

**UMBC Professional Staff Senate**  
*2013-2014 Action Plan*

Enhance communication with Professional Staff

- Communication to staff
  - Consider methods to streamline communication from staff – consolidate Blackboard, myUMBC, list-serve
  - Explore alternative options for communication – town hall meetings, questionnaire/survey, others
  - Explore and revamp dissemination of PSS newsletter to staff to broadly and quickly share information with staff
  - Promote PSS at sponsored events on campus to increase visibility, consider branding materials, and determine ways to educate professional staff on how and who to contact with questions/concerns
- Communication from staff
  - Invite professional staff members to attend PSS meetings to increase exposure and encourage engagement with shared governance
  - Bring staff concerns to the senate and determine ways to measure if this is being accomplished
- Communication from campus leaders
  - Encourage campus leaders and ex-officio members to attend PSS meetings
  - Continue to work with campus leaders to strengthen communication with professional staff

Enhance professional development, job satisfaction, and the working environment for Professional Staff

- Work with campus leaders to address the issue of increased workload
- Establish the Flexible Workplace Work-Life Balance Task Force to:
  - Advocate flexible schedule and telecommuting policies and opportunities
- Establish Leadership Development Ad Hoc Committee to:
  - Support existing and recommend additional training and development opportunities
  - Explore possible leadership development models that may be appropriate for professional staff at UMBC
- Advocate for management and leadership training for senior administrators and supervisors (in conjunction with the Leadership Development Ad Hoc Committee)
- Continue to facilitate and grow the PSS Mentoring Program and explore ways to expand the program and partner with other departments on campus
- Support University efforts to create a healthier campus community by identifying and developing complementary avenues to support campus wellness and sustainability initiatives and promote/educate staff about healthy lifestyles

Continue to advocate for merit and COLA increases as well as equity in compensation and benefits

- Work with campus and CUSS leaders to continue to advocate for merit and COLA increases and assist with determination of how they will be distributed
- Maintain communication with administration related to salary inequity, compensation, and promotion opportunities

Take a proactive role in the UMBC Strategic Planning Process

Partner with OIR to complete a formal survey to gauge Professional Staff satisfaction