

# Council of University System Staff

Quarterly Newsletter / August 2018 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)

3501 University Boulevard East  
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## 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

## Updates from the Chair

As the summer is nearly half over now, I would like to take this opportunity to update you on the 2017-2018 Council of University System Staff accomplishments. First and foremost though, I would like to thank my executive committee and all the council members. We had a very productive year and accomplished more than any other council in recent years.

In addition to normal council activities, we were able to launch our first State of Shared Governance Survey. I would like to thank all the staff senate groups at each institution for their participation in the survey and hope that the results of our survey will assist in improving the shared governance processes at each institution across the system. Individual reports have also been sent to campuses. If you have not seen your individual results, I urge you to contact the president's office to obtain a copy.

This year was also the inaugural year of the Board of Regents Staff Award category for Inclusion, Multiculturalism, and Social Justice. With a total now of 10 possible Staff Awards, this year we will be awarding 8 individuals across the USM with the Board of Regents Staff Award. Congratulations to all the winners.

CUSS members participated in the USM Advocacy day on Wednesday, February 21. CUSS was recognized on both the House and Senate floors. Again, we joined forces with the Council of University Faculty, University System of Maryland Student Council and system office staff to advocate for the appropriation in the Governor's budget for the University System of Maryland.

By now, your campuses should be starting to work on offering Ombuds Services. The three councils, CUSS, CUSF, and USMSC presented the ombuds resolution to the Chancellor in 2017. The USM disseminated guidelines in May for offering such service to the campuses.

Finally, as we move into our new year. I would encourage you to keep up-to-date with the council by reviewing the monthly meeting minutes and quarterly newsletters on the council website at: <https://www.usmd.edu/usm/workgroups/SystemStaff/>. I look forward to working with the new executive committee and council members both new and returning. I hope everyone has a safe and relaxing summer.

Sincerely-

A handwritten signature in black ink that reads 'Lisa G. Gray'.

Lisa G. Gray, Chair  
Council of University System Staff

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## **PRESIDENTIAL UPDATE**

### ***Dr. Charles “Chuck” Wight: On Becoming Salisbury University’s Ninth President***

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Since arriving with my wife, Victoria Rasmussen, it’s been a whirlwind of discovery and activity. From beginning to learn about the University System of Maryland and the Salisbury University campus, to finding a house and buying a car, it’s been an extremely active three weeks! And getting here was a real trip: With a friend I flew my 1976 Bellanca Super Viking across the country. It took two days and three stops to refuel along the way.

While I grew up in Fairfax, VA, I have spent most of the last 34 years in Utah. Now I’m grateful to be in Maryland, which aside from being beautiful, is a state which values higher education and works hard to ensure access for all of its citizens. The USM clearly works to provide a variety of affordable education options throughout the state. SU is a very special place offering strong academic programs on a beautiful campus with hard-working and high achieving students, faculty and staff.



I look forward to learning more and gearing up to welcome students back to campus in a few weeks. As a former president of the faculty senate myself, I understand the value of shared governance, and I look forward to learning about the priorities and concerns of the Council of University System Staff. Best wishes for a relaxing summer and I hope to meet each of you in the coming year (though please help me with your name!).

Sincerely,  
**Dr. Charles “Chuck” Wight**  
**Salisbury University**



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## CUSS Finishes its 2017-2018 Term

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CUSS Members met in July at the UMCES Cambridge Laboratory for their meeting, finishing off the 2017-2018 year and transitioning into the next. Thank you to all who served!

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## **USM Announces Board of Regents Staff Award Winners**

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A CUSS initiative, the Board of Regents' USM Staff Awards represents the highest honor bestowed by the Board of Regents for achievements of Exempt and Nonexempt Staff employees from institutions within the University System of Maryland. The awards are presented to individual Staff employees who have demonstrated excellence.

The nominee's success should be beyond the scope of their full-time professional responsibilities. These awards are based on the quality of the nominee's work within their institution, community or surrounding environment. The awards are measured by the impact the nominee makes in their category.

On Friday, June 22, 2018 at Salisbury University, the Board of Regents approved the nominations of the Council of University System Staff (CUSS) for the Regents Staff Awards to be awarded in 2018.

