

**Staff Senate Meeting**  
**June 4, 2020**  
**12:00 – 2:00 p.m.**

**Call to Order**

The meeting was called to order by Staff Senate President, Kristy Novak.

**Attendees**

Voting Members: Ayuk-Brown, Ayamba; Azen, Michael; Beaulieu, Colette; Boggs, Steven; Brightbill, Gregory; Buckingham, Kent; Edwards, Hillary Anne; Essien, Sharese; Fenwick, Christina; Gallico, Mary Beth; Hamilton, Jill; Hitch, Kecia; Hokenmaier, Sarah; Holt, Susan; Jackson, Casey; Lewis, LaToya; Novak, Kristy; Volberding, Jenn; Wakefield, Priti; Watson, Kevin; Wilson, Lakeisha; Zhang, Lei

Alternate Members: Barkman, Emma; Deitz, Allison; Phelan, Mary; Thomas, Janet

Absent Members: Keryakos, Riham

**Establish Quorum (50% +1 = 12 voting members)**: Quorum is achieved at 22 members.

**Guest Speakers**

- **Bruce Jarrell, MD, FACS, Interim President, UMB**
  - Budget: The Governor has still embargoed the budget, which may extend through July. Although we don't know the budget number, UMB does not anticipate lay-offs or furloughs for general employee population at this point. One possible exception is with faculty practice plans in the schools of Medicine and Dentistry.
    - The Executive Committee may respond to budget concerns with this information on behalf of Dr. Jarrell
  - Town Hall held 6.3.20 on Social Justice;
    - 850 attendees on WebEx; 4000 attendees on FB
    - There will be additional venues and town halls for discussion
    - Comments
      - Appreciation expressed for holding the Town Hall and allowing space for uncomfortable and heartfelt discussions
      - Encourage continued discussions with civility
      - Appreciate the suggestion for a course on the history of Baltimore to be taken by students, faculty, and staff
  - Face to Face today at 2 p.m. with Ray Lewis
  - There is a search ongoing for the President of UMB; Kristy Novak is on the search committee.
  - Plan to move to Phase 1 of Recovery for Research (letter released 6.3.20 with details)
    - Occupancy of 25%
    - Will monitor temperature and symptoms
    - Allow capacity for employees to volunteer for COVID testing (not required)
  - Majority of classes in the fall will be remote, with exceptions for small groups as needed; allowing proposals from schools to be presented to review committee for in person clinicals to be allowed.
  - Expect to continue telework for the time being; pending information and recommendations from the Governor; employees will receive several weeks of notice

and flexibility will be included in any plan with sensitivity to childcare and other obligations.

- UMB and UMMS have worked very closely throughout the COVID emergency; joint decisions are being made on a variety of issues.
  - Understand that there are still many COVID patients and transmission is still occurring; advise not to let guard down.
    - Question: Any updates on the field hospital?
      - A: The demand for the field hospital has thus far been low. The biggest need has been availability of testing, and not hospital capacity.
  - UMB involved in large trials related to serology (antibody) testing, as well as a large vaccine clinical trial by Pfizer.
    - Question: Do you know anything about the federal legislation regarding liability protection for universities re: infection of faculty, staff, and students?
      - A: That issue is being discussed, including whether this is a state vs. federal issue. This is an important issue given that many people are asymptomatic while still contagious. As a university we need to act in a responsible manner and make the environment as safe as possible.
  - Comments for newly elected Senators: Welcome and thank you for your participation in shared governance. I attend Senate meetings as much as possible and would like to continue to hear from Senators and value your role. I value that you are thinking of problems and solutions that may be a different perspective than leadership may have. Thank you for your continued guidance.
- **Matt Lasecki, Associate Vice President, Human Resource Services**
    - Convened Recovery Task Force; HR has two groups, one focused on policies and one focused on addressing barriers. Will present recommendations to UMB leadership.
    - Staff COVID survey sent yesterday, already received 500 responses; can present data at next Staff Senate meeting.
    - Note that announcement came out from state of Maryland re: changes to benefits elections. This information will also be shared in the Elm.
    - Continue to operate business as usual in HR.
      - Question:
        - How are considerations made for individuals at risk re: return to campus prior to the development of a vaccine?
          - A: That is an issue that the task force is reviewing and it will be addressed; more information to come.
  - **Chief Alice Cary, UMB Police Department**
    - Comments for newly elected Senators: Welcome! We want to hear from you on a regular basis. This helps us adjust what we need to do and how our presence can be improved. We have a Police Advisory Committee as well, and really need this input and open dialogue.
      - Kristy Novak: There have been 30 new security officers hired, correct?
      - Chief Cary: Yes, they are out in the field now; you will see them in red shirts throughout campus.
      - Casey Jackson: Would like to share appreciation for multi-trades team in their role in keeping campus safe. This team worked to secure any potential weapons on campus and ensure the safety of the campus community in the face of potential unrest.

### Approval of April Minutes

- A motion to approve the minutes with changes (correct spelling of Colette Beaulieu's name) by Hillary Edwards; 2<sup>nd</sup> by Casey Jackson.
- Motion Passed Unanimously.

### Elections

- Introduction of Senators; each Senator introduced themselves and noted what they are looking forward to in the next term. Welcome newly elected Senators!

