**UMBC Professional Staff Senate**

**2012-2013 Action Plan**

* **Enhance communication with professional staff**
* Continue communication with staff through our listserve and myUMBC group page
* Explore dissemination of PSS newsletter
* Invite professional staff members to attend PSS meetings to increase exposure and encourage engagement with shared governance
* Promote PSS at our sponsored events to increase visibility
* Encourage better two-way communication by broadly and quickly sharing information with staff as well as bringing their concerns to the senate
* Continue to work with campus leaders to strengthen communication with professional staff
* **Direct attention to professional development, job satisfaction, and the working environment for professional staff**
* Continue to advocate flexible schedule and telecommuting policies and opportunities
* Promote a campus culture that encourages and supports existing training and development opportunities for professional staff
* Advocate for management and leadership training for senior administrators and supervisors
* Examine first year of PSS mentoring program and explore ways to expand the program and partner with other departments on campus
* Work with campus leaders to address the issue of an increased workload
* Ensure our Personnel Review Committee meets regularly with Human Resources regarding ideas and concerns (online timesheets, staff knowledge of their exempt/non-exempt status, etc)
* **Support University efforts to create a healthier campus community**
* Identify and develop complementary avenues to support the HR Wellness Initiative
* Promote and educate staff about healthy lifestyles, including choices that may not be obvious, via PSS events and other campus events/initiatives
* Assist in the dissemination and implementation of forthcoming non-smoking policy
* **Continue to advocate for merit and COLA increases and address disparities in compensation packages**
* Work with campus and CUSS leaders to advocate for merit and COLA increases and how they will be distributed
* Maintain communication with administration related to salary inequity, compensation and promotion
* **Assess results from the Spring 2012 questionnaire and determine how results are utilized**