### **Exceptional Contribution to the Institution and/or Unit to Which a Person Belongs**

Gary Siebel, Exempt Staff – UMCP

Cheryl Hill, Non-Exempt Staff – UMCP

### **Outstanding Service to Students in an Academic or Residential Environment**

Dennis Williams, Exempt Staff – CSU

Sara Lopez, Non-Exempt Staff – UMCP

### **Extraordinary Public Service to the University or the Greater Community**

Luis Alfonzo, Exempt Staff – UMCP

### **Effectiveness and Efficiency**

Brian Duke – UMCES

Beth Walsh – SU

### **Inclusion, Multiculturalism and Social Justice**

Susan Willemin, Exempt Staff – TU

Please join us in congratulating these USM staff members on a job well done!

# USM INSTITUTIONAL UPDATES

## Bowie State University

### About 40 Students Display Their Research from Bowie State's Program

4th Annual Summer Undergraduate Research Institute Links Students to Learning Experiences

From identifying vulnerabilities in blockchain technology to exploring cultural differences in contemporary feminist movements like #MeToo, 42 student researchers working with Bowie State faculty for nine weeks showcased their final projects from the 4th annual Summer Undergraduate Research Institute (SURI) yesterday.

For the first time this year, SURI included students focused on cybersecurity research who attend Bowie State's partner institutions in the First in the World program, including Farmingdale State College, and the SUNY College at Old Westbury. Those students receive funding through the National Science Foundation Research Experiences for Undergraduates in Cybersecurity.

Also for the first time, eight Bowie State students from the Entrepreneurship Academy's inaugural Summer Launch Program also participated in SURI. In a showcase last week, those students also presented to business and community leaders an overview of their companies, largely developed this summer through research and guidance from Bowie State faculty.

Since 2015, student participation in SURI has nearly tripled, as interest continues to grow. The intensive nine-week Summer Undergraduate Research Symposium helps refine students' analytic skills through establishing mentor relationships with Bowie State faculty, who guide them through the research process. By the end, students have the confidence and experience to present their findings in oral and poster presentations.

The students will also have projects that they can now submit for publication in academic journals and participate in research conferences. Their experiences in the program will open additional opportunities to continue their journey in research exploration.

## University of Baltimore (UB)



The University of Baltimore has undertaken dramatic changes recently. We developed a new strategic plan, mission statement and vision, as well as a new Brand and logos centered on the theme, "You Know Us." Our Core Value Proposition is that UB forges engaged citizens of a modern society who are equipped with the knowledge and fortitude to create their own future. Here's a link to the strategic plan website: <http://www.ubalt.edu/about-ub/ub-strategic-plan.cfm>. I have attached one of our logos.

We also just finished renovating our Library (see 2nd attachment). In the process it was also renamed after our 7th President, Robert L. Bogomolny. The Library will include exciting new collaborative learning spaces for students to explore and experiment with new technologies and create new knowledge. The flexible floor plans will allow students to configure their own spaces and will allow us to change each year to meet the needs of new generations.

## Frostburg State University (FSU)

The Mountain East Conference announced that Frostburg State University has accepted an offer of membership from the conference following a unanimous vote of approval by the MEC Board of Directors on June 30. Provisional member status for Frostburg State in the MEC is contingent upon acceptance into the NCAA Division II three-year membership process. If accepted into the NCAA Division II process, Frostburg State would be



slated to begin competition in the MEC beginning with the 2019-20 academic year. Full membership in the MEC will ultimately be contingent upon Frostburg State achieving active membership status in NCAA Division II. To read more, click here: <https://frostburgsports.com/news/2018/7/5/general-frostburg-state-set-to-join-mountain-east-conference.aspx>



