

Staff Senate May Agenda
***Thursday, May 6th, 2021**
12:00 p.m. – 2:00 p.m.

MEETING NOTES

Join Zoom Meeting

<https://umaryland.zoom.us/j/92058911113>

Meeting ID: 920 5891 1113

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<p>Welcome and Introductions</p> <ul style="list-style-type: none"> • Establish Quorum (50% +1 = 13 voting members) • Call to Order <ul style="list-style-type: none"> ○ Kristy N. made the motion and Sharese E. seconded it. 	<p>12:00 p.m.</p>
<p>Staff Senate Check In Staff Senate Members' Wellness Check</p>	<p>12:00 p.m.</p>
<p>Approval of <u>April</u> Minutes</p> <ul style="list-style-type: none"> • Kristy made a motion to approve the April meeting minutes and Sarah H. seconded the motion. All approved, 	<p>12:05 p.m.</p>
<p>Updates from Dr. Roger Ward</p> <ul style="list-style-type: none"> • Teleworking Notes: <ul style="list-style-type: none"> ○ Dr. Ward thanked the staff senate and informed the senate of President Jarrell's participation in the face-to-face meeting at 2pm on May 6th. The topic will be on UMB's return to campus. Dr. Ward just came off of a call on the subject of coming back to campus and all of the questions and communications surrounding it. Dr. Ward advised the senate to review Pres. Jarrell's email was sent out on the morning of May 6th. ○ Beginning June 1st, most of UMB will be returning to campus. Moving forward, the Deans of the schools will have flexibility in implementing the future teleworking models. There will be some diversity in how the teleworking policy is implemented across UMB. Dr. Ward echoed that there will be an adjustment to how we operate as we return to campus. In this, supervisors need to be sensitive and accommodate for staff as they return in June and, even more so, in August. ○ Dr. Ward stated that we will be rolling out a new telework policy for staff. It should be viewed as separate as the return to campus transition. Once everyone has returned back to campus and the dust has settled, UMB leadership will start exploring what teleworking will look like and how we will approach the future of teleworking at UMB. This may include more remote work for certain employees, "where it makes sense." This will be echoed this afternoon in Dr. Jarrell's face-to-face and that UMB is very progressive in the USM. However, Dr. Ward stated that teleworking should be viewed as a privilege and not a right. Supervisors will have the right to assess employee performance and make adjustments to the employee's teleworking agreement. • Vaccine Mandate: 	<p>12:10 p.m.</p>

- USM and the State of Maryland have required us to have our COVID-19 vaccines. The intention is that all employees are fully vaccinated, which means all vaccines plus a two-three week immunity-building period by August 16th. Vaccines are widely available both at the Campus Center and around Maryland at mass vaccination centers. Exceptions will be made for individuals with medical or religious accommodations. The University will have a formal process to evaluate these requests and will review them on an individual case-by-case basis.
 - **Kristy Novak Question: What will the process for vaccine exceptions be?**
 - **Dr. Ward Response: We will be following ADA and HR processes for vaccination waivers. This will be a centralized university process and will be an established and formal process. Students may have to follow a slightly different process than staff and faculty.**
 - **Kristy Novak Question:** What will happen for individuals who are hesitant in getting the vaccine?
 - **Dr. Ward Response:** This is a state mandate, individuals who refuse to get the vaccine may receive consequences.
 - **Greg Brightbill:** There is some confusion around how the return to campus will look like for 50% being back in June and 80% in fall. Does that just mean 50% of staff will be on campus as an average or a median.
 - **Dr. Ward response:** There is some flexibility, but many different factors influence each employee's return to campus. In June,
 - **Jill Hamilton:** Thank you for clarifying the August 16th date for returning to campus in 80% capacity and with vaccination.

UMB Leadership Updates

No external leaders present at meeting

12:30 p.m.

