

Council of University System Staff

Quarterly Newsletter / Spring 2021 Edition



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Update from the Chair

It is hard to believe that the spring semester is over and yet there will be much to do this summer as many staff across the USM map out and prepare for whatever the summer and fall terms will look like at each of our institutions. As the Chair of the Council of University System Staff (CUSS), I want to share some exciting updates on behalf of the Council – see below for details:

USM Professional Development Week

USM PD Week is the first virtual conference hosted by the USM Training Committee, a group of talent development professionals who represent each of the USM schools. PD Week is a knowledge-building week for all USM faculty and staff. The conference style workshops are designed to broaden and advance each employee's professional and personal well-being.

We highly recommend that you RSVP and attend – the conference will take place June 7th to 11th and more information is available at <https://www.usmd.edu/training-and-development/>.

CUSS Shared Governance Survey Results

Each year CUSS sends out a "State of Shared Governance" survey to staff involved in shared governance at each campus. This year, the Council received 112 responses from shared governance representatives at each of the 12 institutions (slightly lower participation than 2019-2020) to the survey. The results of this survey are compiled into one full report, which is shared with the Board of Regents and the Chancellor as well as individual reports for each campus, which are shared with the President and shared governance leadership of each institution. If you are interested in learning more about the results for your campus, please reach out to your shared governance representatives for more information.

CUSS Remote Work & Return to Work Survey

Last month, the Council sent out a "Remote Work & Return to Work" survey to all staff at each of the 12 USM Institutions and the three Regional Centers. The survey received almost 4,000 responses. A brief summary of the survey is spotlighted later in this newsletter and full reports will be shared soon with the Board of Regents, the Chancellor, and leadership at each of the campuses and regional centers. We will share additional highlights in our summer newsletter once they are available.

As we wrap up this academic cycle, one of the most unusual any of us have every experienced, I want to take a moment to thank all of the members of our Council for their hard work and commitment to CUSS despite all of the challenges we have faced this year. We will have two more meetings of the current Council and it has truly been my pleasure to work with this group. Please take a moment to extend your appreciation to your campus's representatives and alternates and do not hesitate to reach out to them with concerns or questions.

Sincerely,

Dr. Laila M. Shishineh
Council of University System Staff

CUSS SPOTLIGHT:

CUSS REMOTE WORK & RETURN TO CAMPUS SURVEY

The Council of University System Staff (CUSS) put together and sent out the ‘Remote Work & Return to Campus Survey’ on Monday, April 26th with a deadline of Monday, May 17th. This survey was sent to all 12 USM Institutions and the 3 Regional Centers (Hagerstown, Shady Grove, and Southern Maryland). Staff, both exempt and non-exempt, were asked to complete the survey to share their experiences related to working remotely (or in person) this past year and to share insight into returning to campus for work this summer and fall. A sub-group of the Executive Committee developed the survey and the entire Council reviewed the survey before dissemination to each campus. The Council worked with the CUSS Points of Contact for each campus, along with shared governance leaders and representatives from HR, to share the survey broadly across all USM staff.

Currently, the sub-group that developed the survey is working on processing the results with the intention of sharing a full report of results with the Chancellor, and individual reports of campus results with each President and shared governance leadership at each institution. A high-level recap of the results can be found below and additional details will be shared in a later edition of the CUSS newsletter. The sub-group will also be working through all of the open-ended response data as well.

Total Responses: 3,858 (across 12 campuses & 3 regional centers)

Staff Status: 2,788 Exempt Responses & 1,070 Non-Exempt Responses

Pandemic Work Status: 2,030 Fully Remote, 1,480 Hybrid, & 348 In-Person

Response Rate by Campus:

BSU = 97	TU = 557	UMCES = 72	Hagerstown = 5
CSU = 100	UB = 79	UMCP = 1245	Shady Grove = 46
FSU = 278	UMB = 349	UMES = 180	Southern Maryland = 2
SU = 260	UMBC = 514	UMGC = 80	

