



# USG 2.0 UPDATE

This quarterly newsletter, produced by the Universities at Shady Grove (USG) Strategy Office under the Office of the Executive Director, will provide 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 the creation of and drivers behind USG 2.0, please visit the [Strategic Planning webpage](#).

## Building Capacity and Realigning the USG Team

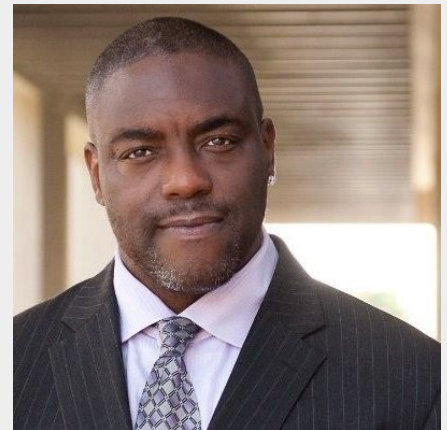
A new strategic plan calls for additional talent and more efficient use of our extraordinary team members across USG. In May 2022, a high-level personnel plan summary was approved, and USG leadership compiled a list of priority personnel actions consisting of reclassifications and reassignments, as well as new position creations. The USG Office of Human Resources has been working diligently, and making great progress, since late May, to move the first phase of 26 actions through. Moving forward, the roles and responsibilities of all new positions and vacancies will be aligned to the strategic plan and the mission of USG 2.0. Please check the [Employment at USG](#) site often for openings, and share among your networks!

## Ideamix Joins CISC for Student Career Coaching Support

The USG Career and Internship Services Center (CISC) has secured additional support from The Ideamix to provide career coaching services to students. Ideamix brings a team of very experienced career coaches who will help our students define and achieve their career and career preparedness goals. They are now accepting appointments. For more information, reach out to [usgcareerservices@umd.edu](mailto:usgcareerservices@umd.edu).

## 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. The team will be soliciting input and involvement from our USG community in the near future. Please keep your eyes open for communication on this topic.



*Dr. Jeffrey Ash  
Chief Diversity, Equity and Inclusion Officer*

## Welcoming Our New DEI Chief

Diversity, Equity and Inclusion was identified early in the planning process as an element essential to the future success of USG. We are thrilled to announce the on-boarding of USG’s first-ever Chief Diversity Equity and Inclusion Officer (CDEIO), Dr. Jeffrey Ash. Dr. Ash joins us from the University of Maryland, Baltimore School of Nursing where he has served for the past seven years as their Associate Dean for Diversity and Inclusion. His first day at USG was November 21, 2022. We look forward to learning and growing through his stewardship towards an “inclusively excellent” Universities at Shady Grove community.

# USG 2.0 UPDATE

---

## USG 2.0 Implementation Launch

On Tuesday, November 1, Dr. Khademian and her strategic planning committee co-chair, former Montgomery County Council Executive and USM Regent Isiah “Ike” Leggett, hosted USG staff, University System of Maryland academic partners, county representatives and local business leaders for a presentation of the Industry Sector Model. USG will deploy Industry Sector Hubs to develop critical educational pathways in STEM, Health, Public Service and Business. More information is forthcoming regarding the establishment of the first hub: STEM.



## Kick-off of the Academic Pathways and Programs Task Force

On Tuesday, November 8, 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, held the first meeting of the Academic Pathways and Programs Task Force. The task force, comprised of deans and academic leaders from schools across the USM, is 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. The target date for delivery of the framework is January 30, 2023.

## Slow Talk Influencing USG Culture Change

Over the summer, USG held a small pilot program open to USG staff and academic partners aimed at strengthening the sense of purpose and belonging across our USG community. Each participant committed to a series of 3 hour-long conversations with colleagues that dove deeper into the values and commitments set forth in the strategic plan. Guided by conversation prompts and regulated by a specialized Slow Talk app, two cohorts of USG staff members discussed which values resonated most with them and how we might collectively embrace and practice them. The app used artificial intelligence to detect and collect data points resulting in an analysis of findings and themes. In the coming weeks we will host a virtual event where the CEO of Slow Talk, Lucas Welch, will present on the program, the methodology, the results and set the stage for the next series of Slow Talk conversations at USG. We look forward to engaging more staff, academic partners, students and industry partners in the next series!



## 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! Special thank you to Steve Simon, USG Director of Marketing and Communications, who was the first to guest host a very well-attended session on the USG Identity and how to expose “the best kept secret in Montgomery County.” The notes from this session will be very valuable as we consider next steps in advertising for USG. To volunteer topics and/or to facilitate a conversation, please contact Erin Ward at [eward9@umd.edu](mailto:eward9@umd.edu).