



**David Clurman**

**Title:** Assistant Director of Residential Education

**Department:** Residential Life

**Please describe your service to the campus (e.g. committees, outreach, volunteer, etc.):** I served on the Alcohol and other Drug Committee for 10 years and have instructed the Introduction to an Honors University course for the past 4. As part of the Senate, I have represented exempt staff on the Athletics Policy Review committee for the past 2 years.

**What strengths do you think you would bring to PSS and/or CUSS?**

I am someone who believes in representative processes and during the past 2 years I have been an effective liaison between my office and the Staff Senate. As someone who has been on campus for 11 years now, I'm aware of many campus resources, processes, and policies. Lastly, I possess great follow-through and am able to complete assigned tasks.

**What issues, if any, do you think the Professional Staff Senate should address during the 2017-2018 session?**

Works needs to continue on the recruitment and retention of a highly-qualified and diverse workforce. This includes providing possibilities for advancement, advocating for salary increases, and continued involvement by professional staff in the implementation of the UMBC strategic plan.



**Susan Han**

**Title:** Assistant Director

**Department:** Counseling Center

**Please describe your service to the campus (e.g. committees, outreach, volunteer, etc.):** In my role at the Counseling Center, I work with students, staff, faculty, academic departments and student organizations to provide programs, trainings and workshops on health and wellness. This work has helped me to develop relationships all across campus! In addition, during my previous term as a PSS senator, I served on committees for Staff Development, Human Relations and Communications.

**What strengths do you think you would bring to PSS and/or CUSS?**

I love meeting people and hearing their stories. This is an integral part of my counseling work with students but also applies to my interactions with staff and faculty. As I am passionate about diversity and multicultural issues, I would work to give voice to the varying staff perspectives from departments across campus. In addition, I would be excited to continue PSS initiatives that emphasize inclusivity, job and life satisfaction for staff.

**What issues, if any, do you think the Professional Staff Senate should address during the 2017-2018 session?**

Increase visibility of PSS activities and initiatives, and increase the sense of community among faculty and staff across campus.



## **Sarah Hansen**

**Title:** STEM communications manager

**Department:** Office of Institutional Advancement

**Please describe your service to the campus (e.g. committees, outreach, volunteer, etc.):** I serve on the PSS Work-Life Balance committee. I volunteered as a discussion leader for the freshman book discussions in the fall and for the returning women students networking event. And although not a senator yet, I have been attending PSS meetings for the last several months as a visitor and various PSS events.

As a master's student at UMBC, I served as secretary of the Graduate Association of Biological Sciences and historian on the executive board of the Graduate Student Association in 2014 – 2015. I was the GSA representative on the Landscape and Stewardship committee. I played viola in the UMBC Symphony from 2013 – 2016.

### **What strengths do you think you would bring to PSS and/or CUSS?**

As a passionate alumna, I bring a deep commitment to uphold and enhance UMBC's culture of inclusive excellence at all levels of the university. I've attended numerous on-campus workshops to learn more about ways to be an effective ally to all members of our diverse community. I attend campus lectures and discussions whenever possible to broaden my perspective, and I bring what I learn to all of my work.

For the past three years, I served on the board of the D.C. Science Writers Association. I planned events alone and with other board members and contributed to decision-making on DCSWA policies and how to best support our diverse membership of journalists, freelancers, and public information officers across the DMV. I would bring the same collaborative spirit and desire to serve the community to the UMBC PSS.

I bring my writing and communications skills, my enthusiasm for this special place, and a willingness to work hard to reach ambitious, shared goals.

**What issues, if any, do you think the Professional Staff Senate should address during the 2017-2018 session?**

As a member of the PSS Work-Life Balance committee, I think PSS should continue to support work to create more flexibility for professional staff. I am fortunate to have excellent work-life balance in my current role, and I believe it's important to make sure all professional staff experience similar support. Also, as budget tightening is expected, UMBC and other public institutions will need to find creative ways to provide non-monetary benefits to employees to promote retention and morale.

I would like to support initiatives to incentivize professional staff to engage with the wider UMBC and local communities by working with students and volunteering on and off campus. The better we know our communities, the more connected we will feel to the institution and our surroundings. Those feelings of connection and the understanding that we are making real contributions to UMBC and beyond create a positive feedback loop to enhance the campus climate as well as the personal and professional satisfaction of professional staff.



## **Christine Jenkins**

**Title:** Recruitment Coordinator

**Department:** Undergraduate Admissions  
and Orientation

**Please describe your service to the campus (e.g. committees, outreach, volunteer, etc.):** For the past two years, I've had the pleasure to serve on the Enrollment Management Staff Development Committee where we strategize and plan effective ways to both boost the moral of each department that resides within Enrollment Management and provide our colleagues with professional development opportunities as well.