USM INSTITUTIONAL UPDATES

Bowie State University

As the state of Maryland announced today that more than 4 million residents have received the COVID-19 vaccine, Bowie State University is hosting a vaccination clinic for students and employees and a public forum on vaccine hesitancy in the African American community, featuring the head of the Maryland Vaccine Equity Task Force. Both events support Governor Larry Hogan’s “No Arm Left Behind” campaign, just revealed today, to ensure that every Marylander who wants a COVID-19 vaccine can get one. The Vaccine Hesitancy Forum on Monday, April 26 from 2-3 p.m. engages medical and public health experts in a discussion to address concerns and myths related to the COVID-19 vaccines. The event will be livestreamed to reach a large audience. The featured speakers include: Brigadier General Janeen Birkhead, head of the Maryland Vaccine Equity Task Force Rita Wutoh, director of the Bowie State Wellness Center Dave Wilson, President of Resilient Intellectuals

Striving for Excellence (RISE) These efforts to educate the community about the COVID-19 vaccines and help more Bowie State community members are part of the university’s ongoing commitment to promote safety as a #1 priority during the pandemic.

athletic field. CSU experienced beautiful, high-spirited, in-person commencement ceremonies celebrating the classes of 2020 and 2021.

Coppin State University



President Anthony L. Jenkins, Ph.D., presided over his first Coppin State University Commencement on May 14, 2021, and it was the first-time commencement has been held on the



In this time like no other, ripe with challenge and unpredictability, we returned to a time-honored tradition with a vengeance. It was a truly exciting occasion. In addition to this time of celebration, it’s also a time of thanks. Coppin Program Ranked in Nation’s Top 10 Coppin State University’s Master’s in Human Services Administration program has been ranked 7th in the nation for 2021 by BestHealthDegrees.com. Best Health Degrees is a source for information about health care degrees and programs. To rank the 25 Best Human Services Master’s Programs, editors researched accredited, trusted

programs of all kinds. From their initial pool, the ranked programs according to price, accreditation, reputation, and salary potential, using data from IPEDS and Niche, U.S. News and World Report, and other higher education rating publications.

Frostburg State University



Robert Cooper, Director of Student Activities and Fraternity and Sorority Life at FSU, recently received the President's Distinguished Staff Award, for providing exceptional service to the University. "Robert Cooper is a true 'servant leader,' both behind the scenes and out front, making a difference in the lives of our students," said FSU President Nowaczyk. FSU's College of Business recently received a five-year extension of accreditation for its business degree programs by the Association to Advance Collegiate Schools of Business. Less than five percent of the world's business schools have earned accreditation by AACSB International. USM Chancellor Jay Perman visited FSU in April. The Chancellor toured campus, talked with students, and met with leadership from the Faculty and Staff senates, the cabinet and SGA. On May 7, more than 300 graduates participated in Grad Walk. While not a full ceremony, they were able to have their names announced, walk the stage and take photos with two family members/guests.

Salisbury University

Megan Baker, specialist in the SU Public Relations Office, was named the University's 2021 Fraternity and Sorority Life (FSL) Advisor of the Year for her work with SU's Chapter of the Delta Gamma sorority. Baker helped guide the organization during its first full year of operations under COVID-19 protocols, as well as a transition following the unexpected loss of the sorority's president. Under her leadership, the chapter maintained its campus and community standing while continuing to raise funds to assist the blind and visually impaired through the sorority's national philanthropy, Service for Sight. Joan Kjeldsen, program management specialist in SU's Glenda Chatham and Robert G. Clarke Honors College and adjunct faculty in the Communication Department, received the 2021 National Collegiate Honors Council Award for Administrative Excellence. Kjeldsen was nominated by Clarke Honors College faculty, who praised her as a "problem-solver and

friend," as well as a matriarch to the college's students, who "trust her and respect her, turning to her for advice."

