

**Professional Staff Senate Meeting Minutes**

**Thursday February 10, 2022**

**2:30 – 4:30 p.m. – Virtual**

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

##### ***Land Acknowledgement***

##### *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. Call to Order: 2:33pm
2. Approved [February 2022 Meeting Agenda](https://umbc.app.box.com/file/823234350629?s=ydkwwz7u7e9zs57ypx4zs3bcyh81b01p)
3. Approved [January 2022 Meeting Minutes](https://umbc.app.box.com/file/905836117903?s=3h0plyozm2stuctyj012c623croza5pf)
4. **Campus Police:** Chief Paul Dillon; Deputy Chief of Police, Bruce Perry ‘97
   1. Chief Paul Dillon will be retiring later this month after 13 years of service to UMBC’s campus.
   2. Services UMBC Police provides:
      1. Escort services (if you want someone to walk with you to class or your car, especially at night, the police can escort you)
      2. Motorist issues (car battery jumps, locked keys in the car, etc.) & Parking
      3. Lobby is a “safe trade” space (if you’re trading or selling something, you can do it at the police station to ensure safety)
      4. Cameras on campus to solve crimes
      5. Officer Chip!
5. **Facetime with Dr. Hrabowski**
6. *What are you going to do personally and professionally when you retire?* 
   1. Only retiring from UMBC – still working with Harvard! He is invited to be the next President of AAAS (largest scientific organization in the country!). His new book will be coming out. Will continue to study French literature and travel to France. Exercise/mediation/Calm App
   2. Enjoy being young! Take time for yourself and family NOW. Don’t wait for retirement to do the things you want.
7. *Shared governance has always been a keystone of UMBC. With the coming changes in your and other leadership positions over the next few years, what recommendations would you make to this group to keep shared governance healthy at UMBC?*
   1. We should strongly suggest to the next President that we continue to have and even have more meetings like this to build relationships. The most important thing for the new person to do is listen.
8. *COVID has illuminated staff burnout, which has led to major staff turnover. As we continue to navigate COVID, what are your thoughts on how we can ensure staff retention is a priority to the next President? How can shared governance help to foster a healthy work environment where staff feel appreciated and balanced?*
   1. Looking at best practices that can encourage us to give incentives to each other (staff awards, for example). Education about mental health.
9. *Given the challenges that face UMBC today, COVID, demographic cliff, ect..what concerns you the most for the next president of UMBC? How can shared governance support new leadership in these challenges?*
   1. It’s helpful that we’ve had statewide leadership and others have seen how good we are at shared governance. He’ll be giving his book “Empowered University” to the new President for reference about what we’ve already been doing.
10. Dr. Hrabowski and his wife will be donating $2 million to UMBC! If you want to also donate to his fund, you can [use this link.](https://giving.umbc.edu/hrabowskifund/)
11. **Giving Day with Carl Fowlkes, Director, Annual Giving**
    1. [Giving Day Information](file:///Users/chloeterrell/Downloads/PSS%20Presentation%20-%20Giving%20Day.pptx)
    2. If you'd like to be a part or Black & Gold Rush and want to volunteer for our events, sign up here! <https://docs.google.com/spreadsheets/d/1sY2FOL63d-fWAkndV78hychCLQNEZIBhPFf3y8ntTJQ/edit#gid=0>
    3. Remember to use #BlackAndGoldRush in your social posts so we can share out on UMBC's social media.
12. **Committee Reports**
    1. Mentoring:
       1. March workshop will be virtual. Partnering with WLB committee and will talk about work life balance, telework, and the future of telework.
       2. April’s workshop will be in person! Meet-and-Greet/Informational session to make staff members aware of the mentor program. The date will be April 21st from 3:30-4:30pm on the Commons Terrace
    2. Personnel Review:
       1. Worked on a proposal for a new PMP process and sent it to HR. The proposal is that the employee leads the PMP process first (evaluating yourself), the evaluation is then sent to your supervisor through DocuSign, and then the employee and the supervisor will meet to discuss.
       2. Asking that professional development is required for each employee; also proposed different trainings that could be available to supervisors
    3. SOD:
       1. We had great engagement with the Swag Bag raffle!
       2. Thinking about hosting walking groups as it gets warmer outside
       3. Thinking ahead to Staff Cookout in the summer
       4. Employee Perks Information on MyUMBC
13. **Small Group Discussions**
    1. Creating a mission and vision statement together so we can be prepared for the next President! Submit your form, and the executive team will put your input together to create a cohesive statement.
14. **Senator Share Out: Rebecca Dongarra**
    1. Horses, broken backs, and eggplant parmesan.. ☺
15. **Community Notice Board//Open Forum**

Shared Governance Survey: <https://forms.gle/vQrQi6mv7LkM4Wx36> due March 4

The purpose of the survey is to strengthen shared governance in the USM. The survey will be used to determine the state of shared governance on each of the campuses within the System. The primary use of the survey is by the Chancellor in his annual performance evaluation of the USM Presidents. It provides the Chancellor with substantive data and feedback on improving shared governance practices within the individual institutions.

1. Adjourn: 4:30pm