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Baltimore (UMB)**

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

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**University of Maryland Center for
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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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Find us on the web:

Website: <http://bit.ly/1yc1pre>
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Update from the Chair

2023 has kicked off strong. We are mid-season with our Board of Regents Staff Awards process with the final date for applications having just passed on February 15th. I know that these packets require a great deal of effort and attention and I want to thank everyone for their efforts to make this nomination process a success. We received a total of 32 exempt nominations and five non-exempt nominations. The five non-exempt nominations came in from two institutions: SU and UMCP. All institutions contributed to the exempt nominations with the exception of two campuses, from whom we did not receive any packets. We will now move into our period of packet review and, with luck and some hard work, I hope to present our suggested recipients in April.

One positive piece of progress that was announced in our January meeting was a new agreement with MetLife to offer additional products, such as pet insurance, ID theft protection, and other related benefits to USM employees. Unfortunately, there has been a setback in the implementation of this plan due to a variety of factors but CUSS would like to fully endorse the effort to add additional MetLife products to our benefits packages. We sincerely hope that the USM and the State of Maryland's Central Payroll Bureau will continue to make progress in the implementation of these valuable and timely benefits to our System faculty and staff.

This year, my first year as Chair of the Council of University System Staff, I experienced Advocacy Day, which occurred on February 15th, differently than I have in my past years of doing this work. As you know, it is my job as Chair to listen to what staff are saying, to understand or investigate the underlying causes of their issues, and advocate for resolution. Advocacy Day this year allowed me to connect the dots on some concerns staff have been expressing and the ways in which those concerns are manifesting. I think the push for collective bargaining rights for managerial staff (Senate Bill 298) indicates that there are perhaps issues on our campuses around shared governance because staff are not feeling heard, safe in their roles, and are feeling a significant lack of agency over their work lives. I shared this perspective at the February Board of Regents meeting in the hope that our campuses will look at these bills to unionize not purely as a problem to be squashed but as a manifestation of the underlying issues our staff, faculty, and students are experiencing. I don't know the perfect solution to these concerns and to say that our leaders have competing priorities is an understatement. But I shared this with perhaps a small hope that we can begin to make efforts to improve the experience of our faculty, staff, and students who feel unheard in a variety of ways, including through rehabilitating the health of shared governance on our respective campuses.

We appreciate your continued support so we may be more successful in advocating for positive changes for staff. As always, if you have questions or concerns, please reach out to me directly or your campus CUSS representatives.

Sincerely,

Kalia Patricio
Council of University System Staff

CUSS SPOTLIGHT: ***LEGISLATIVE POLICY & AFFAIRS ADVOCACY DAY***



On Wednesday, February 15, 2023, the Council of University System Faculty (CUSF), the Council of University System Staff (CUSS), and the USM Student Council (USMSC) hosted the first in-person USM Joint Council Advocacy Day in Annapolis. A recap from the day can be found below:

The councils started the day with a kick-off meeting where Chancellor Perman welcomed the groups – encouraging them to do their best to advocate for the USM while also sharing their own stories and experiences from each institution. Vice Chancellor for Government Relations, Patrick Hogan and Assistant Vice Chancellor for Government Relations, Andy Clark then shared some tips and strategies for the groups to consider. Lastly, CUSS, CUSF, & USMSC Chairs shared a breakdown of the agenda for the day.

The main goal of the day was to advocate for the portion of Governor Wes Moore's proposed budget allocated to the USM. For fiscal year 2024 (FY24), this proposal for state-supported funds amounted to \$240 Million which represents a nearly 12 percent increase over FY23. While providing only a fraction of the total cost to run the USM, these funds are vital to the continued success and development of the institutions in the USM. After the governor's proposal was released, the budget goes to the Maryland General Assembly where the proposed allocations can be modified before passing the budget into law. In addition to advocating for the safeguarding of these funds, Joint Council members also shared their thoughts on various other bills affecting higher education throughout the state.

