UB Staff Senate
PROPOSED COMMITTEE ACTION PLAN ITEMS

University Budget Committee

- Provide statistics on staff hiring over the past three years:
  o percentage growth from year to year as compared to percentage growth of faculty and of students
  o absolute number of faculty by area (identifying replacements, new PINs, positions vacated and not filled)
- Identify how the budget is being applied to retention efforts, and identify how money from enrollment growth is being allocated.
- Develop a communication, chart, etc. (format is up to the committee) that demystifies the budget process for staff members who may be very unfamiliar with the process at UB and with budgets in general. This would include identifying different types of budgets and how they can be used.

University Culture and Diversity Committee

- Expand the Allies/Safe Spaces Program currently available for students to include/support faculty and staff, including Allies training and the establishment of an LGBT office or ombudsman for employees.
- Explore ways in which UB could implement best practices in recruitment, hiring and retention of a diverse workforce, through its PeopleSoft candidate gateway.
- Develop tracking mechanisms for activities that promote diversity and cultural awareness, to facilitate required reporting to USM.
- Provide current metrics to identify where we are and where we want to go; it would be helpful to see diversity statistics and develop tangible goals to see if we can improve them or at a minimum suggest practices to encourage improvement.

University Planning and Facilities Committee

- Research, propose ideas and lobby for additional staff-oriented gathering places on campus (both indoor and outdoor).
  o “pocket park” between Business Center and Liberal Arts and Policy Building
  o additional chairs and tables (replacing the inflexible, ineffective picnic tables) on Gordon Plaza
- Work with University administration to improve crosswalks and light patterns at Charles and Mount Royal to avoid pedestrian incidents.
- Implement some sort of official pathway across Mount Royal and Morton Alley (pavers?).

University Work Life Committee
• Develop a Web presence and, if applicable, additional communications related to the preferred workplace initiative, as outlined in UB’s draft strategic plan (I would imagine this would live among our HR pages). At the very least, the Web page can outline the practices/programs/services currently in place at UB that support a preferred workplace. In addition, the committee may want to examine other USM schools’ practices and policies to support a preferred workplace initiative.

• Research and examine the possible expansion of UB’s telecommuting policy as part of a larger examination of workforce flexibility on UB’s campus. UMB has recently instituted a permanent telecommuting policy that has been met with much success; that institution may serve as a valuable resource.

• Report back on the charge forwarded last year related to use of Contractual 2 employees and their benefits.