Staff Senate December Meeting Minutes
Thursday, December 2nd, 2021 - 12:00 p.m. – 2:00 p.m.
Virtual Zoom Meeting ID: 93871271624 - Passcode: 783089

Call to Order
The meeting was called to order by Staff Senate President, Christina Fenwick

Attendees
Voting Members: Irene Amoros, Ayamba Ayuk-Brown, Gregory Brightbill, Edress Brunson, Timothy Casey, Taylor DeBoer, Allison Dietz, Maria Drayton, Christina Fenwick, Aaron Graham, Jade Grant, Jill Hamilton, Keica Hitch, Thomas Hockensmith, Susan Holt, Jillian Iffland, Sarah Jackson, Mary Phelan, Shawnta Privette, Shilpa Shah, Shereece Singleton, Priti Wakefield, Lei Zhang
Non-Voting Members: Kristy Novak
Alternate Member: Nancy McDowell
Leadership: Dr. Jarrell, Acting Deputy Chief Ellis
Guests: Alvette Chase, Aisha Samples, Angela Staten, Christina Baker, Cindy Geppi, Dawit Ayele, Dina Billian, Emily Winkler, Jennifer Aumiller, Kerwin Niles, Lei Sun, Mary Cowles, Praveen Kumar, Randy Jacobs, Susan McKechnie, Terria McClain, Tess Gillis
Absent Members: Latoya Ludd, Lakeisha Wilson

Establish Quorum (50% +1 = 13 voting members): Quorum is achieved at 23 voting members

Approval of November 2021 Meeting Minutes
• Susan Holt indicated a change to update that Tim Casey gave the committee updates for CUSS & the Board of Regents during the November meeting.
• Motion to accept minutes (with correction) for approval 1st Tim Casey and 2nd by Susan Holt.
• Motion passed Unanimously

Welcome and Leadership Update
• Christina Fenwick welcome everyone and thanked them for joining the meeting.
• President Jarrell
  o Dr. Jarrell hoped everyone had a good Thanksgiving and noted that he hoped everyone used their time, to rest and recharge.
  o Dr. Jarrell thanked Christina Fenwick for her remarks, />”she represented the Staff Senate well during the Presidential Inauguration that was held on Friday November 5, 2021.
  o Update on Covid – 19 – Dr. Jarrell advises the following:
    ▪ Keep your guard up and continue to wear your mask.
    ▪ Continue to social distance when you can.
    ▪ UMB is not mandating the booster shot. Dr. Jarrell recommends everyone get a booster shot.
  o Dr. Jarrell wished everyone a safe and happy holiday season.

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- **Deputy Chief Ellis (on behalf of Chief Leone)**
  - School of Social Work initiative – UMB police have teamed up with social work interns and community outreach police officers. They assist with homelessness, substance abuse, joblessness, etc.
  - The UMB police have received increase calls for mental health services. UMB does offer the Employee Assistance Program and reminded staff to use the resources available on campus.
  - Computer aided dispatch system – UMB can now see what the Baltimore Police Department sees in relation to what is going on in the community, in real time, to deploy resources more rapidly to assist the campus community.
  - Camera upgrade across campus – new server technology is being built and will allow the system cameras to be upgraded to reflect the specific safety needs on campus.
  - Safe Ride – can only accept 3 people at a time due to Covid restrictions. The Officers must follow the Covid restrictions. Please follow the directions of the Officers and please be civil and kind to the Safe Ride Officers.
  - Lighting is being upgraded in and around campus, replacing all older lightbulbs with more luminating LED bulbs and should be done by early 2022.

**Staff Senate Updates – Christina Fenwick**
- Please complete the survey Greg sent out for t-shirts and campus availability.
- Leadership shares valuable information with Staff Senate, please share this information with your colleagues and schools.
- Reminder - if you will be late or will miss a meeting, please let Christina Fenwick know before the meeting.
- January 20th, 2022 is the mid-year Retreat for Staff Senators – Michelle Hunt from Human Resources will be helping to lead this retreat.
- Senator Sarah Jackson has resigned her position on the Staff Senate. Christina thanked her for her dedicated service to the Senate and wished her well in her new job.
- The Arts Council is chaired by Jennifer Litchman, and they are requesting a Staff Senate Liaison for this council. They meet the first Wednesday of every month, except for July and August. Please reach out to Christina Fenwick by Friday December 10th if you are interested in representing the Staff Senate on this council.
Committee Updates

Board of Regents: Susan Holt
- Collecting nominations through December 5th for the Board of Regents Awards
- Discussed how to best help nominees with their nominations.
- Next committee meeting December 6th, 2021

Citizen Advisory Committee Meeting: Susan Holt
- Chief Leone discussed the “HeartSmiles Program” which assists youth to get training and jobs,
  they had a group of fifteen 20-year old’s touring the police department.
- Safe Ride – there is a need for people with mobility issues to access the vehicle that is safer and
easier to use. Presently, they have 2 mini vans and a passenger van, and users can request the vehicle
that is better for them to use.
- UMB is looking into getting a new comfort K9 to join Officer Lexi.
- Responses to the safety survey: As of the meeting, there were only 300 responses. If you have not
  already, please fill out the survey
  https://umaryland.az1.qualtrics.com/jfe/form/SV_3ISfblshbpxKvY
- Safety issues were brought to Chief Leone’s attention: the fences at the nursing school which are
  causing pedestrians to walk in the street on Lombard.

Communications: Ayamba Ayuk-Brown & Jade Grant
- If there is feedback about the newsletter, please share with the Communications Committee.
- If a Senator needs to include something for their committee in the Elm, please forward this
  information to the Communications Committee by Monday.
- Update on the Staff Senate Facebook page: Sarah Jackson will follow-up on this request to create
  the Facebook page.

