

Council of University System Staff

Quarterly Newsletter / Fall 2019 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/1yc1pre>
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. Your representatives on the Council have already had a busy year, and we have much to look forward to in the next several months.

New Chancellor Announced:

Jay A. Perman, M.D., who currently serves as the President of the University of Maryland, Baltimore (UMB), has been named the fifth Chancellor of the University System of Maryland (USM). President Perman will succeed the current chancellor, Dr. Robert L. Caret, at the end of his contract in the summer of 2020. President Perman has been at UMB since 2010, where he has worked to strengthen the campus' ties to and economic development of the city of Baltimore. This announcement comes at the end of a four-month, national search led by a 16-member search committee, co-chaired by Regents Chair Gooden and Vice-Chair Gossett. Witt/Kieffer, an executive search firm, also assisted the search committee in hiring the new Chancellor for USM.

USM Holiday Open House:

Members of the Council, plus one guest, are invited, and encouraged to attend, the USM Holiday Open House, hosted by Chancellor Robert L. Caret and Dr. Elizabeth Zoltan on Sunday, December 8, 2019 from 11:30 AM to 2:30 PM. An invitation was sent via email to all members. Please make sure to RSVP if you plan to attend and see the email for additional details.

Annual Joint Councils Meeting:

On Thursday, November 14th, all three USM Councils will come together for the annual Joint Councils Meeting at the University of Maryland, College Park. Council representatives will include members from: Council of University System Faculty (CUSF), USM Student Council (USMSC), and our own CUSS members. The Councils will be welcomed by the Chancellor and President Loh from UMCP. They will also look forward to hearing from Vice-Chair Regent Gossett from the Board of Regents, regarding updates about the Chancellor's search process, and several Regents regarding changes to the Board over the last year. Additionally, Patrick Hogan and Andy Clark from USM will join to debrief the last legislative session and prepare the Councils for the upcoming session. New this year, each Council will share a "State of the Council" address about their action items for the current academic year and the Councils will brainstorm opportunities for partnership and collaboration. We look forward to sharing updates from this very important meeting in our next newsletter.

Board of Regents Staff Awards:

The Board of Regents Staff Awards and Recognition committee is pleased to announce they have launched the 2019-2020 nomination cycle. The nomination packet can be found on the CUSS website (<https://www.usmd.edu/usm/workgroups/SystemStaff/borawards.html>) under the link for the "2019-2020 BOR Staff Awards Nomination Packet". Please consider nominating exceptional staff from your home institutions. Nominations are due by Friday, February 7, 2020.

Advocacy Day:

The Legislative Affairs & Policy committee has confirmed Advocacy Day 2020 will take place on Wednesday, February 19, 2020 in Annapolis, MD. The committee looks forward to working with Patrick Hogan and Andy Clark, from USM, in November and December to prepare for Advocacy Day. As a back-up plan, in case of inclement weather, the committee is hoping to put together a short video, and some handouts that could be sent on our behalf if we are not able to attend in person.

We are looking forward to these and other highlights as we continue throughout the upcoming year! Thank you to all the members of our Council for all their hard work! We also hope that everyone successfully wraps up the fall semester and has a wonderful winter break at the end of the year!

Sincerely,

A handwritten signature in black ink that reads 'Dr. Laila M. Shishineh'.

Dr. Laila M. Shishineh
Council of University System Staff

CUSS COMMITTEE SPOTLIGHT: *EXECUTIVE COMMITTEE*

The Council of University System Staff (CUSS) elects new Executive Committee members each academic year. Those elected to the Executive Committee serve as the leadership group for the entire Council for their one-year appointment. For the 2019-2020 academic year, Executive Committee members include:

Chair: Laila M. Shishineh - UMBC (lailams@umbc.edu)
Vice-Chair: Kalia Patricio - UMCP (krp@umd.edu)
Past-Chair: Lisa Gray - Salisbury (lgray@salisbury.edu)
Co-Secretary: Carol Green-Willis - Towson (cgreen@towson.edu)
Co-Secretary: Susan Holt - UMB (sholt@som.umaryland.edu)
Member-At-Large: Antoinne Beidleman - UMGC (antoinne.beidleman@umuc.edu)
Member-At-Large: Trish Johnson - Bowie (tejohnson@bowiestate.edu)

Once elected, the Executive Committee meets for the first time in August to determine action items and goals for the upcoming year. For this year, the group has several strategic priorities to focus on. For starters, the group wants to showcase shared governance best practices and/or challenges at each of the 12 institutions. This will take place at the host institution during each monthly meeting throughout the year. Another major focus will be on continuity for the Executive Committee. Members will work on creating "role expectations" for each position, as well as "role expectations" for Chair a standing CUSS committee, and for each campus Point of Contact (PoCs). In addition to creating these expectations, the group has created and will implement a shared drive for maintaining and archiving files.

