**UMBC Professional Staff Senate**

*2014-2015 Action Plan*

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

* Work with campus leaders to address the issue of increased workload
* Advocate for Career-Life Balance issues, including use of flexible schedules and telecommuting policies and opportunities
* Support existing and recommend additional training and development opportunities
  + Explore options to increase staff participation rates in training and development opportunities
* Continue to facilitate and grow the PSS Mentoring Program and explore ways to expand the program and partner with other departments on campus
  + Work with campus leaders to recruit a diverse group of participants
* 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
* Increase staff networking opportunities
  + Create staff outreach connection groups for ongoing networking opportunities
  + Leverage campus resources, including Insights and PSS communication tools, to obtain data about staff interests

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 equity, compensation, and promotion opportunities

Enhance communication with Professional Staff

* Communication to staff
  + Complete transition of PSS content to myUMBC, Box, and PSS website
  + Explore options for dynamic communication, including methods to increase interactivity of newsletter and use of myUMBC polls
  + 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

Work to ensure the Strategic Planning process is meeting the needs and representing the long-term interests of Professional Staff

Partner with IRADS to complete a formal survey for qualitative and quantitative data related to Professional Staff issues and utilize results to guide future initiatives

* Topics may include: career-life balance, leadership development and training, job/position workload expectations, and PMP and its relation to professional staff needs