

Council of University System Staff

Quarterly Newsletter / Summer 2020 Edition



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Find us on the web:

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

Update from the Chair

As we get ready to start the academic year, I want to take this opportunity to share an update on behalf of the Council of University System Staff (CUSS). We all know this year has been nothing short of challenging, and we face a new start to the fall semester across the University System of Maryland (USM). While things may look completely different, and we face a lot of uncertainty about what the future holds, I want to remind staff across all of our institutions that the representatives and alternates who sit on the Council are here to support staff through these difficult times. Please do not hesitate to reach out to the staff representing your campus with questions, concerns, or thoughts on how we can best support staff.

The Council recently wrapped up the 2019-2020 academic year and I want to thank the outgoing council members from the past year! We had a very productive year and a truly great group to work with for my first year as the Chair of CUSS. I am happy to share that the Executive Committee will experience great continuity for the 2020-2021 academic year as several of our members are returning from the previous year.

Members of the Executive Committee include:

Chair: Laila M. Shishineh (UMBC)

Vice-Chair: Kalia Patricio (UMCP)

Past-Chair: Lisa Gray (Salisbury)

Co-Secretaries: Carol Green-Willis (Towson) & Susan Holt (UMB)

Members-At-Large: Antoinne Beidleman (UMGC) and Trish Johnson (BSU)

In addition to the Executive Committee, we look forward to continuing our work in the additional standing committees that include: Benefits & Compensation, Board of Regents Staff Awards & Recognition, Communications & Marketing, and Legislative Affairs & Policy. During our August meeting, each of these standing committees will select Chairs and determine their goals and priorities to focus on throughout the upcoming academic year. We look forward to sharing those goals and priorities in a future newsletter.

Lastly, please stay connected to the Council! As we kick-off the academic year, we will be making updates to our website periodically with new information. Visit our website at <https://www.usmd.edu/usm/workgroups/SystemStaff/index.html> at your convenience.

Despite the challenging times we are currently facing, I am greatly looking forward to working with the Council throughout the upcoming year and doing the best we can to support staff across the USM. Thank you in advance to all of our Council representatives and alternates for their service to CUSS. And good luck to all for a successful start to the fall semester!

Take good care,

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

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

2019-2020 CUSS COMMITTEE SPOTLIGHTS:

We would like to take a moment to highlight a few of the accomplishments of the Council of University System Staff from the 2019-2020 academic year. This was a year unlike any other where we switched from conducting the work of the Council in-person to virtual in March due to the COVID-19 pandemic. However, this shift did not stop us from working on several critical initiatives. Details about several of these accomplishments can be found below:

State of Shared Governance Survey:

For the third year in a row, the Executive Committee of CUSS sent out our annual "State of Shared Governance Survey" to staff senates at each of the 12 institutions in the USM. We would like to thank these staff senate groups for their active participation in the survey and the results that were shared. Despite this survey overlapping with the start of the COVID-19 crisis, we still had comparable response rates to the previous year. A summary of the findings from the survey were shared with the Chancellor and an individual report from each campus was shared with each of the 12 Presidents for their respective institution. We look forward to continuing this tradition for the fourth cycle in the 2020-2021 academic year.

Board of Regents Staff Awards:

Each year, staff award nominations are collected and reviewed for 10 possible categories as part of the Board of Regents Staff Awards process. Categories include (for both Exempt and 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 or the Greater Community, Effectiveness and Efficiency, and Inclusion, Multiculturalism, and Social Justice. For the 2019-2020 cycle, the Council put forward 9 out of the 10 awards and all were accepted by the Board of Regents. Congratulations to the winners and to everyone who was nominated! Kudos to the Board of Regents Staff Awards & Recognition Committee for their hard work on this effort.

Advocacy Day:

On February 19, 2020, in partnership with the Council of University System Faculty (CUSF) and the USM Student Council (USMSC), CUSS hosted Advocacy Day in Annapolis, MD. Across the three Councils and the USM Office 45 people attended the event including: 6 faculty members, 6 students, 28 staff, and 5 USM Office staff. These representatives had the chance to advocate for the USM budget to continue to fund the amazing campuses that make up the University System of Maryland. Many thanks to the Legislative Affairs & Policy Committee for coordinating all of the logistics to make Advocacy Day a great success.

Additional kudos go out to our Communications & Marketing Committee for successful producing a quarterly newsletter to keep staff across the USM informed about all of the great work the Council is doing and to the Benefits & Compensation Committee for their work on the campus closures, Ombudsmen, and tuition remission policies. All in all we had a very successful year!

