

University of Maryland Staff Senate
Open Meeting Minutes
October 6, 2011
Operations and Maintenance Tech Room

Roll Call:

Present Senators: Colette Becker, Nancy Bowers, Bill Crockett, Dave Delooze, Tammy Dinsmore, Ken Fahnestock, Dawn Flair, Jessica Grabowski, Bill Hoffman, Marlene King, Phyllis Lovito, Tom McHugh, Carol McKissick, Victor Peguero, Mary Jo Pohlner, Roy Ross, Jean Marie Roth, Bernadette Taylor, and Yimei Wu

Excused Senators: Lisa Anderson, Pat Boland, Anthony Brown, Danielle Brown, and Gynene Sullivan

Colette Becker called the meeting to order at 12:02 PM.

Welcome from Bob Rowan, Associate Vice President for Facilities and Operations:

Bob Rowan welcomed the Staff Senate to the O&M break room which also serves as the Emergency Command Center for the campus. He explained that the Emergency Management Team uses the space as a meeting place during campus emergencies, such as the recent earthquake. The campus was not prepared for an earthquake as it had not previously experienced one of that size. As such, they are trying to formulate a plan in the event of another earthquake. In California the practice is to get under a desk or in a doorway; people are usually injured outside of buildings due to shattered glass. Unless the buildings are older, it is usually safer inside the building during an earthquake. The campus is conducting a study to assess the damage from the earthquake. There are some buildings that are pre 1900's with minor cracks. The campus is working through that.

Next Bob Rowan explained that the Baltimore Sun recently provided an article declaring the State of Maryland has banned the purchase of bottled water with state funds. This initiative would also include the use of water coolers with plastic water jugs and that the departments on campus may have to resort to having water filters installed if they are not satisfied with tap water. Bob reassured the Senate that Baltimore City's water is excellent and that tests have proven this. There will be all sorts of exceptions and loopholes to this new policy and it is unclear how this will be enforced on campus.

Bob Rowan next informed the Staff Senate that the Sustainability Committee is working on a teleworking policy. Currently there are various departments on campus that already allow teleworking, for example, CITS. Campus leadership is working through issues with internet connectivity at home and access to campus servers. They are currently working with Dr. Peter Murray on this issue. Individuals that are currently working from home were required to sign a document certifying that they have proper seating, lighting, and internet connectivity. The Sustainability Committee is also working on a "green" webpage for the campus that has features to help departments determine if their offices are green. They will also respond to questions about recycling on the webpage. An alternative policy to the telework policy is the alternate work schedule policy. Under this policy employees would be approved to work alternate schedules rather than working the traditional five eight-hour days, for example, by working four ten-hour days. There may be an issue with non-exempt employees and certain schedules may need to be negotiated by the union. The goal is to stagger work schedules for commuting purposes. A great example is during the Grand Prix. Many departments let their employees

work from home. The campus wasn't anticipating how bad the traffic would be on the Thursday before the start of the Grand Prix but by Friday traffic was much better due to the local business closings. A decision has not been made as to whether or not the city will host the Grand Prix again. This is dependent upon the profits of the developer. The city is conducting an after action review of the Grand Prix to determine whether or not to host the Grand Prix on Labor Day weekend again.

Roy Ross asked about the acquisition for the Social Security Building. Bob Rowan explained that in order to acquire the building the Federal Government would have to list the building as surplus, and then it would need to be offered to various other governmental entities, such as government run homeless shelters. If these other governmental entities do not want the building, then it can be offered to the campus. However, the campus would need to get government sponsorship. The building has over 1 million square feet, and it would cost about \$5 million in energy costs. It would cost at least \$100 million to renovate the building. The acquisition would not be a quick process. It will be at least 2014 before anything can be done with the space.

Barbara Klein mentioned that it is a project in the planning queue, but it has not been appropriated yet.

Carol McKissick asked if the Social Security Building could be incorporated into the Westside redevelopment, for example by using the bottom floors to rent out to other businesses. Bob Rowan explained that if the University acquires the building for free from the government (if it is considered surplus) then there would be certain strings attached. The University couldn't use it for profit, but it could lease some space to other state entities. If the University buys the building, then it doesn't matter what the space is used for.

Ken Fahnestock asked how banning the purchase of water bottles would be implemented on campus. Bob Rowan explained that because this news is very recent that an official plan is not underway. While Bob supports the concept as it pertains to sustainability, it would be very difficult to enforce on campus. Ken mentioned that the water in Bressler Research Building is discolored. Bob said that it would be up to individual departments to put in additional water filtration systems. Details will follow on this topic at a later date. Ken then asked if it is still permissible employees to purchase bottled water with their own personal funds, which Bob Rowan confirmed. Phyllis Lovito mentioned that it will be difficult to convince employees the water is safe when the water appears discolored. Bob Rowan said that it is a perception issue. It is possible to add hardware to existing water fountains that allow individuals to fill their cups. Newer water fountains already have that feature.

Minutes: Colette Becker asked for questions/corrections to the minutes for the September meeting. As there were no corrections to the minutes Dave Delooze made a motion to accept the minutes as is, and the motion was seconded by Phyllis Lovito.

Legislative Update:

Colette Becker welcomed Barbara Klein, Associate Vice President for Government and Community Affairs, and Deborah Neels, Senior Director for Government Affairs. They provided a handout to the Staff Senate and an overview of the legislative process and the task of their office as follows:

- Provide a unified voice for campus
- Represent the interest of the campus and the President's initiatives

- Track over 700 bills for higher education and healthcare
- Mentor students that work with their office on a five week rotation; includes policy development, drafting testimony; researching stem cell funding, etc.
- Participate in the General Assembly which meets for 90 days starting in January; this year the 430th Session begins January 11, 2012 and adjourns April 9, 2012. Additionally, this year their office will participate in the special session slated for mid October; special sessions occur every 10 years.

