

# Council of University System Staff

Quarterly Newsletter / Fall 2018 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/1yc1prc>  
Facebook: @CussMaryland  
Twitter: @CUSS\_USM

## Welcome Letter from the Chair

As chair of the Council of University System Staff (CUSS), it is my pleasure to introduce you to the 2018-2019 council executive committee and committee chairs. We have had a fantastic start to the year. Representing 12 institutions and the system office, we have 49 members of which 25 are primary members and 24 are alternates.

Executive Committee for this year are as follows:

- Lisa G. Gray, Chair – Salisbury University
- Mark Freeman Price, Vice Chair – University of Maryland University College
- Laila Shishineh, Co-Secretary – University of Maryland, Baltimore County
- Stacey Utley-Bernhardt, Co-Secretary – Frostburg State University
- Amy Griffin, Member-at-Large - University of Maryland Center for Environmental Science
- Chenita Reddick, Member-at-Large – University of Maryland Eastern Shore
- Sherrye Larkins, Immediate Past Chair – Coppin State University

Committee Chairs for this year are as follows:

- Susan Holt & James Hale, Co-Chairs - Benefits and Compensation Committee
- Teri Herberger, Chair - Board of Regents Awards & Recognition Committee
- Antoinne Beidleman & Sarah Hokenmaier, Co-Chairs – Communications & Marketing Committee
- Vanessa Collins and Nicole Miskimon, Co-Chairs - Legislative Affairs & Policy Committee

Our committees have been busy at work and I would like to highlight just a couple of items. By now, each institution should have received the Board of Regents Staff Award Packets with information on submitting nominations, which are due on February 8, 2019. Please encourage your colleagues to nominate eligible staff members for these awards. This is the most prestigious award given to staff across the system.

We started off the year with a presentation on salary compression to assist in helping members understand the complex issue, and shared one example of how to address the issue. Our hope is that our CUSS members will work with their institutions staff senates and other campus constituents to address this issue as appropriate.

This year, in addition to our State of Shared Governance Survey, we have surveyed institutions to gather best practices regarding shared governance. This report should be available by December. We will be posting tips and best practices tidbits in newsletters as well as posting the full document on the CUSS website.

CUSS will soon be preparing for the upcoming legislative session, where we will monitor the legislative session to identify USM related bills concerning staff interests and propose responses when appropriate. We'll also be participating in the joint legislative day for the USM System with CUSF and USMSC councils.

Here's to a great year! I look forward to working with all the CUSS members.

CUSS Chair

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## USM INSTITUTIONAL UPDATES

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### Bowie State University

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The Entrepreneurship Academy will Host StartUp Maryland Roadshow in November 2018 to help BSU celebrate Global Entrepreneurship Week.

This is an opportunity to: pitch your big idea and get feedback from experts; network with entrepreneurs, business leaders & elected officials; attend an angel-investing workshop; get cool giveaways; visit exhibitors and student vendors; eat at tasty food trucks; and meet Butch the Bulldog!



<https://www.bowiestate.edu/about/calendar/details/startup-maryland-roadshow/2018-11-14/>

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### Coppin State University

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Dr. Maria Thompson and the Coppin Family celebrated not only the namesake's 181st birthday, but "Fanny Jackson Coppin Day". On October 15, 2018, Baltimore Mayor Catherine E. Pugh proclaimed "Fanny Jackson Coppin Day". Mayor Pugh presented a special proclamation and highlighted the importance of Coppin State University not only as an anchor institution in West Baltimore – but as an essential

institution in the City and State of Maryland in providing pathways to personal and professional success for our multi-generational student body. "There is no clearer or more promising pathway for personal and career advancement than higher education, and in its 118-year history, Coppin State University has been providing just that to generations of Baltimore residents and others from across our state and nation," said Mayor Catherine E. Pugh. "Fanny Jackson Coppin set the standard for what can be accomplished through education and made it her life's mission to lift others through education. As such, she is an enduring role model for the multi-generational student population of Coppin State University and for all who strive to achieve their full potential and make a meaningful impact on their community."

