

AGENDA
NESS MEETING
12/10/2025
11:30-12:30
HYBRID, ENGR 125



[Join Webex Personal Room meeting](#)

ID: 643239917

[\(US\) +1 202-860-2110 \(toll\)](#)

Access code: 643 239 917

1. Welcome to the December NESS meeting
2. Welcome, Melody Wright, Learning and Development Manager, HRSTM. *Melody will join us for an open discussion about professional development at UMBC, specifically targeting non-exempt staff employees.*

Professional Development at UMBC: an open discussion on how to acquire new and diverse skills within the University, in order to grow professionally and potentially transition into a different position.

- What skills do we want or need for different positions?
- How do we obtain those skills? Skillsoft, core classes, degrees, certificate program, DPS, shadowing in a department, HR development programs like Aspire, coaching, etc.
- What challenges do we face? Time crunch at home and at work, financial struggles, lack of motivation, and not having a degree, etc.
- Why do we want professional development? Curiosity, financial reasons, career development, etc.
- Why wouldn't we want professional development? Happy where I am, retiring shortly, and struggling with low self-esteem, etc.

3. Welcome, Orianne Smith, Co-Chair, [Middle States Self-Study](#), Chair, [Faculty and Staff Care & Belonging Committee](#), Professor, English Faculty and Staff Care and Belonging Committee

Faculty and Staff Caregiving Committee.pptx

4. Report from previous Committee meetings
 - IT steering Committee, Helena Dahlen, Question from Jack Sues, CIO and VP for a NESS representative on the ***Administrative and Operational AI subcommittee***
 - Any other committee?
5. Ad-Hoc Information
6. Open Committee Positions within NESS. [Senators and Committee Assignments](#)
 - Alternative CUSS rep. (Cahty Fu is primary)
 - Climate action Steering committee
 - Inclusion Council Committee
 - Faculty and Staff Care and Belonging Committee
7. The next meeting is scheduled for January 14 from 11:30 to 12:30 pm.