USM INSTITUTIONAL UPDATES

Bowie State University

Bowie State University's first-of-its-kind teacher leadership degree program in Maryland will begin accepting applications for spring 2021 to prepare newly certified educators to design culturally relevant lessons and find strategies to improve student success. The 12-month, accelerated Master of Culturally Responsive Teacher Leadership degree program is designed to produce problem-solving teachers who tailor their curriculum to the needs of their students. The program's goal is to increase the number of Maryland educators who are effective in teaching the state's most culturally and linguistically diverse students. A growing body of research shows that culturally responsive educators help to improve student outcomes by incorporating different learning styles. This innovative degree program will prepare educators to use data to improve student learning and encourage them to become change agents in their schools, advocating for a culturally responsive approach to curriculum design and professional development for all

teachers. Successful candidates may be top recent graduates from an accredited bachelor's degree in education program or career changers with real-world experience in their profession. With this degree program, Bowie State also seeks to recruit diverse new teachers to combat the nation's historic shortages in the teacher workforce. Research suggests that diverse students benefit from having diverse educators, impacting their overall learning outcomes and experience in schools.

Coppin State University



Tenyo Pearl, Director of Coppin State University's Non-Profit Leadership Alliance,

has been named to the Daily Record's 2020 listing of Maryland's Top 100 Women Circle of Excellence. Published Friday, July 24th, 2020. Pearl was selected based upon leadership achievement demonstrated through professional accomplishments, community involvement and mentoring. She will be one of 16 outstanding women to be honored as Circle of Excellence winners, having won the award for the third and final time. In the 25-year history of the award, 337 women have joined the Circle of Excellence. "Working as an educator and preparing the next generation of non-profit leaders is something that I am extremely passionate about. Having an opportunity to teach, mentor and coach 900-plus emerging leaders to work in the independent sector is the most significant accomplishment I have achieved thus far in my professional career," Pearl said. "Being recognized as one of Maryland's Top 100 Women and inducted into this year's Circle of Excellence is truly an honor. Mentorship, community service and having an opportunity to pay it forward is something that brings me great joy," Pearl added.

Frostburg State University

Most of the work being completed at Frostburg over the last few months has been concentrated on getting ready for the return of students for the fall semester that started on August 17th and preparing for a 2 week earlier start date and moving all courses to blended and (hybrid) online classes. Frostburg is also preparing for the construction of the new Education and Health Sciences building which will begin shortly. The new residence hall is ready and will be housing students this fall 2020.

Salisbury University

Congratulations to Megan Baker and Claire Williams for winning USM BOR awards! USDE recently awarded SU with a 5-year \$1.2M grant renewal. "For the past 10 years, [TRiO] has been incredibly successful at ensuring the retention, academic excellence, and graduation of first-generation, low-income students, and students with disabilities," said Dr. Wallace Southerland III, AVP of student affairs and principal investigator. The SU Police Dept recently donated 40 unclaimed bicycles left behind by students to the Wicomico Cty Public Schools SHOP program. The program teaches students to repair and refurbish bikes in exchange for academic credits. The bikes are then donated to community organizations. The Sea Gull Century, one of the nation's largest bicycling events, will be going virtual for its 32nd year. Participants will choose between a 100-mile (traditional century) or 100-kilometer (63-mile metric century) route. SU's Delmarva Public Radio and UMES's WESM have partnered together to create Delmarva Public Media to share resources and compete in an increasingly competitive market. DPR was recently awarded eight 2020 CAPBA awards in the non-metro radio category.

Towson University



TU Basketball Coach Diane Richardson was honored during an online ceremony July 27 by the Maryland Daily Record as one of the state's top 100 women. Richardson, who guided the 2018-2019 basketball team to a Colonial Athletic Association title and a berth in the NCAA

tournament, is also a celebrated business leader. She was president and CEO of RCI Financial.



TU is ready for a return to campus, and Housing and Residence Life (HRL) is taking every precaution to make sure students feel safe during this time of uncertainty. Kelly Hoover, associate vice president of Student Affairs and her team at HRL are working to welcome students back via a new process. Instead of a single weekend, move-in will now take place over 10 days and numerous safety measures are in place to include front desk plexiglass, specific entry/exit points, revised visitor protocols, and modified number of residents in a room. Read more at <https://www.towson.edu/news>