The first Frostburg State University class of Phi Kappa Phi, the oldest and most selective all-discipline collegiate honor society, was inducted on May 19. Seventy students and 10 faculty members were inducted into the 348th chapter of the national organization. Eligible inductees included juniors, seniors, graduate students, faculty, professional staff and alumni who have achieved scholarly distinction. Membership to Phi Kappa Phi is by invitation only. The top 7.5 percent of juniors and the top 10 percent of seniors and graduate students were invited for membership. Founded in 1897 at the University of Maine, the honor society has chapters on more than 300 campuses and initiates approximately 30,000 new members each year. FSU's Phi Kappa Phi chapter is coordinated by Dr. Gregory Wood, associate professor of history and director of the University's Honors Program. Phi Kappa Phi's mission is "To recognize and promote academic excellence in all fields of higher education and to engage the community of scholars in service to others." Since its founding, more than 1.5 million members have been initiated into the honor society. Some of the organization's more notable members include former President Jimmy Carter, NASA astronaut Wendy Lawrence, novelist John Grisham and YouTube cofounder Chad Hurley.

The FSU Staff Senate will be hosting a Staff Appreciation Day at our first home football game of the season on

September 15, 2018. The event will have food, games for the kids, and fireworks after the football game.

### Salisbury University



Dr. Charles "Chuck" Wight officially began as SU's 9th president on July 1, 2018.

SU Staff Senate has 2 newly elected Senators and 5 re-elected Senators with the remaining members not yet up for re-election. Our Staff Senate proposed that non-exempt NSTCB employees be reviewed for equity increases. We are proud that our Executive Staff heard our recommendation and did take action. Our proposal encouraged Exec Staff to analyze the issue and it brought to light how many non-exempt NSTCB employees have been "leap-frogged" in compensation by newer employees. Equity adjustments were effective July 4th. Our Staff Senate was successfully proposed a reduced parking fee for part-time employees working 19 hours per less.

SU held it's Annual Employee Appreciation Luncheon on June 8th. Jim Burak, an IT Support Associate, was named the 2018 Employee of the Year. Jim received a \$1000 cash prize.

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



In August, UMBC will host our annual university retreat before the start of the fall semester. Faculty, staff, and student leadership from across campus

will gather for a day in late August to talk about campus data, planning, and other priorities. Members of shared governance will be invited to this retreat and information from the retreat will be shared with the entire campus.

UMBC hosted it's first ever spring commencement on campus (instead of in Baltimore) at the new UMBC Events Center. Two separate ceremonies were held to accommodate all undergraduates (one for Arts & Humanities, Social Sciences, Social Work, and Erickson and one for Engineering & IT, Life Sciences, and Interdisciplinary Studies). Based on the performance by the Men's Basketball Team, UMBC has been nominated for an ESPY (Excellence in Sports Performance Yearly) Award for "Best Moment" after No. 16 UMBC upset No. 1 Virginia. Additionally, Jairus Lyles, star of the game, has signed a deal with the Utah Jazz to compete for a spot on their roster. For the ninth year in a row, UMBC has been named one of the best universities to work for by the Chronicle of Higher Education while also receiving "honor roll" or the eighth year in a row for excelling in nearly every measured category. Top areas of achievement include: collaborative governance, compensation & benefits, confidence in senior leadership, diversity, job satisfaction, professional/career development programs, respect & appreciation, teaching environment, and work/life balance. UMBC is the only institution to be recognized as a "Great College to Work For" this year by the Chronicle.

UMBC launched the 8th cohort of the Professional Staff Senate (PSS) Mentoring Program in June. This program pairs new staff with seasoned staff for one academic year to foster relationships, create networking opportunities, and help staff connect across campus. Over 40 participants are involved in the current cohort.

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



The University of Maryland Center for Environmental Science's Sustainability and Facilities teams have won the Maryland Department of the Environment's Maryland Green Registry Leadership Award for 2018. The [Maryland Green Registry Leadership Awards](#) recognize organizations that have shown a strong commitment to the implementation of sustainable practices, the demonstration of measurable results, and the continual improvement of environmental performance. The UMCES Environmental Sustainability Council includes faculty, staff, and students who assess the sustainability of its four research labs and guide the development and implementation of the Center's climate action plan.

The UMCES Staff Council finished up its second full year as a council. Highlights include an upcoming 1<sup>st</sup> Annual Staff Appreciation Day, to be held in September of this year. The first UMCES Staff Award winner will be honored at this event.

## University of Maryland College Park (UMCP)

Civic Engagement event with Governor Larry Hogan on August 15: details are still pending.

