

**Professional Staff Senate Meeting Minutes**

**Thursday, January 12, 2022**

**2:30 – 4:30 p.m. – Virtual**

**In Attendance:** [**Link**](https://docs.google.com/spreadsheets/d/1W3SwiPQiHC1EY-Y7VXXm2___m4XrBLGyrsUUU8kzgHE/edit#gid=522842090)

**Non-Officer Staff In Attendance:**

***Land Acknowledgement***

*UMBC was established upon the land of the Piscataway and Susquehannock peoples. Over time, citizens of many more Indigenous nations have come to reside in this region. We humbly offer our respect to all past, present, and future Indigenous people connected to this place.*

2:35 p.m. Call to Order

**Approve This Month’s Meeting Agenda [**[**https://umbc.box.com/s/9s32xhd6fudgx4fnx01lppbfqpbpoooe**](https://umbc.box.com/s/9s32xhd6fudgx4fnx01lppbfqpbpoooe)**]**

**Approve Last Month’s Meeting Minutes [**[**https://umbc.box.com/s/6495onyf60flvfjvnihsoz9pnx1fyyka**](https://umbc.box.com/s/6495onyf60flvfjvnihsoz9pnx1fyyka)**]**

2:40 p.m.  **Check In & Ice Breaker!**

What beverage did you acquire? What’s your favorite silly beverage?

Ray – Chai Latte (apparently done the traditional way)

Kimberly has a very complex Starbucks order

Most of us got boring black coffee

2:50 p.m. Forecasting the Rest of the Year

February Facilities Management Visit to Share Out Campus Master Plan

A committee is being formed/reformed to examine the master plan

Vote on Bylaws

This was sent out previously. There will be a revised document brought back to the Feb meeting for review.

PSS//Staff Demographics Report

Work life balance committee has been asked to review demographics of PSS versus the broader campus exempt staff demo.

Initial Planning for Recruiting & Elections

Elections are typically in April. It has been increasingly difficult to recruit. PSS is hoping to take steps to increase awareness. ‘Meet the Senator’ event at OCA Mocha on 1/19.

March Senator Recruitment

April Elections

May Facilities Updates on Campus Master Plan

June Who knows!

3:05 p.m. Bylaws Update & Discussion

Goal to reduce duplication of bylaws. Hoping to simplify and condense verbiage that was redundant or unnecessarily specific.

Discussion of whether or not a person who is solely a CUSS rep should be able to lead a PSS committee. Bobby believes that a PSS Senator should at least co-chair.

It is noted that the PSS president is not a voting member.

Bobby recommends all senators review the document, make comments, suggest changes. Ray notes that there will be to be a period of time to finalize the document prior to voting on it.

Bobby states that January 30th might be a good deadline

Laiala asks if there is anything in the bylaws

PSS bylaws

Give all until January 24th to suggest changes. That will give ample time for the senators to have for final review.

[Working Doc](https://docs.google.com/document/d/1WWKjqsXNaM243hRo1SQ2hqlvp-4dzgj-08QBdILt6Q0/edit)

[Current Bylaws](https://umbc.box.com/s/8jutt0zscwb0ejp13ydzz6y3ympk82ya)

3:30 p.m. Discussion: In-person, hybrid, remote...

Plans for Spring 2023

Expectations for Beyond

Jess and Ray have discussed a desire for more in person meetings

There is less interaction and engagement

Proposal to request senators in person “whenever possible”

Hybrid option is useful for non-senators especially.

Some acknowledgement that folks are doing other work instead oif giving full attention to the PSS meetings.

Want to make sure that this information can be transparent when recruiting new senators.

Bobby says it feels “icky” to advocate for broad telework policies, but to then ask PSS senators to be in person.

Kait: Too strongly stating or making it “expected” may discourage staff from applying

Bryan: Thinks that folks not being fully engaged may be a product of the content, not the format

Need to lead the meeting with the ground rules of participation for remote participant/non-senators

There has been a lot more engagement from non-senators with hybrid meetings.

* + - Agreement that in-person leads to better senator engagement
    - Agreement that Hybrid encourages non-senator participation
    - We will not require in person, but will encourage it
    - Exec committee will determine which meetings would be most important/impactful to have in person attendance
    - Space needs to generally reservable, not departmentally controlled
    - Desire to hold a space for an extended time (12-5 or so) to encourage informal meeting/lunch etc.

4:00 p.m. Campus Updates

[UMBC Bold Conversations](https://president.umbc.edu/bold/)

“Meet the Senator” at OCA Mocha on Jan 19th

Kait asks is we want this sent out over campus social media. Lori/Kimberly say yes.

The food is first come first serve, so there is not impact if lots of people show up

Question: Is PSS highlighted in the new employee welcome?

Faith to check in around what is happening now in HR, and what might happen in the future.

It is noted that OCA Mocha hybrid equipment isn’t great. Folks who are remote are having a hard time hearing the people in the room.



**2022-2023 Professional Staff Senate Meeting Schedule**  
  
**Meetings from 2:30PM – 4:30PM**

July 14, 2022

August 11, 2022

September 8, 2022

October 13, 2022

November 10, 2022

December 8, 2022

January 12, 2023

February 9, 2023

March 2, 2023

April 13, 2023

May 11, 2023

June 8, 2023