.

University of Maryland Center for Environmental Sciences

In 2015, the University of Maryland Center for Environmental Science celebrates 90 years of solving problems that face our natural environment, in the Chesapeake Bay and around the world, while educating the scientists of tomorrow. The highlight of the year will be our 90th Anniversary Celebration on October 1 at the Annapolis Maritime Museum. Attendees can meet UMCES scientists who are at the heart of the restoration efforts, explore various exhibits about the Chesapeake Bay, and tour the research vessel [Rachel Carson](#) while enjoying delicious Chesapeake Bay-inspired cuisine. See the UMCES website for details about purchasing tickets.

Speaking of educating the scientists of tomorrow, UMCES recently held its second annual Commencement ceremony, awarding joint degrees (with UMCP) to 19 students. Although education has always been an integral part of UMCES, our institution was non-degree granting until 2013 when the Maryland General Assembly granted UMCES the authority to award M.S. and Ph.D. degrees in marine and environmental sciences jointly with UMD. Dr. Holly Bamford, Acting Assistant Secretary for Conservation and Management of NOAA – who herself was a student at UMCES – delivered the keynote address.

Another UMCES alumnus, Ryan Powell, has just launched an algal biofuel business in Baltimore called [Manta Biofuel](#). Using one of his inventions, Dr. Powell hopes to use this technology to make renewable crude that is cost competitive with traditional crude oil.



Board of Regents Staff Awards Winners

Award Category: ***Exceptional Contribution to the Institution and/or Unit to Which the Person Belongs***

- A creative and implemented approach to process improvements
- Original idea that contributed to the success of the unit/institution
- A Staff employee who is in a non-leadership position that provided leadership, team building and/or facilitated a team or project that enhanced the organization
- A Staff employee in a leadership position that consistently grows their organization by mentoring and growing each of their subordinates

Winners

Exempt Winner

Collen Wright-Riva

University of Maryland College Park

Non Exempt Winner

Michele Kimery

University of Maryland Baltimore County

Award Category: ***Outstanding Service to Students in an Academic or Residential Environment***

- Although not part of their job description, someone who consistently makes a difference in student lives
- Contributed to an innovative, original idea that implemented and transformed an aspect of the “Student Experience”

Winners

Exempt Winner

Sherrye I. Larkins

Coppin State University

Non Exempt Winner

M. Robert Maddux

Salisbury University



Board of Regents Staff Awards Winners

Award Category: *Extraordinary Public Service to the University or Greater Community*

- A personal dedication to a project or cause that definitively improved the greater community
- Staff employee of the USM community who throughout his/her career has, in a collaborative and sustained manner, made a difference in the larger community
- The award is based on a sustained record of service over a period of years carried out through the individual's role(s) in the University rather than as a private citizen

Winners

Exempt Winner

Beatrice Wright

University of MD Eastern Shore

Non Exempt Winner

Julia Heng

University of Maryland College Park

Award Category: *Effectiveness & Efficiency*

To publicly recognize exemplary ideas that, when implemented, will serve to further the University System of Maryland's goal to continually increase the effective and efficient use of its resources. One award from the listed categories may be made for an exemplary initiative that has the potential to be implemented system-wide.

Awards shall be bestowed in the following two categories:

- Academic Transformation
Improved learning and a minimum cost savings of \$10,000.00
- Administrative Transformation
Improved effectiveness and efficiency resulting in a minimum cost savings of \$10,000.00

Winners

Marsha Velli

University of MD Baltimore County

Unche Enwesi

University of MD College Park





2014-2015 CUSS REPRESENTATIVES

Bowie State University (BSU)

Trenita Johnson (Member-at-Large)

Trish E. Johnson

Coppin State University (CSU)

Sheila Chase

Yvonne Cook

Keri Hickey

Sherrye Larkins

Frostburg State University (FSU)

Jay Hegeman

Jesse Ketterman

Ruben Stevenson

Stacy Wassell

Salisbury University (SU)

Paul Gasior

Lisa Gray (Co-Secretary)

Towson University (TU)

Gay Pinder

Deniz Erman

Mary Hickey

University of Baltimore (UB)

Kiever Jordan

Sasha Hudson

University of Maryland, Baltimore (UMB)

Colette Becker Beaulieu

Bill Crockett (Chair)

Angela Hall

Amanda Azuma

Kevin Watson

Roy Ross

University of Maryland Baltimore County (UMBC)

Keisha Campbell (Member-at-Large)

Ben Goldberg

Sheryl Gibbs

Kevin Joseph

Michelle Massey

University of Maryland Center for Environmental Science (UMCES)

Curtis Henry

Barbara Higgins

University of Maryland, College Park (UMCP)

Willie Brown (Past Chair)

David Klossner

Sarah Goff-Tlsemanni

Debbie Grover

Dylan Baker

Sister Maureen Schrimpe

Dana Wimbish (Vice Chair)

University of Maryland Eastern Shore (UMES)

Chenita Reddick

University of Maryland University College (UMUC)

Candace Johnson

Deanna Mayer

Aaron Zaccaria

Debby Mathis

Alyssa Petroff

Larry Hogan

University System of Maryland Office (USMO)

Unrepresented

Chancellor's Liaison to CUSS

Rosario I. van Daalen - USMO-HR

Tom Hoffacker - 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/>.