A dedicated Terps sports beat reporter and alumnus, another alum who wrote thoughtful editorials for decades and an adjunct professor known for his warmth and writing wit were among the

five victims of the mass shooting at an Annapolis newspaper office.

John McNamara '83, Gerald Fischman '79 and Rob Hiasen (below, from left) were killed when a man who has a history of disputes with the Capital Gazette Newspapers opened fire on the newsroom Thursday afternoon, according to police.



"We're heartbroken," said Lucy A. Dalglish, dean of the Philip Merrill College of Journalism, which is named for the late owner and publisher of the Capital Gazette. "This was a senseless attack on journalists who worked hard to serve their community. We cannot stop thinking about our friends and colleagues in Annapolis and their families."

## Towson University (TU)



Towson University alumnus Michael Morris '18 spent four years on TU's Rugby team. This summer, Morris will travel to the U.S. Olympic Headquarters in Colorado Springs to compete on the second season of Scouting Camp: The Next Olympic Hopeful, a reality television show. Morris will be one of just 90 athletes to compete on the second season of Scouting Camp: The Next Olympic Hopeful, a reality television show that gives athletes a chance to earn a spot on the U.S. Olympic Roster. Towson University's Undergraduate Research Club caps off first year by presenting at national conference. This club provides students the opportunity to

build the skills they need to develop the relationships that lead to the research and maybe even to publishing an article with a faculty member. Members of the TU community were a part of Artscape, Baltimore's annual arts festival, traditionally held in several of the city's downtown neighborhoods from July 20–22. Senior Jack Saunderson, member of TU's Men's Swim Team, came out on top of the rankings after the 100 butterfly heats at the Phillips 66 USA Swimming National Championships in Irvine, California. Saunderson swam a 51.48 to move up to fifth in the world rankings for 2018.

## University of Maryland University College (UMUC)

UMUC held commencement ceremonies in Tokyo, Okinawa, Korea, Germany, Guam, and stateside throughout April and May this year graduating nearly 12,000 total students.

UMUC has introduced a new logo and color scheme to reflect who the university is and who it always has been: a state university with a global reach, founded to serve working adults and the U.S. military as a member of the University System of Maryland.



The University is underway with a new program for employees. The Sparks Internship Program offers employees the opportunity to intern in one of many participating departments across the University, from Enrollment Management to the Diversity and Equity Office to Procurement and Business Affairs.

In the past few months, UMUC has welcomed our new Vice President of Human Resources, Judi Stemmler and our new Chief Academic Officer and Senior Vice President of Academic Affairs, Alan Drimmer.




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## 2017 - 2018 CUSS REPRESENTATIVES

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

Trenita Johnson  
Trish Johnson  
LaVel Jones

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

Sheila Chase  
Dondra Davenport  
Sherrye Larkins, Past Chair  
Anthony Littlejohn  
Sonia McCain

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

Liz Nelson  
Rubin Stevenson  
Stacey Utley-Bernhardt

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

Vanessa Collins  
Lisa Gray, Chair  
Teri Herberger  
Charles Overholt

### **University of Maryland, Center for Environmental Sciences (UMCES)**

Juliana Brush  
Amy Griffin  
Elissa Lee  
April Lewis

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

Eric Jones  
Keiver Jordan

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

Colette Beaulieu, Member-at-Large  
Sharese Essien  
Angela Hall  
Susan Holt  
Nicole Miskimon  
Janet Nance-Richardson

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

Deniz Erman  
Mary Hickey  
Conor Reynolds  
Cyndi Zile  
Carol Green-Willis  
Lavern Chapman

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

Sheryl Gibbs  
Thomas Penniston  
Laila Shishineh, Co-Secretary  
Michael Walsh  
Bethany Walter  
Pheng "Max" Xiong

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

Dylan Baker  
Sister Maureen Schrimpe, Member-at-Large  
Sarah Goff  
Dana Wimbish

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

Chenita Reddick

### **University of Maryland University College (UMUC)**

Craig Binder  
Sylvia Bolden  
Mark Freeman, Vice Chair  
Candace Johnson, Co-Secretary  
Karolina Nash  
Jennifer Volberding

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

Chevonie Oyego

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.

