

# Council of University System Staff

Quarterly Newsletter / Fall 2020 Edition



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## University of Baltimore (UB)

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## University of Maryland, Baltimore (UMB)

520 West Lombard Street  
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## University of Maryland Baltimore County (UMBC)

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

P.O. Box 775  
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## University of Maryland, College Park (UMCP)

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## University of Maryland Eastern Shore (UMES)

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## University of Maryland Global Campus (UMGC)

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## University System of Maryland Office (USMO)

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## Find us on the web:

Website: <http://bit.ly/1yc1prc>  
Facebook: @CussMaryland  
Twitter: @CUSS\_USM

## Update from the Chair

As Chair of the Council of University System Staff, I would like to take this opportunity to share some updates on behalf of the Council for the current semester. Despite this being quite an unusual semester, your institutions' representatives on the Council have already had a busy year, and we have much to look forward to in the next several months.

### Annual Joint Councils Meeting

On Thursday, November 19<sup>th</sup>, 2020, all three USM Councils hosted our annual Joint Councils Meeting virtually. Council representatives included members from: the Council of University System Faculty (CUSF), USM Student Council, our own CUSS members, and colleagues from the University System of Maryland Office. The Councils heard from several speakers including President Pines (UMCP), Chancellor Perman, and Vice-Chair of the Board of Regents, Mr. Gossett. Additionally, Patrick Hogan and Andy Clark from USM shared updates for the legislative session. Each Council shared a "State of the Council" address about their current action items for this year. A full recap of the meeting can be found in this newsletter.

### Board of Regents Staff Awards:

The Board of Regents Staff Awards and Recognition Committee is pleased to announce they have launched the 2020-2021 nomination cycle. Visit the CUSS website at <https://www.usmd.edu/usm/workgroups/SystemStaff/borawards.html> under the link for the "2020-2021 BOR Staff Awards Nomination Packet" to obtain the nomination packet. Please consider nominating exceptional staff from your home institutions – we are looking for solid nominations for both exempt and non-exempt staff members in each category. Nominations are due by Friday, February 5, 2021.

### Advocacy Day:

The Legislative Affairs & Policy Committee is anticipating that Advocacy Day 2021 will take place in a virtual format. This will be the first time hosting this event entirely online. The committee looks forward to working with staff from the USM this month and next month to prepare for this new format while still making sure that we advocate well on behalf of the System. Similar to our Joint Councils Meeting, we are planning for Advocacy Day in partnership with our colleagues in CUSF and the USMSC.

We are looking forward to sharing more about each of these highlights as the year progresses. As we approach the holiday season, I want to say how thankful I am to all of the members of our Council, and to staff across the System, for all of your hard work, particularly during these difficult times! We hope that everyone is able to successfully wrap up the fall semester!

Sincerely,

Dr. Laila M. Shishineh  
Council of University System Staff

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## CUSS SPOTLIGHT: *JOINT COUNCIL MEETING*

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On Thursday, November 19th, 2020, we hosted our first ever virtual Joint Councils Meeting with the Council of University System Faculty (CUSF), Council of University System Staff (CUSS), and the USM Student Council along with several staff from the University System of Maryland (USM). Given the virtual format, this meeting was held as a webinar with several panelists including President Darryll Pines (UMCP), Chancellor Jay Perman (USM), Vice-Chair Regent Barry Gossett (Board of Regents), and Patrick Hogan and Andy Clark (USM Government Relations). Here are a few highlights from each speaker.

To kick off the meeting, President Pines (UMCP) greeted the Councils given that we would have met at UMCP if we were able to host the meeting in person. This was his first time greeting all three Councils in his new roles as President, effective July 1, 2020. Following President Pines, the Councils received a warm welcome and remarks from Chancellor Perman (USM) including updates about the COVID-19 pandemic and the impact on our institutions. Lastly, Vice-Chair Regent Gossett (Board of Regents) was able to join us to share about his 15+ years of service on the BoR and highlight some updates on how the BoR has been conducting business during these challenging times.

In addition to hearing from several speakers, we received an update about what to expect for the upcoming legislative session from Patrick Hogan and Andy Clark – both from USM Government Relations. We are anticipating hosting our annual “Advocacy Day” virtually in February 2021 and we will work closely with Patrick and Andy to figure out how to make that happen. Finally, each of the Council Chairs shared a “State of the Council” address to discuss what goals and projects we are each working on this year and explore ways that we can collaborate across Councils when it makes sense to do so.

