

Margaret B Kennedy

Official Title: Manager

Department: Dept. of Mathematics and Statistics

How long have you worked at UMBC? 1 year, 4 mos

Please describe your service to the campus (e.g., committees, outreach, volunteer, etc.)

I am currently on the SSC Training and Documentation group



What strengths do you think you would bring to the Professional Staff Senate?

I have over 35 years in Higher Education in both Private and Public Universities in everything from recruitment to implementation of new software, to Human Resource issues. I believe that I could provide insight into best practices within higher ed, as well as being willing to speak about the needs and concerns of exempt employees. Having been both non-exempt and exempt at different times in my career, I feel like I could well represent the Exempt employees in Academic Departments.

What issues, if any, do you think the Professional Staff Senate should address during the 2016-2017 session?

I would like to address the issues with training issues on campus. Being a newer employee, I don't believe that the opportunities are easily accessible for training on general software, or the People Soft product. I'd like to see us work to increase the access to and documentation on these products, how we could increase the time that staff have to train on them, and if additional reports could be written to make everyone's life easier each month. I also feel that it is very important to have the exempt staff issues listened to by the administration. We don't have unions to advocate for us, so I believe this should be the main purpose of the PSS.

Damian Doyle

Official Title: Director of Enterprise Infrastructure

Department: Division of Information Technology

How long have you worked at UMBC? 17 Years

Please describe your service to the campus (e.g., committees, outreach, volunteer, etc.)

-I've been on the PSS for the last year, and through that role served on the Library Policy Committee and the PSS Communications Committee.

-I particularly enjoy my involvement with the Center for Women in Technology on campus, having recently assisted in establishing an internship program between freshmen CWIT scholars and DoIT to help provide some of the younger scholars some real world job experience to assist them with their education.

-Last year I was a consultant on the Community and Extended Connection strategic working group as well as assisting with several campus events including the most recent HackUMBC.

-Participating on the 50th anniversary engagement team this past year has given me an opportunity to reach out to alumni and people across campus, helping to encourage participation and involvement as the campus holds events and builds momentum towards September, its been eye opening to see how much work and effort goes into this kind of planning and I'm very happy to have a voice in the process.

-Each semester I work with various departments and staff around campus on events from commencement to the streaming of sporting events to assist with technology related issues as they arise.

-I'm an active member of the campus IT steering committee and the Computer Policy Committee on campus.

What strengths do you think you would bring to the Professional Staff Senate?

In addition to my years working at UMBC I'm also a former undergraduate and current graduate student here, and a second generation Alumni. I've spent most of my life at this school in various capacities and I'm very invested in its future and passionate about all that we have to offer. I think this is a really exciting time to be here and be involved in the campus and I'm excited about continuing to represent the staff on campus moving forward.

What issues, if any, do you think the Professional Staff Senate should address during the 2016-2017 session?

I'd really like to see the PSS continue to expanding some of the mentoring that they currently do. I think that anything we can do to encourage staff from different areas across campus to get together, talk, and share experiences makes the campus better as a whole. We also need to continue to try and work with the campus to ensure that staff have a good work/life balance. As I spend more time talking with different groups across campus I've come to realize just how dedicated the staff here are. The PSS needs to make sure the university understands the passion the staff have and how critical it is they are both supported and consulted as we look to implement the campus strategic plan over the next few years.



Mark Cather

Official Title: Chief Information Security Officer

Department: DoIT

How long have you worked at UMBC? 21 Years



Please describe your service to the campus (e.g., committees, outreach, volunteer, etc.)

I have served on many university committees including the UMBC Space Committee and IT Steering Committee. In addition to on-campus committees, I have represented the campus to USM IT committees and various national committees. I also have been the staff advisor to the UMBC Amateur Radio Club for the last 11 years.

What strengths do you think you would bring to the Professional Staff Senate?

I have a long history with the campus, and I would like to provide my experience and perspective to help the campus and community succeed.

What issues, if any, do you think the Professional Staff Senate should address during the 2016-2017 session?

I would like to see a focus on how the campus can assess departmental resources and determine which areas could thrive with small amounts of investment. I would also like to see additional support and training resources for new managers at UMBC.

Ashley Waters

Official Title: Associate Director

Department: Shady Grove

How long have you worked at UMBC? 4.5 years

Please describe your service to the campus (e.g., committees, outreach, volunteer, etc.)

