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| **Professional Staff Senate Minutes**  Thursday, March 10, 2022  2:30 – 4:30 p.m. – Virtual |  |

[Check-in Generator Question](https://checkin.daresay.io/): Name something you learned in the last week!

In Attendance: [Link](https://docs.google.com/spreadsheets/d/1W3SwiPQiHC1EY-Y7VXXm2___m4XrBLGyrsUUU8kzgHE/edit?usp=sharing)

##### ***Land Acknowledgement***

##### *UMBC was established upon the land of the Piscataway and Susquehannock peoples. Over time, citizens of many more Indigenous nations have come to reside in this region. We humbly offer our respect to all past, present, and future Indigenous people connected to this place.*

2:35 p.m. Call to Order

**Approved** [**March 2022 Meeting Agenda**](https://umbc.app.box.com/file/823225186507?s=bh747prlgblrqs0m6v02ry6w3xxquvlq)

**Approved** [**February 2022 Meeting Minutes**](https://umbc.app.box.com/file/823234347029?s=g8z748vkupas1kam6oukbw89gb9vq0ih)

2:40 p.m. **Vote to Approve New Co-Secretary**

Ally Hepp

2:45 p.m. **University Steering Committee's 4/7 Mental Health Community Action Day**

**Draft Schedule**

* 10:00am Nature Worx Saunter, In-Person, *Open to all*
  + - * + 2 concurrent sessions, capped at 20 each

One meeting spot Library Pond

One meeting spot parking circle by the Admin building

* 11:00am Mindfulness Meditation led by Jill Wardell, *Virtual, Open to all community*
* 11:00am - 12:30pm Restorative Practices with Jeff Cullen HYBRID, *Open to all community*
  + - * + In-person in Center for Well Being room 118 (15 person cap)
        + Online participation through Webex (no attendance limit)
* 1:00pm - 2:00 pm Group Fitness Pop-Up, *Open to all community*
  + - * + 1:00 Zumba (no limit on attendance, outdoor event)
        + 1:30 Yoga (no limit on attendance, outdoor event)
* 2:00pm - 3:30pm Grief and Healing Circles, In-person
  + - * + 3 concurrent sessions, capped at 12 each, in-person
    - Staff circle: Led by Jill Wardell
    - Student circle: Led by Beatriz Gutierrez Malagon
    - Faculty circle: Led by Bambi Chapin
* 3:00pm - 3:50pm Behaviors of Concern: How and Who to Report To, *Virtual, Limited to Faculty and Staff* Led by Kim Leisey (20 person cap)
* 3:30pm - 4:30pm Graduate Student Mental Health Panel and Listening Session, In-person (location TBD), *Open to Graduate Students*
* 3:30pm - 4:30pm Drop in to discuss Faculty Mental Wellbeing with Susan and Orianne, Virtual via Webex, *Open to Faculty* (no attendance limit)

**Feedback**

* What about a Staff Mental Wellbeing event?
  + There may be something in the works already
  + This is something that we are wanting to pitch as something that should be implemented as a regular occurrence
* This is what is so far known that is being done, there are more events/programs/resources being created/offered for April 9th

3:00 p.m. **Election Update**

* Nomination period from Monday, April 4 - Tuesday, April 19
* Elections via myUMBC Wednesday, April 20 - Friday, April 29

3:10 p.m. **Budget Update**

* + Welcome Back events, Mentorship, staff cookouts, bookstore gifts (and gift cards)
  + We’ve requested $6,500 and $ for the cookout, for a total of $11,500
    - Every year we get a budget that covers the initiatives/programs for PSS, and every year we have done a separate ask of money for the staff cookout— we moved forward with just combining it into the budget since this has been an annual practice that has been in the works anyway
    - They have declined to the proposal
    - There was a small increase in what the base was and decided to include the cookout since we a separate ask has continuously been made

3:20 p.m. **Mission/Vision Statements – Small Groups**

VISION: The Professional Staff Senate (PSS) plays an integral role in the advancement of UMBC’s mission by making UMBC a great place to learn, work and grow as global citizens. Through the advocacy of Staff at UMBC, we provide the support that Students, Faculty, and Staff need to thrive in their roles. We stand up for justice and take part in civic dialogue to strengthen communities where we live, work, and serve.

MISSION: The Professional Staff Senate (PSS) is a committee of dedicated staff who advocate for the wellbeing of all exempt staff across UMBC to the administration. PSS will work to provide creative solutions to the challenges staff are facing. PSS builds relationships throughout all areas of the campus to uplift the whole community and advance our institution. We do this by developing thoughtful programming and events that support our campus community, promoting personal and professional development opportunities, communicating important staff concerns to our constituents, and by building a network of staff committed to supporting one another and UMBC as a community.