Staff Senate Elections

- Review of Bylaws
 - **See section III**
 - <https://www.umaryland.edu/ssenate/what-we-do/by-laws/>
 - Notes: Update from Elections Ad Hoc Committee (Sarah Jackson): Nominations have opened and will close on Monday. Elections will start on May 17th.
- Senator Elections Timeline
- Colleague Nomination Letter
 - At a minimum, each current senator should nominate at least one other exempt staff member.
 - See the letter drafted by Jill Hamilton
 - Jill and Greg wrote a letter that individual senators can send to nominate other exempt staff to apply for the staff senate. Each senator is being asked to nominate one other person.
 - Kristy thanked everyone on the Ad Hoc committee and Ayamba for their work in setting up elections.

12:40 p.m.

Executive Board Elections and Nominations

- Review of Bylaws
 - **See section V**
 - <https://www.umaryland.edu/ssenate/what-we-do/by-laws/>

12:50 p.m.

- Nominations will be opened to all returning Staff Senators, permitting their upcoming Senator reelection. A senator may be nominated by a peer, self-nominated, be verbally nominated, or nominated through email. Nominees must verbally or through writing accept the nomination for their name to be added to the ballot.
- Opening of the Executive Board Nomination Process
 - Nominations for Staff Senate President
 - Kristy Novak nominated Greg Brightbill
 - Sharese Essein nominated Christina Fenwick
 - Nominations for Staff Senate Vice-President
 - Greg Brightbill nominated Christina Fenwick
 - Nominations for Staff Senate Secretary/Treasurer
 - Kristy Novak nominated Allison Dietz
 - Greg Brightbill nominated Latoya Ludd
 - Nominations for Staff Senate Communications Officer
 - Ayamba Ayuk-Brown self-nominated

Policy and Legislation Committee

1:10 p.m.

- Handbook and Bylaw Updates
- The Policy and Legislation Committee made several changes to both the bylaws and manual. These changes can be viewed in the updated documents.
 - Sarah Hokenmaier had a question about the number of senators and alternates. Sarah stated that the bylaws need to clarify that alternate voters do not vote.
 - Sharese E. had a question about the numbers, wondering if this is something we had already decided. Sarah clarified that she thinks the minutes stated that the staff senate voted in May of 2019 to make it an incremental increase of two additional senators per year.
 - Kristy Novak decided to table the vote so that we can review historical meeting minutes to see what the final decision will be on the number of senators.

Committee & Liaison Reports

1:25 p.m.

CUSS update: The May meeting was virtually held at Towson University and had an opening address from the President. Towson is preparing for in-person commencements and will be back on campus July 1st. From USM, Chancellor Permin gave us thanks and stated that the USM operating budget of 1.4 billion was passed. Additionally, HB1 was passed and gives 570 million dollars to Maryland's HBCUs.

Community Engagement: Sarah H. reported that the group had been meeting to review reimbursements and expenses for our community drives. There is some remaining money which will be saved for future community efforts. Every member of the committee is running for reelection.

Faculty Senate: Amy gave an update that the Faculty Council is talking about similar concerns with the updated teleworking policy. Currently, the policy that was written was for staff and not faculty. Faculty have not been informed of any updates to their working model which is causing issues and confusion. This issue has been brought up with University leadership and HR, where there needs to be a policy developed for faculty similar to what has

been developed for staff. The faculty senate also discussed updated travel requests and that as restrictions decrease, travel changes and travel requests may come up.

Communications: Ayamba says no updates

University life: No updates

DAC: The DAC will be voting in a new chair, vice-chair, and secretary. Updates TBA

Return to Campus Meeting: There is going to be a supervisor's guide for teleworking. Leadership is asking for our help in the implementation of the teleworking model. Additional concerns should be emailed to Sarah H. so that she can keep John Kukscar up to date.

New Business

1:40 p.m.

- Any new business?
- **Concerns with returning to campus**
 - Several of the senators brought up concerns related to the university's approach to teleworking. This includes non-equitable implementation of the teleworking policy as determined by supervisors and school-specific leadership. The Staff Senate should take the approach of supporting staff concerns over the requests of institutional leadership.

Adjournment of Meeting

2:00 p.m.

- Kristy makes a motion and Greg seconded the motion. Meeting adjourned at 1:41pm.

***Note:**