I currently serve in a variety of capacities at both UMBC and The Universities at Shady Grove, including but not limited to: Secretary of PSS (and Communications and Personnel Review Committees), UMBC Staff Representative on the USM Women's Forum, Articulation Work Group, Academic Calendar Committee, USG Culture of Care Network, UMBC Representative on USG Transportation Advisory Committee, and commencement volunteer.



What strengths do you think you would bring to the Professional Staff Senate?

By serving as a Senator, I believe I bring a great level of dedication and advocacy to the organization. As a representative of UMBC's professional staff, it is critical to listen to your colleagues and bring these issues and concerns to the larger discussion. Additionally, I value partnership and collaboration which could make a great impact in the further development of the Senate's action plan and agenda. Lastly, I bring a set of organizational and communication skills in hopes to reach professional staff over various mediums to increase engagement. With these strengths and more, I believe I would be a passionate and valuable addition to PSS.

What issues, if any, do you think the Professional Staff Senate should address during the 2016-2017 session?

While PSS began work on this topic during 2015-2016, I am very interested in continuing the work-life balance discussion at UMBC. Recent employee data shows that many of us feel stretched thin, the expectation to work before and after hours, and the lack of understanding for flexible working arrangements. Addressing these concerns and finding a way to discover, encourage, display, and evaluate methods to achieve work-life balance is critical. Additionally, I know that the recruitment and retention of a diverse staff is an area of concern and importance. I believe PSS can continue to be a driving force to lead this charge at UMBC. I look forward to opening up these conversations even more widely if elected to serve on PSS for the next two years.

Sandra Abbott

Official Title: Curator of Collections & Outreach

Department: Center for Art, Design & Visual Culture

How long have you worked at UMBC? 8 years

Please describe your service to the campus (e.g., committees, outreach, volunteer, etc.)

Four years on President's Commission for Women three years as subcommittee chair, one year as co-chair, occasionally volunteering at various events, i.e. URCAD



What strengths do you think you would bring to the Professional Staff Senate?

I will attend senate and committee meetings and represent the professional staff to the best of my ability.

What issues, if any, do you think the Professional Staff Senate should address during the 2016-2017 session?

Continuing to organize the professional staff mentorship program is very important. Giving a voice to professional staff in shared governance situation is very important also.

Holly Owens

Official Title: Instructional Technology Specialist

Department: Instructional Technology

How long have you worked at UMBC? 2 years

Please describe your service to the campus (e.g., committees, outreach, volunteer, etc.)

I serve on the Title IX board. I'm also a member of the IHU/TRS Administrative and the Financial Literacy Work group on campus.



What strengths do you think you would bring to the Professional Staff Senate?

Being an alumni of UMBC I think I would bring the strengths of knowing the attributes of the campus community well as both a student and a staff member. Through training opportunities I have met a number of fellow staff members and discussed their support needs. My background is in technology so I could assist with getting information to the greater campus community. I'm also open-minded and would like to advocate for a better work-life balance for UMBC staff.

What issues, if any, do you think the Professional Staff Senate should address during the 2016-2017 session?

I think the PSS should address the importance of work-life balance, including revising UMBC's current telework policy and form.

Arthur P. Bezwada

Official Title: Assistant Registrar

Department: Registrar's Office

How long have you worked at UMBC? 15 years

Please describe your service to the campus (e.g., committees, outreach, volunteer, etc.)

Volunteer on: EM Staff Development Committee, EM - Innovation Work Group.

CUSS: Serve on the CUSS Legislative Affairs Committee, CUSS Ad Hoc Committee to Review Constitution,

PSS: Personnel Review and Staff Development Committees.



What strengths do you think you would bring to the Professional Staff Senate?

With 15 years of the UMBC service, I am very familiar with the UMBC culture. My strengths - I am a team player, collaborator, creative thinker and passionate about working with the students and to represent and promote the interests of our staff. As CUSS alternate, serving on the Legislative sub-committee, I believe the committee played a positive role in initiating for the first time a COMBINED (Staff, Faculty & Students) USM Advocacy Day.

What issues, if any, do you think the Professional Staff Senate should address during the 2016-2017 session?

Staff development, professional advancement opportunities for staff, promote work from home options. diversity, legislative affairs.

Theresa Marrow

Official Title: Registration Specialist

Department: Office of the Registrar

How long have you worked at UMBC? 16 years

Please describe your service to the campus (e.g., committees, outreach, volunteer, etc.)

I work with students that are having issues with registration. I was a Professional Staff Senator in the past and as such worked on the Undergraduate Council. I also work at Orientation.



What strengths do you think you would bring to the Professional Staff Senate?