**What strengths do you think you would bring to PSS and/or CUSS?**

Through Don Clifton's Strengthsfinder test, I learned that my top five strengths are positivity, achiever, relator, woo (winning others over), and arranger. I will be able to bring not only my cheerful and upbeat spirit to any and all PSS events/meetings, but I will also bring my strong work ethic to achieve the goals set for the 2017-2018 year.

**What issues, if any, do you think the Professional Staff Senate should address during the 2017-2018 session?**

I don't have any issues that need to be addressed at this time.



## **Bobby Lubaszewski**

**Title:** Marketing Coordinator

**Department:** Division of Professional Studies

**Please describe your service to the campus (e.g. committees, outreach, volunteer, etc.):** Currently, I volunteer on campus in a number of capacities. Most notably, I will soon begin my three-year term on the UMBC Alumni Association Board of Directors on July 1, 2017 (Class of 2010). I also volunteer with two Greek organizations on campus: Lambda Chi Alpha Fraternity and Phi Mu Fraternity for women. I serve as a member of Lambda Chi Alpha's Alumni Advisory Board and I also serve as Phi Mu's staff/faculty adviser.

**What strengths do you think you would bring to PSS and/or CUSS?**

My professional strengths lie in the realms of marketing, graphic design, and project management.

**What issues, if any, do you think the Professional Staff Senate should address during the 2017-2018 session?**

Sitting in on the meeting on 4/13, I was particularly impressed with the work PSS has been doing regarding work-life balance. I think similar educational efforts would be beneficial for staff as a whole, whether further work regarding work-life balance or better explaining our benefits and how they are best utilized (for example, when it is appropriate to use a sick day) or even just more clearly defining what a duty day is. While most of this is available in our employee handbook, I think the average staff member is still unaware of their basic rights as an employee of this university.



## **Sue Plitt**

**Title:** Associate Director

**Department:** Career Center

**Please describe your service to the campus (e.g. committees, outreach, volunteer, etc.):** I have held several roles within the Division of Student Affairs since coming to UMBC in 2001. My current primary duties include management of the Career Center's employer partnership program, establishing new and maintaining current relationships with internal and external constituents interested in hiring UMBC students and alumni, and coordinating the many career related events offered each year by the Career Center.

Over the last four years, I have lead the annual career month planning committee. On behalf of the Career Center, I have offered presentations at the NSA, Eastern Association of Colleges and Employers (EACE) and the Maryland Career Consortium (MCC) professional development conferences. I currently serve as the chair of the EACE Pre-Conference Planning Committee and am a member of the MCC Employer Relations group.

I have facilitated Mental Health First Aid trainings for staff and students, instructed IHU courses, served as an advocate in the UMBC Relationship Violence Prevention Program, and been a member of the Student Affairs Assessment Research and Staff Development committees. I currently represent the university as an executive board member of the Greater Catonsville Chamber of Commerce Board of Directors and assist with coordination of the annual Catonsville Arts and Crafts Festival.

I have served as a Senator, Vice President, and President of the Professional Staff Senate (PSS) and chair of the University Steering Committee. As a member of the PSS I have been a member of the following university committees: Elections, Mentoring, Landscape and Stewardship, Human Relations, Space Management, Middle States Accreditation Steering Committee, consultant and note taker for the Community and Extended Connection Strategy Group, and Maryland Charity Campaign Cabinet.

### **What strengths do you think you would bring to PSS and/or CUSS?**

Knowledge gleaned through years of experience at UMBC, leadership and organizational skills

**What issues, if any, do you think the Professional Staff Senate should address during the 2017-2018 session?**

Career-life balance (telework and flexible scheduling)



## **Victoria Skinner**

**Title:** First Year Intervention and Placement Testing Coordinator

**Department:** Learning Resources Center

**Please describe your service to the campus (e.g. committees, outreach, volunteer, etc.):** As a staff member, I currently serve on the Placement Testing Committees and serve as a departmental liaison for the Maryland Charity Campaign. While I was completing my Masters, I served as a senator for the Graduate Student Association Senate for two years. I also helped to start the Sociology Graduate Student Organization where I served as president for 2 years.

**What strengths do you think you would bring to PSS and/or CUSS?**

In addition to my prior experience in the graduate student senate, I am an analytical and hard working person. Additionally, I believe I can offer a unique perspective to the senate because of my nontraditional experience at UMBC. Although I've been recently classified as exempt, I've been on this campus as an undergraduate student, graduate student, a contingent 1, and a non exempt employee for years. This has allowed me to see the campus from many different roles and has allowed me to approach my work holistically.

**What issues, if any, do you think the Professional Staff Senate should address during the 2017-2018 session?**

I believe professional development for new employees and for employees just starting their careers should be addressed. We have symposiums and other professional development for faculty, but we could benefit from having those programs for staff as well.



