

University of Baltimore Staff Senate

DRAFT Minutes –
Monday, May 9, 2016
12:15-1:30 p.m.
BC 143

1. Logistical Items
 - a. Approval of agenda
 - b. Approval of March and Aprils Minutes – approved

2. Chairs Report
 - a. Update and Reports – John Brenner
 - i. Overview of the accomplishments and challenges for AY15-16 (BOR awards, outreach, communication plans).
 - ii. If someone reaches out to you from the press, please direct them to Peter Toran.

 - b. GSC Update – Megan Manley
 - i. Discussion: BeeCard policy, the assessment rubric (being used to assess effectiveness), exempt/nonexempt reclassification/proposals.
 - ii. Last meeting will be May 11th 10:30 a.m. LAP 105.
 1. Will work on finishing up the reorganization of committees.

3. PMP Data for 2016 – Mary Maher
 - a. We are at an 88% completion across all areas being measured (as of 5/9/16). The graph shows the break out of Academic Affairs/Colleges, Student Affairs, Enrollment Management, and Support Units
 - b. Some of the “N’s” may include individuals who are on probation or who are exiting soon.
 - c. Trained a great deal of staff on the PMP process.

4. Election Update
 - a. As of this meeting, there are 63 votes. The election will continue be extended to Friday May 14th COB. Senators – please use the distribution list to encourage voting.
 - b. Is the modified NetID + last 4 of EMPL a deterrent?

5. Professional Development Day Update – James Hale
 - a. So far, we have roughly 70 responses to the survey (survey closes on Tuesday 5/10).
 - b. In partnership with HR, the committee will meet on Thursday to discuss results and to work on how the development day will look.

6. Newsletter

- a. The newsletter goes along with our communication action plan. The goal is to do a newsletter each semester. The upcoming newsletter will include a UBSS recap, Staff Development Day, introduction of new senators/executive board, continued push for UB Staff Awards, etc. If you have ideas, please submit them.
- b. Methods of delivery: social media presence (Twitter, FB), posting on the webpage

7. New Business

- a. CUSS Meeting –
 - i. Discussion about the reclass exempt to non-exempt.
 - ii. CUSS is putting together a workgroup to discuss the optional retirement plan.
 - iii. 2.5% merit was discussed.
 - iv. CUSS hopes to have structure in place for the Fair Labor Standards Act. They hinted at the amount of 50k+ that might be adjusted.
 1. Note: this is not a done deal.
 2. The other amount being considered is 47k.
 3. We anticipate a decision within the next couple of weeks.
 - v. Minimum wage is going up to 8.75 as of July 1.
 - vi. BOR Awards – CUSS would like to see more from all institutions.
 - vii. They would all institutions to communicate to CUSS what is going on around the campuses.

8. Floor Open to Constituents

- a. What does the Senate need to do in the next year?
 - i. Constituency group – Senators do not always match up with the group that they represent. One of the reasons we did not do this was to not bring to the table unit-based issues.
 - ii. More Senators needed for representation? (Organization, numbers, etc.). At the moment we have difficulty filling seats and stopping turnover of Senators (difficult academic year).
 - iii. Would going to individual units and recruiting Senators be the answer (to bring up topics within units)?
 - iv. Continue to meet throughout the year (and not just August-May)? To be discussed at the retreat.
 - v. Assessment of shared governance – the Executive Board will be discussing this at the last Exec Board meeting; this is tied to Middle States
 - vi. Is the goal(s) of UBSS to be communicative, action-based, or both? Recommend that UBSS not lose the voice – develop a voice and how Administration can support the staff in these difficult times.
 - vii. This is the time for UBSS to position ourselves as the voice to the Administration. We need to do a good job to show representation to our constituents. How do we help morale on campus? Can we give our constituents the voice?

- viii. Can we say/push that if you want to express a concern, UBSS should be a conduit for channeling information to Execs?
- ix. What is the identity of UBSS?
- x. Open forum/introductions of the UBSS at the beginning of the AY? (In a larger space)
- xi. Working within GSC to get positions moved forward? Why haven't UBSS put forth positions?
- xii. Retreat – seriously look at the budget/taking a position/addressing concerns?
- xiii. Getting informal feedback from constituents – no names attached.

Motion: Billl

Second: Keiver