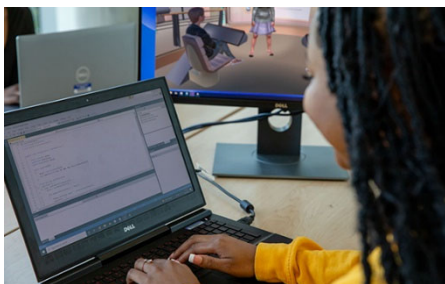
Due to ongoing construction efforts in and around the legislative buildings, the entire team was limited to only 5-6 members from each of the three USM Shared Governance Councils. Small delegations, typically made up of a combination of students, staff members, and faculty members, navigated the construction cones and closed sidewalks to meet delegates and senators from 10AM to 3PM. They met with twenty legislators and even the newly appointed Chief Legislative Officer for the Governor, Eric Luedtke. Throughout the day, these delegations shared success stories from the USM as well as highlighting bills capable of providing some needed change within some of the USM institutions.

This first return to Annapolis for the Joint Councils saw excellent cooperation not only between the councils, but also with the logistical support offered by the USM Office of Government Relations. Participants are still working to collate feedback on the events of the day and work on some guidelines or pointers for next year. The councils hope to send a more complete recap out shortly to those participating in the legislative session who were unable to attend the day. Many thanks to everyone who participated.



USM INSTITUTIONAL UPDATES

Bowie State University



Students at Bowie State University now have the opportunity to participate in a new program designed to increase the number and diversity of individuals entering the government cybersecurity workforce by offering two-year scholarships for those majoring in cybersecurity under a \$2.1 million grant from the National Science Foundation (NSF). NSF's Scholarships for Service (SFS) program is providing more than \$29 million in new funding this year to nine universities to support developing students for cybersecurity positions with the Department of Homeland Security, FBI and other federal agencies. Bowie State is the only HBCU that received a grant this year to participate in the program. The Bulldog Cyber Scholarship for Service (SFS) Program at BSU will recruit, educate, mentor and train three BSU Computer Science majors and two transfers from community colleges each year over five years. In addition, the undergraduate students will be engaged in research while enhancing their technical skills in critical information infrastructure protection. Specifically, program objectives include recruiting 20 highly talented students to the program and working closely with the National Science Foundation (NSF) and U.S. Office of Personnel Management (OPM) to guarantee students are placed in government cybersecurity positions, with at least 70 percent of the scholarship awardees securing job placements in the executive branch of the Federal government. Each year scholarship recipients will have all in-state and out-of-state tuition fees covered, receive a \$25,000 stipend and \$6,000 to attend conferences and other professional development activities.

<https://www.bowiestate.edu/about/news/>

Coppin State University

Coppin State University was recognized as one of the 10 Best Colleges in the United States by CIO Views Magazine, because of our affordable innovative academic programs and the ways we shape students into scholars and global leaders. The article also highlights our commitment to

nurturing potential and transforming lives through inclusive education.



We began the semester with a significant milestone for Coppin and for Baltimore City and Baltimore County: announcing ConnectEagle Nation broadband pilot project, supported by a nearly \$4 million grant from the U.S. Department of Commerce, and the National Telecommunications and Information Administration. The public-private partnership, led by Coppin State, is designed to provide critical access to reliable broadband, connect Marylanders with more opportunities in the digital economy, attract new businesses to the area, and close the digital divide. As an anchor university nationally recognized for our academic programs in business, healthcare, psychology, social work, and the STEM fields, Coppin is uniquely positioned to lead this effort.



L. to R: Chancellor Perman, Asst. Sec. Alan Davidson, U.S. Sen. Ben Cardin, Gov. Wes Moore, Coppin Pres. Anthony L. Jenkins, U.S. Sen. Chris Van Hollen, Congressman Kweisi Mfume, Deputy Sec. of Commerce Don Graves, and Nicholas Eugene of Coppin.