The USM Women's Forum Annual Conference was held at Coppin State University on October 19th. The conference theme was Empower, Develop, and Engage. Many women from the various USM institutions attended. This conference provided thought-provoking ideas and tools to use in every aspect of life. Next year the USM Women's Forum will celebrate its 30th anniversary. This celebration will take place at the Universities at Shady Grove on October 25, 2019.

Coppin State University will host a Celebration of Commitment recognizing the Campus-wide efforts that led to the Reaffirmation of Accreditation by the Middle States Commission on Higher Education on November 15, 2018.

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### Frostburg State University

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Frostburg has broken ground on a new residence hall, scheduled to be open and ready for occupation in Fall 2020. It's the first residence hall to be built in 40 years and will include study spaces, lounges, a shared kitchen, and laundry rooms. The estimated cost is \$44 million. The residence

hall project is being accompanied by extensive renovations of the five other halls on campus, the newest of which was built in 1976. "This residence hall represents a significant need on campus," said FSU



President Ronald Nowaczyk. "What we have found, and what studies across the country have shown, is that students living on campus during the first and second years of their studies oftentimes results in a greater likelihood that the students will both stay in school and graduate on time.

FSU's Staff Senate co-hosted their first annual Staff Appreciation BBQ on Saturday, Sept. 22 in conjunction with our second home football game of the new season. About 150 people, including staff members and their families attended as well as President Ron Nowaczyk and most of his Executive Cabinet. There were several activities for kids including games and inflatables as well as "make it and take it" stations where kids could paint their own frisbees and sunglasses. FSU's Office of Student Activities provided the kids events and the Office of the President provided the food. FSU's Staff Senate hopes to make it an annual event.

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### Salisbury University

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Alumni Homecoming and Family Weekend was held the second weekend in October. Among a long list of activities, some highlights include the Maroon & Gold Golf Tournament, Residence Hall Powder Puff Football games, SU Athletics Hall of Fame inductions, Sea Gull Football hosted Montclair State University (NJ) at 1:00 pm.

Beth Walsh, a Contracts & Grants Specialist, received the USM BOR Staff Award for Effectiveness and Efficiency.

SU's 6th Annual Research Day, sponsored by the Office of Graduate Studies & Research, was recently held in the Academic Commons Assembly Hall which featured faculty research from a variety of specializations.

SU alumna and staff member, Catherine Neighbors, is the first Certified Healthcare Simulation Educator on the Eastern Shore. There are 28 across the state of Maryland. SU's Simulation Center has four specialized simulation suites, seven high-fidelity patient simulators, classroom and debriefing spaces, and a standardized patient program. Opened in 2011, it is designed to be a "safe space" for students and others to practice skills as health professionals.



The 30th Anniversary of SU's Sea Gull Century was held on October 6th. More than 5,000 cyclists from all over the country participated in

one of two routes: a 100-mile route from SU to Assateague Island and a 64-mile route to Princess Anne.

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### Towson University

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Towson stands at No. 10 in each the STATS FCS Poll, going up three spots, and at No. 10 in the American Football Coaches Association (AFCA) Coaches Poll, rising four places all from the week of Oct 15.



This is the fifth consecutive week where Towson is in the STATS FCS Poll and fourth straight week in the AFCA Coaches Poll, going up in the rankings each time. The Tigers won their fifth game in a row on

Oct 20, crushing conference foe UAlbany 56-28, the highest scoring contest of the season. Towson holds sole possession of first place in the Colonial Athletic Association (CAA) at 4-0 in the league and 6-1 overall. The CAA has, for the first time this season, three teams in the top-10 of FCS, also leading the FCS with six teams in the top-25. Go Tigers!

Tickets to TU home games are available by calling 1-855-TU-TIGER or emailing [4tigertix@towson.edu](mailto:4tigertix@towson.edu). See the schedule at: <https://towsonigers.com/schedule.aspx?path=football>.

