

Welcome and Introductions

- Establish Quorum (50% +1 = 13 voting members)

Staff Senate Check In

- Staff Senate Members' Wellness Check

Approval of February Minutes

Kecia Hitch makes a motion to approve the minutes. Lei Zhang seconds the motion. The minutes are unanimously approved.

UMB Leadership (5 minutes update)

No UMB Leadership present at the meeting.

- Christina Fenwick: The search committees for the AVP of HR and Chief of Police are looking to increase the current search committees' diversity. The search committee for the AVP of HR is looking for a male person of color. However, because we do not have a person who matches that identity, Sharese Essien will serve as the committee Senate representative. For the Chief of Police search committee, Jenn Volberding will serve as the staff senate representative. Latoya Ludd or Karen Park will contact both Jenna and Sharese with more information.

Staff Senate Executive Board Changes and Upcoming Elections

- Staff Senate Secretary and Member-at-Large Updates
 - Christina Fenwick: Latoya Lewis has stepped down as Secretary, and Greg Brightbill has accepted Secretary's role. Greg Brightbill stepped down as a member at large, and Jill Hamilton has volunteered to become the new member at large.
- Upcoming Elections
 - Elections Timeline
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 - Elections Ad Hoc Committee
 - Christina Fenwick: Individuals who are not up for re-election or looking to run for a new position can serve on this ad hoc committee. The Staff Senate is looking for volunteers and a chair to serve on this committee. We are looking for four people to serve on this committee.
 - Susan Holt: Members on the ad hoc committee will need to contact someone in tech to set up the nominations system.
 - Volunteers: Taylor DeBoer, Sarah Jackson, Shawnta Privette
 - Greg needs to send the handbook to Taylor, Sarah, and Shawnta.

Face-to-Face Townhall Feedback

- General Feedback
 - Christina Fenwick: Thank you to everyone who was able to participate and attend the session. A lot was going on in the background, but it went exceptionally well. Thank you to both Tom and Latoya for working hard and coordinating this event.
 - Feedback
 - Susan Holt: Felt that the questions were appropriate and that the event went well. Parking is one area that we might need to advocate more. We might need to clarify if parking is double selling our current parking spots.
 - Taylor DeBoer: The event went very well and Christina did great! In general, there was a lot of "we do know." Taylor is a little nervous about what flexibility will be given post-pandemic. If the decision is made by the supervisor, it might not be fair for all staff members. Additionally, if we are returning to campus so soon in June, we need to know more information about the flexibility and what that is going to look like. Are

we going to all be on campus all of the time? Will we have a forced herd immunity? What is going to happen? Taylor stated that he thinks the University needs to have a set policy for a work-from-home model to prevent inequitable treatment.

- Christina Fenwick: (Responding to the group) After the town hall, Dr. Jarrell called her and she stated that she firmly believes that another townhall is needed. Additionally, it "kind of came off so general" because many of the things and decisions that are being made are stream of consciousness and based on the moment they are occurring. We need to think about having another townhall sooner rather than later.
- Jill Hamilton: Jill has a lot of questions about the June 1st date and teleworking. Additionally, the Pharmacy town hall was similarly canceled because of so many unknown factors.
- Sharese Essien: She believes that Dr. Jarrell stated that it would be a gradually phased return to campus. (Asking Susan Holt) Did CUSS say what the Maryland State Government Policy will be?
- Susan Holt: As someone who co-chairs on the benefits and compensation committee, there is an upcoming survey of all schools to see their thinking. Additionally, we need to start thinking about the upcoming evaluations and PDP season to plan properly. Furthermore, we need to start opening up conversations with supervisors to explore productivity methods, working from home, and supervision.
Christina Fenwick: Feels like as a supervisor, there should be no question of productivity. Susan Holt clarified her statement by stating that it is not that supervisors think their employees are not working but understand supervisors' perceptions of productivity and working on campus.
- Sarah Hokenmaier: Has heard much of what has already been shared by the staff senate, but wants to know what the responsibility of the staff senate should be in researching, developing resources, creating toolkits, and helping to support both employees and supervisors in exploring a future model for post-covid working. This might need to be brought up with the COVID-19 HR Taskforce.
- Christina Fenwick: The HR Taskforce has already been having conversations about fairness and work-models. However, we need to explore how we can hold supervisors accountable in taking everything into account before deciding employees' work-model.
- Mary Phelan: Leaving it up to the supervisors is not fair, and we need to understand what the employee's recourse would be if they feel that their supervisor is not fair when it comes to teleworking.
- Christina Fenwick: Juliet in HR has stated that employees should contact HR if they have concerns about supervisor fairness.
- Cody Sizemore: Looking ahead, we should set up another townhall where Leadership has time to prepare a policy or prepared answers. We should not rush into another townhall if Leadership is not prepared to answer those questions.
- Christina Fenwick: Agrees with Cody that we need to give leadership time to develop more robust answers and policies.
- Susan Holt: Responding to Cody, we need to submit questions in advance for the next townhall so that Leadership can prepare proper answers.
- Sarah Hokenmaier: One question that she has heard a lot of after the town hall, will people have to come back to work if they have not already received the vaccine. The University should develop a plan and identify accommodations for staff who have fears about returning to campus.