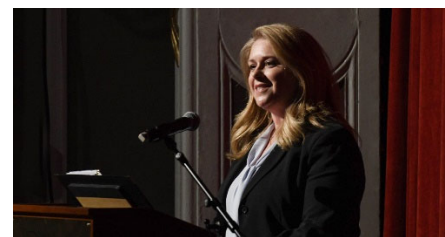
<https://www.coppin.edu/news>

Frostburg State University

Frostburg State University will receive \$1,250,000 through direct federal funding, providing \$750,000 for the FSU Regional Science Center and \$500,000 for the FSU Maryland Accelerates Program. FSU's Regional Science Center will provide hands-on space exploration simulations through the Challenger Learning Center, as well as robotics and coding programs. FSU's Maryland Accelerates Program is a teacher residency program that provides a living stipend for students in the Master of Arts in Teaching program and pairs them with mentor teachers at participating local schools so they can serve full time for a school year as a teacher resident and earn their master's in teaching on an accelerated schedule. FSU is also proud to offer two new programs in nursing. The Bachelor of Science in Nursing (BSN) program allows first time students to explore the variety of pathways that a career in nursing has to offer. Additionally, students can now enroll in FSU's online Licensed Practical Nurses (LPN) to BSN program to expose themselves to expanded job opportunities in leadership roles or careers in specialized care areas.

<https://www.frostburg.edu/news/>

Salisbury University



Increasing enrollment, enhancing national rankings, expanding diversity and inclusion leadership, introducing new varsity athletics, increasing scholarship funding and exploring the creation of new academic pathways are some of the key initiatives Salisbury University President Carolyn Ringer Lepre announced for the institution during her inaugural State of the University address on Tuesday, February 7. "We will move forward with the purpose of transforming lives through academic excellence; life-changing, high-impact practices; inclusion and belonging," she told the hundreds of students, faculty, staff and supporters, as well as state and local elected officials, who packed Holloway Hall Auditorium for SU's first State of the University address since 2017.

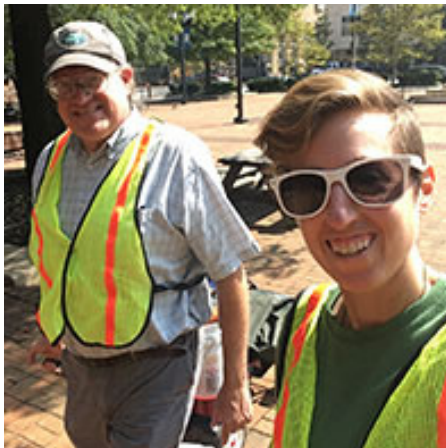
<https://www.salisbury.edu/news/>

Towson University

The search for the 15th president of TU is underway (www.towson.edu/presidentsearch). TUSS continues working closely with Interim President Perreault throughout the transitions. Governor Wes Moore held his cabinet meeting on campus and visited the College of Health Professions building construction site. We are proud that StartUp at the Armory has won another award – the Sustainable Communities Award, presented annually by the Maryland Department of Planning. TU is one of 80 universities in the nation and one of only 2 in Maryland to earn the Innovation and Economic Prosperity university designation from the Association of Public Land-Grant Universities (APLU). Construction on our University Union is complete. Dr. Matthew Nugent will start in July as the dean of the Fisher College of Science and Mathematics, and the search for the next dean of the College of Business and Economics is underway. TUSS celebrates our 30th anniversary in 2023 as we reflect on the progress we have made in moving from a council to a fully formed independent senate body in the shared governance model at TU.

<https://www.towson.edu/news/>

University of Baltimore



UBalt's Service Learning Benefits Students, Baltimore's Jones Falls: When he first came to The University of Baltimore, Dr. Stanley Kemp knew the best way to teach environmental science would often mean leaving the classroom behind. He wasn't certain what he might find based on his past experiences working in urban streams, but then he found the Jones Falls—a roughly 17-mile urban stream that runs just a short walk from the UBalt campus. There, in the clear water with the tadpoles and fish, he saw potential. Over time, the Jones Falls became more than a lab where his students could discover an urban ecosystem's sometimes invisible inner workings. "One thing that I'd like people to take away is that they're capable of stewardship for the environment," Kemp said. "They're capable of caring for it, they're capable of doing the right thing, of advocating for the right thing, and it benefits everything." This kind of immersive, engaging learning opportunity that Kemp has introduced to his students is an

idea that UBalt wants to expand, said Malissa Rivera, coordinator for service learning and student engagement in the Rosenberg Center for Student Engagement and Inclusion. In spring 2022, when Rivera hosted the University's first Community Service Day in several years, the overwhelming response she received from participants was that they wanted more opportunities like that. The Center for Student Engagement and Inclusion has hosted more volunteer opportunities since then, and plans on hosting another big service day this April.

