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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 (UBalt)

1420 N. 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)**

7950 Baltimore Avenue
College Park, MD 20742

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

11868 College Backbone Road
Princess Anne, MD 21853

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

1616 McCormick Drive
Largo, MD 20774

**University System of Maryland Office
(USMO)**

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Find us on the web:

Website: <http://bit.ly/1yc1prc>
Facebook: @CussMaryland
Twitter: @CUSS_USM

Update from the Chair

In August of 2022, we kicked off our new term and my first year as Chair; CUSS has been busy so far. We met in person for the first time in over two years on October 11, 2022 (with an option to join remotely) at Frostburg State University. We were warmly welcomed by President Nowaczyk, who followed through on his promise of a snow-free visit. We will meet remotely for the remainder of the year but look forward to a visit to University of Maryland, Baltimore County in the spring.

Our CUSS committees are off to a strong start this year. There are many initiatives underway but some highlights include:

- The Board of Regents Staff Awards process: This annual endeavor is well underway. Our fearless leader of this initiative is Deniz Erman of Towson, who has been communicating and meeting with various campuses to provide any support and guidance she can to help staff through the process. We have a particular hope of attracting more non-exempt nominations this year but still plan to revise the packets to make them more accessible in the future. We could use everyone's support in attracting non-exempt nominations – we know there are plenty of deserving staff in the USM!
- Advocacy Day: Our Legislative Affairs & Policy staff is already hard at work planning Advocacy Day under the direction of Roy Prouty of UMBC. The date is tentatively set for February 15, 2023, and we are hoping for a primarily in-person event with some virtual engagement opportunities. More information to follow once plans are solidified.

The USM Joint Councils meeting was held on November 17, 2022. For the uninitiated, the Joint Councils Session is hosted by the three Chairs of the USM Councils (Council of University System Staff, Council of University System Faculty, and the USM Student Council) where we discuss common issues and concerns and hear important updates from the Chancellor, Board of Regents, and the USM Legislative staff. We heard about the new Strategic Plan for the USM, learned about the legislative priorities for the USM for the Spring legislative session, and discovered how affordable the USM is compared to its neighboring states. We also learned about a new prisoner education program spearheaded by the Regents and had discussions about projected enrollment issues on the horizon. The breakout rooms at this year's event were dedicated to planning Advocacy Day, examining collective bargaining policies, discussing mental health issues on our campuses (for students, faculty, and staff), and exploring the connections and opportunities between the USM and the Maryland prison system. These four areas concern all three Councils, and we had several fruitful discussions. Please see the meeting minutes for a full picture of the conversations.

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

Most Sincerely,

Kalia Patricio, Ph.D.
Council of University System Staff

USM INSTITUTIONAL UPDATES

Bowie State University

Incarcerated citizens at Maryland's Jessup Correctional Institution can now earn a Bachelor of Science degree in Sociology and an optional Entrepreneurship Certificate through a prison education program offered by Bowie State University through the Maryland Department of Public Safety and Correctional Services. Bowie State is the first HBCU in the state to offer a degree program for individuals incarcerated at a state correctional facility. Bowie State's prison education program builds on its designation as a Second Chance Pell Grant awardee, which allows incarcerated individuals the opportunity to receive Pell Grants to participate in college and university educational programs. Incarcerated students who apply and are accepted into the university will have all fees and tuition covered by the Pell Grants. "The university's prison education program is embedded in our Restorative Justice and Practices Institute which enables us the opportunity to inject the principles of restoration, reconciliation, harms and needs, and empowerment into the curriculum," said Dr. Charles Adams, chair of the Department of Criminal Justice at Bowie State. "All courses will be offered at the Jessup Correctional Institute. To participate in the program, incarcerated citizens must have graduated from high school or successfully completed their GED. The first cohort of seven students began courses this week and range in age from the early twenties to over 50. They will take four courses each semester while pursuing their degrees in sociology with the goal of securing jobs or continuing their education after they are released from prison.

