University of Baltimore Staff Senate

MINUTES

Monday, Oct. 13, 2014

12:15-1:30 p.m.

BC 143

Meeting called to order: 12:15

1. President’s Report: President Kurt Schmoke

Pres. Schmoke gave a strategic enrolled team update. He said he asked Miriam King and Joe Wood to reorganize the team to include a staff representative to be appointed by the UBSS. He is looking for the committee for more review of ongoing questions concerning freshmen at UB. More staff representatives will likely be needed on related sub-committees.

Schmoke wants a robust engagement with community colleges over the coming months, and stresses this must be a community effort that includes outreach to community colleges with faculty and staff engagement. He mentioned that community colleges are growing and will provide UB with students, and that it’s time to re-engage with community colleges.

Q&A (Sen. Jordan): What kind of participation would be planned in outreach? Schmoke: Please send him an email with suggestions and ideas. One idea is to send UB students/community college graduates back to the schools in outreach.

(Sen. Page): We could look to see which of our students came from community colleges and highlight their achievements. Schmoke: We’ve done some of this already with a student at Carroll Community College; we’d like to do more of that. We’re just at the beginning of the process.

(Constituent): We don’t send people to professional development activities for admissions staff and registrar staff; we need to engage in those environments so colleagues know each other for the social opportunities. Schmoke: The UBSS representative to the Strategic Enrollment Team can compile and bring him ideas on this and any ideas for engagement with community colleges.

Schmoke finished by saying the UBSS should appoint their SET representative by the end of the week.

1. Motion to approve the agenda – Kristen Tull. Sasha Hudson moved.
2. Approval of September 8th minutes – No corrections or additions. Kristen Tull: Motion to approve minutes. Sasha Hudson moved.
3. Chair’s report – Kristen Tull

Our resolution to ask Pres. Schmoke to approve a UBSS appointee to the Strategic Enrollment team was approved. Tull reminded everyone about the USMD Women’s Forum: UB staff are needed and wanted to attend in November. The day-long conference will be held at Bowie St. Students are welcome, too. Tull asked for everyone to remind their students as well.

1. GSC update – Bill Schnirel

Talk continues to revolve around the freshman questions. Membership of the committee has been finalized. The GSC also defined quorum for the committee in a way that allows committees to be more active. Website will be updated with new information. Charges for committees to be decided today.

1. HR guest: Jackie Slahor

Slahor reported on changes to UB benefits. Open enrollment starts on Wed through Nov. 14, no correction period, no IVR, new online system coming next year. Postcards sent, changes notices sent, HR sent a notice in September, open enrollment packets distributed. Ongoing messages though DD and so on to get staff and faculty to pay attention. Remind coworkers if they don’t know. Aetna is being discontinued. Kaiser P has been added, the cost is much lower than CF and U. UC HMO not renewed, Delta Dental added. Wellness program added, phased in over 4 years. Website has FAQ and videos. Impact to employees: expecting 350 enrollment changes. Gov. O. approved subsidy of 75% for contractual employees. Final guidelines coming this week from the state. Benefits fair was on Oct. 1, well attended. Another reminder coming this week about open enrollment. Additional outreach to employees who are affected. Talking to business managers tomorrow.

Q&A: (Constituent): Where should contract employees go for info? Slahor: Call HR or contact her directly. Contractual employees, to receive benefits, must work 30 or more a week. (Constituent): What about employees who work at more than one institution? Slahor: HR is waiting for guidelines. Adjuncts are included, too.

1. Committee charges/challenges

Kristen Tull will send proposed action plan items for committees to chairs. Michael Campitelli says his committee hasn’t met yet. Document with charges will go to senators as well.

Kiever: Where did doc come from?

Magui Cardona: Feedback came from constituents in a survey last year; Exec Board prioritized charges based on the feedback. Final list voted on by senators.

Kristen: Do we want to do a survey again?

Daniel Page: Probably we will receive no new results.

Cardona: Perhaps we could report back to constituents on what’s been accomplished.

Kristen: Accomplishments report is online, with committee-related challenges. It’s on GSC website.

Cardona: Perhaps we should survey every couple of years.

Karyn Schulz: Can we come up with timelines from committees when actions will be completed? Maybe decrease the size of the survey to focus on specific committees.

Kristen: Do you mean a formal timeline?

Schultz: Yes to keep committees accountable.

Jim: Budget committee receives recommendations from staff senate, hasn’t submitted action plan.

Kristen then discussed process of communication for committee charges, said enforcement is a struggle. Bill: GSC will be pushing to get action plans out.

Decided: Committees should show UBSS action plans by next meeting.

Cardona: Push the chairs to report back.

1. CUSS update:

Fred explained CUSS purpose and committee structure. CUSS is discussing benefits currently, mentioned exceptions for retirees.

Sasha: Exceptions are only for retiring employees, not retired. Update to tuition remission for spouses and dependents. See web site for these changes. Communication committee is looking to improve communication among campuses with social media. Newsletter is almost complete. Legislative committee will soon meet MD legislators to inquire about pushing USM policies. BOR awards: CUSS doesn’t get enough nominations; we should do a better job at nominating. Reach out to universities that have had success. (Constituent): UMBC has a full timer in their President’s office who does this. They work on it all year. Nominations are due between Dec-Jan. Next CUSS meeting Oct 28 in Frostburg.

1. Committee updates: Budget committee meeting soon, Campitelli’s committee meeting soon, work-life hasn’t met formally yet.
2. New business: No new business. Schultz: Have you heard from HR on memo? Kristen: We are in ongoing communication with HR. Cardona: Dan Nagle hasn’t yet been replaced yet. Kristen: Working on it and haven’t received his resignation. Kristen: Reminder for Women’s Forum

Motion to adjourn at 12:56. Second by Campitelli