In addition to their work within CUSS, several members of the committee also serve other roles within the USM. Chair, Laila Shishineh, represents the Council at Chancellor Committee meetings (monthly) and at Board of Regent meetings (quarterly). If she is unable to attend, Vice-Chair, Kalia Patricio, or Past-Chair, Lisa Gray, will sub for her at these events. Vice-Chair, Kalia Patricio, serves on the USM Inclusion and Diversity (I & D) Council. The Council also has a wonderful liaison to the Office of the Chancellor, Chevonie Oyegoke. Each month, Chevonie bring updates to the Council meetings on behalf of the USM Office.

Staff interested in learning more about the Council are welcome to reach out to any member of the Executive Committee, or to the Point of Contact for their home institution.

USM INSTITUTIONAL UPDATES

Bowie State University

On Oct. 10, Bowie State University (BSU) hosted a groundbreaking ceremony for its new entrepreneurship center, which is set to open in July 2021.



Bowie State University President Aminta H. Breaux and Baltimore City Community College (BCCC) President Debra L. McCurdy came together yesterday to announce a comprehensive partnership to enable more BCCC students to transfer seamlessly to BSU to earn a four-year degree and receive specialized scholarships, marking the first such agreement between the institutions. For details about this agreement and other transfer admissions partnerships, visit the Transfer Admissions Partnerships page. In a signing ceremony held at BCCC, more than 50 administrators, faculty, staff and students were on hand from both schools to help celebrate the new partnership. Under the agreement, BCCC students will be able to transfer into 12 comparable academic programs at BSU to complete their bachelor's degree in a supportive educational environment.

Education, nursing, psychology, business administration and computer technology are among the 12 programs included in the agreement. In addition, a unique feature of the agreement enables select students in the BCCC Honor's Program to transfer into the BSU Honor's Program and receive a full scholarship covering in-state tuition and fees. Over the past year, teams from both schools worked closely together to map out the agreement, which also includes provisions for reverse transfer, financial aid and a commuter scholarship, demonstrating BSU's commitment to making college more accessible. Plus, the 30-mile commute to BSU can be as easy as a 30-minute MARC train ride from Penn Station to a stop on the university campus.

Coppin State University

Coppin State University has established programs to support the overall development of students. The Career Services Center delivers these programs and services in concert with the university's mission to enable students to develop life-long skills in career planning to enhance their ability to make informed career decisions. The CSC seeks to fulfill this mission through the following program goals:

- To help students identify their values, personality traits, interests and career goals.
- To support students in refining and implementing their career goals.
- To assist students in acquiring information and competencies that enhance their academic success and awareness of varied industries and occupations.
- To provide services and resources that support students in identifying satisfying employment and graduate/professional school opportunities.
- To develop relationships with employers that provide experiential, part-time, summer and full-time professional employment opportunities for students.

Coppin State University has launched the Coppin Family Campaign! This is an opportunity for faculty & staff to further support the mission of Coppin State University by making a contribution in the area of choice. Employee gifts have a powerful effect on the lives of our students. Every donation, no matter the amount, makes a difference. The campaign will run through Friday, December 13, 2019.

Frostburg State University

The Staff Senate developed a plan to appoint retired Faculty and Staff in role as Ombudsmen at FSU.

The new Residence Hall is planning to open in Fall 2020 housing 431 beds. This is the first new residence hall at FSU in 40 years. FSU is also working to do major upgrades to existing residence halls.

FSU is creating a Multicultural Center on campus using historical Lincoln School, which was the last segregated elementary school in Frostburg; serving what was known as Brownsville.

We are finishing up the planning/drawing stage of new Health Science Building. Construction is scheduled to begin next Spring

The FSU Veterans Center is sponsoring a competition to see which department/organization can collect the most toys for the Allegany County Toys for Tots - Toy Thunder.

Salisbury University

Through an initiative of SU's Staff Senate and in support of Governor Hogan's "Day to Serve" Campaign, SU will provide employees four hours of paid leave to volunteer with a non-

profit in 2019. SU's Day of Service will continue annually to allow employees with this important endeavor to volunteer in the community.

The 13th round of Ratcliffe Shore Hatchery program, a 10-year, \$2 million program to create new jobs through entrepreneurship, took place on October 25th. Participants vied for their share of \$200,000 in business funding from the Ratcliffe Foundation with the goal to have new businesses opening within 6 months and employing 3 or more employees within 3 years.