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

Coppin State University



The U.S. Department of Education awarded Coppin State University \$130,000 as part of its Project School Emergency Response to Violence (Project SERV) grant program. The additional funding will allow Coppin State University to support the addition of another full-time counseling psychologist in the Center for Counseling and Student Development, who

will provide both individual and group counseling. The funds will also support crisis response training for all students, staff, and faculty, and resources to cope with the stress and the anxiety that can stem from traumatic events.



President Jenkins stresses the importance of talking about memory loss and other health conditions at the 18th annual Pythias A. and Virginia I. Jones Alzheimer's Association African American Community Forum on Memory Loss hosted at CSU.

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

Frostburg State University

Frostburg State University launched a new Multidisciplinary Studies Program as a completion degree for individuals who already have some college credit. The broad-based curriculum explores topics in business, the arts, social sciences and humanities to complete degree requirements fully online. This flexible format allows students to accomplish their goals without disrupting personal, family and professional commitments. A Certificate in Human Resources and Telework Management was added to the Working Professional Certificate Programs offered through the College of Business. The increasing complexities of legal regulations, licensing requirements, healthcare and benefits administration, employee disciplinary procedure, payroll and retirement benefits oversight, etc. is placing a burden on employers like not seen before. This new certificate provides a resource to companies to help with these growing needs in Human Resource departments. Three new sports have been added in athletics to bring the number of sponsored sports at FSU to 25. Men's and Women's Wrestling and Women's Rugby will begin competing in the Fall of 2023.

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

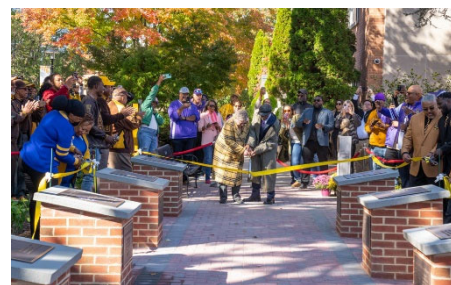
Salisbury University



For the 13th consecutive year, The Princeton Review, in partnership with the U.S. Green Building Council (USGBC), has named Salisbury University one of the nation's most environmentally responsible colleges. This year, SU has been ranked among the top 50 "Green Colleges" in the U.S. out of the 455 institutions in the survey. 11 new or renovated campus buildings have earned LEED Gold or Silver certification. SU is home to the Eastern Shore's first public electric vehicle charging stations. Other alternative transportation initiatives include a bicycle-friendly campus, complete with "Fixit" stations and bike storage buildings for residents, and a bike lane that leads from the University to downtown Salisbury. Other initiatives include a trayless dining hall, solar parking canopy producing enough electricity annually to power three campus residence halls and building innovations such as the "green roof" atop the Patricia R. Guerrieri Academic Commons, which allows a blanket of plant life to serve as a storm water filtration system and help keep the facility cooler by reducing the roof's heat island effect.

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

Towson University



Towson University president Kim Schatzel and Dr. Julius Chapman, TU's first Dean of Minority Affairs, cutting a ribbon that officially opened the National Pan-Hellenic Council Tribute Walkway on campus. Credit: Lauren Castellana, TU. Towson University continues to be recognized as an institution of excellence with rankings in U.S. News & World Report, Forbes and Washington Monthly. TU is the only higher education institution in Maryland and D.C. named on Campus Pride's

Top 40 List for LGBTQ+-friendly colleges and universities, and also received the 2022 Higher Education Excellence in Diversity (HEED) Award from INSIGHT Into Diversity magazine for the third straight year. TU's business engagement center, StarTUP at the Armory, was named North America's top university economic development initiative. The launch of the Center for Interdisciplinary and Innovative Cybersecurity furthers TU's national leadership in cybersecurity. For the first time in university history, TU has two Rhodes Scholarship finalists. One finalist, Rasul Wright, was keynote speaker at TU's annual DEI Summit. Homecoming included the dedication of newly named Barnes and Harris Halls, as well as the NPHC tribute walkway. TU Staff Senate (TUSS) organized this year's Homecoming office decorating contest. TUSS is actively accepting nominations for BOR Staff Awards.

