ub STAFF SENATE

1420 N. Charles St.
Baltimore, MD 21201-5779

ubss@ubalt.edu
www.ubalt.edu

FY 2018 Committee Initiatives

Facilities

1. Creating large (300+ ppl) function space on campus (e.g. ballroom style spaces - esp. once Langsdale moves)
1. Repurposing the Learning Commons
2. Examine uses for postal site
3. Let the student entrepreneurs run the cafeteria in the student center. This would add to quality of work life and give students real business skills. The space sits empty and unused. I would be happy to help set this up.

Technology

1. Review and recommend changes to the teleworking policy. Examine the number of departments using it, discuss its value, review best practices by leaders (ex. UMUC), and provide training to employees and supervisors

SBPC

1. Leverage our location in the city to generate revenue by renting out space (possible sub-tasks: marketing this, staffing conference services effectively to handle this, creating more, attractive, rent-able function space on campus)
2. Examine and review course release and dual employment usage and its effectiveness for budget and personnel implications, as well as work-life balance. Policies should be reviewed and revised, if necessary, and applied consistency and equitability across campus. For example, should faculty be released from a course for an activity or position held in addition to a secondary employment contract for the same activity? Should staff be allowed to have a secondary contract during their normal working period?
3. Redesign the budget process to reallocate resources (annually if needed)

Work Life

1. Formalized/standardized flex scheduling and/or telecommuting options that can be generally applied
2. Childcare on or near campus. Could benefit students too. Perhaps joint WLC, SPBC initiative.
3. Abbreviated Fridays/adjusted work schedules during the summer. It's a ghost town around here and we're paying to have buildings opened, lights and A/C on, and "public" areas that aren't being utilized staffed. Schedules could be adjusted so same # of work-hours occurred in 4.5 days instead of 5 June & July
4. Develop grievance procedures that are confidential and effective in addressing inequities in the application of work-life policies
5. Make UB a preferred workplace by: improving the teleworking policy, allow and encourage flex scheduling, encourage 365 performance reviews, automating the on-boarding process, promoting staff and faculty accomplishments (having a dedicated area on the website for this purpose), examining exit interview data, and improving morale by encouraging social and community engagement

1420 N. Charles St.
Baltimore, MD 21201-5779
ubss@ubalt.edu
www.ubalt.edu

Culture and Diversity

1. Create a greater understanding of the recruitment, hiring and promotion process aligned with the university's goals and responsibilities for diversity by investing in and promoting training for individuals responsible for making hiring decisions associated with this process.
    a. Examine pay inequities among staff and faculty
    b. Develop a faculty and staff diversity hiring plan
    c. Hold Schools and Departments accountable for their performance (or lack thereof) around diversity, as well as continue to provide them with resources and tools to successfully promote diversity.
2. Increase and broaden institution efforts to emphasize and increase awareness about the value of diversity, equity and inclusion in the workplace.
    a. Expand and enhance current supervisory and leadership training to include high-quality education and experiences on diversity, equity and inclusion for managers, supervisors and directors.
3. Develop and launch, as part of the Strategic Plan for Diversity, a public campaign led by the President and Provost that positions diversity and an inclusive campus climate as core values of the University of Baltimore
    a. Provide a systematic approach to help people learn how to demonstrate respect for one another through education and experiences that deepen knowledge, enhance competency and create an environment that is diverse, equitable and inclusive.
    b. Plan social events and talks that highlight issues of diversity—which would include Town Hall style meeting with the Dean and informal Listening Sessions
    c. Annual retreat to discuss issues such as Title IX, privilege and cultural diversity and establish a Diversity Award which could acknowledge: faculty, staff and students
4. Create a single entity able to receive confidential information, such as an independent ombuds, responsible for coordinating assistance from the various existing resources to help resolve concerns from staff, faculty and students.
5. Develop, promote, and launch a centralized web portal that provides critical information and resources for students, including students of color and other marginalized groups, with initial foci on academic support structures specific to diverse identities and explicit directions on reporting incidents of harassment and discrimination.

Community Engagement

1. Examine and provide opportunities that foster community engagement; develop a policy on community engagement; promote curricular enhancements, as well as campus and community events; build sustainable partnerships in the community; create student leadership opportunities.

Transportation

2. Examine pedestrian safety at intersections & crosswalks; work with city to improve area and community safety; provide training and resources to limit accidents