

# Council of University System Staff

Quarterly Newsletter / Summer 2019 Edition



## Bowie State University (BSU)

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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)

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## University System of Maryland Office (USMO)

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## Find us on the web:

Website: <http://bit.ly/1yc1pre>  
Facebook: @CussMaryland  
Twitter: @CUSS\_USM

## Update from the Chair

As we get ready to start another academic year, I would like to take this opportunity to share some highlights from the 2018-2019 cycle from the Council of University System Staff (CUSS) as well as share some items we are looking forward to in 2019-2020. First and foremost, I would like to thank the outgoing Executive Committee and council members from the past year! It was a very productive year and a great group to work with. I would also like to take a moment to recognize the new Executive Committee for the upcoming year:

- Vice-Chair: Kalia Patricio (UMCP)
- Co-Secretaries: Carol Green-Willis (Towson) & Susan Holt (UMB)
- Members-At-Large: Antoinne Beidleman (UMGC) & Trish Johnson (Bowie)
- Past- Chair: Lisa Gray (Salisbury)

During the past academic year, the Council worked on several initiatives. Highlights for several of these initiatives can be found below.

### State of Shared Governance Survey:

For the second year in a row, CUSS sent out the annual “State of Shared Governance Survey” to each of the 12 campuses. We would like to thank all of the staff senate groups at every institution for their active participation in the survey and the results that were shared. A summary of the findings from the survey were shared with the Chancellor, as well as with each of the 12 presidents from each campus. It is our hope that this survey will help improve shared governance processes at each institution. If you are interested in seeing your campus’ results, please reach out to your President’s Office to obtain a copy.

### Board of Regents Staff Awards:

Staff Awards for 10 possible categories were collected and reviewed for the 2018-2019 cycle. Categories include (for both exempt/non-exempt staff): Exceptional Contribution to the Institution and/or Unit to Which the Person Belongs, Outstanding Service to Students in an Academic or Residential Environment, Extraordinary Public Service to the University of the Greater Community, Effectiveness and Efficiency, and Inclusion, Multiculturalism, and Social Justice. All 10 categories had awardees for the last cycle! Congratulations to all of the winners and to everyone who submitted a packet!

### Advocacy Day:

Unfortunately, due to inclement weather, Advocacy Day was canceled for 2019. However, the Legislative Affairs & Policy Committee will spend time in the upcoming cycle determining an inclement weather date as well as a way to share information electronically in the event of inclement weather to avoid missing Advocacy Day in the future.

### Website Updates:

As we transition into a new year, please do keep up-to-date on Council activities by visiting our website (<https://www.usmd.edu/usm/workgroups/SystemStaff/index.html>). The website is currently being updated so check back periodically for new information.

I am greatly looking forward to working with the Council and the new Executive Committee throughout the upcoming year! Thank you to all of our council members for their service to CUSS. I hope everyone has a successful start to the fall semester!

*Dr. Laila M. Shishineh*

Dr. Laila M. Shishineh  
Council of University System Staff Chair

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## **CUSS COMMITTEE SPOTLIGHT: BOARD OF REGENTS AWARD & RECOGNITION COMMITTEE**

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The Board of Regents Staff Award represents the highest honor bestowed by the Board of Regents for exempt and non-exempt staff employees from all USM institutions. There could be up to 10 recipients – each receives a \$2,000 cash award. This makes the work of the Board of Regents Award and Recognition Committee very satisfying.

This committee is responsible for making sure all the System institutions are provided with the information they need to compile award-winning packets. We offer tips and answer questions. We try to communicate with the BOR Committees at each institution so they know the timeline and requirements.

Once packets are received, it's up to the Board of Regents Award Committee to grade every packet. We generally receive anywhere from 25 to 40 packets. Each packet is reviewed by several committee members with a standard set of criteria to insure consistency. Committee members review between 10 -15 packets each. Additionally, we will solicit volunteers from the Council who would like to assist with grading. This process is a change from prior years when the entire Council was asked to review applications. Having a smaller group of reviewers whose main assignment is to grade packets, seems to result in more consistent scoring.

After the packets are reviewed and graded, recommendations are made to the Council Executive Committee for the final determination on who goes forward to the Board of Regents to be considered for an award. There are five award categories, and with the exception of one, awards are given to one exempt and one non-exempt staff person. (The Effectiveness and Efficiency category can award to prizes to either exempt or non-exempt.)