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

University of Baltimore

The UBalt Law National Trial Team placed second on October 16th in the Buffalo Niagara Trial Competition, earning them an invitation to the National Trial Competition, which takes place in Spring 2023. The UBalt Law team of four — Audreina Blanding, Leah Dotter, Brice Litus and Amanda Sirleaf — dominated the competition field, which started with 28 teams (including highly ranked Fordham, Pace and Hofstra), and out-performed competitors by earning perfect, and near-perfect, scores on their opening and closing statements, as well as their direct and cross-examinations. Special recognition went to Sirleaf, who was named Best Overall Advocate. The team was coached by alumni Ashley Bond, J.D. '16, and Annemarie Duerr, J.D. '22, and supported by our Board of Advocates executive board.

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

University of Maryland, Baltimore (UMB)



The University of Maryland, Baltimore (UMB) community formally welcomed Dean Renée McDonald Hutchins, JD, to the University of Maryland Francis King Carey School of Law. Law school professors, students, and alumni, as well as local attorneys and judges, all turned out to recognize Hutchins' accomplishments and celebrate her new role as Dean of the law school. "We're here to celebrate," said UMB President Bruce E. Jarrell, MD, FACS, addressing Hutchins. "Renée, we're so glad you're here with

us, and we look forward to the great things you're going to do with the law school." National search committee co-chair Leslie Meltzer Henry, JD, professor, Maryland Carey Law, said looking for the next leader of the law school was a mission the committee took seriously. "Leading this law school is about a commitment to our academic values," said Henry. "It's about our commitment to our social justice mission. It's about our commitment to our community. It's about our passion and drive for what we do, and for who we are. And it's about having the courage and the confidence to make decisions in challenging times." [Link](#) to full story.

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

University of Maryland, Baltimore County (UMBC)



It was announced in late October that Dr. Philip Rous would be stepping down from the Provost position at UMBC after serving in that role for the past eleven years. He has been the longest serving Provost in UMBC's history. Dr. Rous was appointed as UMBC's provost on July 1, 2012, and served previously as Dean of the College of Natural and Mathematical Sciences and as President of UMBC's Faculty Senate. He joined the UMBC community as an assistant professor in 1990 and holds the rank of professor in the Department of Physics. An accomplished theoretical physicist, Philip's research has been published extensively in materials science, physics, and chemistry journals. *Women of Color Magazine* named UMBC President Valerie Sheares Ashby 2022 Technologist of the Year. UMBC once again was named a "Great College to Work For" by ModernThink, becoming the only R1 university in the nation to receive that honor. October also saw the campus celebrate its annual Homecoming as students, faculty, staff, and alumni gathered as "Retriever Nation" and showcased their school spirit at numerous activities including a Faculty and Staff Mixer, a Bonfire, Grit-X talks on research and creative achievement, and various sporting events.

<https://News.umbc.edu>

University of Maryland Center for Environmental Science (UMCES)

Dr. Michael (Mike) Sieracki has been selected as the new director of the University of Maryland Center for Environmental Science's (UMCES) Horn Point Laboratory in Cambridge, Maryland. A leading oceanographer, Sieracki takes the helm from longtime director Mike Roman, who is stepping down after 20 years to continue his ocean research as a faculty member. Sieracki will be officially joining UMCES on November 14. William A. Shorter Jr. has been appointed to its Board of Visitors. UMCES is research and graduate university that provides sound advice to help state and national leaders manage the environment and prepares future scientists to meet the global challenges of the 21st century.