Community Outreach: Taylor DeBoer & Aaron Graham
- Thanksgiving Drive - was a success – over $3,000 was raised by the UMB community.
- Thank you to the volunteers who came out on the Monday before Thanksgiving and helped pack
  individual boxes of food for West Baltimore families.
- Holiday Drive – please let colleagues, friends, family, department heads and School Deans to raise
  awareness about this drive: University of Maryland, Baltimore - Holiday Donation Drive 2021
  (givecorps.com)
- Volunteers are requested to help at the Community Engagement Center for the Holiday Toy Store
  that will be hosted on Friday December 10th and Saturday December 11th. The Community
  Engagement Center is taking all Covid-19 precautions with the Holiday Store. Sign -up at this link:
  The Christmas Store 2021 - VOLUNTEERS | PlanHero
- If you have questions, please reach out to Taylor DeBoer & Aaron Graham.
Council of Staff Systems: Tim Casey
- Chancellor Perman thanked everyone for their efforts during this difficult time.
  - USM was the first University system to mandate vaccines
  - Vaccine mandates will remain in effect, with legally required exemptions
  - Most universities have a vaccination rate above 94%
  - Regarding mask mandates, we are keeping our mandates indoors.
  - USM has less than 1200 cases system wide (Less than a 1% infection rate, often below surrounding community rates)
  - We need to face Covid as endemic, versus pandemic
- USM is reviewing what pieces of remote learning and telework can be retained post Covid
- What fees do you pay in relation to tuition remission? Please reach out to Susan Holt if you have information you would like to share.

Policy and Legislation: LaKeisha Wilson
- No update was provided

Returned to Campus Ad Hoc Committee: Jillian Iffland & Shilpa Shah
- Returned to Campus survey has been closed – thank you to everyone who completed the survey.
- Over 400 staff members responded to the survey.
- Now working through to synthesize the quantitative and qualitative data.

University Life: Tom Hockensmith
- Greg Brightbill is hosting the 2nd UMB Has Talent on December 16TH at 7pm.
- Town Hall 2022 planning is happening. Please reach out to Latoya Ludd or Tom Hockensmith with your ideas and feedback.

Campus Liaisons Updates

Communications Council: Ayamba Ayuk-Brown
- “UMB Spreads Holiday Cheer” social media campaign for the month of December #UMBspreadthecheer
- Please reach out to Jeanna Frick if you are interested in scheduling a “media training session” to learn more about UMB CPA policies and procedures for working with external media sources.
- UMB Core Value Posters will be available to order though the portal soon.
- The UMB Strategic Plan is available on the website and available to download.
- The Clery Report and Clery Report: At a Glance are available on the website and available to download.
  - Both feature data and information as it relates to campus and fire safety.

Faculty Senate: Lei Zhang
- Updates were given by President Jarrell and Faculty.

Funding Model Working Group: Ayamba Ayuk-Brown
- November meeting cancelled.

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EXECUTIVE COMMITTEE

President
Christina Fenwick
Vice President
Gregory Brightbill
Comm. Officer
Ayamba Ayuk-Brown
Secretary
Jill Hamilton
Member at Large
Mary Phelan
Past President
Kristy Novak

STAFF SENATORS

Irene Amoros
Edress Branson
Timothy Casey
Taylor DeBoer
Allison Dietz
Maria Drayton
Aaron Graham
Jade Grant
Kecia Hitch
Thomas Hockensmith
Susan Holt
Jillian Iffland
Sarah Jackson
Latoya Ludd
Nancy McDowell
Mary Phelan
Shawnta Privette
Shilpa Shah
Shereece Singleton
Priti Wakefield
Lakeisha Wilson
Lei Zhang

President’s Diversity Advisory Council: Gregory Brightbill
○ Thank you to everyone who joined the virtual Diversity Speaker Series on November 16th, 2021
○ DAC Guest Discusses Racism, Inequities as Health Crisis - UMB News (umaryland.edu)
○ MLK Day 2022 is in the works – more information to follow.
○ Resources are located at Diversity Advisory Council (umaryland.edu)
○ Please let Greg know if you have any questions or concerns to share with the council.

Parking and Transportation: Kecia Hitch
○ Meeting was cancelled and there are no new updates.

President’s Council for Women: LaKeisha Wilson
○ Next quarterly meeting – Spring 2022

Safety Awareness: Latoya Ludd
○ Next quarterly meeting – Wednesday January 12th, 2022

Open Discussion – Staff Questions and Concerns
○ Organized and led by Greg Brightbill
○ Assigned questions for each break-out group
  ▪ What have you heard from UMB staff as it pertains to their experiences working with Human Resources personnel?
  ▪ Have you noticed anything regarding staff turnover or retention? Explain.
  ▪ What makes you feel valued and appreciated as a UMB employee? What works well and what improvements could be made?
  ▪ What have you experienced or heard related to UMB’s annual evaluations and PDP process?
○ Each random Zoom break-out group discussed and summarized feedback to share with the entire group & meeting notes were shared with Jill Hamilton via email.
○ Feedback will be compiled and shared with UMB Leadership.

New Business
Christina encouraged all senators and guests to use their accrued leave and take time off to relax and rejuvenate and take care of themselves.

Adjournment
A motion to adjourn the meeting at 1:47pm Ayamba Ayuk-Brown by, and 2nd by Priti Wakefield.
Minutes submitted by: Jill Hamilton, Secretary
Minutes approved: February 3rd, 2022

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