They further provided tips to employees who wish to take up campus issues to the legislature:

- It is important to run all potential issues through the Office of Government and Community Affairs
- If taking up an issue through your role at the University, you cannot contradict the President; you can take a personal stand on your own time, but you must mention that you are a UMB employee expressing your own personal views
- It is best to build coalitions; strength in numbers
- Send your testimony to the sponsor of the bill prior to the session – no surprises
- Each committee has their own distinct rules on how to submit testimony, and it should generally be one page in length
- Testimony can only last between 2 – 3 minutes
- UMB employees are welcome to visit the Office of Government and Community Affairs located at 44 West Street, Annapolis, MD 21401

Deborah and Barbara mentioned that in upcoming sessions in January there will be issues surrounding retirement and benefits. Colette Becker said that the Staff Senate is happy to assist in any way they can.

Merger Study:

Colette Becker informed the Staff Senate that she has been emailing various groups requesting feedback on the potential merger of UMCP and UMB. Dave Delooze said that in his travels to various campuses for the Maryland Charities Campaign, he has experienced discontent on campuses such as Coppin State University, Towson University, etc., with the concept of a merger that will create one “superpower” within the University System. Bill Crockett mentioned that many of the students have the belief that a merger with College Park will give them access to athletic tickets; however, graduate students generally don’t have the same perks as undergraduates. Colette has contacted the presidents of the Faculty Senate and the Student Government Association. The faculty does not seem to be on board with a merger. Colette will have three minutes at the Open Forum to testify to the Board of Regents. She asked the Staff Senate for their feedback on what issues her speech should focus on. After much discussion the Staff Senate agreed that they should survey the UMB Staff to find out the ranking of the following issues associated with a merger:

- Lack of Upfront Information
- Funding to Complete Merger During Trying Financial Times
- Undermining of Shared Governance
- Tuition Remission
- Timing of Study Findings
- Collective Bargaining
- Grant Funding
- Parking Fees
- IT Issues

- Other

Additionally, the Staff Senate took a vote as to whether the senators are for a merger, against a merger, or are undecided due to lack of information. The results were as follows:

- For a Merger – 0
- Against a Merger – 5
- Undecided due to Lack of Information: 14

Colette Becker will mention both the survey results and the Staff Senate’s vote in her testimony to the Board of Regents on October 21st.

Remarks from the Executive Committee:

Executive Committee Meeting with Marjorie Powell, AVP for HRS, held on September 29, 2011:

- **Zero Tolerance Policy:** HRS has removed the policy from the website in order to make revisions. The policy and practices will be more transparent to the campus.
- **Awards:** HRS is working with the Staff Senate to create a central location on the website for all campus and BOR awards.
- **Work Time for Volunteering:** This has been discussed with Marjorie Powell both by the Staff Senate and Dr. Perman. The Executive Committee will follow up with Dr. Perman to determine the status of a policy.
- **Security on Campus:** Chief Williams is willing to work with the Staff Senate on tightening security on campus, to include new card readers, but there must be buy in from campus leadership. Chief Williams would like to speak with the Staff Senate at one of the first few meetings scheduled in 2012 to further discuss campus security.
- **Staff Communications:** The Executive Committee informed Marjorie Powell about the creation of Staff Senate Twitter and Facebook accounts. Ms. Powell mentioned that communications on campus should improve with the recruitment of a new VP for Communications. HR will reconvene the Work Life group in the near future, and they are working on a new HR Newsletter for the campus. Also, HR is working on getting the various healthcare and financial planning vendors to schedule more workshops for employees.

Executive Committee Meeting held September 26, 2011.

- **Merger Study:** See previous discussion.
- **Creation of Senate Initiatives and Status Spreadsheet:** Colette is still in the process of creating a Staff Senate Initiatives worksheet.

Senate Committee Reports: Emailed to the Staff Senate prior to the October 6, 2011 meeting.

Old Business:

By Laws Revision: Bill Crockett will work with Dave Delooze and Roy Ross to create a deadline.

Community Outreach Initiative – School Supplies: The Staff Senate received a thank you from Family Connections in supporting this initiative which was a huge success.

Dr. Perman's Monthly Newsletter: There were several shout-outs to UMB Staff Senators in the September Newsletter.

Staff Senate Letterhead: The communications committee has created new letterhead for the Staff Senate which will be forthcoming.

MCC Proclamation: Dave Delooze asked about the status of the Staff Senate's Proclamation for the Maryland Charities Campaign. Colette explained that the Voice was unable to print the whole thing, but would reference the proclamation in addition to the Staff Senate website where it will be posted in its entirety.

Military Recognition: Dave Delooze asked if the Staff Senate is still working on choosing a color to wear in support of the military, similar to showing support for the Ravens on Purple Fridays. Colette apologized that this topic had fallen off the radar with issues concerning the merger study. The Executive Committee will discuss this at its next meeting.

New Business:

Future Staff Senate Meetings: Roy Ross mentioned that Barbara Klein has offered to host a Staff Senate meeting at the Annapolis office located on 44 West Street. Several senators were opposed to the idea of traveling so far for a meeting. Transportation and parking would be among the concerns, as well as being away from work for most of a work day.

State Retirement Pension System: Bill Crockett briefly mentioned that CI employees are now eligible for the SRP.

Adjournment: The meeting was adjourned at 1:46 PM.

Respectfully submitted,
Jessica Grabowski