**Feedback**

* Just to be clear-- a *vision statement* describes the desired future position of the organization; a *mission statement* defines the organization's business, its objectives and its approach to reach those objectives
* Great statement, but does it reflect the work?
* We should emphasize the values of the organization as it stands; not sure if this accurate depicts what we have been doing as a group (i.e., efforts towards justice?)
* Some of the vision says what we already do, and that should probably be on mission
* The mention to justice should be brought up as a vision (something we aspire to and continue to learn and work through in community)
* The president of PSS typically provides feedback for campus communications that reflect and impact folks in our community and this is where we see that advocacy work as well
* center it on values. With some wordsmithing needed as an example, We support the inclusion and equity of all resources, environment, and community at UMBC.
  + MISSION (draft): *The Professional Staff Senate (PSS) is a committee of dedicated staff who advocate for the wellbeing of all exempt staff across UMBC to the administration. PSS will work to provide creative solutions to the challenges staff are facing. PSS builds relationships throughout all areas of the campus to uplift the whole community and advance our institution. We do this by developing thoughtful programming and events that support our campus community, promoting personal and professional development opportunities, communicating important staff concerns to our constituents, and by building a network of staff committed to supporting one another and UMBC as a community.*
* The mission seems pretty comprehensive of our committees and work. Maybe something about "represents the interests of Exempt staff"?
* i.e., Professional Staff Senate (PSS) is a committee of dedicated staff who represent and advocate for the interests of all exempt staff across UMBC to the administration

3:40 p.m. **WLB Reflection Guide – Small Groups**

* WLB Committee trying to set a culture around WLB in our day-to-day experiences at UMBC
* One angle we are approaching this through is via the PMP
* There is a reflection guide on what the last couple of years were like for you, and what the upcoming couple of years may look like for you
  + What is coming up? What is not? What is needed?
* We are going in Small Groups (A, B, C)

4:00 p.m. **Senator Share Out**

Beatriz Gutierrez-Malagon

* Favorite vacation location/favorite memory?
  + Vacation location – Panama (mom’s family, hugeeeee family, 1 of 57 cousins), tropical, fun, surrounded by good food and good vibes

4:10 p.m. **Open Forum** Masking, Hybrid Meetings...

Normalizing inclusivity in spaces that weren't designed for that purpose

* How do we navigate through this new transition inclusively?
* What are some stories of success?
* Where are the spaces we need to grow and adapt?
  + We are losing folks because systemically speaking folks are frustrated with how our jobs are being navigated since pandemic and beyond, and it does not help that the jobs we are offering to candidates are not inclusive to folks who are possibly looking for remote, telework or hybrid accommodations/options/flexibility
  + Typical job posts that garner 80+ has been slim pickings lately due to the lack telework accommodations (this is a popular option that is being offered in other jobs
  + Inclusive = even when there are moments or maybe eventually a true diminishing of the pandemic risks, it's still more inclusive to allow virtual involvement for the foreseeable future. seems like it should be worth the investment (or something we could advocate to say is worth the investment)
  + Consider being more mindful about the chat responses should we continue doing hybrid meetings
  + The intent of the masking was to not keep things as mandatory, but it is still highly encouraged to be used
  + How are we thinking about how this impacts folk in the community who have disability and/or only have access to virtual resources/programming—we need to make sure we are being inclusive in that way as well
  + Language goes a really long way on feeling included and excluded
  + Acknowledgement that this is heavy and difficult to, not only discuss but, experience and I appreciate folks vulnerability, courage and honesty regarding the conversation on inclusive practice

**Community Notice Board//Open Forum**

Shared Governance Survey: <https://forms.gle/vQrQi6mv7LkM4Wx36> due March 4

The purpose of the survey is to strengthen shared governance in the USM. The survey will be used to determine the state of shared governance on each of the campuses within the System. The primary use of the survey is by the Chancellor in his annual performance evaluation of the USM Presidents. It provides the Chancellor with substantive data and feedback on improving shared governance practices within the individual institutions.

4:15 p.m. **Announcements**

* + - Shriver Trivia night, Monday, 3/14 at 6:30pm – 8pm, on Zoom
    - [Link to sign-up](https://shrivercenter.umbc.edu/trivia/?fbclid=IwAR3ZaUWt13P5sGJcZcnUB0k0sEGJGcvkmfDgTn4FEe0Irf1jprKtE9q0A6Q)