I am organized and a team player. I am a problem solver.

What issues, if any, do you think the Professional Staff Senate should address during the 2016-2017 session?

Work from home option should be explored. Professional training.

Gregory Saba

Official Title: Assistant Director

Department: Student Business Services

How long have you worked at UMBC? 4 years 3 months

Please describe your service to the campus (e.g., committees, outreach, volunteer, etc.)

Mentor - PSS; Reviewer - Graduate Research Conference;
Academic Calendar Workgroup & Focus Groups;
PeopleSoft functional support committees



What strengths do you think you would bring to the Professional Staff Senate?

My responsibilities have provided me the opportunity to interact with most campus administrative departments and colleges. I also have management experience in a state agency outside of HigherEd, as well as in the private sector.

What issues, if any, do you think the Professional Staff Senate should address during the 2016-2017 session?

Encourage and support staff participation in the UMBC 50th Anniversary activities

Layla Thompson

Official Title: Digital Design Specialist

Department: Institutional Advancement, Creative Services

How long have you worked at UMBC? 1 year, 11 months (since May 2014)

Please describe your service to the campus (e.g., committees, outreach, volunteer, etc.)

Through my position as a digital designer, I bring creative design solutions to various marketing materials distributed around campus as well as various outside venues such as The Baltimore Sun, City Paper, and ArcNews . I also volunteer yearly for commencement, and have also volunteered for homecoming events. In addition, I serve on an event planning committee within Institutional Advancement to organize social gatherings that encourage team building relationships.

What strengths do you think you would bring to the Professional Staff Senate?

Enthusiasm, dedication, and a willingness to help in any way that I can.

What issues, if any, do you think the Professional Staff Senate should address during the 2016-2017 session?

I am currently involved in many of the group fitness classes offered to UMBC staff. I enjoy actively recruiting, and think that encouraging a healthy lifestyle as part of a career-life balance is essential. I think continuing to address and offer these programs and more to our staff is important, and something I'd like to be apart of.



Danielle Pettigrew

Official Title: Assistant Director

Department: Student Judicial Programs

How long have you worked at UMBC? A year and a half

Please describe your service to the campus (e.g., committees, outreach, volunteer, etc.)

For 2 academic years I have served on the Staff Development Committee and the Alcohol and Other Drugs Committee. The academic year of 2015-2016 I have served on the Women's Center Advisory Board and regularly attended Women of Color Coalition meetings as part of the Staff support system.



What strengths do you think you would bring to the Professional Staff Senate?

I bring strong interpersonal skills. I am strong at building relationships by actively listening, understanding how to relate to others and showing positivity and an infectious enthusiasm in all I do. I am also very diplomatic. When working with groups of people, I look for ways to build consensus and areas of agreement. Lastly, I haven't been at UMBC as long as some others but I can offer new insight and innovative ideas.

What issues, if any, do you think the Professional Staff Senate should address during the 2016-2017 session?

With the 50th Anniversary approaching there's a great opportunity for the campus community to come together. I think creating ways for staff and faculty to network and learn more about what each side does and brings to community should be addressed. Sometimes part of growing professionally means growing personally. With all that's happened in Baltimore City in the past year and a half, it's important to address and find ways for UMBC to volunteer and give back to the surrounding areas of Baltimore City. Lastly, I would support the continuation of the conversation related to recruiting, hiring and retaining diverse professional staff members.

Laila M. Shishineh

Official Title: Assistant Director - First Year Experience

Department: Office of Undergraduate Education

How long have you worked at UMBC? 6 Years

Please describe your service to the campus (e.g., committees, outreach, volunteer, etc.)

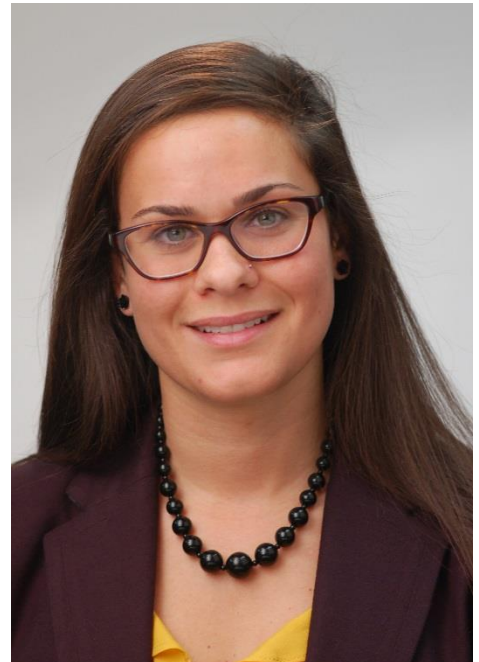
I have been involved with the Professional Staff Senate (PSS) since 2011 and the Council of University System Staff (CUSS) since 2015. During my time with the PSS, I served in multiple roles including chairing the Outreach Committee (2011-2012), the Mentoring Committee (2012-Present), and the Policy Review Committee (2014-2015). Additionally I have served as the Vice President (2012-2013), President (2013-2014), and the Past President (2014-2015). Last year, I was elected to serve a one year term as a representative for the Council of University System Staff (2015-Present). My involvement in shared governance has been one of my most active and most rewarding ways to give back to the campus community.