Towson University's Office of Inclusion and Institutional Equity (OIIE) held its 2<sup>nd</sup> annual *Courageous Conversations Conference* on Friday, September 28. This year's theme was "A Model for Equity" and focused on developing concrete strategies, tools, and resources for inviting and navigating complex conversations across campus. Keynote addresses were given by Dr. Alicia Dowd of Penn State University, who helped develop the Equity Scorecard™ while affiliated with the Center for Urban Education at the University of Southern California; and Dr. Geraldine Cochran, Assistant Professor of Professional Practice in the Office of STEM Education and the Department of Physics and Astronomy, at Rutgers University. The conference concluded with short "lightning talks" around the "(im)possibility of neutrality in our courageous conversations," as well as open space roundtables, 20-minute interactive and spontaneous workshops that formed organically based on participants' feedback and requests collected online throughout the day.

Towson University's Director of Disability Support Services, Susan Willemin was honored with the University System of Maryland's Board of Regents Staff Award.

Susan received the award in a special breakfast on September 21<sup>st</sup> honoring this year's award winners. Susan performs outstanding social justice work and advocacy on behalf of students with disabilities, not only at Towson University, but also for students at all the institutions of higher education in Maryland. She is co-chair of the USM Accessible Technology and Information Workgroup, and led the development of a comprehensive set of cutting-edge

guidelines to ensure that all USM institutions provide electronic information and technology accessible to individuals with disabilities.



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### University of Baltimore

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After a successful launch last semester, the University of Baltimore's Career and Internship Center held a donation drive for its Career Closet Pop-Up Shop. Business suits, professional attire, accessories intended for the workplace—all of these items were on the center's "gotta have it" list. The items are intended for UB students as they plan their entry into the professional workplace. Donations were accepted from UB alumni, faculty, staff and students, as well as area professionals.

For the second year in a row, the University of Baltimore's Center for Drug Policy and Enforcement will manage the grant program, known as Combating Opioid Overdose through Community-level Intervention Initiative (COOCLI). This year, the total dollars available via the COOCLI has increased to \$3.5 million, over last year's \$2 million. Applications were accepted from health agencies, nonprofits, community organizations and others to support local initiatives to combat the nation's opioid addiction crisis, through a grant from the Office of National Drug Control Policy. The center will fund and study innovative initiatives—submitted from anywhere in the United States—that undertake research activities that entail implementing and evaluating community-based efforts to fight the opioid overdose epidemic; and support and promote the partnership of law enforcement and public health agencies, whose collaboration is critical to reducing overdose and other harms of opioid (mis)use.

The acclaimed TEDx speaker series, held at University of Baltimore on Friday, Nov. 10, included a slate of seven speakers exploring the theme of "Momentum."



Starting this fall, the University of Baltimore Police Department will offer a series of R.A.D. (Rape, Aggression, Defense) training sessions for UB students, faculty, staff, alumni, family members and the community. In keeping with the department's mission to enhance the safety and quality of life on campus, the training, available to both women and men, is nationally recognized, and effective as a means of personal protection.

R.A.D. is taught at colleges and universities across the country, as well as in municipal law enforcement agencies. According to its website, it is the only self-defense program endorsed by the International Association of Campus Law Enforcement Administrators as well as a number of other self-defense training providers.

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

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Founders Week - October 13-18, 2018 celebrated the achievements and successes of our students, faculty, staff, alumni and philanthropic supporters and paid tribute to UMB's 200-plus year history with a series of Founders Week Events. One of these events was the annual Founders Week Staff Luncheon where staff had an opportunity to enjoy lunch with Dr. Perman and other members of his senior leadership team.

In collaboration with the President's Community Engagement Office, the Staff Senate collected school supplies for James McHenry Elementary and UMB Cure

Scholars. Once again the response by the UMB Staff, Faculty and Students was overwhelming. Donations literally filled a truckload.