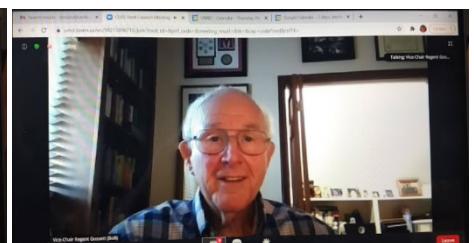
Overall, it was a very productive meeting – thank you to everyone who was able to attend! For those unable to attend, [here is a link](#) to the meeting recording (use access code JCM2020! to log in).



*President Darryll Pines (UMCP)*



*Chancellor Jay Perman (USM)*



*Vice-Chair Regent Barry Gossett (Board of Regents)*

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## USM INSTITUTIONAL UPDATES

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### **Bowie State University**

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Robin Hood, New York City’s largest poverty-fighting organization, charts a path toward diversifying the asset management industry by inviting five Bowie State University students and other students from Historically Black Colleges and Universities (HBCUs) to attend its virtual Investors Conference last month. Among the conference’s 1,500 attendees, 66 were HBCU students supported by a generous gift from D.E. Shaw & Co. Student participation in the conference is rare. This is the first year HBCUs have participated. “This conference is a tremendous opportunity for our students to experience, first-hand, the dynamics of discussions among industry executives in finance and asset management who direct many of the resources that shape the future of communities around the world,” said Dr. Aminta H. Breaux, President of Bowie State University. “I commend Robin Hood for opening it up to HBCU students, enabling students to begin to visualize themselves in

these roles one day.” The number of people of color, particularly Black people, in leadership roles within the world of high finance is still relatively small and shockingly disproportionate. There aren’t a lot of people on Wall Street or in the high echelons of corporate America who look like me,” said Wes Moore CEO of Robin Hood. Robin Hood’s Investors Conference is one of New York City’s premier industry events for hedge fund and asset managers and venture capitalists. It is the only conference of its kind where 100% of its proceeds goes to fight against poverty.

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### **Coppin State University**

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Jay Perman, USM Chancellor, visited Coppin State University on October 21. Perman toured CSU’s Science and Technology Center (STC) with President Anthony L. Jenkins and Dr. Mintesinot Jiru, CSU Professor and Chair of the Department of Biology. Perman said he thoroughly enjoyed the visit and learning about research at CSU. Coppin’s STC building is a

state-of-the-art facility that enables access to cutting edge, high performance sciences and technology education that allows a wide range of teaching, learning and research activity. It is designed to integrate fields of study with high social and community impact. Since the COVID-19 pandemic, the laboratory spaces have been outfitted with specially designed plexiglass research safety enclosures to reduce the chance of spreading the virus. Two Coppin State University students have elected to contract as ROTC Cadets. Aryanna Huffnagle, a junior majoring in criminal justice and Keylin Perez, a sophomore nursing major (who earlier this year was elected by her class to the role Miss Sophomore) are cadets who took their oath of enlistment earlier this month at Morgan State University with their peers from the Bear Battalion. Each new cadet receives a \$39,000 academic scholarship. They will complete basic and advanced ROTC courses, and, upon graduation, will receive their ranks and enter the U.S. Army as either an active duty or reserve officer.

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### Frostburg State University

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Frostburg State University worked hard to ensure that students had the opportunity to vote in the election this year. FSU shuttled more than 70 students to the Mountain Ridge High School voting site on Election Day and many more students were reported to have voted at Mountain Ridge as well as at early voting in Cumberland, MD last week. Thanks to SGA and SafeRide provided the shuttles.



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### Salisbury University

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SU named a new VP of Administration & Finance. "Following a national search, I am pleased to welcome Dr. Wormack to SU and back to Maryland," said SU President Charles Wight. "With a background in management and finance, coupled with her many years of experience in higher education, she will be a great asset to the University. I am very excited to welcome her to our team." This semester, SU added two registered nurses within Campus Health. Two medical assistants are also being hired, and a search is underway for a nurse practitioner to be in place by early 2021. "We've learned a lot over the past seven months regarding best practices for COVID-19 operations," said Eli Modlin, SU chief of staff. "These new roles will allow us to continue to build on our efforts to best serve the campus community." Comprised of SU's WSCL 89.5 FM and WSDL 90.7 FM, and the UME's WESM 91.3 FM, the three-station partnership hosts its annual end-of-year campaign Nov 16-Dec 31. Ten percent of all contributions received during that time will benefit the Maryland Food Bank Eastern Shore.