After awards have been announced, we start the process over again. We are happy to offer advice to those unsuccessful to help them resubmit a stronger application. More information on the Board of Regents Staff Awards can be found here: <https://www.usmd.edu/usm/workgroups/SystemStaff/borawards.html>

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## **USM INSTITUTIONAL UPDATES**

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### **Bowie State University**

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*Prestigious Award Aids BSU Researcher in Developing Black Male Teachers Dr. Julius Davis to establish Center for Research & Mentoring of Black Male Students & Teachers*

A Bowie State University mathematics education researcher, selected for the distinguished University System of Maryland professorship, will establish a center to encourage more young black male students to enter the education profession, where they are underrepresented. Dr. Julius Davis is one of three USM faculty awarded the Wilson H. Elkins Professorship, which will provide him with \$44,000 to establish a Center for Research and Mentoring of Black Male Students and Teachers ([www.bowiestate.edu/centerforblackmales](http://www.bowiestate.edu/centerforblackmales)) to support black male high school students who are interested in a career in education. The highly competitive Wilson H. Elkins Professorship supports professors and researchers who demonstrate exemplary ability to inspire students and whose professional and scholarly endeavors make a positive impact at their

universities, on their students, the entire system and beyond. Established in 1978, it is named for Dr. Elkins, a former Rhodes Scholar and president of the University of Maryland. "It's humbling and an honor to receive such an award. It feels great to know that the University System of Maryland thought that it was worth the investment to create a center for research and mentoring of black male students and teachers at a historically black university," said Dr. Davis. "It's great to be on the cutting-edge by trying to create a center focused on black male students and teachers. We'll be creating it from the foundation up."

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### Coppin State University

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*No submission for this issue*

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### Frostburg State University

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The National Collegiate Athletic Association (NCAA) announced that Frostburg State University has officially been accepted to begin the Division II membership process, capping a 41-year run as a member of Division III.

Progress continues on the new residence hall at FSU.



FSU will hold a Staff Recognition Day on Thursday, Sept 5, 2019, at the Bobcat Stadium from 5-7pm at the first FSU football home game of the season.

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### Salisbury University

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We are SU: The Campaign for Salisbury University kicked off earlier this summer with hundreds of SU community members and supporters attending an elegant evening in the Guerrieri Academics Commons. The \$75 million initiative will provide transformational support for campus priorities, including student scholarships, faculty and staff opportunities, and program enhancements. Staff Senate was instrumental in obtaining approval for two new initiatives beginning this academic year: 1) Faculty/Staff Meal Plan and 2) SU's Day of Service, where employees are encouraged to volunteer with a program or agency they feel a connection to. Employees will be granted the use of Service Hours in lieu of using annual or personal leave.

Staff Senate will continue a new year of Snack & Chats geared mainly toward staff employees. A few topics have already been scheduled: Benefits Enrollment, Student Mental Health, Tuition Remission and Other Budget Topics, Active Shooter presentation, Employee Kudos. The 31st Annual Sea Gull Century is set for October 5th. The Sea Gull Century is among the oldest rides of its kind on the East Coast. Thousands of cyclists are expected for the traditional 100-mile Assateague century or the 64-mile Princess

Anne metric route. All proceeds support programs on campus and in the community, including SU student scholarships and faculty grants.

The SU Foundation recently announced plans to develop a former motel and shopping center into a 750-bed housing facility to replace three campus residential halls nearing the end of their useful lives. The first phase is set to open in 2022.

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### Towson University

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[Jayne French](#) is the first person to win two USM Board of Regents Awards. A proud TU alumna and former Towson University Staff Senate member who works in Student Affairs, Jayne is a current recipient of the USM's Board of Regents Staff Award in the Category of Inclusion, Multiculturalism and Diversity. French won her first Board of Regents Staff Award in the Extraordinary Public Service to the University or greater community category in 2013-14. Jayne admits that she has a hard time saying no because she loves helping people



Towson University was ranked the No. 29 public university in the prestigious Northeast region in the latest rankings by [Forbes](#), which also listed TU in the top 6 percent of all public universities in the country. The "Top Colleges" list is *Forbes'* annual ranking of the top 650 public and private U.S. colleges. TU was joined by fellow Maryland institutions, UMCP, JHU, and UMBC. The publication also named TU one of America's Best Value Colleges in April of 2019.

TU is taking a major step forward in our role as a major anchor institution and economic-driver in Great Baltimore. Through the Together Towson initiative, TU will soon occupy a historic former Maryland National

Guard Armory building that will serve as the hub for BTU (Baltimore + TU partnerships), and home for many programs & offices focused on community outreach, business engagement, entrepreneurship, and workforce development.



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### University of Baltimore

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*No submission for this issue*

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### University of Maryland, Baltimore (UMB)

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The UMB Staff Senate, partnering with The President's office and Human Resources, have introduced a "Civility Campaign" to promote civility and civil discourse by asking staff to "Take the Pledge and Choose Civility" either online or in person. This effort ties into UMB's Strategic Plan and Core Values. The official kick-off was during the 4th Annual Employee Professional Development Day on June 11. The theme of the event was "Cultivating Workplace Civility," and the keynote address was offered by Daniel Buccino, MA, MSW, Director of the Civility Initiative at Johns Hopkins University. Senators manned a table, allowing staff to "Take the Pledge" and in return received a button and a copy of the book, "Choosing Civility: The Twenty-Five Rules of Considerate Conduct" by P.M. Forni, Ph.D. To date, 99 have taken the pledge.



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

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*UMBC's new logo!*



UMBC's new 130,000 GSF Interdisciplinary Life Sciences Building (ILSB) is now open. It will provide 70,000 NASF of flexible and adaptable research and education spaces to support on-going and future interdisciplinary life science programs.