*Proud to Work Here. Proud to Give Here* - a University-wide awareness and fundraising effort throughout the month of September invited faculty and staff to show their pride with a gift to any active UMB fund. As part of this campaign, the University of Maryland Baltimore Foundation, Inc. Board of Trustees matched faculty and staff gifts to this campaign \$1:\$1, through a \$40,000.

The U.S. Department of Education has awarded Promise Heights, an initiative led by the University of Maryland School of Social Work (SSW), a five-year, \$30 million grant to continue its effort to improve the lives of children and families in the West Baltimore neighborhood of Upton/Druid Heights.

The University of Maryland School of Dentistry (UMSOD) recently was awarded matching funds in the amount of \$1.5 million by the Maryland Department of Commerce as part of its E-nnovation Initiative Fund (MEIF). In combination with private philanthropy support, the funds will support the establishment of the school's first endowed professorship, a joint appointment with UMSOD's Department of Oral and Maxillofacial Surgery and the Fischell Department of Bioengineering at the University of Maryland, College Park.

The Environmental Law Clinic at the University of Maryland Francis King Carey School of Law has been named the American Bar Association's Section of Environment, Energy, and Resources 2018 Law Student Program of the Year Award winner. This honor is in recognition of the "best student-organized educational program or public service project of the year focusing on issues in the field of environmental, energy, or natural resources law."

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

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Homecoming was October 4th to 14th with a variety of events across campus including comedian Ali Wong, homecoming carnival, and campus bonfire. Campus Service Awards Ceremony will be held December 5<sup>th</sup>. This is an opportunity to recognize staff for years of service within USM and at UMBC starting with 5 years of service.

The campus recently hosted the annual "Welcome to UMBC" event for all new staff and faculty with Dr. Hrabowski and Dr. Rous on October 2<sup>nd</sup>. Dr. Hrabowski and Dr. Rous confirmed that based on strong fiscal year revenue for 2018, all staff and faculty will not only receive the 2% COLA in January 2019, but will also receive an additional 0.5% COLA and a one-time \$500 bonus, effective April 2019.



The Mentoring Program hosted its first fall event in October - a round table discussion with several senior administrators about the role mentoring has played in their professional careers and addressing several additional topics including but not limited to: work-life integration, work-life balance, utilizing tuition remission, etc.

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

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UMCES hosted its first annual UMCES Staff Appreciation Day on September 25th at Centennial Park in Ellicott City. Staff from all 5 campuses came together for a day of relaxation and appreciation by the UMCES administration. Lunch was provided, door prizes were handed out, and we recognized our Board of Regents Staff Award nominees and winner (Brian Duke) as well as the winner of our first UMCES Staff Excellence Award (Barb Jenkins). Because our University is geographically dispersed, staff don't often get to meet or

see staff from other campuses, so this event opened the door for that opportunity.

The UMCES Integration and Application Network produced its annual comprehensive Bay-wide report card on



the health of the entire Chesapeake Bay. UMCES not only creates a health report, with innovative, science-based metrics, but also outlines plans for involving both the public and private stakeholders. This report card uses extensive data and analysis that enhances and supports the science, management, and restoration of the Bay. For more information about the 2017 Chesapeake Bay Report Card including region-specific data, visit [chesapeakebay.ecoreportcard.org](http://chesapeakebay.ecoreportcard.org).

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### University of Maryland College Park (UMCP)

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The memorial for Patty Kirwan (wife of former Chancellor Brit Kirwan) took place on October 18<sup>th</sup> in the Memorial Chapel.

In Greater College Park, a dizzying amount of development is reshaping the community into a bustling hub for tech, startups, research, new housing and retail, and arts and culture.

Massive transformation is taking place along the Baltimore Avenue corridor, and along the tracks of the coming Purple light-rail line to the College Park Metro Station. This progress is supported by more than \$2 billion in investments from private and city, state and federal partners with the university.

