

Quarterly Newsletter / Spring 2023 Edition

Update from the Chair

It is hard to believe 2023 is almost halfway! As summer approaches, CUSS will begin its process of electing leaders for the next administrative cycle: 2023-2024. Nominations will take place in May for a June vote. The next cycle will begin in August.

There is a lot of great news for staff in terms of pay! Across the USM we now know on July 1, 2023 eligible staff will receive (approximately 2.5%) and a 2% cost of living adjustment (COLA). There is a likelihood that the non-exempt pay scale ranges will be adjusted effective the same July 2023 date. We are grateful for this continued attention to issues of staff pay and compression.

This Spring we completed our Shared Governance Survey. CUSS conducts this survey on an annual basis, with this report serving as the sixth iteration from the inaugural year 2017-2018. The results will serve the USM, and the institution, in terms of monitoring and understanding the status of shared governance across the system. However, it can't be emphasized enough that this survey is *only* those staff who are directly involved in shared governance at their institutions. CUSS is hoping in future years to expand conducting this survey on a broader scale to give a more meaningful impression to leaders about the state of shared governance across our campuses. Overall we received 110 responses, an 11% decline over 2021. Of this year we queried Senate Chairs to ask

CUSS SPOTLIGHT:

STAFF RESOURCES & SPECIAL PROJECTS COMMITTEE

The Staff Resources & Special Projects Committee is responsible for identifying and exploring staff concerns and resources as well as focusing on annual special projects that may arise. We conduct research to identify staff concerns/resources as needed. Special projects or topics of interest are often initiated internally but can also be suggested from other standing committees within CUSS or from our CUSS constituents.

This year we focused on several staff support options, flexible work schedules, explored green initiatives, revisited the removal of fees associated with tuition remission and the ongoing presence of OMBUDS at each USM institution. We surveyed the various points of contact at USM institution, reached out to the USMO, and will be writing a letter to the Chancellor and his Cabinet with details of our concerns, supporting research, and requests for action.

The data from surveys continues to show that flexible work schedules are highly prized in the workforce currently, and campuses who are not allowing for that flexibility are having difficulty recruiting and retaining staff, especially with the onset of quitting and pay increases outpaced by inflation. The committee also expressed the need to continue reiterating the importance of the Chancellor encouraging the USM Presidents to improve the working environment for staff by increasing staff resources such as ensuring each campus as an OMBUDS office, take an Employee Assistance program, and ongoing support for Mental Health and well-being. Although the Chancellor previously informed the Presidents of each institution to look into adjusting and eliminating duplicative tuition remission fees for staff (not their dependents), we found that although some institutions made this adjustment, many have not. Thus creating equity issues as well as continued burdensome and unnecessary barriers for staff who wish to take advantage of the tuition remission benefit, especially for lower waged employees. A wonderful and free professional development resource available to all USMs provided by the USM Learning & Talent Development Committee: Learning & Talent video archives.

celebrating all that Eagle Nation is, and all it will become, with the help of those who love Coppin, Baltimore, and Maryland. Together, we raised more than \$300,000 to support and enhance Coppin State University's work to nurture potential and transform lives through education, fulfill its responsibilities as an anchor institution in Baltimore, and further elevate its status as a leader in urban higher education. During the gala, we also had the opportunity to honor members of Eagle Nation who recognize the value of our institution and prioritize investment in the future of this university and our students.

Larry Stewart ('06) is now the new Head Coach for Coppin State Men's Basketball. Coppin State University President Anthony L. Jenkins and Athletic Director Derek Carter made the announcement official on Friday, May 5. Coach Stewart led Coppin men's basketball to its first NCAA tournament bid in 1990 and remains Coppin's all-time rebounding leader. He is one of two Eagles to play in the NBA, playing for the Washington Bullets, Vancouver Grizzlies and Seattle Supersonics. Stewart returns to Coppin after spending 14 years as an assistant coach at three of the other Historically Black Colleges and Universities in Maryland: Bowie State University, Morgan State University, and University of Maryland Eastern Shore.

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

Frostburg State University

nationally for our Master of Science in Nursing and Doctor of Nursing Practice programs,” said Jane Kirschling, PhD, RN, FAAN, the Bill and Joanne Conway Dean of the University of Maryland School of Nursing. “We continue to

2022 – 2023 CUSS REPRESENTATIVES

Bowie State University (BSU)

Trish Johnson *Point of Contact & Co Secretary*

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 Gasiot *Point of Contact*

Lisa Gray

Shannon Hardester

Towson University (TU)

LaVern Chapman

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

University of Maryland,

Baltimore (UMB)

Tim Casey

Susan Holt *Vice Chair*

Shereece Singleton

Mishawn Smith

Nia Speaks

Lei Zhang *Point of Contact*

University of Maryland, Baltimore

County (UMBC)

Laszlo Korossy

Roy Prouty

Laila Shishineh

Dawn Stoute

Michael Walsh *Point of Contact*

University of Maryland, Center for
Environmental Sciences (UMCES)

Kevin Bruce

Ginger Steelman *Point of Contact*

University of Maryland,

College Park (UMCP)

Vandaliah Aderholt

Suzanne Ashour-Bailey

Meredith Carpenter *Point of Contact*

Kalia Patricio *Chair*

Namrata Ram-Andriessens

Sister Maureen Schrimpe

University of Maryland

Eastern Shore (UMES)

Chenita Reddick *Point of Contact*

University of Maryland

Global Campus (UMGC)

Raelynn Grasso