**Ki So**

**Title:** Director - Grants, Contracts & Administration

**Department:** The Hilltop Institute

**Please describe your service to the campus (e.g. committees, outreach, volunteer, etc.):** Wellness Ambassador for Hilltop; Research Administrators Group

**What strengths do you think you would bring to PSS and/or CUSS?**

I believe I can provide perspectives on issues relative to departments who are fully-funded by extramural awards with no "state-funded" funding. I also have a background in database concepts and proven track record with streamlining business operations that could be value-added to relative discussions by PSS

**What issues, if any, do you think the Professional Staff Senate should address during the 2017-2018 session?**

As a proponent of making healthy choices, how to incentivize employees to incorporate exercise into their lifestyle. Also, very interested in HR diversity data and inclusivity issues.



**Pat Toliver**

**Title:** Transfer Evaluator

**Department:** Registrar's Office

**Please describe your service to the campus (e.g. committees, outreach, volunteer, etc.):** Presentations at Orientation and Advising during Freshman Orientation on occasion

**What strengths do you think you would bring to PSS and/or CUSS?**

Great at listening and providing feedback where needed

**What issues, if any, do you think the Professional Staff Senate should address during the 2017-2018 session?**

I do not have any issues at this time



**Pheng Xiong**

**Title:** Associate Registrar

**Department:** Registrar's Office

**Please describe your service to the campus (e.g. committees, outreach, volunteer, etc.):** Since my time here at UMBC, I have been on several search and screen committees, am currently a member of the LGBTQ Faculty & Staff Association and the treasurer for the Chesapeake and Potomac Association of Collegiate Registrars and Admissions Counselors (CAPACRAO).

**What strengths do you think you would bring to PSS and/or CUSS?**

A strength that I will bring to the Professional Staff Senate is the desire to contribute to UMBC. While I feel I am contributing to the campus community in my current position, I believe being a member of PSS/CUSS will allow me to make a larger impact by representing my colleagues in matters of importance to them. As with my current position as Associate Registrar, I also enjoy collaborating with staff and faculty from various departments, while working on special projects that require their input. Overall, I am looking forward to bringing my leadership skills and ability to collaborate across the campus community to PSS.

**What issues, if any, do you think the Professional Staff Senate should address during the 2017-2018 session?**

I can't think of any issues at this point.



## **Michael Walsh**

**Title:** Grants & Contracts  
Manager/Training Coordinator

**Department:** Office of Sponsored  
Programs

**Please describe your service to the campus (e.g. committees, outreach, volunteer, etc.):** Two time alumnus (MA in Historical Studies 2002 and PhD in Public Policy 2012); Member of the Office of Sponsored Programs since 2008; Training Coordinator for internal and external training in OSP; Served as a Teaching Assistant and Graduate Assistant from 2001-2007 in the History and Political Science Departments; Former member of PeopleSoft Task Force; Member of various Search Committees; Finding Funding Opportunities Outreach Pre-Award Class; Data Management Committee; PIRATE course Updates Coordinator of DRATT classes

### **What strengths do you think you would bring to PSS and/or CUSS?**

Responsibility, Professionalism, and Accountability. I also bring numerous years of experience in higher education, as a staff member/administrator as well as years of teaching experience (as a TA in UMBC's History and Political Science Departments and currently as Adjunct Professor at CCBC). Recognizing what affects the whole campus--staff, faculty, and students-- and how to best achieve success for all three of those components needs ample consideration by a Senator

### **What issues, if any, do you think the Professional Staff Senate should address during the 2017-2018 session?**

- I am intrigued to see what the current agenda is amongst current PSS members--implementation of remaining great ideas should be first and foremost
- Increasing staff attendance at campus events is a major goal.
- Staff retention
- Stressing importance of customer service, leadership, and friendly internal and external interactions. -
- Emphasis on professional development and ensuring that staff knows that there are tools that can and should be utilized to further their careers here at UMBC.



## **Beth Wells**

**Title:** Assistant Vice Provost for Academic Affairs

**Department:** Office of the Provost & Senior Vice President for Academic Affairs

**Please describe your service to the campus (e.g. committees, outreach, volunteer, etc.):** Chair of PSS Ad-hoc Committee on Work-Life Balance; Member of PSS Bylaws Committee; Lead workshops on goal-setting, time management, and work-life balance; Special Projects Officer, Chapter 22 UM-UMBC, The Honor Society of Phi Kappa Phi; Coordinate early childhood literacy project in Baltimore City

**What strengths do you think you would bring to PSS and/or CUSS?**

I am organized & persistent, have a good sense of humor, am familiar with PSS history, & am determined to do my best to expand access for professional staff to options that enhance work-life balance

**What issues, if any, do you think the Professional Staff Senate should address during the 2017-2018 session?**

Inclusion in implementation of strategic plan; access to work-life balance options for all professional staff; continuation of mentoring program; other issues important to professional staff