<https://www.ubalt.edu/news/>

University of Maryland, Baltimore (UMB)



On Jan. 27, the CASH Campaign of Maryland celebrated its annual kickoff event at the University of Maryland, Baltimore's (UMB) Community Engagement Center (CEC). The UMB CEC is just one of many locations across the state where Maryland taxpayers who earned \$60,000 or less in 2022 can get help filing both federal and state taxes. With an appointment, eligible taxpayers can speak with an IRS-trained volunteer who will help them file on time, maximize their tax refund, and receive their earned income tax credit (EITC).

<https://www.umaryland.edu/news/>

University of Maryland, Baltimore County (UMBC)

In December 2022, The Baltimore Sun named UMBC as a "Top Workplaces" in the Baltimore region. This was the 8th time since 2013 that UMBC has received this honor. The Sun included UMBC on its list of top large employers (organization with 400 employees or more). Significantly, UMBC is the only college or university to receive this distinction in 2022. UMBC held its annual Service Awards ceremony on December 8th, acknowledging and honoring staff who have provided their professional talents to UMBC and the State of Maryland. The well-attended event focused on the dedication that UMBC employees have to their job and career in higher education. UMBC Bold: Campus Conversations has also recently been launched on campus. This initiative will allow for everyone in the UMBC community to share their perspective on the state of the university and to reflect on its future potential. UMBC's Professional Staff Senate (PSS) will be

holding their elections in April 2023 for the next year as well.



The official inauguration event for new UMBC President Valerie Sheares Ashby has been effectively set for April 27, 2023.

<https://News.umbc.edu>

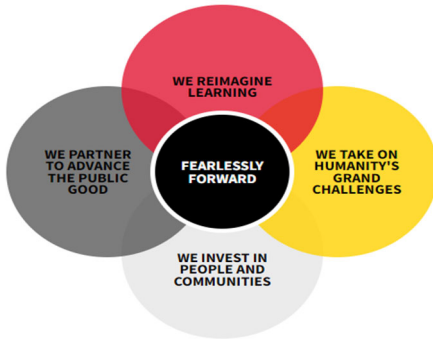
University of Maryland Center for Environmental Science (UMCES)



UMCES President Peter Goodwin has announced his retirement at the end of this academic year. Dr. Goodwin was named president in 2017. During his tenure he guided the university through the pandemic, maintaining not only the safety of the community but an unwavering commitment to UMCES' mission and sustaining the quality of research and education programs. Our Appalachian Lab celebrated 60 years as a leading scientific institution in western Maryland. The Institute of Marine & Environmental Technology has been awarded a \$7.5 million grant from NOAA to lead an innovative US Harmful Algal Bloom Control Technology Incubator (US HAB-CTI) to advance innovative ways to control harmful algal blooms that are impacting the health of people and marine ecosystems, as well as regional economies.

<https://www.umces.edu/news>

OUR STRATEGIC COMMITMENTS



In support of the University of Maryland, College Park's Fearlessly Forward strategic plan and its commitment to "Invest In People and Communities," institutional leaders released findings from 2022 community input activities and learned that staff are interested in creating more opportunities for career advancement; recognizing staff contributions in new and meaningful ways; and developing more opportunities for staff and supervisors to learn and grow professionally. Acting on this feedback, College Park campus leaders are creating the following initiatives: 1) Career Pathways Work Group: A work group to develop and expand pathways for staff advancement and professional development; 2) Staff Innovation Awards: A program that recognizes staff with cash awards for innovative and impactful contributions to the well-being and advancement of our people and communities, and 3) New and Expanded Supervisor Training: Training for managers and supervisors on providing effective and inclusive supervision, cultivating positive work climates, and supporting professional growth of employees. Findings from the 2022 community input activities are found [here](#).