In addition to my work with PSS/CUSS, I also serve/have served on several campus committees including: the IHU/TRS Administrative Committee, the Orientation Implementation Committee, the O-Team Committee, several Orientation Sprint Groups, and the Strategic Planning Steering Committee.

What strengths do you think you would bring to the Professional Staff Senate?

I currently serve as one of two representatives to the Council of University System Staff (CUSS). I am running in elections this year to try to obtain a two-year term to continue my work with CUSS. In the past year, I have learned a lot from my work with CUSS but I have only barely gotten my feet wet so my hope is to use this new term to learn even more and continue to explore ways to disseminate information from the system level back to our campus.

If elected, I will bring several strengths to my role with CUSS. For starters, being involved in shared governance is something I have been very passionate about, as demonstrated by my strong and ongoing commitment to shared governance roles over the last five years. Given my involvement with shared governance to-date, I will also bring a wealth of knowledge and experience to this role. I firmly believe I will learn a lot if re-elected but also that I will be able to continue to contribute a lot to the PSS and to CUSS in terms of continuity. Additionally, I am extremely dedicated to this work and I always make my responsibilities with shared governance a top priority. Lastly, I am a highly organized individual and I love to think of ways to do things more effectively and efficiently - I would love to apply these skills to my work with CUSS as we continue to think about ways to ensure information from the system level is shared widely with staff on campus. I want to make sure everyone is "in the know" about what is happening at UMBC and within the University System of Maryland.



What issues, if any, do you think the Professional Staff Senate should address during the 2016-2017 session?

I think there are several issues that the PSS should focus on in 2016-2017 - many of which have been ongoing issues that the PSS has focused on up to this point as well. One area that is critical right now is looking at career-life balance for staff and continuing to explore ways our campus can improve in this area while being forward thinking about what a typical "work day" can/should/might look like. In addition to balance, the PSS should continue to consider opportunities for professional development for staff. One example of how this could be accomplished might be to focus on expanding and developing the PSS Mentoring Program to reach more staff members and creating a more holistic mentoring experience for participants. Lastly, the PSS should engage staff and campus leaders in dialogue around how we recruit and retain a diverse group of staff members. By focusing on the first two issues, career-life balance and professional development, we are providing more incentive and better opportunities for staff to feel like they can accomplish personal and professional growth which in turn could help our campus not only recruit, but ultimately retain, staff members. As the representative body for professional staff on campus, these are just a few of the issues that the PSS could address during the upcoming year and beyond.

Jonathan Kindred

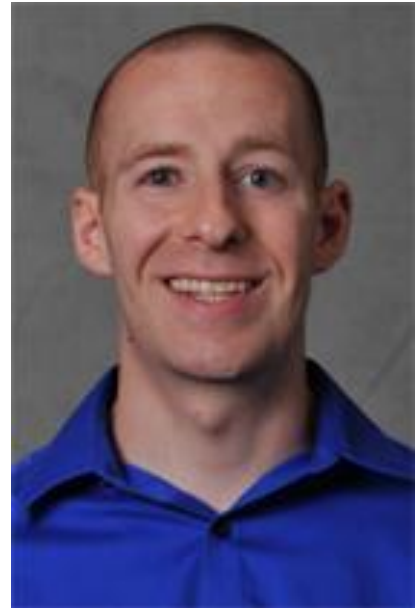
Official Title: Assistant Director, Academic Services for Student-Athletes

Department: Athletics

How long have you worked at UMBC? 4.5 years

Please describe your service to the campus (e.g., committees, outreach, volunteer, etc.)