Towson University



Towson University President Kim Schatzel has been named to the The Daily Record's 2021 Top 100 Women in Maryland list for the third time, and is one of 12 women joining the Circle of Excellence this year, which is the list's highest honor. The list also features five Towson University alumnae: Brooke Harlander '13 (St. John Properties), Catalina Rodriguez-Lima '06 (Baltimore City Mayor's Office of Immigrant Affairs), Tonia Niedzialkowski '91 (Point Breeze Credit Union), Kim Paradise '92 (Mindgrub Technologies) and Divya Potdar '09 (Diva Law, LLC). For more information, please see <https://www.towson.edu/news/2021/>



"CBS This Morning" featured Towson University music performance student and violinist Gabrielle Stanback '22 in its "A More Perfect Union" series, which aims to show that what unites us as Americans is far greater than what divides us. The piece focused on the Black Violin Foundation, a nonprofit from Kev Marcus and Wil Baptiste of the Grammy-nominated, genre-bending musical duo Black Violin, and its work to empower youth to push the boundaries of music through innovation. Stanback, who became the first Black female student to solo with the Towson University Symphony Orchestra in 2018, received one of the foundation's 20 inaugural music innovation grants for promising young musicians ages 13–20. "It enabled me to have summer lessons and participate in a summer program," Stanback said in the feature. "Without their funds I really don't know how that would have been possible for me." Read more about Gabrielle at <https://www.towson.edu/news/2021/>

University of Baltimore

During the 2021 Maryland Legislative session, The University of Baltimore worked with legislators to pass two bills that will have a positive impact at the UB School of Law. The leadership of Sen. Cory McCray and Del. Shaneka Henson helped ensure the passage of the Legal Education Success Collaborative (SB 526/HB 1268). This law provides special funding support to increase diversity in the legal field through the UB Law and HBCU Cooperative, better known as the Fannie Angelos Program for Academic Excellence. In addition, Sen. Craig Zucker and Del. Samuel "Sandy" Rosenberg worked diligently to pass Tax Clinics for Low-Income Marylanders (SB 480/HB 421). This bill will allocate state funding to the law school's Low-Income Taxpayer Clinic to assist in resolving state tax disputes in addition to federal tax disputes. Law school Dean Ronald Weich, who testified in the General Assembly on behalf of both initiatives, said he was pleased with their passage. "Delegate Rosenberg's bill will enable our low-income tax clinic to represent clients with state tax disputes, not just federal matters. We welcome the chance to serve more Marylanders with this new funding," Weich said. "UB's Fannie Angelos pipeline program is already a national model. With the legislature's support, our efforts to expand opportunity and diversify the legal profession will gain even more prominence." "With these two bills, the General Assembly has cast a vote of confidence in the work of the UB School of Law and the students we educate. We are grateful for these measures," said Weich.

University of Maryland, Baltimore (UMB)

For the past three years, the University of Maryland, Baltimore Police Department (UMBPD) Community Outreach and Support Team (COAST) has made great strides to connect with the communities it serves. In 2019, UMBPD's COAST won the Governor's Award for Outstanding Proactive Crime Prevention. "We work hard to provide resources to vulnerable populations," says interim chief Thomas Leone, "but we can always do more." That's where the [Social Work Community Outreach Service \(SWCOS\)](#) comes in. SWCOS works to promote social justice, encourage well-being, and build community-university partnerships. The service provides University of Maryland School of Social Work (UMSSW) students with hands-on training in the field. "SWCOS sits in the academy of learning, but we're really community organizers," says Becky Davis, MSW, assistant director of SWCOS. The partnership between SWCOS and UMBPD began when Leone and UMSSW Dean Judy L. Postmus, PhD, ACSW, met to discuss community policing. "If we're going to be a progressive, community-oriented police department, we have to use all the tools at our disposal," Leone says. "We have experts here at the School of Social Work. Let's learn from

them. Let's work together." Starting this September, two social work students will join UMBPD two days a week. A licensed clinical certified social worker, who will serve as the students' field instructor, will join UMBPD this summer to prepare for the students. The students will shadow UMBPD officers, identify needs, and provide emergency benefits and resources to vulnerable populations. The partnership is a blessing for busy police officers.