University of Baltimore

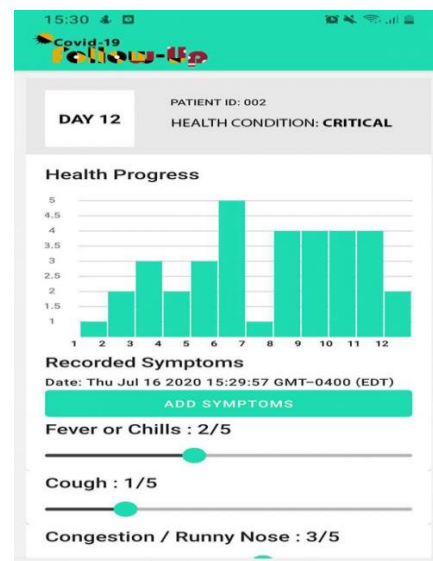
Team Breeze, a team of four students from the University of Baltimore, were announced as winners of the University System of Maryland's COVID App Challenge competition, led by the USM COVID Research & Innovation Task Force. Participating teams were challenged to develop a mobile application solution that could help bring Marylanders together to more effectively respond to COVID-19 and future pandemics. Team Breeze developed a COVID-19 Information and Tracker application that uses Bluetooth technology to track users' locations in order to limit the spread of COVID-19 and to give them important information and updates regarding their specific location. The UB School of Law continues to provide insight and expertise where it is needed, even now, when in-person consultations and packed lectures aren't possible. The UB Law in Focus series, a series of live, paneled talks, was started as a way of providing accurate information on a variety of important subjects that currently face the legal community. More of a dialogue than a lecture, each session invites a speaker or small panel to share their insights on a relevant topic, followed by Q&A with virtual attendees. Subjects of past talks have ranged from police culture to pending COVID related litigation, with future talks on misinformation and structural racism planned.

University of Maryland, Baltimore (UMB)

For the past five years, the Staff Senate and Human Resources have partnered to plan and host a Professional Development Day. The in-person conference was scheduled for June 2020.

When the campus moved to telework in March, the decision was made to switch everything to a virtual format. The event was shortened to a half-day recognizing that people were already suffering from online meeting fatigue. The theme of this year's event was "Living the Core Values." Three of the university's core values were selected as topic areas: Leadership, Collaboration, Excellence. A fourth topic area entitled Technology & Telework was added to meet the current needs of employees who are learning new technologies to support telework. Two breakout sessions were offered for each topic area. The event started with a keynote address from University System of Maryland Chancellor, Dr. Jay A. Perman. Participants were then able to select two different breakout sessions to attend. The day concluded with a Mindfulness Activity and Reflection. Over 250 people participated.

University of Maryland, Baltimore County (UMBC)



UMBC was one of six winning teams of the USM COVID App Challenge, a competition launched to develop an innovative app to solve a Maryland COVID-19-related problem. UMBC won in the Community and Student Categories. Each winning team is receiving a cash prize of \$3,000, made possible with support from the Alex Brown Center for Entrepreneurship at UMBC. The Annual Fall Opening meeting was offered virtually on August 20th to welcome faculty and staff "back" to campus as most faculty and staff will continue to work remotely. The 2020 Fall Convocation will also be hosted online on Wednesday August 26th. Classes begin on August 27th. UMBC staff and faculty, led by UMBC's Faculty Development Center (FDC), Division of Information Technology (DoIT), and the colleges and academic departments, have made exceptional efforts in preparing high quality courses for online delivery for Fall 2020. This fall, most UMBC courses will be offered online with enhanced teaching techniques. A limited number of classes will include in-person elements. Campus student residency will be at less than 50% capacity.

UMBC is excited to return all of its members to CUSS for the upcoming year: Laila Shishineh (Rep.), Kevin Joseph (Alt.), Michael Walsh (Rep.), Thomas Penniston (Alt.), Sheryl Gibbs (Rep.), and Dawn Stoute (Alt.). Visit news.umbc.edu for UMBC in the news.

University of Maryland Center for Environmental Science (UMCES)

Two University of Maryland Center for Environmental Science staff members—Monica Gellene, Associate Director of Administration at the Institute of Marine and Environmental Technology, and Amy Griffin, Assistant to the Vice President for Education—have received the University System of Maryland's prestigious 2019-2020 USM Board of Regents Staff Award. "This year, there were nine winners selected from only four USM institutions, and we are proud that two of them are from UMCES, proving that we are small but mighty and our staff is unparalleled in their commitment to UMCES' collegial environment, expertise, and service," said University of Maryland Center for Environmental Science Pres. Peter Goodwin.

University of Maryland College Park (UMCP)

The new University of Maryland President, Darryll Pines, began his position on July 1 battling, "two pandemics, one associated with the virus and the other with injustice". The former Dean of the School of Engineering is excited to take on the new duties despite trying to navigate the institution in uncharted territories. He immediately laid out twelve institutional goals focused on improving the student experience; creating an inclusive environment; and advancing the university. Pines is stressing the need for a commitment by all to serve humanity for the public good and to remember that the things we do matter.

