

**Professional Staff Senate Meeting Agenda**

**Thursday, November 10, 2022**

**2:30 – 4:30 p.m. – Virtual**

2:33 p.m. Call to Order//Land Acknowledgement

**Approve This Month’s Meeting Agenda**

2:35 p.m.  **Melody Wright**, Learning and Development Coordinator

Workplace Learning, OD & Wellness

[November Trainings](https://my3.my.umbc.edu/groups/training/events)

The [USM Professional Development Week](https://www.usmd.edu/learning-and-talent/) activities were well attended with a high level of engagement and appreciation for the topics presented. If you, or your faculty and staff, were unable to attend some, or all, of the sessions, I encourage you to check out [the instructions](https://app.tango.us/app/workflow/How-to-Access-USM-Learning---Talent-Committee-Content-d20ffb3fbc384f718932d153f60fcda3) for watching the session recordings. There are sessions for everyone- leaders, faculty AND staff.

[2023 Retriever Talks](https://hr.umbc.edu/umbc-retriever-talks-2023/) will be LIVE once again! How exciting! Here is what you need to know:

* + - LIVE event in the Fine Arts Recital Hall on May 17th, 2023, at 10:00a.m.-12:00p.m.
    - [Proposal submissions](https://forms.gle/EqnPJswyvgc7N5Bu8) are due December 1st, 2022.

Work Life Balance Focus Group

* + - Feedback from these is being compiled and will be reported out
    - PSS WLB team would like a copy of these reports!

**2:45**  **Lynne Adams, Chief Human Resources Officer**

* Reviewed her history, noting several important values, such as working from home.
* Asked us “What would you be working on if you were me, only 6 weeks into this position?”
  + Staff recruitment and retention
  + Remote work and Flexible scheduling
* Kevin:
  + In tech roles, flexible work arrangements are often offered and needed to make us competitive in recruitment and retention
  + (noted)
* Bryan:
  + Question about accessibility and the relationship to diversity and equity
* Lynne:
  + It is all a part of the total equity picture, and should be resourced and considered that way
* Elle:
  + Notes not feeling supported when working with HR in the past
* Lynne:
  + I have been here for only 6 weeks, but I hear you, and you deserve to find a supportive helpful HR team when you work with us

**3:15** [**Approve Last Month’s Meeting Minutes**](https://umbc.box.com/s/zcd5dja3yhea414e3qv2t5osyz0xpn2y)

* SO Approved ✔️

**3:20** **January PSS Meeting Discussion**

* Plan is to meet in person next month (Jan 12, 2023) and use part of our meeting to hang out socially at OCA Mocha.

**3:25** [**Bylaws Workshop Time**](https://docs.google.com/document/d/1WWKjqsXNaM243hRo1SQ2hqlvp-4dzgj-08QBdILt6Q0/edit)

**4:00** **Committee Reports & Campus Updates**

PSS Committee Updates

* + - WLB Committee Notes (Sarah H, Danielle)
      * Notes that one of the things driving staff to leave are that we are working harder to overcome those gaps
      * Looking for solutions for this – open to suggestions
    - Personnel Committee (Faith)
      * Want to work with HR for training for supervisors
      * Hasn’t been enough training, and want to help move that forward – especially ways to help empower supervisors
      * We have infrastructure on campus to support this – like IXL
    - Staff Dev & Outreach (Lori)
      * Shared google doc for ideas
      * January OCA Mocha event for current senate
      * Maybe a 7-9:30 meet and greet possibly
      * Something for people who got hired in the pandemic
    - Mentoring Committee
      * had a workshop in Oct – updates forthcoming
    - Communications Committee:
      * Website updated
      * Planned upcoming communications but need more input from the group about what’s going on – we are here to make sure to share your work
    - Transportation committee:
      * Survey results are coming in about how people get to campus, etc...
      * Would carbon offset credits be of interest to offset UMBC travel? Yes lots of interest in that.   
        Note about the trustworthiness of carbon offset
      * Ridership of UMBC shuttles is through the roof – some routes are overloaded so they’re trying to accommodate more
      * Still using old school gas busses vs. Very expensive electric busses because they aren’t yet financially pragmatic
      * If you ride a bicycle on campus, you can register your bike at the police station and get a free lock, but also can help produce a report in event your bike is stolen. Just take the bike to the police station and you can register there.
      * 5 zip cars on campus, last year there was only 1 – but we are back to 2018 levels
      * Working on a system to help identify which parking lots have space available so that people aren’t looping endlessly (UMBC Alumni based software)
    - Parking exploratory group
      * Working on why crossover parking isn’t happening – it doesn’t make sense.

University Committee Updates

[Volunteer for Commencement](https://t.e2ma.net/click/jxnocj/38x7dbc/zhevo9)!



**2022-2023 Professional Staff Senate Meeting Schedule**  
  
**Meetings from 2:30PM – 4:30PM**

July 14, 2022

August 11, 2022

September 8, 2022

October 13, 2022

November 10, 2022

December 8, 2022

January 12, 2023

February 9, 2023

March 2, 2023

April 13, 2023

May 11, 2023

June 8, 2023