<https://today.umd.edu/>

2022 UMES winter graduates reflect on trials, tribulations, and successes. There was a combined feeling of joy, sadness, relief, and accomplishment as 187 students officially confirmed their degrees as the University of Maryland Eastern Shore held its winter commencement exercises at the William P. Hytche Athletic Center on Dec. 16. The event returned to its pre-COVID-19 pandemic start time of 10 a.m., following two previous commencements that started at 12 p.m. Briana Palmore addressed the student body and attendees as the student commentary speaker. The Hackensack, N.J. native has a record of being devoted to service to others that will serve her well in her career path of public service. "We're essentially the trailblazers" - First cohort of Physician Assistants graduate. The program received Accreditation-Provisional status from the Accreditation Review Commission on Education for the Physician Assistant, or ARC-PA, in 2020. Accreditation-Provisional status is granted when a proposed program that has not yet enrolled students appears to demonstrate the program's ability to meet the ARC-PA Standards or when a program holding Accreditation-Provisional status appears to demonstrate continued progress in complying with the Standards as it prepares for the graduation of the first class of students. Many of the members of this first grouping of PA students came from a variety of backgrounds, including some with years of experience working in the field of medicine already.

<https://www.umes.edu/LMRCSC/Content/News/>

University of Maryland Global Campus (UMGC) has announced a new partnership between its Europe division and the USO. Under the agreement, UMGC Europe staff will join USO employees in providing support in select Europe, Middle East, and Africa (USO EMEA) locations. The partnership with the nation's leading nonprofit organization serving individuals in the U.S. military and their families broadens UMGC's aim to provide high-quality educational opportunities and experiences to military communities. "There is an excellent alignment between UMGC Europe and USO EMEA," said Patricia Coopersmith, vice president and director of UMGC Europe. "We operate under two government contracts in more than 55 locations in Europe, the Middle East, and North Africa, providing a variety of educational services and degree programs to the U.S. military, their families, Department of Defense civilians, and others. "Since the USO is at many of the same overseas locations, it made sense to partner, and we are also immensely proud to support the USO as it strives to keep American servicemembers connected to family, home, and country," she added. This partnership provides UMGC Europe staff with the opportunity to engage with servicemembers and their families at various USO Centers. UMGC Europe staff will be able to experience the USO culture and give back to those who serve the country. "USO and UMGC share a commitment to serving our military members and their families," said Grant McCormick, regional vice president for USO Europe Middle East Africa. "It is a privilege to partner alongside UMGC to give back to our incredible military community through another year of programs at the USO."

<https://www.umgc.edu/news/>



2022 – 2023 CUSS REPRESENTATIVES

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Vonzella McQueen
Rosetta Price

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Sheila Chase
Yvonne Oliver, *Point of Contact*
Alicia Richardson

Frostburg State University (FSU)

Rachel Farris
Amy Nightengale, *Point of Contact*
Rubin Stevenson
Stacy Wassell
Sara Wilhelm

Salisbury University (SU)

Vanessa Collins
Paul Gasior, *Point of Contact*
Lisa Gray
Shannon Hardester

Towson University (TU)

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University of Maryland, Center for Environmental Sciences (UMCES)

Kevin Bruce
Ginger Steelman, *Point of Contact*

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Suzanne Ashour-Bailey
Meredith Carpenter, *Point of Contact*
Kalia Patricio, *Chair*
Namrata Ram-Andriessens
Sister Maureen Schrimpe

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Chenita Reddick, *Point of Contact*

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Kathleen Hebbel, *Point of Contact*
John Thompson

Universities at Shady Grove

Greta Ober-Beauchesne, *Point of Contact*

University System of Maryland Office (USMO)

Neena Narayanan, *Point of Contact*

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.

