



Abbie Day

Title: Assistant Athletic Director,
Academic Services for Student-Athletes
Department: Athletics

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

I served on the Alcohol and Other Drug committee for two years and currently serve on the Student Affairs Assessment and Research Committee. I have also served on the P-14 committee and have volunteered with a couple of their visit days.

What strengths do you think you would bring to PSS/CUSS?

As a relatively new member to the UMBC community, I think I can bring a fresh perspective.

What issues, if any, do you think PSS should address during the 2018-2020 session?

I don't know of any issues at the moment that I believe PSS should address.



Ciera Clay Valian

Title: Assistant Registrar for Transfer Services and Articulation
Department: Registrar's Office

Please describe your service to the campus (e.g., committees, outreach, volunteer, etc.):
Academic Standards Committee, Academic Standards Advisory Committee

What strengths do you think you would bring to PSS/CUSS?

I would bring my ability to lead and work cooperatively in groups to achieve goals. I have created and coordinated many programs for different life stages including mentor and training programs, and summer academic enrichment programs.

What issues, if any, do you think PSS should address during the 2018-2020 session?

Management and leadership issues, expanding the mentoring program



Dennis Cuddy

Title: Manager, Administration and
Facilities

Department: Chemistry and
Biochemistry

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

Classroom Committee, Institutional Biosafety Committee, Scheduling guidelines and Policy Workgroup, Numerous search committees.

What strengths do you think you would bring to PSS/CUSS?

Organization, understanding the Campus culture, 19 years experience on Campus with Academic department perspective.

What issues, if any, do you think PSS should address during the 2018-2020 session?

Work/Life Balance and Exempt and non-exempt Staffing issues.



Damian Doyle

Title: Senior Director of Enterprise
Infrastructure
Department: DoIT

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

Past PSS President, former chair of the University Steering Committee, currently serving on the PSS Staff Outreach and Development Committee and the Library Policy Committee

What strengths do you think you would bring to PSS/CUSS?

I'm a multiple graduate from UMBC, 1999 and 2016, and I'm entering into my 19th year at UMBC. I feel I bring a dedication to the University, and a sincere interest in seeing it thrive and grow, and making sure staff needs and concerns are represented to the administration. I love our sense of community and I want to make sure we continue to foster a good working environment where everyone feels welcome and that their voice matters

What issues, if any, do you think PSS should address during the 2018-2020 session?

I think we should continue to address work-life balance concerns, and make sure as we implement our strategic plan that staff play an active role in helping to shape and guide the university going forward. I believe it's important that we do more to make sure we foster relationships across divisions and colleges and support each other, and that the PSS can really serve as a bridge for staff, connecting them and helping them develop professionally.



Greg Saba

Title: Director

Department: Student Business Services

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

Athletics Policy, Human Relations, PSS Treasurer

What strengths do you think you would bring to PSS/CUSS?

Teamwork, and knowledge of many campus processes. I am fortunate to work collaboratively with staff and faculty from all departments and academic areas across campus.

What issues, if any, do you think PSS should address during the 2018-2020 session?

Staff wellness initiatives; Increase staff connection to campus events and activities.



Hannah Schmitz

Title: Applied Learning Program
Coordinator

Department: Shriver Center

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

Professional Staff Senator 2015-2018, Co-chair Staff Outreach and Development Committee, Professional Development Committee representative, Mentoring Program Committee, commencement volunteer, former IHU Instructor, URCAD volunteer, participant in Project Leadership-Cohort 1, Lavender Awards selection committee, New Student Book Experience facilitator, SafeZone Ally, Career Community Member, Baltimore Collegetown LeaderShape facilitator.

What strengths do you think you would bring to PSS/CUSS?

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 strive to find ways to improve myself and the projects and initiatives I am involved with. I am able to speak my mind and advocate for others when needed. Through my job I am connected to many stakeholders off campus.

What issues, if any, do you think PSS should address during the 2018-2020 session?

I'd 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.