UMBC will host a full-day leadership retreat on Wednesday (August 21) as well as a Fall Welcome/Opening meeting on Thursday August 22 to kick off the fall semester! 2.

The Professional Staff Senate (PSS) Mentoring Program has launched its largest cohort yet with 58 participants in the current 2019-2020 cohort. Plans for the upcoming year (July 1, 2019 to June 30, 2020) include two workshops and promoting campus events to mentors/mentees throughout the year. The program CUSS Chair, Laila Shishineh, also serves as the Chair of the PSS Mentoring Program and anyone interested in learning more about the program can reach out via email ([lailams@umbc.edu](mailto:lailams@umbc.edu)).

UMBC will host a Welcome to Campus event for all staff who started working at UMBC within the last year on Wednesday, September 25th.

UMBC looks forward to hosting the Council of University System Staff meeting next month on Tuesday, September 24th!

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

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At the beginning of August, UMCES labs Chesapeake Biological Laboratory, Institute

of Marine and Environmental Technology and Horn Point Laboratory participated in a research cruise in Bermuda to better understand the deep sea carbon cycle. Four UMCES graduate students, Katie Hornick, Amanda Lawrence, Wenfei Ni, and Caroline Wiernicki, have been named finalists of the John A. Knauss Marine Policy Fellowship program sponsored by Sea Grant and NOAA. The Fall Society for Women in Marine Science Symposium will be held at Horn Point Laboratory, September 13 - 14, with break out sessions about science communication led by UMCES' Integration and Application Network

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

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Discovery Center in VA: The University of Maryland will open an 8,000-square-foot space in Crystal City, Virginia in fall 2020 to foster innovation and collaboration among UMD students and faculty, Crystal City residents and businesses, and alumni in the area. The flagship university's main campus is only 11 miles from Amazon's new HQ2 in Crystal City, and UMD's "Discovery Center" will bring unique opportunities and expertise to Northern Virginia, including access to world-renowned tech faculty and the nation's largest number of computer science students, all poised to partner with local firms.

Thriving Workplace Initiative: Workplace engagement continues to rise among University of Maryland faculty and staff, according to new results from the 2019 Thriving Workplace Initiative (TWI) survey. A summary of the 2019 results, released today on the Office of the President's website, also show that those who turned to the Thriving Workplace Initiative's resources for employee development reported significantly higher engagement in their jobs than the UMD community overall.

PRESIDENTIAL SEARCH: UMD, the flagship, land-grant university of the state of Maryland, seeks a visionary and inclusive leader to serve as its 34th President. The Board of Regents has appointed a 20-member Presidential Search Committee. The Search Committee is dedicated to building a strong, diverse pool of candidates to recommend for the presidency of the institution. Isaacson, Miller has been retained to provide executive search consulting services.

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

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On September 8th through the 14th, the University of Maryland Eastern Shore (UMES) will be celebrating Founder's Week. During that week, on September 13th,

Dr. Heidi M. Anderson, 16th president of the university will be installed at 1 pm in the Ella Fitzgerald Performing Arts Center. A fundraising dinner to celebrate President Anderson's Inauguration will be on Saturday, September 14th from 6 - 11 p.m. in the Student Services Center Ballroom. This is a ticketed event to raise scholarship dollars for students.

On Thursday, September 12, UMES will celebrate its Summer Commencement at 11 a.m. inside the Ella Fitzgerald Performing Arts Center. President Anderson will deliver the commencement address.

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

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University of Maryland University College (UMUC) is now University of Maryland Global Campus (UMGC). Known as University of Maryland University College for nearly 50 years, the new name for America's largest online public university reflects its global reach and historic mission. The massive effort to transition to the new name has already begun and will continue into 2020. Prospective and current students will begin to see the university's new name, logo and look on the institution's website and other materials beginning this fall.



On July 18 at the 2019 International Cybersecurity and Intelligence Conference held in Toronto, Canada, Dr. Mansur Hasib, program chair of cybersecurity technology at University of Maryland Global Campus graduate school, received the 2019 Outstanding Global Cybersecurity Leadership Award, which honors individuals with a unique combination of industry accomplishments and academic contributions that impact cybersecurity




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## 2019 - 2020 CUSS REPRESENTATIVES

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

Trenita Johnson  
Trish Johnson  
LaVel Jones

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

Sheila Chase  
Anthony Littlejohn  
Yvonne Oliver

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

Amy Nightengale  
Lacey Shillingburg  
Rubin Stevenson  
Sara Wilhelm

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

Vanessa Collins  
Paul Gasior  
Lisa Gray  
Teri Herberger

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

Ashley Arnold  
LaVern Chapman  
Mary Cowles  
Deniz Erman  
Carol Green-Willis

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

Keiver Jordan  
Suzanne Tabor

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

Ayamba Ayuk-Brown  
Colette Beaulieu  
Susan Holt  
Casey Jackson  
LaToya Lewis  
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)**

Julia Bliss  
April Lewis  
Michelle Prentice  
Lori Stepp

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

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

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

Chenita Reddick

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

Melanie Barner  
Antoinne Beidleman  
Francesca Kerby  
Chantelle Smith

### **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.