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

University of Maryland College Park (UMCP)

The University of Maryland, College Park (UMCP) recently announced a new program, The Terrapin commitment, a \$20 million annual investment in need-based aid for students who are Maryland residents. The Terrapin Commitment is part of the UMCP strategic plan, Fearlessly Forward, to invest in people and communities and seeks to reduce the gap between a student's total financial aid package and the cost of education. The program begins in January 2023 and ensures that tuition and fees are fully covered for Pell Grant-eligible, in-state students, who are enrolled full time and have unmet financial need. Through this program, UMCP takes an important step to reduce financial barriers to obtaining higher education for low-income Marylanders.

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

University of Maryland Eastern Shore (UMES)

The University of Maryland Eastern Shore's Office of Career Services held the first in-person Career and Graduate/Professional School Fair earlier this month since the COVID-19 pandemic began in 2020. Nearly 150 students attended the October 6th event among 69 corporations, government agencies and graduate/professional schools. In efforts to prepare UMES students for a global workforce, the fall 2022 career fair provided the opportunity for students to meet and network with employers and identify potential job and internship opportunities. UMES' Entrepreneurship Lab is now open - The UMES Center for Entrepreneurship and Innovation (CIE) is committed to assisting students, faculty, staff, alumni and community to "Build a Business to Soar Above and Beyond". The CIE provides workshops, seminars, speaker series and other events to help foster this development. To get plugged into our entrepreneurship ecosystem, please sign up at umes.startupree.co.

Our Startup Tree platform contains all upcoming events and workshops, and will supply users access to build strong and meaningful connections through community, faculty, staff and alumni mentors. This platform will also give users the ability to participate in other valuable events, pitch contests and workshops that are put on by other organizations and institutions. In addition to the resources on our platform, CIE will provide access to a state-of-the-art makerspace to bring creations to life. Our makerspace is equipped with a MakerBot 3D printer, a VersaUV printer, a Universal Laser Systems cutter, product label machines and several more to come. Reservations to use the equipment can be made by emailing cei@umes.edu.

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

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



University of Maryland Global Campus (UMGC) has announced that Malou Harrison, PhD, Executive Vice President and Provost at Miami Dade College (MDC), has joined the university as an American Council on Education

(ACE) Fellow for the 2022-23 academic year. The ACE Fellows Program provides emerging higher education leaders an opportunity to immerse themselves in the study and practice of leadership, experiencing the culture, policies, and decision-making processes of another institution. At the same time, they can bring fresh perspectives and share their expertise on projects related to institutional priorities or emerging challenges at the host institution. “Dr. Harrison is a respected executive with more than 35 years of transformative leadership experience championing the cause of underserved students in public higher education,” said UMGC President Gregory Fowler, who will serve as Harrison’s mentor during her fellowship. “She has served in a variety of capacities at MDC, including as president of multiple campuses and dean of students. Her principal area of research has been in program quality.”

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



2022 – 2023 CUSS REPRESENTATIVES

Bowie State University (BSU)

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LaVel Jones
Vonzella McQueen
Rosetta Price

Coppin State University (CSU)

Joe Brooks
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)

Deniz Erman, *Point of Contact & Co-Secretary*
Carol Green-Willis
Brian Jara
Siobhan Keplinger

University of Baltimore (UB)

Thomas Healy, *Point of Contact*
Essie Richardson
Morounmubo (Mubo) Sani

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Baltimore (UMB)**

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Susan Holt, *Vice Chair*
Shereece Singleton
Mishawn Smith
Nia Speaks
Lei Zhang, *Point of Contact*

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Laszlo Korossy
Roy Prouty
Laila Shishineh
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Meredith Carpenter, *Point of Contact*
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Namrata Ram-Andriessens
Sister Maureen Schrimpe

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Raelynn Grasso
Kathleen Hebbel, *Point of Contact*
John Thompson

Universities at Shady Grove

Greta Ober-Beauchesne, *Point of Contact*

**University System of Maryland Office
(USMO)**

Neeana 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.