- Priti Wakefield: Has the same question as Sarah and if everyone can get vaccinated in time. The University needs to explore how we are trying to protect everyone on campus and also keeping their personal lives in mind when planning their work-model. The University should also start creating plans for what to do when everyone is back.
- Christina Fenwick: There was a reoccurring concern in the townhall chat about building ventilation and if the buildings will be safe. A recent article from the New York Times on the airborne transmission of the virus, and researchers found that the virus sits in the room and can be transmissible.
- Jill Hamilton: Jill has great faith in the campus but will not return to campus until she gets her vaccine.
- Susan Holt: Currently, vaccination is not mandatory for employees on campus.
- Sharese Essien: Believes that it is not legal to require employees to get vaccinated.
- Taylor DeBoer: Lumping the vaccine in with other protocols is problematic because the vaccine combined with those who have been ill is how we will achieve herd immunity.
- Greg Brightbill: We do work in an at-will employment state and if we refuse to come back to campus, we could be fired.
- Christina Fenwick: We do not know how what the union's stance is on this issue.
- Priti Wakefield: Already, several hundred employees are working on campus.
- Ad Hoc Committee for review and recommendations
 - Sarah Hokenmaier: We should create an ad hoc committee that will gather questions and formulate some potential recommendations to help the Leadership and the task forces.
Volunteers: Susan Holt, Mary Phalen, Taylor DeBoer, Jill Hamilton, Emma Barkman, Pritti Wakefield, Tom Hockensmith.

New Business

- UMB Reopening and **Dr. Jarrell's Statement of Intent for Summer and Fall Semester**
 - Christina Fenwick: Are there any other comments about the summer and fall?
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Committee Reports:

- BOR (Jenn Volberding): BOR Awards have been sent over to the CUSS committees, who are currently reviewing the submissions and will submit them to the USM and BOR for March 15th. We will then find out if we have winners.
- Communications (Ayamba):
- Community Outreach (Sarah): No updates
- CUSS (Susan): Advocacy day occurred in place of a meeting. Staff met with legislators and spoke about issues that we are concerned about. Christina will soon receive a staff senates survey.
- Policy and Legislation (Chair Vacancy but Allison spoke): No recent meeting or updates. The group will be convening soon and selecting a new chair or co-chairs.
- University Life (Tom): Last month, the group met but has not met since the town hall. However, Tom did attend the meeting with Faculty Senate and the Student Government. Those two groups are looking to have another meeting, "a year in review," and wanted to know if the Staff Senate had any ideas to forward to them.
- Liaisons
 - **Greg:** DAC and Ibram Kendi book club update
 - **Jill:** Campus Operations Covid Taskforce met and began outlining campus guidelines. As for the building ventilation question, the American Refrigeration Association gives schools and universities recommendations on the types of filters needed. UMB follows this guideline but needs to explore how this guideline informs all campus spaces such as bathrooms and lower ventilation rooms.

- **Susan:** Citizens Advisor Committee met with Chief Leone and discussed the blue light towers and a cellphone app. They will be meeting monthly
- **Sarah:** Fiscal Model Workgroup met and expected the upcoming FY budget to be a difficult one. There are a lot of cuts that the MD Governor proposed.
- **Christina Fenwick:** The UMB Strategic Planning Committee is currently working on the next strategic plan. The group hopes to have a new strategic plan by the Fall of 2021. The group is looking at the Core Values and if they are still relevant, current, and/or need to be changed. The group is also researching the core values of other institutions.
- Executive Committee
 - Recently met with Dr. Jarrell and Dawn Rhodes. We asked many of the same questions brought up—more upcoming meetings with Juliet from HR, President Jarrell, and Chief Leone.

Lei files a motion to adjourned the meeting and Kecia seconded the motion. All in favor. Meeting adjourned at 1:20pm