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### Towson University

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Dr. Leah Cox, TU's first Vice President of Inclusion & Institutional Equity, and her staff in the Office of Inclusion & Institutional Equity (OIIE) have worked to foster a university

climate that is grounded in respect, civility and inclusion. This work is now being recognized by Insight into Diversity magazine, which awarded Towson University its first Higher Education Excellence in Diversity (HEED) Award. TU is the only higher education institution in the state of Maryland to receive the honor and one of 90 across the nation. Brian Jara, Coordinator of Diversity Training & Initiatives in OIIE, says "being presented with this award shows that TU is continuing its momentum in diversity and inclusion. For Cox, receiving this honor underlines what TU is doing to promote diversity and inclusion on campus.



Members of the Towson University community have put consistent effort through the year into making voting a part of university's culture. That effort has paid off, as TU is one of just nine institutions with a student voter registration rate above 85%, according to Washington Monthly. Washington Monthly also named Towson University one of America's Best Colleges for Student Voting. "Towson University's ability to engage and create opportunities for students is a differentiator," TU President Kim Schatzel says.

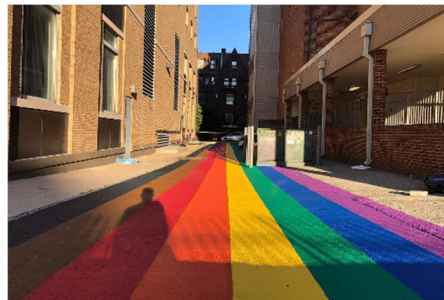


Visit [www.towson.edu/news](http://www.towson.edu/news) for more on these stories.

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### University of Baltimore

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The UB Student Government Association recently added some vibrant color and positivity to the campus. While the pandemic has quieted

this normally bustling neighborhood, the energy and spirit that the UB community is known for remains intact, in a new mural created by volunteers and inspired by the Philadelphia Rainbow Flag mural. Designed by local community artist Sara Golden, the work celebrates equality, solidarity, and the joy of togetherness. Now, more plans are taking shape to grow this space and give it more meaning through placemaking. Dubbed Inclusion Alley, this location represents a new point of pride for UB. Of the installation, UB President Kurt L. Schmoke says, "The SGA is devoted to relevance, and this semester, despite the many challenges of the pandemic, they have moved UB forward. As a lifelong believer in the power of process, I was happy to work with the group to make sure the mural was made the right way so that it can endure in the elements." SGA President Daniel Khoshkepazi says the mural is an outcome of students' desire to create lasting change for their alma mater.

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### University of Maryland, Baltimore (UMB)

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Journalism pioneer and former White House correspondent Ann Compton gave a virtual talk at the University of Maryland, Baltimore (UMB) on Nov. 10, 2020. This talk was sponsored by the UMB Roundtable on Empowerment in Leadership and Leveraging Aspirations (UMBrella), a group that works to support the success of women at UMB by helping them enhance their leadership skills and achieve personal and professional goals. Compton was the first woman assigned to cover the White House on network television, and her career with ABC News spanned 41 years, seven presidents, and 10 presidential campaigns. She traveled to all 50 states and six continents with American presidents, vice presidents, and first ladies, and she was the only broadcast reporter allowed to remain on Air Force One with President George W. Bush to report on behalf of all the news media during the chaotic hours after the terrorist attacks of Sept. 11, 2001. Not only did she discuss how she navigated the changing culture for working women in her career, but she also talked about managing to do that in a male-dominated industry while raising four children. Please [click](#) for article.

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

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UMBC was named one of the 2021 Best Global Universities by US News and World Report. The Winter Term at UMBC will be virtual and it is anticipated that the Spring Semester will look similar to the Fall semester as well (with less than 10% in-person/hybrid courses). The option for students to take classes in a fully remote format continues as well. Classes begin January 26th for the Spring Semester. The health and safety of the campus community and academic excellence and inclusiveness continue to be the guiding principles for UMBC through the hardships created by COVID-19.

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

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UMCES held its annual Staff Appreciation day virtually on Tuesday, September 22nd. President Goodwin made remarks over Zoom to honor all staff members and to recognize Staff Award winners, including Board of Regents award winners Amy Griffin and Monica Gellene and UMCES Staff Award winners Julianna Brush and Molly Pickel. The UMCES Integration and Application Network is undergoing a five year review to assess potential enhancements for achieving its objectives as it pertains to the IAN Strategic Plan. The Chesapeake Biological Laboratory, Horns Point Laboratory and Institute for Marine and Environmental Technology are each holding a virtual lecture series for the general public. Themes include Brown Bag Lunches, Coastal Resilience, and Women in Science.

