The Universities AT SHADY GROVE

USG 2.0 UPDATE

This quarterly newsletter, produced by the Universities at Shady Grove (USG) Strategy Office under the Office of the Executive Director, provides updates on organizational alignment, initiatives and opportunities for engagement supporting delivery of *The Promise*: successful degree completion and meaningful, sustainable-wage employment opportunities for all learners at USG. To read more about USG 2.0 and to view previous newsletters, visit the Strategic Planning webpage.

Kick-off Meeting of the STEM Core Hub
The STEM industry sector hub membership for both the Core and Quarterly teams has been finalized and on Thursday, March 2, 2023 the Core team met for the first time. The Core team meets bi-weekly and is planning the agenda for their first meeting with the Quarterly team members scheduled for April 24, 2023. The core team is working on effective methods of communicating out on the progress of the hub. Please be on the lookout for ways to engage with them and this important work.

Upcoming Slow Talk Series: What does "The Promise" mean to you?
We look forward to engaging more staff, academic partners, industry partners and students in the next Slow Talk series launching in April focusing on the "Promise" of USG 2.0. In three 1 hour-long conversations spaced out over 3 months, we will engage in conversations around what the promise of successful degree completion and meaningful, sustainable-wage employment opportunities or successful business ventures for all learners at USG means to each stakeholder, and how can we work together to deliver on that promise. On March 15, CEO of Slow Talk Lucas Welch joined us to present the findings from the pilot program and explain the methodology behind Slow Talk. We also discussed how USG is using what it learns from Slow Talk to impact change in culture and operations around campus. Registration is now open for the next series. Contact Erin Ward at eward9@umd.edu with questions.

Diversity Equity & Inclusion
The USG Office of Diversity, Equity and Inclusion kicked off its 2023 programming with two special events to recognize Black History Month and Women's History Month.

On Monday, February 27 guest speaker Steven K. Ragsdale, historian and adjunct professor at Towson University, shared a presentation and entertained a thoughtful Q&A session entitled "What Does Black History Mean to You?" with members of the USG staff and academic partner community. We learned in detail about Maryland and DC civil rights history and spoke about the importance of continuing to fight for equality.

On Monday, March 27 Dr. Kyla Ligget-Creel, faculty member at the UMB School of Social Work, led a panel discussion featuring the "Women of USG" where they shared opportunities and barriers they have experienced as women in the professional world. It was inspiring to hear of their successes against adversity, the rich backgrounds that have shaped them and their optimism about the female influence on the future.

Please hold time on your calendars on the **4th Monday of each month** for exercises or activities that support our community's growth toward inclusive excellence. For information on upcoming programming or to suggest topics you would like to hear more about, please contact Dr. Jeff Ash, USG Chief Diversity, Equity and Inclusion Officer at jash@umd.edu.

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Enrollment Sprint Team
Mary Lang (USG Chief Strategy Officer), Michelle Marcellino (Director of UMCP Programs at USG), Chelsea Moyer (Assistant Vice Provost, UMBC-Shady Grove) and Joyce Fuhrmann (Director of BSE Operations) are spearheading a "sprint team" focused on short-term solutions to the enrollment challenges facing nearly all programs at USG with sights set on impacting Fall '23 enrollments. At this time, the team is investigating incentive possibilities whether through financial rewards or some form of gifted technology with new enrollment. Additionally, the team has engaged with enrollment professionals at our partner institutions to broaden the lens of possibilities and to leverage additional resources.

Tri-Council Governance Retreat
On February 28th the three USG staff governance bodies (Executive Council, Staff Advisory Committee and the pilot Implementation Council) met for the first time at a retreat designed to open lines of communication and start clarifying the roles of each group in our governance structure as the organization evolves. At this meeting, the groups also discussed improvements to the annual review process and learned about professional development opportunities for leadership coaching. This meeting marks a significant step for USG as we align all levels of leadership in impactful ways with the new challenges and opportunities that come with the 2.0 vision. A more detailed report of the meeting outcomes will be published in the coming weeks for USG staff.

Academic Pathways and Programs Task Force
The Academic Planning and Pathways Task force had its final meeting on March 31 and is preparing a report for release. Comprised of deans and academic leaders from schools across the USM, the task force was charged with building a framework for academic pathways and programs for delivery at USG, incorporating guiding principles designed to make successful degree completion and meaningful, sustainable-wage employment opportunities accessible and affordable for all. This task force has been led by co-chairs Joann Boughman, Senior Vice Chancellor for Academic and Student Affairs for the University System of Maryland (USM), and Mary Lang, Chief Strategy Officer for the Universities at Shady Grove.

Addressing the Staffing Shortage
USG Human Resources and executive leadership are working diligently to address vacant positions across divisions, in particular those roles that impact the delivery of classes. The Office of Information Technology is in the process of reviewing candidates from a temporary staffing agency to fill the Audio-Visual positions critical to classroom technology support as an interim solution. Check the USG employment webpage for vacancies and please share among your networks!

Whiteboard Idea Exchanges
Join colleagues from across USG in brainstorm sessions on topics and themes critical to the advancement of USG 2.0 and delivery on The Promise. We invite guest facilitators to lead sessions on any subject of interest - any and all participants interested in problem solving, sharing best practices and connecting resources are welcome to join! To volunteer topics and/or to facilitate a conversation, please contact Erin Ward at eward9@umd.edu. Thank you to Robyn Dinicola, Judy Streeter and Kim Cosler for two well-attended whiteboard sessions about HireU, the career readiness program here at USG. If you could not make the sessions, you can learn more on the web about HireU.