

University of Baltimore Staff Senate

MINUTES

Monday, Sep 8, 2014

12:15-1:30 p.m.

BC 143

Meeting called to order: 12:15 pm

1. Welcome & introductions

2. President Kurt Schmoke

President Schmoke noted excitement for being here. He wants to engage UB in the conversation of where to go in the future, particularly in our admissions policy. Schmoke met with Senate groups, Alumni, legislative leaders, etc. In addition, Schmoke detailed meeting with Presidents of the community colleges in the area. In particular, he gave the example of Garrett College, which boasts a 22% African American student population, many of whom are from Baltimore but go to other 4 year institutions after acquiring an AA; UB needs work in that area. After checking the numbers, Schmoke claimed going to 4 years at UB is cheaper than 1 year of private college and wants to highlight this more. Furthermore, Schmoke asked "what's our mission, how do we distinguish ourselves? What is rationale for UB/Towson combo and why/what? Schmoke further stated that branding is probably more problematic than anything else for UB.

Schmoke also mentioned the 4-5 year period of freshman admittance and asked, Why? What is the rationale for continuing this? Schmoke said it is not a budgeting concern but rather a mission driven question. If we bring focus back on connections with community colleges for gen ed, would that better focus an understanding of our mission. Schmoke wants to ask questions to spark a conversation across the university to bring focus on the UB mission and then address other concerns of affordability and access. He stated this shouldn't be framed as an either/or conversation but must be a policy/mission based decision that brings focus to our use of resources and believes it's a needed question and decision has to be made sooner rather than later – the community should be on board and deciding by November. Schmoke wants to continue to ask questions and wants to be distinct within USM system. He further asked, What is our standout mission, so that we can be solid in identity for the 100 yearr celebration 2025? Finally, Schmoke also will be working to increase the endowment to 100 million for 2025.

Q&A

Freshman advisor brings question to the table about concern over their jobs and conversation being had without them. Schmoke emphasized that the decision has not been made - it is only a conversation. Schmoke asked for the rationale of the decision to admit freshman. Kathy Anderson spoke up to explain the rationale. Another member emphasized pleasure with discussion being open - because she has received feedback from upperclassmen that retention has not been a focus and that they have been less successful as a result of the focus on freshman services. Danielle Page emphasized that the conversation is not including the staff and faculty that deals directly with the freshman. Someone asked if there will be a town hall. Schmoke replied that some schools are having their own discussions, some with him and some without, but there will be another group meeting with him

present to hopefully make a decision in October. He emphasized again not to see it as an either/or option. He has great concern as to the admissions numbers for admitting freshman (barely getting to 250 now). He is thinking that there is a possibility to recruit transfers and be more successful. Sasha Hudson suggested looking at the article published by USM for transfer students. Schmoke agreed and said that studies say that the way students are going is toward community colleges, and that could be our success tool. The focus should be on how to distinguish ourselves and how to be successful with that. Mary Maher applauds the efforts of asking challenging questions. She also asked to invite herself to the other conversations with the Deans to serve as a voice for staff members.

Motion to amend the agenda to go first – Sarah; Karen seconded for OTS to go first.

3. Chair's Reports

Update - Kristen & Bill worked to meet with Kurt & GSC. Action Plan and summary of retreat is online. UBSS would like to work out communication plan and create form to submit UBSS questions

GSC Update - Bill encourages attendees to come back to next UBSS mtg. Explains GSC structure. GSC will be meeting with Kurt, provost, and Miriam King on 9/22 to finalize structure for that plan.

4. Office 365 - A change in some of the services provided, however not necessarily the processes. Microsoft 365 highlights (see handout). USM AG has approved and it is HIPPA/FERPA compliant. As of right now not planning to move PeopleSoft to cloud. There will be guidelines and policies that will come forward to help change culture of data being emailed.

5. UB Committee Discussion - budget, facilities, work-life, and culture & diversity

1 rep needed for budget -

1 rep for facilities - James has agreed to stay

1 rep for work-life - Susan has agreed to stay

2 reps and 1 alternate for c&d –

Kristen will send out call for nominations after this meeting.

6. CUSS Update - Sasha explained what CUSS is, last meeting discussed intros, new committee assignments, gave institutional updates - focus on employee development and appreciation (staff senate usually partners with HR), USM has new policy regarding Title IX compliance - expected for each institution to develop, which UB's proposed policy/plan is currently being reviewed - ubalt.edu/titleIX; next cuss meeting here at UB at end of the month. CUSS executive committee is in talks with the consultant searching for the USM chancellor.

7. Nominations/Constituent Assignments

Constituent Areas:

Admin and finance - Keiver

School of law/business - Leslie

cpa/CAS/office of the provost/president - Daniel

Institutional Advancement/OTS - James

EMSA - Michael
CUSS Alternate - Keiver Jordan self nominates

8. New Business

Lisa Punter - PDI coordinator - recruiting PDI mentors
Paul Walsh introduces Natalie Malm as new staff member

Karen Schultz motions to adjourn. Michael Campitelli seconds at 1:20pm.