

**Professional Staff Senate Meeting Minutes**

**Thursday, November, 11, 2021**

**2:30 – 4:30 p.m. – Virtual**

**In Attendance:** [**Link**](https://docs.google.com/spreadsheets/d/1W3SwiPQiHC1EY-Y7VXXm2___m4XrBLGyrsUUU8kzgHE/edit#gid=522842090)

1. Call to Order: 2:40pm
2. Approved November 2021 [Meeting Agenda](https://umbc.app.box.com/file/883390182092)
3. Approves October 2021 [Meeting Minutes](https://umbc.app.box.com/file/877231901146?s=xadgqlr28bd6o6ne5brw4ming5df1gp6)

##### *UMBC was established upon the land of the Piscataway and Susquehannock peoples. Over time, citizens of many more Indigenous nations have come to reside in this region. We humbly offer our respect to all past, present, and future Indigenous people connected to this place.*

1. **Committee Reports**

* SOD
  + Collaborated with Mentoring Committee for a Meet and Greet. About twenty people came out and it was a great success!
  + Chip has chosen the top three winners for our PSS Halloween Costume Contest! Thank you to all those who participated.
  + We our collaborating with NESS to do a raffle for Professional Headshots
  + We are collecting promo items for gift baskets to raffle off. If you have items such as promo items, T-shirts, SWAG, etc. please contact Ken S. at kensch@umbc.edu
* Communications
  + In addition to the PSS Newsletter, Poulomi has been updating the website. Poulomi will be taking headshots of all the senators to put on the website. Please sign up for a slot [here](https://forms.gle/amjbT3xj6yB8fpqD7). Wear your best Black and Gold for your photo!
* Climate Action Steering Committee
  + [Last meeting’s Presentation](https://docs.google.com/presentation/d/1GJ5fNGcejgoF-y_BsUvZA9nX1P3vl8RZjl_D8r2jAQ4/edit?usp=sharing)
  + There are more bins around campus for plastic bags that you need to dispose.
  + Hybrid teleworking is environmentally friendly, so there has been robust conversation around continuing flexible work schedules.
  + UMBC has received a silver award for sustainable campuses!
* Personnel
  + Met with Val Thomas and Michelle Talon (HR – Labor Relations) about PMP.
  + Recommendations:
    - Proposed that PMP be initiated with the employee through Docusign where employees evaluate themselves, with a discussion with their supervisor to follow
    - Go over position description at each PMP meeting to ensure that it is still accurate and matches the work the employee is doing.
    - Allotted time for staff members to have professional development days, on or off-campus.
  + Have committed to having a partnership with HR to get some of these things completed
* Staff Awards

1. **Lunch with HR Recap & Small Group Discussions**

* Jill Wardell, Director, Workplace Learning, OD & Wellness
* HR has hosted Lunch Time Chats to check in with staff members and hear concerns. There will be two more sessions on November 17th and December 15th. For more information, visit the myUMBC Training group. Spread the word, and fill out the [pre-survey to tailor the conversation!](https://forms.gle/F8JeaDJEGcaVDwjC6)
* Alternative work arrangements are available for Spring 2022 and start January 1st and end on June 30, 2022.
  + *What’s the current tone on campus as it relates to return to campus/hybrid work, leadership transitions, etc.?*
    - Consensus is that folks are happy with hybrid work.
    - *Apprehension and concern with Freeman and Lynne Shaefer’s departure. If we can get senior leadership to see how flexibility can actually help the university in other ways than just making staff and faculty happy.*
  + *What is going well...what are some successes that we can point to and claim?*
    - Telework can be a good thing for the university, because we are able to offer more opportunities to students. How are these successes, though, being shared with leadership?
  + *What are the current pain points that still need to be addressed that HR might help with?*
    - Some staff members were not allowed the flexible schedule and to telework, and they are burnt out and leaving. Retention has been an issue.
    - Jill is creating a survey to gather information on pain points, and how to share successes with leadership.
  + *Where is communication clear? Where is it lacking?*

1. **Land Acknowledgement – Jeff Cullen**

* [**The Whitewashing of Indigenous Knowledge**](https://shanesafir.com/2020/12/before-maslows-hierarchy-the-whitewashing-of-indigenous-knowledge/)
  + This book is the Blackfoot Tribe’s attempt to take back the information shared by Abraham Maslow in his Hierarchy of Needs.
  + Maslow erased the Blackfoot tribe’s influence on this theory to support systemic racism and white supremacy.
* <https://oei.umbc.edu/land-acknowledgement-statement/>

1. [**Senator Share Out**](https://docs.google.com/spreadsheets/d/1tCICf1-VX3C1iZtGxbRfA8osj2NMksKkymOnvypiNms/edit#gid=0)

* Lori & Ally will go next month. Please sign up for either next month as well or a future month using the hyperlink above!

1. **Community Notice Board//Open Forum**

* Reach out to Jeff if you can help with Student Conduct Hearings

1. Meeting Adjourned – 4:24pm