I currently serve on SA Academic Advisory Committee, SAARC (Student Affairs assessment), and the Orientation Implementation Committee as a representative of the athletic department and have done so for two years. I also am a member of the Online Orientation Sprint Group and of the Repeat/Withdrawal Policy Work-group, again representing athletics and our academic center.



What strengths do you think you would bring to the Professional Staff Senate?

I pride myself on my professionalism and my ability to support my peers in their every day mission. I am a firm believer in teamwork, and as a member of the Professional Staff Senate I would work to bring the voice of my peers to the table and to also share any and all information with my department and contacts on campus. There currently is not a representative from the athletic department (while others have numerous) and I believe I would provide a balanced viewpoint from our position on issues, especially given my role which focuses heavily on collaboration with the rest of campus.

What issues, if any, do you think the Professional Staff Senate should address during the 2016-2017 session?

I believe that the Professional Staff Senate should continue addressing the professional development needs of all staff and showcasing the exceptional work done on campus through its current awards programs. If elected, I would review the work in progress and be able to better state which issues require continued attention.

Kristin Waters

Official Title: Associate Director of Operations

Department: Undergraduate Admissions

How long have you worked at UMBC? 5 years

Please describe your service to the campus (e.g., committees, outreach, volunteer, etc.)

PSS Senator from 2012-2014; during my tenure as a Senator I served as Chair to the Personnel Committee, served on the Athletic Policy Committee and Research Council. I've attended and assisted with the PSS Picnic for the last three years. Last year I was invited to present to the PSS on my work on teleworking in higher education. I have served as a mentee and mentor in the Mentorship Program for the last three years.

What strengths do you think you would bring to the Professional Staff Senate?

In my five years at UMBC, I have built strong relationships with many constituents across campus, therefore, I will be able to represent their thoughts and opinions in matters of discussion in the PSS. I will be able to bring creativity to the Senate for new initiatives and ideas.

What issues, if any, do you think the Professional Staff Senate should address during the 2016-2017 session?

Health and Wellness and educational opportunities available to staff



Emily Moroney

Official Title: Assistant Director

Department: Off-Campus Student Services

How long have you worked at UMBC? 3yrs

Please describe your service to the campus (e.g., committees, outreach, volunteer, etc.)

Committees: Alcohol and Other Drugs (AOD)

Taskforce, Homecoming Committee: Spirit Chair,
Student Affairs Assessment and Research

(SAARC) committee, Civic Engagement Advisory

Council, t-STEM Initiative Leadership team, t-STEM Initiatives 2c Consortia, Workforce
Development Taskforce, IHU Instructor, Neighborhood Relations Committee.

Volunteer: STRiVE Leadership Retreat Coach, Welcome Week Service Project staff volunteer,
Staff Development Committee Maryland Food Bank volunteer, Commencement volunteer,
Women's Center: Returning Women's Networking Event.

Advisor: Tau Sigma Advisor.



What strengths do you think you would bring to the Professional Staff Senate?

I am a visionary who likes to create the big picture, as well as strategically fit the detailed puzzle pieces in attaining goals. I am a people person who tries to engage and learn from those that I have interaction with. I am thorough and like to take on challenges. I am fun-loving and like to have a great time at work by creating a positive and fun atmosphere. I have led both large and small teams with various initiatives while here at UMBC. In conclusion, I am a go-getter. I believe these qualities will serve me well on PSS.

What issues, if any, do you think the Professional Staff Senate should address during the 2016-2017 session?

I would like to see more institutional professional development opportunities to engage across the divisions.

WageWorks Commuter Program for Employees

More awareness and support offered from PSS in regards to 'topical months: women's history, earth day, etc.

Volunteer initiatives

Professional staff diversity hiring and retention

Hannah Schmitz

Official Title: Applied Learning Program Coordinator

Department: Shriver Center

How long have you worked at UMBC? Since January, 2014

Please describe your service to the campus (e.g., committees, outreach, volunteer, etc.)

Professional Staff Senator 2015-2016, Staff Development Committee, Staff Outreach Committee, IHU Instructor, Commencement Volunteer, URCAD Volunteer, participant in Project Leadership-Cohort 1, Lavender Awards selection committee, New Student Book Experience facilitator, SafeZone Ally and Facilitator, Career Community Member, Baltimore Collegetown LeaderShape facilitator.



What strengths do you think you would bring to the Professional Staff Senate?

I am pretty creative and always looking for ways to bring people together. I have worked at several institutions, which helped to shape my perspective. I value open communication and always strive to find ways to improve myself and the projects and initiatives I am involved with. I can often see several sides to an issue and am often able to help others find common ground. I am not afraid to speak my mind and advocate for others when needed.