Jessica Wyatt

Title: Assistant Director

Department: Alumni Relations

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

OIA has had several campus wide initiatives where I supported in volunteer recruitment, training, and management of (ex. Campaign Kickoff, Basketball Celebration). I also make an effort to volunteer for other campus opportunities when available.

In addition, as part of my role, I am the advisor for the Student Alumni Association and participate in student advisor round-tables in an effort to network and share resources with other student advisors across campus.

What strengths do you think you would bring to PSS/CUSS?

Here at UMBC, my role allows me to engage with internal and external stakeholders ranging from students to alumni. This has given me a wide breadth of perspective about UMBC and a wide network to tap into when I have questions or want feedback about a program or initiative. Outside of UMBC, I'm an organizer in my neighborhood and love rallying people around a cause/action. I've served on several boards and committees and have a passion for driving change through the empowerment of others.

What issues, if any, do you think PSS should address during the 2018-2020 session?

Staff retention, especially among mid-level/early career individuals.



Justine Johnson

Title: Associate Director, Meyerhoff
Graduate Fellows Program

Department: Chemistry and Biochemistry

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

I have been the campus Advisor for Delta Sigma Theta Sorority, Inc. since 2004. I am also the advisor of the UMBC Meyerhoff Graduate GSA. Although my academic position supports graduate students at UMBC and UMB, I also advise any undergraduate that is referred to me to discuss graduate education. During the summer I coordinate a Summer Biomedical Training Program that receives very little funding. I use this program/platform to recruit graduate students to programs at UMBC by supporting students in a 10-Week Research Program. I also work with the Baltimore YouthWorks program, a program directive out of the Mayor of Baltimore's office that supports high school students with jobs. I was also the 2014-15 Jakubik family Endowment awardee.

What strengths do you think you would bring to PSS/CUSS?

I am very collaborative and love working with students and my colleagues on campus. I have worked at UMBC for 19 years and have seen the campus grow. It would be great to take some time out of the office to meet other staff members on campus to collaborate on projects and learn about what others are doing in their roles.

What issues, if any, do you think PSS should address during the 2018-2020 session?

Health and Wellness - Lunchtime walking groups. I enjoyed the mentor/mentee program and I participated as a mentor and had lunch often with my mentee. I think that people such as myself should also be mentored. I currently have mentors, however I don't feel like I am specifically being mentored for the next level of my career at UMBC.



Kasey Venn

Title: Program Coordinator
Department: Shriver Center

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

UMBC Suits You Volunteer, Nonprofit Scholars selection committee, The Samson, Rosetta A., and Sadies Feldman Award selection committee.

What strengths do you think you would bring to PSS/CUSS?

I am flexible and work well with others. I enjoy hearing other people's perspectives and understanding their value system. I am easy to talk to and thrive off of meeting new people. I make sure I am well informed before I take a formal stance on any issues or concerns.

What issues, if any, do you think PSS should address during the 2018-2020 session?

Stronger staff development and collaboration.



Kevin D. Joseph

Title: Director, Business Intelligence
Department: Division of Information
Technology

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

I am a past member of both PSS and CUSS. I currently serve on the Student Success Committee and the Persistence Committee.

What strengths do you think you would bring to PSS/CUSS?

As a past member of both PSS and CUSS I have knowledge of how both organizations work.

What issues, if any, do you think PSS should address during the 2018-2020 session?

I believe PSS should continue to advocate for increasing opportunities for work/life balance and staff development.



Laila M. Shishineh

Title: Assistant Director - First-Year Experience

Department: Office of Undergraduate Education

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

Most of my service to campus has been through shared governance. I served on the Professional Staff Senate (PSS) from 2011 until 2015, during which time I chaired the Outreach Committee, helped to pilot and later/still currently chair the Mentoring Committee, served as Vice President, President, and Past President, and chaired the Elections as well as the Bylaws Committees. For the last three years, I have served as one of three UMBC representatives to the Council of University System Staff (CUSS).

Beyond my work with shared governance, I have also served as an instructor for several of our first-year experience courses on campus (IHU, TRS, and FYE) and I am a member of the IHU/TRS Administrative Committee which plans and implements our first-year experience courses. I have also played an critical role in assisting with Admissions and Orientation events to recruit and retain new students, including advising at orientation, participating in multiple orientation related committees, attending a variety of recruitment events, and helping to hire and train student leaders for orientation related positions.