<b>FName</b>	<b>LName</b>	<b>Term</b>	<b>School/Division</b>	<b>Membership</b>
Steven	Boggs	2020-2022	Carey School of Law	Full
Taylor	DeBoer	2020-2022	Graduate School	Full
Allison	Dietz	2020-2022	SOM	Full
Christina	Fenwick	2020-2022	SSW	Full
Shawndae	Harrison	2020-2022	President's Office	Full
Sarah	Jackson	2020-2022	Carey School of Law	Full
Latoya	Ludd	2020-2022	Admin & Finance	Full
Mary	Phelan	2020-2022	Communications and Public Affairs	Full
Shawnta	Privette	2020-2022	Campus Police	Full
Cody	Sizemore	2020-2022	Campus Life Services	Full
Jenn	Volberding	2020-2022	SON	Full
Michael	Azen	2020-2021	Accountability and Compliance	Alternate
Emma	Barkman	2020-2021	SOM	Alternate
Perri	Carroll	2020-2021	SOM	Alternate
Thomas	Hockensmith	2020-2021	CITS	Alternate

- Kristy Novak: A very special thank you for your service and dedication to our outgoing Senators:
  - Colette Beaulieu
  - Hillary Edwards
  - Mary Beth Gallico
  - Casey Jackson
  - Riham Keryakos
  - Janet Thomas
- Executive Committee Elections
  - We will accept nominations for the Member at Large position through the end of June; email Kristy Novak if interested in nominating anyone. The position includes handling operations such as creating surveys, ordering food for meetings, etc.
    - Nominations:

- Greg Brightbill
      - Voting will done in July; watch email for instructions and we will discuss at the July meeting.
  - Executive Committee Nominees
    - President: Kristy Novak
    - Vice President: Christina Fenwick
    - Secretary: LaToya Lewis
    - Communications Officer: Ayamba Ayuk-Brown
  - You should have received notification that you have been added to an organization in UMBconnect. Log into UMBconnect following the link and make sure your credentials work.
  - During the election period, you will be given another link to access the polling function in UMBconnect. Once there, you should see a prompt to complete the ballot for the available positions.
  - Contact Greg Brightbill with any questions about voting.
- Senators serving this term will receive a certificate of appreciation. PDF versions will be sent via email; physical copies will be sent when we return to campus.

### **Old Business**

- **Staff Senate Draft Strategic Priorities**
  - Final draft sent prior to this meeting, incorporating a new goal/objective based on discussion at the previous meeting.
    - Goal 1.1: Responsibly advocate on behalf of UMB staff with regard to University policies and procedures that affect eligible employees, work environment and staff morale, and issues impacting wages, benefits, and working conditions. All Senators (Executive Committee facilitate)
    - Objective: Through June 30, 2022, continue to responsibly address staff concerns through consultation with university leaders, and advise university leadership with recommendations determined through Staff Senate discussion and voting.
  - No discussion, comments, or questions on the new Goal and Objective.
  - Motion to finalize the Strategic Priorities by LaToya Lewis; 2<sup>nd</sup> by Casey Jackson.
  - Motion Passed Unanimously.
- **Parking Recommendation Letter**
  - A letter was sent by Kristy Novak to Dawn Rhodes and Dr. Jarrell including recommendations from the previous meeting.
  - Since that time, an email has been released from Dawn Rhodes detailing options for cancelling parking and all of the implications of those cancellations.
  - Comments:
    - LaToya Lewis: It would be great to have more flexible options for parking, especially as teleworking continues.
    - Kristy Novak: Based on the communication with Dawn Rhodes, I feel that the university is doing and will continue to do everything possible to reduce the

impact on staff while maintaining operations of the university. The conversation with Dawn will continue and she has certainly heard our concerns.

- Colette Beaulieu: Found the letter from parking to be very threatening; feel threatened that will lose parking space if cancel for now. I hope that the new Executive Committee will keep pushing on this issue and ask for more information from parking such as a budget or more details about why this would be needed.
  - Latoya Ludd: There were many others who had this concern about parking and the possibility of losing a space. Will ensure that Dawn Rhodes will be at the next meeting to hear these concerns.
  - Kristy Novak: I'm hopeful that as more budget information comes out and Dawn attends future meetings, more information will be forthcoming.
  - Mary Beth Gallico: Agree with Colette's concern; this is a resource in demand and there is no guarantee.
- **Staff Senate Handbook Review**
    - Final draft sent prior to this meeting. Thank you again to the Policy and Legislation Committee for their work on this document.
    - The committee will review the document once or twice a term for any updates needed.
    - Motion to finalize the Staff Senate Handbook by LaToya Lewis; 2<sup>nd</sup> by Sharese Essien.
    - Motion Passed Unanimously.

### **New Business**

- UMB President Search Committee
  - Kristy Novak serves on the committee representing the Staff Senate.
  - First meeting will be held next Friday (6/12/20). Please send any comments, questions, etc. that you would like to have included in the search to Kristy via email.
- UMB Recovery Task Force
  - Staff Senators are serving on several of these committees:
    - HR: Christina Fenwick
    - Community Engagement: Sarah Hokenmaier
    - Campus Operations and Co-Curricular: Greg Brightbill
    - Communications: Ayamba Ayuk-Brown
- Other Items
  - July Meeting: Will include orientation for new Senators
  - Last year, the Staff Senate was able to hold a retreat in August. We cannot do that this year due to COVID. We are open to suggestions for any activity in place of August Retreat. Please email Kristy with your suggestions.
  - Other:
    - Kristy Novak: Thank you to Amy Daniels, our Faculty Senate liaison. She will be joining us again in the next term.
    - Casey Jackson: Would like to encourage the Staff Senate to consider continuing the conversation that happened at the Town Hall regarding social justice. Staff Senate could be a leader in this discussion.
      - Kristy Novak: We can try and carve some time out about this discussion at the July meeting.

**Adjournment**

- A motion to adjourn the meeting by Kristy Novak; 2<sup>nd</sup> by Christina Fenwick.

**Minutes submitted by:** Sarah Hokenmaier, Secretary

**Minutes approved:** July 2, 2020.