<https://today.umd.edu/articles/greater-view-5a251735-7b78-4720-a70f-f47674083cac>

The Hon. Joseph D. Tydings '51, a former U.S. senator, lawyer and passionate supporter of the University of Maryland, died of cancer on Monday. He was 90. Tydings, the son of former U.S.

senator, 1910 graduate and Tydings Hall namesake Millard E. Tydings, was a longtime advocate for public service. He served as an emeritus trustee of the University of Maryland College Park Foundation and previously as chairman of the University of Maryland Board of Regents and called UMD "one of the great loves of my life." "In his many years serving Marylanders, Senator Tydings made an undeniable impact on our state's history and future," Gov. Larry Hogan said in a statement.

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### University of Maryland Eastern Shore (UMES)

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Hawktoberfest was held October 12 - 17, 2018, and the President's Donor Reception was held on October 25, 2018.

Twenty-nine graduate students in the doctor of physical therapy program were awarded degrees during summer commencement and a belated 132nd Founder's Day celebration on September 20, 2018. Steven Walas, chief executive officer of HealthSouth Chesapeake Rehabilitation Hospital in Salisbury, MD was the day's guest speaker. A never-before-seen collection of the early works of Billy Graham-known in the art worlds as "the Irreverent One"- debuted Thursday, September 27, 2018. Mr. Graham, the late artist whose creativity in the late 1970s inspired the title character, the "Black Panther" was showcased at the Mosely Gallery with a celebratory opening reception from 4 p.m. to 6 p.m. He was the illustrator of The "Black Panther". This character went on to become the top-earning blockbuster movie that grossed \$700 million in ticket sales domestically over a 25-week period earlier this year however Mr. Graham's name was nowhere to be found in the film's credits. UMES was poised to correct that oversight.

The first meeting of the UMES Senate was held on September 11, 2018. Newly appointed President, Dr. Heidi Anderson, addressed the group and laid out her 6 month learning and listening plan to become acquainted with the students, faculty, staff and community stakeholders. Additionally, the new senate president discussed a 2018-2019 senate priorities survey that was to be emailed to the campus community to gather input regarding the top two (2) priorities that the Senate should

pursue this academic year that impacts our entire campus.

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### University of Maryland University College (UMUC)

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UMUC staff volunteered for Maryland's Day to Serve 2018 by making sandwiches for Shepherd's Table in Silver Spring, MD, S.O.M.E. (So Others May Eat) in NW, DC, and Prince George's House in Capitol Heights, MD.

For National Emergency Preparedness Month (September), UMUC hosted several first-aid, active-shooter, and other sessions for staff and faculty. On Thursday, October 4, on-site staff participated in a Shelter-in-Place drill.




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## 2018 - 2019 CUSS REPRESENTATIVES

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### **Bowie State University (BSU)**

Trenita Johnson  
Trish Johnson  
LaVel Jones

### **Coppin State University (CSU)**

Sheila Chase  
Sherrye Larkins, Past Chair  
Anthony Littlejohn  
Sonia McCain

### **Frostburg State University (FSU)**

Liz Nelson  
Amy Nightengale  
Rubin Stevenson  
Stacey Utley-Bernhardt, Co-Secretary

### **Salisbury University (SU)**

Vanessa Collins  
Lisa Gray, Chair  
Teri Herberger  
Charles Overholt

### **Towson University (TU)**

LaVern Chapman  
Deniz Erman  
Carol Green-Willis  
Mary Hickey

### **University of Baltimore (UB)**

James Hale  
Stephen Shirley

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

Colette Beaulieu  
Sarah Hokenmaier  
Susan Holt  
Christina Fenwick  
Nicole Miskimon  
Janet Nance-Richardson

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

Sheryl Gibbs  
Kevin Joseph  
Thomas Penniston  
Laila Shishineh, Co-Secretary  
Michael Walsh  
Bethany Walter

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

Julia Bliss  
Amy Griffin, Member-at-Large  
Michelle Prentice  
Lori Stepp

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

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

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

Chenita Reddick, Member-at-Large

### **University of Maryland University College (UMUC)**

Antoinne Beidleman  
Craig Binder  
Mark Freeman-Price, Vice Chair  
Candace Johnson  
Karolina Nash  
Adrienne Price

### **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.