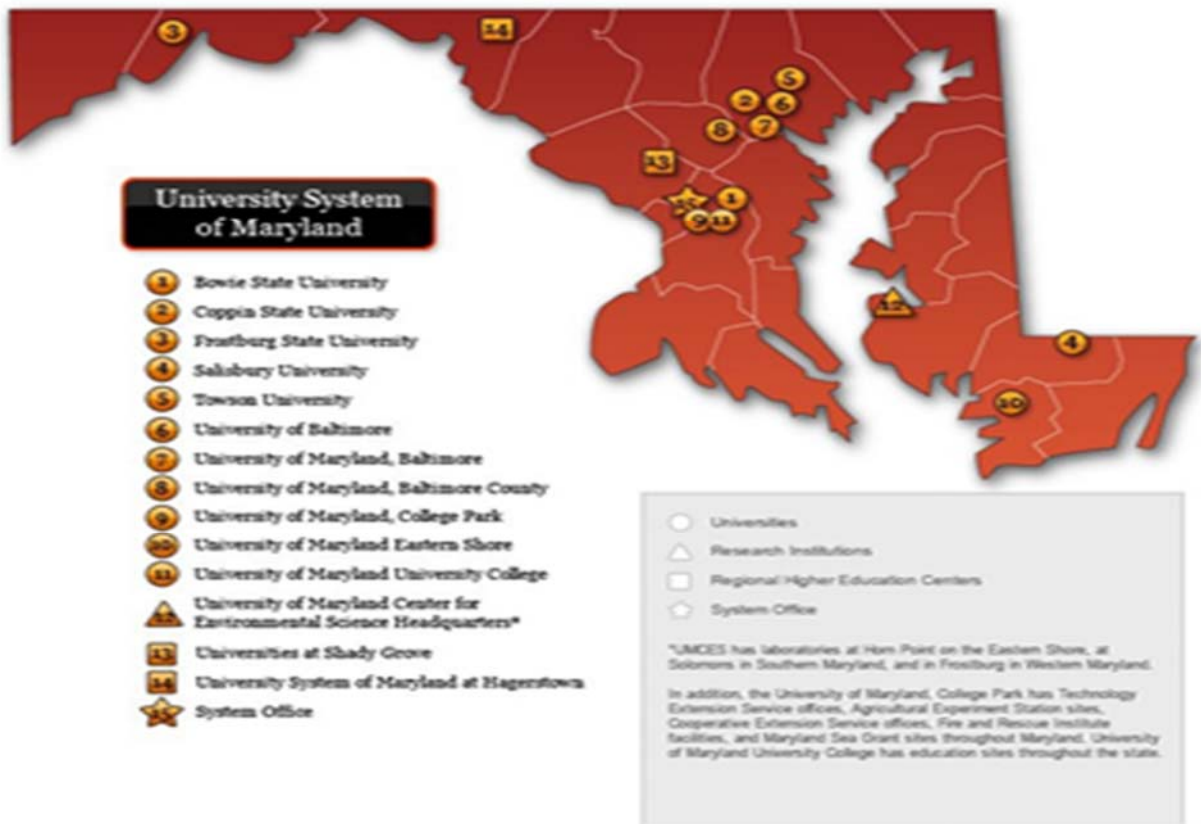


The Council of University System Staff (CUSS) was established in 1992 by request of the Board of Regents to advise on matters relating to the development and maintenance of a new USM Pay Program for Staff employees. CUSS is comprised of System-wide Staff employees with representatives from each of its 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.

University System of Maryland



CUSS Members at UMCES Meeting

Back Row: Arthur Bezwada (UMBC), Lisa Gray (SU), Curtis Henry (UMCES), Sheryl Gibbs (UMBC), Thomas Penniston (UMBC), Deniz Erman (TU), Keisha Campbell (UMBC), Dana Wimbish(UMCP), Bill Crockett (UMB), Reuben Stevenson (FSU), Paul Gasior (SU), Candace Johnson (UMUC), Debbie Grover (UMCP), Michelle Junot (UB), Kevin Watson (UMB), Barbara Higgins (UMCES)

Front Row: Rosario van Daalen (Retired Chancellor's Liaison), Mary Hickey (TU), Chevonie Oyegoke (Chancellor's Liaison), Debby Mathis (UMUC), Yvonne Cook (CSU), Sherrye Larkins (CSU), Chenita Reddick (UMES)