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

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University of Maryland and Bowie State University, the oldest historically Black university in Maryland, have launched an alliance to promote social justice and to honor the legacy of BSU alumnus 1st Lt. Richard W. Collins III, who was killed on the UMD campus by a white UMD student on May 20, 2017. UMD President Darryll Pines and BSU President Aminta Breaux, along with the Collins family and Prince George's County State's Attorney Aisha Braveboy, came together on October 1 for a virtual launch event to introduce the alliance. The alliance will create opportunities to deepen learning and engage in direct action on social justice issues. President Pines hopes that the alliance will allow for a platform to create meaningful impact among the campus communities. Both campuses have created collaborative teams composed of top faculty who have a focus in social justice and related areas. Georgina Dodge, the UMD Vice President for Diversity and Inclusion who is heading up the UMD team said, "Partnering with Bowie State University to battle societal justice is the right fight, and one in which we must all participate. Tackling social justice efforts affects everyone, and through our work we want to have a positive impact on our campuses as well as our region and beyond."

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

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The University of Maryland Eastern Shore's graduate program in rehabilitation counseling is getting an infusion of \$1 million from the U.S. Department of Education. UMES will use the federal funding over the next five years to produce "well-qualified personnel available to provide vocational, medical, social and psychological rehabilitation services to people with disabilities." The money will underwrite stipends for roughly 14 graduate students annually, which Dr. William Talley is hopeful

will be viewed as an incentive to choose UMES as the place to pursue a master's degree. Talley, the department chairman, and faculty colleagues Dr. Bryan Gere and Dr. Leslie Santos, collaborated on writing the grant proposal. "Without properly trained rehabilitation counselors and mental health professionals," Santos said, "Maryland and surrounding areas will continue to struggle with a shortage of culturally-competent and well-trained providers to work with people with disabilities." UMES' social justice series continues with post-election symposium - Congressman Anthony Brown, D-Md., told students at the University of Maryland Eastern Shore Thursday (Nov. 12) that there is still work to be done. "Maintain urgency. Hold us accountable," he said. "We have an opportunity to change this country for the better." Brown was one of a group of elected officials UMES invited to offer an assessment of the recent election and to discuss its impact on our region in a virtual event titled "Where Do We Go From Here?" The event featured Democrats and Republicans from the state and federal level.

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

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UMGC's professional certificate program, "Applied Entrepreneurship: Scaling a Business for Success," is a package of two, six-week courses—a series of modules each teaching a different skill—offered in MOOC or massive open online course format on the edX platform. Aimed at those who already have launched their own businesses, the program provides help to grow them. UMGC initially tested "Applied Entrepreneurship" in 2019, more than 700 participants from 143 countries signed up. The program was relaunched on September 21, 2020, and hundreds of new entrepreneurs already have enrolled. For more information on this professional certificate, please visit our [website](#).



## 2019 - 2020 CUSS REPRESENTATIVES

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

Robert Alicea  
Trish Johnson  
LaVel Jones  
Vonzella McQueen

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

Sandra Battle  
Sheila Chase  
Yvonne Oliver

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

Heather Killeen  
Amy Nightengale  
Rubin Stevenson  
Sara Wilhelm

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

Vanessa Collins  
Paul Gasior  
Lisa Gray  
Jessica Scott

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

LaVern Chapman  
Deniz Erman  
Kelly Ward  
Carol Green-Willis

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

Tony DuLaney  
Megan Manley  
Christine Marconi  
Suzanne Tabor

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

Ayamba Ayuk-Brown  
Colette Beaulieu  
Sharese Essien  
Susan Holt  
Jenn Volberding

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

Sheryl Gibbs  
Kevin Joseph  
Thomas Penniston  
Laila Shishineh, Chair  
Dawn Stoute  
Michael Walsh

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

April Lewis  
Michelle Prentice  
Rhonda Schwinabart  
Lori Stepp

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

Meredith Carpenter  
Elizabeth Hinson  
Dolores Jackson  
Jerry Lewis  
Kalia Patricio  
Sister Maureen Schrimpe

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

Chenita Reddick

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

Melanie Barner  
Antoinne Beidleman  
Kathleen Hebbel  
Francesca Kerby  
Linda Kuligowski  
Karolina Nash

### **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.