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



Sam Patterson '21, M29, is now the second student in UMBC history to receive a Rhodes Scholarship. Only 32 American students are awarded the prestigious scholarship each year, which supports graduate study at the University of Oxford in England. Patterson will pursue an M.Sc. in the Nature, Society, and Environmental Governance program at Oxford focusing on the economics of transportation. UMBC hosted online celebrations to recognize graduate students on May 20th and undergraduate students on May 21st. The ceremonies included speaker remarks, campus photos, and individual slides recognizing each graduate. UMBC completed their elections for Professional Staff Senate and CUSS members and will have nine new senators on PSS and one new CUSS member as well. The Summer Session begins on June 1st. It will consist of mostly virtual classes but will also include some hybrid and in-person classes. A virtual Summer Bridge program is also available for the second year in a row. UMBC held a virtual Presidential Faculty and Staff Awards ceremony on April 7th. Damian Doyle was the recipient of the 2021-2022 Presidential Distinguished Professional Staff award; Terisa M. White was the recipient of the 2021-2022 Presidential Distinguished Non-Exempt Staff award; Romy Hübler was the recipient of the Jakubik Family Endowment Staff Award; and Kathy Chetelat was the recipient of the Karen L. Wensch Endowment Award for Outstanding Non-Exempt Staff. Visit [News.UMBC.edu](https://news.umbc.edu).

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

UMCES annual Commencement is being held virtually on May 27. For the first time, the UMCES and BOR Staff Award winners will be recognized at this ceremony. The Diversity, Equity, and Inclusion Collaborative is working on developing a climate survey and an ombuds program. UMCES is in the final stages of its reaffirmation of accreditation with the Middle States Commission on Higher Education and will meet with the evaluation team in June. This has been a collaborative effort, involving students, faculty, and staff. UMCES Staff Council held elections for 6 of the 12 seats last month and will have the first meeting with new members in early June.

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



The Center for Minorities in Science and Engineering is celebrating its 40th anniversary and honoring some of the staff that continue to make a difference to the students who come through their doors. When CMSE was founded in 1981, there were only 57 underrepresented minority students who had earned their bachelors degree in engineering from UMD in the previous 30 years. Now, more than that number of minority students graduate each year from the college. The CMSE innovations include making sure that each student knows they are cared for by the staff which they call the 'heart' work. Associate Director LaWanda Kamalidiin states, "When you care about these students, they know it. They feel it". Their goal is to make sure the students know they belong. Other innovations to the program include providing mentors, a stipend from a NSF grant, connections to their extensive alumni, and working with students long before college and even as young as elementary school. There is also a four week experience for rising high school seniors they can participate in to help prepare them for the program and life at UMD. CMSE's goal is for 20% of the freshman and undergrad transfer students be from

underrepresented minority groups by 2024. It will take the staff and their innovations to make that happen but they are building on their success.

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

A small step back toward normality, Class of 2021's rite of passage guided by pandemic protocols graduation exercises returned to the University of Maryland Eastern Shore's William P. Hytche Athletic Center May 14 after a year's hiatus. The university awarded 284 degrees in a "modified, in-person" ceremony and a smaller, more intimate crowd to adhere to COVID-19 prevention protocols. UMES navigated the 2020-21 academic year without halting classes or closing, thanks to a robust virus-testing program and a hybrid class schedule that blended in-person and online instruction. UMES held two "virtual" graduation ceremonies in 2020. Democracy demands civic engagement - Lt. Gov. Boyd Rutherford wraps up UMES' '20-21 social justice series Boyd K. Rutherford challenged a UMES audience to be pro-active in shaping the future of the nation's democracy. His remarks were delivered as part of the university's social justice symposium. "We need more people to be civically engaged," Maryland's lieutenant governor said, adding, "You don't need to be a crank" to be heard. In a broad-ranging, hour-long talk April 29 on "The Future of Democracy," Rutherford pointed out the cyclical nature of political and social turmoil the nation has endured since its founding. "You need to understand where to go, and help other people understand where they need to go to get redress," Rutherford said. "Participate at all levels ... that's what I hope you all will do as you continue with your lives."

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

UMGC has forged a partnership with the USO, giving the university an increased ability to share our academic opportunities with service members and their families in Europe. In addition to collaborating on events, the partnership will give UMGC access to USO centers.

<https://globalmedia.umgc.edu/2021/04/29/umgc-and-uso-launch-partnership-in-europe/>



2020 – 2021 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

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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

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Chenita Reddick

University of Maryland Global Campus (UMGC)

Melanie Barner
Antoinne Beidleman
Kathleen Hebbel
Francesca Kerby
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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.