SU's School of Nursing is launching the campus' first massive open online course (MOOC). This non-credit, free, self-paced course is 5-weeks in duration beginning on Oct. 31st. The content of the course was created by Prof., Dr. DiBartolo.

WE ARE SU - The Campaign for Salisbury University has a \$75 million goal and is the largest fundraising campaign in our nearly 100-year history. This campaign focuses on the people who make up Salisbury University - including those on our campus, in our region, and around the globe. A top priority is providing scholarships to help recruit and retain outstanding students. "Together, we can ease the burden for students and unlock the potential of an SU diploma for future Sea Gulls."

Other priorities of the campaign are to support our dedicated faculty and staff and to create more opportunities for civic engagement with collaborations that serve our Eastern Shore neighbors and meet the needs of our state.

Towson University



TU honors Chapman with new Bust, Quad

Hundreds of people gathered outside TU's Media Center October 19 for an unveiling of a bronze bust in the likeness of Dr. Julius Chapman, the University's first Dean of Minority Affairs. The bust was funded through the generosity of the brothers of Omega Psi Phi Fraternity Inc., Iota Epsilon Chapter. Chapman was the father of the group during his 1969-1981 tenure at what was then-Towson State. The bust is located just feet from a bench designated for Chapman last year. During his 12-year career, Chapman recruited and mentored African American students while helping to establish the Black Student Union, the Black Faculty and Administrators Association and the Black

Cultural Center. Several of those groups are celebrating their 50th anniversary. President Schatzel also made a surprise announcement during in the ceremony. She pointed to the nearby Stephens Annex, which is scheduled to be torn down this year, and said "It's going to be a park/quad that's going to be right across from the bust. This is going to be the Dr. Chapman Quad." <https://www.towson.edu/news>



TU Tigers Stellar Homecoming Win

What began with a dedication and a 5K and included a number of gatherings, tailgates and celebrations along the way, culminated with a dominating win at TU's Homecoming! The Tigers capped homecoming Saturday with a 56-7 win against Bucknell, setting some records in the process. All six touchdowns in the first half were thrown by Tom Flacco, who set a program record for passing touchdowns in a game. Five of those touchdowns were to Shane Leatherbury, who tied a program single game record for receiving touchdowns by a Towson player. <https://www.towson.edu/news>

University of Baltimore

The UB School of Law is celebrating the growing success of its nationally lauded Fannie Angelos Program, which represents a revolutionary approach in addressing the lack of diversity in legal education and the legal profession. Recognized by the American Bar Association for promoting equal opportunity, the program is unique for the wrap-around services it provides and its collaboration between the school and Maryland's four historically black colleges and universities: Bowie State, the University of Maryland Eastern Shore, Coppin State and Morgan State. It's an attempt to add to the disproportionately small number of black lawyers in the U.S. The number, as low as 2.3% of law partners in Baltimore and 7.5% of associates, affects the way black Americans interact with the justice system, corporations shape their products and young people envision their future.



2019 Angelos Scholars with Kurt Schmoke

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



Carl Jackson, Analyst for the School of Social Work and a former Staff Senate Vice President, was appointed by Governor Hogan to the Maryland House of Delegates for District 8. Staff Senate President, Kristy Novak, along with Faculty Senate Vice President, Oksana Mishler, RDH, MS presented: "Exploring How UMB Can Embody Its Core Values" at the President's Symposium and White Paper Project on Oct. 9th. They presented examples of how to bring UMB's Core Values of accountability, civility, collaboration, diversity, excellence, knowledge, and leadership into everyday work life.

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

UMBC's Homecoming occurred from October 4-12. The festivities included Governor Larry Hogan attending the UMBC ribbon-cutting ceremony for the new Interdisciplinary Life Sciences Building and comedian Trevor Noah performing at the Events Center.

UMBC hosted their annual "Welcome to UMBC" event for new faculty/staff at the end of September. This event provided an opportunity for new personnel to meet each other and to learn about the opportunities to become more involved and connected.



OCA Mocha, "a shared, multi-purpose space that fosters ongoing engagement between UMBC and its neighboring communities and promotes economic development in southwestern Baltimore County" opened on November 4th. OCA, which stands for Opportunities for Community Alliances, will connect UMBC's resources to neighboring communities. Mocha- the coffee shop- will

"promote opportunity, collaboration, and innovation by attracting members of the UMBC and local communities". The office includes a community meeting/event space behind the coffee shop which is staffed by student interns and personnel from UMBC's Office of Institutional Advancement. Check out OCA Mocha's Facebook page.