What issues, if any, do you think the Professional Staff Senate should address during the 2016-2017 session?

I'd really like to see career pathways and ladders developed to help move staff forward and up. I hear a lot of frustration from my peers that there isn't much room for career growth, especially for emerging professionals, and worry that we will continue to lose talented staff committed to the values of UMBC.

I'd also like to see more opportunities for staff to feel connected to UMBC and meet and collaborate with people from other divisions and units. I would like to see more outreach to new staff and more professional development opportunities for people at different stages of their career. Work-life balance initiatives and professional development opportunities are very important and we need to continue growing those.

Michael Walsh

Official Title: Grants & Contracts Manager

Department: Office of Sponsored Programs

How long have you worked at UMBC? Since 2001 (mostly!)

Please describe your service to the campus (e.g., committees, outreach, volunteer, etc.)

Two-time alumnus (MA in Historical Studies-2002 and PhD in Public Policy- 2012)

Member of the Office of Sponsored Programs since 2008

Served as a Teaching Assistant and Graduate Assistant from 2001-2007 in the History and Political Science Departments

Former member of PeopleSoft Task Force

Member of various Search Committees

Finding Funding Opportunities Outreach

Pre-Award Class & External Training

Coordinator of DRATT classes



What strengths do you think you would bring to the Professional Staff Senate?

Responsibility, Professionalism, and Accountability. I also bring numerous years of experience in higher education, as a staff member/administrator as well as years of teaching experience (as a TA in UMBC's History and Political Science Departments and currently as Adjunct Professor at CCBC). Recognizing what affects the whole campus—staff, faculty, and students— and how to best achieve success for all three of those components is an important trait to have and to consider.

What issues, if any, do you think the Professional Staff Senate should address during the 2016-2017 session?

--I am intrigued to see what the agenda is amongst current PSS members and where they best feel a difference can realistically be achieved.

--Increasing staff attendance at campus events is a major goal.

--I have some concern over staff retention and how to best retain the talented employees here at UMBC.

--Stressing importance of customer service, leadership, and friendly internal and external interactions.

--Emphasis on professional development and ensuring that staff knows that there are tools that can and should be utilized to further their careers here at UMBC.

Jodi Kelber-Kaye

Official Title: Associate Director

Department: Honors College

How long have you worked at UMBC? 13 years

Please describe your service to the campus (e.g., committees, outreach, volunteer, etc.)

PSS Senator 2014-16: chair Personnel Review Committee and serve on Mentoring and Landscape Stewardship Committees; I was a co-founder of and serve on the LGBT Faculty Staff Association; URCAD Selection Committee for Social Sciences; served on Faculty Senate when I was faculty plus other committees.



What strengths do you think you would bring to the Professional Staff Senate?

I'm a collaborator, team player, and I like to dig in and help make things better.

What issues, if any, do you think the Professional Staff Senate should address during the 2016-2017 session?

Continuing to work on improving the diversifying of staff at all levels; defining and improving options for career/life balance; working to strengthen career advancement opportunities Responsibility, Professionalism, and Accountability. I also bring numerous years of experience in higher education, as a staff member/administrator as well as years of teaching experience (as a TA in UMBC's History and Political Science Departments and currently as Adjunct Professor at CCBC). Recognizing what affects the whole campus—staff, faculty, and students— and how to best achieve success for all three of those components is an important trait to have and to consider.

Olivia Wolfe

Official Title: Academic Affairs Coordinator

Department: Computer Science and Electrical Engineering

How long have you worked at UMBC? 2 1/2 years

Please describe your service to the campus (e.g., committees, outreach, volunteer, etc.)

I have participated in the campus professional staff mentoring program as a mentee for the last two years and have volunteered to be a mentor for next year's program.



What strengths do you think you would bring to the Professional Staff Senate?

Having worked at two USM campuses now, I am motivated to learn more about how the USM works. Focusing especially on which current issues are impacting the system as a whole as well as UMBC specifically, I'd like to be able to bring this information back to campus to help inform the Professional Staff Senate and campus staff. I believe that it is critical to have an awareness of the issues impacting your larger work environment so that you can understand university actions/decisions that impact your employment.

What issues, if any, do you think the Professional Staff Senate should address during the 2016-2017 session?

Although I am not running for a position as a PSS Senator, I would love to see the PSS address the university's Family/Parental Leave policy which could stand to be a bit stronger and more in-line with what many large corporations are offering these days.