

## **Committee Reports: Nov. 12, 2013**

### ***Budget Committee***

1. Our second meeting was held October 30, 2013
2. We discussed the GSC's informational request regarding the 2013 supplemental budget process. The second question requires a little more investigation. I am meeting with A&F to discuss some items that are needed. We hope to finalize a response by our next meeting.
3. A draft Action Plan was submitted to the Committee for review; however, it was not finalized. We are currently drafting a request to the GSC to ask the governing bodies to rank a list of emerging priorities. This request should be made at the beginning of next week.
4. Our next meeting will be Wednesday, November 20 from 2:00pm to 3:00pm in BC133.

### ***Diversity and Culture Committee***

The Culture and Diversity Committee met on 11/4/13 and we reviewed the updated UB Strategic Plan. We discussed, agreed, and put forth a proposal to change the wording of strategy 6.7 of the Strategic Plan. We also reviewed the Staff Senate's charges to our committee and discussed adding our own charges to the existing document (formal action plan to come soon). Our next meeting will be in December.

### ***Planning and Facilities Committee***

The Facilities Committee will be meeting on Nov. 12 to discuss the following:

- Research, propose ideas and lobby for additional staff-oriented gathering places on campus (both indoor and outdoor).
  - "pocket park" between Business Center and Liberal Arts and Policy Building
  - 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?).

### ***Work Life Committee***

- UB Initiatives Already in the Works (Mary, Laura)
  - Mary discussed the rewards and recognition program at UB. She (HR) will continue to review our programs to be sure that we are promoting and celebrating valued contributions.
  - Mary briefly described the faculty salary study and mentioned that we may begin a study of exempt staff salaries in the future.

- HR has been reviewing and updating our recruiting and hiring practices for all positions: faculty and staff.
  - UB's Training and Development program will be supported to enhance career paths and help employees succeed at work.
  - Mary mentioned the new EAP that will be available to UB employees in January. This will offer a wide option of services to our employees. Details to follow.
  - Laura Bryan discussed her background in Work Life issues. She previously has served as a director of Work life at a former higher ed institution.
  - Laura mentioned the CUFA conference that UB is co-sponsoring with JHU. It will be held in Baltimore next May.
  - Laura briefly mentioned the ACE Sloan grant as well as President Bogomolny's support for the 2013 Statement of Support for Expanding Workplace Flexibility.
  - There are many things we are already doing to foster a positive work life environment at the University. The committee began to catalog these last year.
- Committee Resources/ Quick Summary of work done last year (Cindy)
    - Cindy has established a University Work Life Committee file on the shared T drive. It includes readings on work life, the work life review at UB, and minutes and summaries of meetings from last year. All committee members have access to this file.
  - Action items:
    - Cindy will serve as chair of this committee for the coming year.
    - Cindy will establish a meeting schedule. Going forward, we would like to hold meetings every two weeks if possible.
    - The Committee needs to outline a list of short term and long term goals, timelines, and responsibilities for action. (i.e. create a Work Life website, support getting the word out about the new EAP program for UB employees, create a list of recommendations that may be forwarded to the shared governance groups, GSC, and eventually to the president and the Executive Committee.