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

Over the summer, the UMCES Board of Visitors challenged faculty, students, and staff to create brief descriptions of UMCES, and the work the institution does. One of the winners of the challenge was an UMCES staff member, who received \$1,250 toward professional development.

UMCES celebrated its second annual Staff Appreciation Day on Tuesday, September 24th. During this event, former CUSS member Amy Griffin was the recipient of the second annual Staff Excellence award, receiving a \$500 gift in recognition.

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

The University of Maryland has joined 164 colleges and universities across the nation to urge the U.S. Supreme Court to protect the Deferred Action for Childhood Arrivals (DACA) program.

With a blast of streamers and a hearty rendition of the Victory Song, the University of Maryland officially broke ground for a new School of Public Policy building that will take Terps into the next frontier of government, nonprofit and philanthropic education. University, state and local officials gathered at The Hotel at the University of Maryland to celebrate the planned 70,000-square-foot academic building that will for the first time bring together the school's 90 faculty members, more than 1,000 undergraduate and graduate students, and 5 centers and institutes.

President Wallace D. Loh announced recently that an alumna will serve as Vice President of Student Affairs beginning in January. Patricia "Patty" A. Perillo Ph.D. '02 will partner with campus leadership, students and internal and external stakeholders on creative initiatives

that elevate the student experience. She will be a member of the President's Cabinet and will work closely with the Provost, and Academic Affairs and faculty colleagues to enhance all students' time at Maryland, both in the classroom and beyond. The University of Maryland Title IX Office will now report to Diversity Vice President Georgina Dodge, a Former Title IX Coordinator who will seek to evaluate and strengthen services. Dr. Dodge expects this change to ultimately have beneficial impacts for all responsibilities of the office, including a further review of compliance as it relates to the civil rights of all protected classes in the community.

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

George Owings, Maryland's Secretary of Veterans Affairs, and Anthony S. Sarbanes, a Salisbury native who served three decades in the U.S. Army, are the featured speakers at the University of Maryland Eastern Shore's 2019 Veterans' Day banquet. The Friday, Nov. 8, event gets underway with a 6 p.m. cocktail reception at the Richard A. Henson Center on the UMES campus. The university is partnering with the Salisbury Area Chamber of Commerce to salute military veterans with a gourmet meal prepared by UMES hospitality and tourism management students under the supervision of chef Ralston Whittingham. Chef Jose Andres visited UMES' Marriott Teaching Kitchen at Shady Grove on Thursday, October 31, 2019. It's not every day a chef with a rock star resume stops by your kitchen to talk shop and samples your mother's recipe for empanadas. But that's what Mario A. Sep and his classmates experienced when World Central Kitchen founder Jose Andres visited the University of Maryland Eastern Shore's hospitality and tourism management program at the Universities at Shady Grove in Rockville. Andres' appearance at UMES' satellite program at Shady Grove was more than a year in the making, thanks to chef instructor Susan Callahan's perseverance. He was the driving force behind a mobile kitchen that fed thousands of displaced Puerto Ricans when Hurricane Maria destroyed much of that U.S. territory in 2017. When Hurricane Dorian this fall wreaked the same devastation on the Bahamas, Andres and his army of volunteers were there, too, to provide meals.

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

The National Cryptologic Museum Foundation's Cyber Center for Education and Innovation (CCEI) and University of Maryland Global Campus (UMGC) are pleased to announce the signing of a trilateral Agreement. An innovative endeavor, this trilateral agreement brings together the unique specialties and expertise of the three organizations. CCEI brings the history, experience and externally-facing presence from its National Cryptologic

Museum Foundation roots. UMGC is a recognized leader in cybersecurity education and brings its decades of experience in meeting workforce needs at scale. NSA's National Cryptologic School brings knowledge and practical experience in cybersecurity education and operational experience to both military and civilian affiliates across the globe. NSA is looking to explore this partnership for the sustainment of its cyber curriculum project and its GenCyber program.



University of Maryland Global Campus observes National Cybersecurity Awareness

Month 2019 with a video series throughout the month featuring UMGC cyber faculty, students and recent alumni, who will share their tips and insights to help you understand and secure your digital profile at home and at work.

Celebrated every October, National Cybersecurity Awareness Month (NCSAM) is a collaborative effort between government and industry to raise awareness about the importance of cybersecurity and ensure that all Americans have the resources they need to be safer and more secure online.



2019 - 2020 CUSS REPRESENTATIVES

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.