Between my job on campus, my experiences and passion for shared governance, and my additional committee work, I have a very strong interest in working with both staff and students across campus to bring people together and help people be excited to be at UMBC.

What strengths do you think you would bring to PSS/CUSS?

This spring marks my 8th year of working at UMBC! Having worked here for a while, and given the very nature of my job (helping new students with their transition to UMBC), as well as my extensive experience with shared governance, I think it would suffice to say that I know a LOT about this place. Anyone who knows me, also knows that I am an extremely organized individual, and I pride myself on being someone who is a hard worker and gets things done! Additionally, I have shown immense dedication to working both with, and for, professional staff across campus and I consider myself to be someone who not only cares a lot, but also tries

regularly to bring people together. My work with students in my job, as well as the longstanding role I have played in chairing the PSS Mentoring Committee, are just two examples that really show how committed I am to creating a sense of community for others on our campus.

My last few years of serving on the Council of University System Staff (CUSS) have helped me take these things I am passionate about and apply them at the system level, which has been a unique and rewarding experience. I have also been able to learn a lot from CUSS and then bring that information back and disseminate it across UMBC. If I am re-elected, I would look forward to utilizing the strengths outlined above, as well as others, to continue to serve professional staff across campus.

What issues, if any, do you think PSS should address during the 2018-2020 session?

While both the Professional Staff Senate and the Council of University System Staff have made great strides in identifying staff development opportunities, I think one critical issue that should continue to be a focal point would be to think about the ways that shared governance can best support staff. Those involved with shared governance should actively pursue ways to explore and expand opportunities for professional development for staff across campus. While this may sometimes mean creating opportunities to bring people together, it should also include opportunities for staff to learn, grow, and develop skills needed to help them be successful in their roles at UMBC, and beyond.

Another very important issue, particular to the Council of University System Staff (CUSS), is to make sure that information is being disseminated to staff in terms of anything that is happening at UMBC but also in terms of anything that is happening at the system level. Staff should be well informed of opportunities and/or issues that arise both within our campus as well as across the university system. If elected to CUSS again, I would continue to make it a top priority to share information that I learn through my role with professional staff across campus.



Mark Cather

Title: Chief Security Officer

Department: Division of
Information Technology

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

Space Committee, Research Council, UMBC Amateur Radio Club Advisor, Representative to Multiple USM Committees

What strengths do you think you would bring to PSS/CUSS?

I've been with the campus since 1992, so I bring institutional memory and experience. Also, a manager's point of view.

What issues, if any, do you think PSS should address during the 2018-2020 session?

Continue the work on work/life balance. Work on how PSS can help managers within the campus be successful.



Megan Hanks

Title: Communications Manager

Department: Communications/OIA

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

As part of my role at UMBC, I am a member of the CWIT Internal Advisory Board. I have participated in the PSS Mentoring Program for two years, as a mentee. I would like to become more involved with volunteer opportunities in the future.

What strengths do you think you would bring to PSS/CUSS?

My strengths as I see them, are being organized and thoughtful, supporting colleagues in their work, being conscientious and thorough in my own work, and approaching new opportunities as chances to learn and grow. I enjoy hearing people's stories and about their experiences. I am a strong collaborator and also work well independently, but am always juggling many projects, which I think keeps things exciting!

What issues, if any, do you think PSS should address during the 2018-2020 session?

Work-life balance is such an important topic to me. I know that there is a PSS committee that was formed around that issue, but I think it is a topic that we should continue to be discussed.



Nathan Fanning

Title: Associate Director

Department: Office of Undergraduate Admissions
and Orientation

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

I currently sit on the Enrollment Management Strategic Retention Analysis team in support of the recruitment and retention of UMBC students. I also have provided support for the recruitment and hiring of Orientation Peer Advisors, Welcome Week Leaders, and IHU/TRS Peer Facilitators along side staff from the Office of Undergraduate Education and Campus Life.