Although we enter the academic year with trepidation, there is also excitement and a sense of hope that the dual pandemics will be mitigated and that moving forward, our society will be better for everyone.

University of Maryland Eastern Shore (UMES)

A "Capacity Building Grant" from the U.S. Department of Agriculture's National Institute of Food and Agriculture worth nearly \$600,000 was awarded to Dr. Simon Zebelo, a University of Maryland Eastern Shore researcher, to help expand sustainable sweet corn production on Delmarva. Zebelo, an associate professor and entomologist with UMES' Department of Natural Sciences, will spend the next three years on the research project, which aims to develop organically based, integrated pest management of corn earworm, a major insect pest for sweet corn. "We plan to design and educate growers about integrated pest management programs that simultaneously manipulate insect herbivores, weeds and beneficial arthropods that affect sweet corn," Zebelo said. Aaliyah Edwards, a junior exercise science major from Parkville, Md., will be the first student to serve a two-year term representing peers on the governing board of the University System of Maryland. A 2019 state law change doubled the number of student appointees to two that Maryland's governor starting this year can make to the panel responsible for oversight of all but two of the state's public, four-year colleges. Edwards initially will be a non-voting member of the system's Board of Regents for the 2020-21 academic year, then transition next year to being a voting member. Salisbury University senior Nathaniel Sansom is this year's USM student regent with voting privileges. "I take this position very seriously," said Edwards, a Dean's List student. "I wanted to show people you have

to take chances. You have to step out of your comfort zone."

University of Maryland Global Campus (UMGC)

University of Maryland Global Campus (UMGC) announced today it has teamed up with Papa John's International, Inc., in a new education alliance with the company's best-in-class "Dough & Degrees" tuition assistance program. UMGC will offer Papa John's corporate and franchisee team members—as well as their immediate family members—reduced tuition options. Papa John's team members can choose from any of the university's undergraduate and graduate programs. Educational costs are reduced further as UMGC uses digital course materials that are provided free to students. Of special note today, UMGC's online format makes it a great choice for continuing education, especially when many brick-and-mortar colleges and universities are facing the challenge of holding classes during the COVID-19 pandemic. In addition to expanding "Dough & Degrees," Papa John's International recently has hired 20,000 displaced team members during the COVID-19 pandemic and is stepping up efforts to hire additional team members over the next few months to meet the high demand for quality meals and safe delivery for people remaining at home. "We want to make it quick and simple for team members to join Papa John's and immediately begin earning an income. An added benefit is access to long-term pathways toward sustained personal and professional growth," said Marvin Boakye, Papa John's chief people and diversity officer. "COVID-19 has changed how we live, work, and grow in a safe environment. With this significant expansion to our first-of-its-kind college tuition program, our team members will have the opportunity to earn not only a paycheck, but also a college degree."

CONGRATULATIONS TO THE BOR AWARD WINNERS!

Exceptional Contribution to the Institution:

Exempt Staff - C. Monica Gellene, Institute of Marine and Environmental Technology, University of Maryland Center for Environmental Science
Non-Exempt Staff - Debra Phillips, Center for STEM Excellence, Towson University

Effectiveness and Efficiency:

Exempt Staff - Judith Edelman, Department Administrator, Anatomy & Neurobiology—School of Medicine, University of Maryland, Baltimore

Inclusion, Multiculturalism & Social Justice:

Exempt Staff - Mary Beth Gallico, Department of Psychiatry—School of Medicine, University of Maryland, Baltimore
Non-Exempt Staff - Mishawn Smith, Office of the Dean, School of Nursing, University of Maryland, Baltimore

Outstanding Service to Students in an Academic or Residential Environment:

Exempt Staff - Amy Griffin, Graduate Program Office, University of Maryland Center for Environmental Science
Non-Exempt Staff - Megan Baker, Public Relations Specialist, Salisbury University (SU)

Extraordinary Public Service to the University or the Greater Community:

Exempt Staff - Antwaine Smith, Senior Assistant Athletic Director for the Total Tiger Program, Towson University
Non-Exempt Staff - Claire Williams, Department of Secondary and Physical Education & Education Leadership, Salisbury University

Visit <https://www.usmd.edu/newsroom/news/2071> for more information



2019 - 2020 CUSS REPRESENTATIVES

Thank you to our 2019-2020 CUSS Representatives. 2020-2021 Representatives will be posted in the next newsletter.

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
Francesca Kerby
Chantelle Smith

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 System of Maryland Office (USMO)

Chevonie Oyegoke

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

University of Maryland Eastern Shore (UMES)

Chenita Reddick

University of Maryland Global Campus (UMGC)

Melanie Barner
Antoinne Beidleman

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.

