

Staff Senate Meeting
March 5, 2020
12:00 – 2:00 p.m.

Call to Order

The meeting was called to order by Staff Senate President, Kristy Novak.

Attendees

Voting Members: Ayuk-Brown, Ayamba; Beaulieu, Colette; Boggs, Steven; Brightbill, Gregory; Buckingham, Kent; Edwards, Hillary Anne; Essien, Sharese; Fenwick, Christina; Hitch, Kecia; Hokenmaier, Sarah; Holt, Susan; Jackson, Casey; Keryakos, Riham; Lewis, LaToya; Novak, Kristy; Volberding, Jenn; Wakefield, Priti; Watson, Kevin; Wilson, Lakeisha; Zhang, Lei

Alternate Members: Barkman, Emma; Deitz, Allison; Thomas, Janet

Absent Members: Azen, Michael; Gallico, Mary Beth; Hamilton, Jill; Phelan, Mary; Wilson, Lakeisha

Establish Quorum (50% +1 = 12 voting members): Quorum is achieved at 20 members.

Welcome and Introductions

Guests:

- Lisa Vuolo, Office of Philanthropy
 - Received donations for 350 bricks and pavers for the new Community Engagement Center
 - Thank you to the Staff Senate for sharing messaging about this campaign
 - Suggest working together in Departments to jointly donate for a paver
- Vanessa Harrington
 - Appointed as interim Title IX Coordinator, effective immediately
 - Previous Title IX Coordinator, Mikhel Kushner, moving to UMBC

Approval of February Minutes

- A motion to approve the minutes without changes by Kristy Novak; 2nd by Casey Jackson

Guest Speaker: Lee Westgate, Clinical Instructor, SSW: Creation of a LGBTQIA+ Center of Excellence at University of Maryland, Baltimore

- Would like to develop infrastructure to teach, train, provide resources for LGBTQIA+ individuals on campus
- Maryland survey indicates that awareness/education among health care professionals needs improvement
- This issue is not unique to health care professions
- Center would be anchored around four key pillars
 - Prepare students entering professional practice
 - Convene – create space for internal/external stakeholders to convene on this issue
 - Collaborate – assist faculty members with addressing this issue

- Build spaces – provide students with infrastructure to navigate the campus; provide faculty with infrastructure to learn about this issue
- Have received 19 letters of support for this proposal across campus
- Will be submitting a proposal to Dr. Ward for the Center and is asking for Staff Senate support

Staff Comments/Questions

- How do we see staff involvement in this Center being proposed?
 - Environmental concern – impacts space, onboarding, etc.
 - Creates alignment with larger social justice mission of the university
- Opportunity for a fit with new MS in Healthcare Innovation; could bring in projects and case studies related to this new Center
 - Have been looking at the interprofessional opportunities related to this issue
- Motion to support proposal by Kristy Novak; 2nd by Casey Jackson
- Motion passed unanimously

Guest Speaker: Norma Hunter, Administration and Finance: Customer Service Feedback

- Focus group about staff expectations and experience with customer service by Administration and Finance
- Questions posed include:
 - What does excellent service look like?
 - What behaviors do you want to see to ensure the delivery of excellent service in A&F?
- Administration and Finance will share results of the multiple focus groups conducted
 - Will be convening a task force to develop service standards

Old Business

- I Heart UMB Day (Greg Brightbill)
 - Information provided on the 2019 budget and expenses
 - In 2019, 197 staff members attended; would like to increase marketing and increase these numbers
 - Requesting \$1000 from Staff Senate

Questions/Comments

- Amy Daniels: Will reach out to Faculty Senate to help encourage more faculty attendance
- Casey Jackson: What is available in the budget
 - \$500 was requested in the Staff Senate budget for this purpose
- Kristy Novak: How will this be marketed to staff?
 - Staff Senate is welcome to increase marketing and staff attendance at the event
- Amy Daniels: Is the Faculty Senate contributing?
 - Faculty Senate is donating \$500
- Kent Buckingham: Question for HR- can we increase the budget by \$500 to cover this amount
 - Matt Lasecki: Will need to confirm budget with Administration and Finance; will provide information about how much is remaining in the budget
- When we have the information, it will be shared electronically and we will vote electronically on the I Heart UMB Day request.

New Business Items

- 2020 Nominations and Elections
 - 11 voting seats open
 - 4 alternate seats open
 - Nominations in April; voting in May; new members announced in June
 - Executive Committee voting in June
 - Member at Large voting in July
 - Will be convening Nominations and Election Committee
 - Email Kristy if interested in being on the committee by 3/14/20
 - If interested in learning more about Executive Committee positions, current Executive Committee members will be available Monday, March 16th, 12 – 12:30 p.m. at the School of Social Work Dean’s Conference Room (5E11)
- Senator Communication within Schools
 - Reminder: Staff Senators are elected by their peers and are responsible for sharing information to staff members within their school
 - If have ideas about how we can better support this, contact the Executive Committee

Guest Speaker: Matt Lasecki, Associate Vice President, Human Resources

- UMB Climate and Engagement Survey results presented
- See presentation attached and posted on SharePoint
- A full dataset is available upon request

Next Steps

- HR will be focusing on recognition
- Each school will review and determine if they would like to focus on a specific area for improvement; HR will assist and possible/appropriate
- Senators looking for more detailed information should reach out to their local HR person with that request to discuss further

- A campus wide FAQ is being created related to coronavirus questions, including HR related questions

Adjournment

- A motion to adjourn the meeting by Kristy Novak; 2nd by Ayamba Ayuk-Brown

Minutes submitted by: Sarah Hokenmaier, Secretary

Minutes approved: 4.2.20

Note: Senators should review SharePoint for updates from Staff Senate Committees