What strengths do you think you would bring to PSS/CUSS?

Prior to transitioning to Maryland, I lead a state-wide (Washington state) organization of professionals working within international student support. As President of the organization, I learned to utilize the professionals across the state for support in developing 3 drive in conferences per year. During the year long commitment, I also honed my listening skills and found creative ways to get feedback from the membership to support their interests.

What issues, if any, do you think PSS should address during the 2018-2020 session?

I believe any issue that is brought to my attention from the professional staff at UMBC should be given consideration during the 2018-2020 session.



Ray Soellner
Title: Network Manager
Department: DoIT

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

What strengths do you think you would bring to PSS/CUSS?

I have spent the last 10 years working in the Networks group of DoIT, where our primary objective is to provide Internet access and wireless coverage to the campus. Every department relies on these services for day-to-day activities, which has given me the opportunity to work with nearly every one of these groups from Facilities Management to Researchers to staff and students. I feel this gives me a good perspective on how the campus works operationally and an understanding for what is important to other areas of the campus.

What issues, if any, do you think PSS should address during the 2018-2020 session?

As a husband with a daughter attending the UMBC daycare, I understand the importance of work-life balance and how those policies, services and benefits can make UMBC a great place to work. I would love to see continued efforts placed in this realm.

I also feel that PSS does a great job of advertising for events and workshops but I see little communication around all the work and progress being made by PSS. By improving the communication of PSS achievements you will engage more of the campus to participate in PSS functions and increase PSS involvement.



Tom Penniston, PhD

Title: Analytics Specialist

Department: DoIT

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

I've been a member of the campus community for the past decade, beginning as a graduate student through the Shriver Peaceworker program, followed by my doctoral work, and transitioning to full-time employee. I've represented UMBC on CUSS for three years and am a member of the campus Persistence Committee.

What strengths do you think you would bring to PSS/CUSS?

I'm analytical with strong interpersonal skills and the learned patience of a parent with three young children.

What issues, if any, do you think PSS should address during the 2018-2020 session?

A primary need for a CUSS representative is to add the campus voice to system-level conversations and report back to the Staff on news or concerns that may impact UMBC, including policy or benefits changes such as COLA.



Vlad L. Rodriguez

Title: Community Director

Department: Residential Life

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

Overall, I have been able to participate in a diverse amount of experiences during my 1.5 years at UMBC. I have contributed to the creation of residential curriculum in my department to provide students with a meaningful experience. In addition, I serve as on the Student Affairs Fee Review Board and help students process request involving stipend increases, and reallocation. During this time, I've learned the importance of matching resources to outcomes. Additionally, I've helped with the Vibrant Campus Committee. I helped facilitate a focus group around perceptions of campus vibrancy for UMBC students. I have also helped with the facilitation of difficult dialogues around topics exploring diversity and inclusion.

What strengths do you think you would bring to PSS/CUSS?

I'm a relational person. I am strong at understanding individuals habits, and attitudes, which are important when connecting with others. I think this is an asset to any team because you most likely interact and exchange with humans everyday, so understanding how to relate to someone and their uniqueness is important in building connections. Additionally, I'm a quick learner, which helps me understand how to build relationships with others most effectively, how to process information, and how to get things done with the information I have.

What issues, if any, do you think PSS should address during the 2018-2020 session?

There are a few issues I can see PSS addressing for this upcoming session to benefit our constituents. First, continuing to building an inclusive and welcoming campus environment for all staff. I think this is important in building a sense of belonging for staff and in turn, to students. Offering training and resources to staff, for example would be vital for staff.

In addition, continuing to build environmentally sustainable practices whether it be around procurement processes, selections processes, or supply ordering are things we can work on. I think the use of technology to help us achieve sustainability is a crucial step to progress forward.

Finally, I think the work around work/life balance is important, so continuing to bring awareness to the various ways of managing work and life is vital to the success of a person. Additionally,

this speaks to the overall wellness of a person. Collaborate with HR's Wellness unit, for example, and bringing awareness to the various ergonomic options one has to a desk, or ways to be active during lunch time are also issues that should be addressed.