

Staff Senate Meeting May 3, 2018
President's Boardroom Saratoga 14th Floor**Call to Order**

Brought by President Hillary Anne Edwards

Attendees

Voting Members: Colette Beaulieu, Steven Boggs, Kent Buckingham, Mikki Coleman, Hillary Anne Edwards, Sharese Essien, Susan Holt, Malinda Hughes, Riham Keryakos, Nicole Miskimon, Janet Nance-Richardson, Jessica Rowe, Kaya Smith, Yan Sun, Lois Warner, Kevin Watson

Alternate Members: Mary Beth Gallico, Angela Hall, Bill Crockett

Absent Members: Amanda Azuma, Kiscia Cannon, Carl Jackson, Danielle Ward, Monica Martinez

Welcome Guests

- Dean Mark Reynolds, School of Dentistry

Approval of Minutes

- No edits
- Motion to approve by Angela Hall and 2nd by Sharese Essien

Guest Speaker

Dean Mark Reynolds

- Clinical staff is a corporations
- Staff is a part of the state of Maryland
- The only Baccalaureate degrees in dentistry in Maryland
- 2017 had a 100% pass rate for Dental Licensure exam
- Developed strategic plan with staff, faculty, and students; very inclusive.
- Shared Governance
 - o Staff and Faculty committees
 - o School committees
 - o Annual faculty staff retreat
 - Team building
 - Professional development
 - Operational and strategic planning
- Recognition and morale
 - o Started Soar awards in 2017 to recognize staff for their efforts every month
- Challenges
 - o Staff for the state vs staff for the corporation
 - Benefits
 - Access and work
- Question (Riham): How many state staff do you have in your school?
 - o About 150
- Question (Hillary): How do you recognize staff?
 - o We are not trained in mentorship, but started a process on how to properly mentor and lead others
 - o Understand that the school cannot function without all parties.
 - o Looking closely at compensation

- Question (Sharese): When was the soar awards developed?
 - o Last year (2017)
 - o Looking for other ways to recognize staff
 - o Also insert recognition in weekly news digest
- Question (Mary-Beth): How long has the retreat been going on?
 - o We had disgruntled employees and students and decided to create a retreat that was more inclusive.
- Question (Mary-Beth): Has this retreat been beneficial?
 - o It has been beneficial
 - o It helped improve communication by adding pictures to email to make sure people realized who they were talking to
 - o Trying to be more sensitive to others
 - o Recognize that everyone is a part of a shared mission
- Question (Colette): Are there any plans to help in the shortage in the Eastern Shore area?
 - o If you want someone to go back to that community, you recruit people from that community
 - o Possible solution is having mid-tier providers
- Question (Colette): Is there a dental clinic in the VA Hospital?
 - o Yes
- Kudos (Hillary): Congrats for bringing positive change in culture and recognition
 - o It is our plan to continue, improve, and being successful.

New Business

Policy & Legislation (Nicole)

- Bylaws changes
 - o Introduction
 - Add hyperlinks in the document
 - o Purpose and function
 - Add Hyper link for BOR
 - 2b3 - Using Current HR title or chief human resource officer (generic term)
 - Decided Chief Human resource officer
 - o Membership and Election
 - Suggestion was made for stating eligibility for election committee
 - No member standing for election can be on the election committee
 - Change the name of group elections (number voted)
 - General Election (4)
 - Election (4)
 - Nomination and Election (7)
 - Meetings
 - Business meeting changes to working meetings
 - BOR add hyperlink
 - Officers
 - 1d Officer was spelled wrong
 - 3b wording to make general reporting
 - 3e wording made general budgeting
 - o Committees

- 4a Add a new officer to communication officers would also require adding more senators
 - Vote - Yes (majority)
- 4a reduce the number of standing committees
 - Removing communication committee (vote)
 - Yes (13)
 - No (3)
- Administrative Resources
 - Change ie to eg
- Amendments
 - Grammar edits
- OTHER
 - Add contingent 1 employees to the list of the group
 - Will hold off until next year to get more information from HR and university council

Executive Committee (Hillary)

- Committees send executive committee your monthly reports

Nominations for Executive Committee

- Secretary/Treasure
 - Nomination for Kaya Smith by Colette
 - Accepted by Kaya
- VP
 - Nomination for Riham Keryakos by Susan
 - Accepted by Riham
- President
 - Nomination for Hillary Edwards by Lois
 - Accepted by Hillary

Adjournment

- A motion to adjourn the meeting by Lois Warner, seconded by Kent Buckingham

Minutes submitted by: Kaya Smith, Secretary