

Staff Senate Meeting March 7, 2019
President's Boardroom 14th floor Saratoga**Call to Order**

Brought to order by Vice President Riham Keryakos

Attendees

Voting Members: Colette Beaulieu, Steven Boggs, Kent Buckingham, Mikki Coleman, Sharese Essien, Christina Fenwick, Mary Beth Gallico, Sarah Hokenmaier, Susan Holt, Malinda Hughes, Carl Jackson, Riham Keryakos, Nicole Miskimon, Kristy Novak, Yan Sun, Lois Warner

Alternate Members: Kevin Watson, Mary Phelan, Emma Schmidt

Absent Members: Rachel Beaudry, Hillary Anne Edwards, Janet Nance-Richardson, Kaya Smith, Janet Thomas

Minutes

- No change
- 1st Colette Beaulieu then 2nd by Lois Warner

Welcome Guests

- Dr. Nancy Lowitt, Chief Conflict of Interest Officer
- Matt Lasecki, AVP HR

Nancy Lowitt

- Types of ways to report issues in SOM
 - o UMistake is a way to report mistreatment in the hospital
 - o Transform Med email that goes to Dawn Parker
 - o Anonymously
- Thoroughly research every report that is received
- Track reports and identify “hot spots” (areas of concern)
- Policies are being put in place to ensure people are protected
- Wanting to implement a 360 degree evaluations to allow full feedback
 - o Being used as a feedback tool, not one that will have consequences
- Trying to create a space where people can bring grievances
- Working to have more females and minorities in leadership and hiring
- Question: Was the Staff Senate survey provided to you?
 - o No, but would like to see it. (Will be sent a copy)
- Question: How does a hostile environment fall under Title IX?
 - o It is thoroughly investigated. If 50% plus a feather (threshold) favors the complainer, then actions taken against the offender.
 - o Even if the threshold is not met, actions of improvement can be implemented towards the offender.
- Comment: Our code of ethics clearly states how we should treat one another with emphasis on civility.
 - o I agree, any suggestions on we can improve that is welcome.
- Question: What is UMSafe and UMMC Transform Med how does that differ from individual contacts?
 - o UMSafe is only available while you are in the hospital

- ummctransformmed@som.umaryland.edu
- Individual contacts are reporting to deans or Nancy
- Question: What is your role with the Ombudsperson?
 - He is a good resource and encourage people to go to him if they need help on how to report. He is not obligated under Title IX to report sexual harassment.
- Question: How is your role different than the whistleblower hotline?
 - Whistleblower goes to another department and they are not allowed to share data with Nancy.
- Question: With your studies on pay equity is it done for faculty and staff?
 - Right now it's just faculty, there may be intentions with moving forward with staff
- Question: Is there a timeline for all of the efforts? When can staff anticipate being evaluated?
 - Overall it should take 3 -5 years to complete the whole SOM evaluation, but the research on faculty compensation may be completed as early as fall of this year.
- Question: Is the equity pay research only being done in SOM or will it be done throughout the University?
 - Because of the recent issues within SOM most initiatives are only for SOM. However, Title IX training is for the whole university.
- Comment: Working on salary compression issues for staff.
 - There may already be an efforts happening to help with this issue, but unsure.
- Comment: Thank you for your presentation. There is hope that your efforts are not only in SOM but are extended across the university.

Committee Updates

Communications (Colette)

- Will use the new format in Elm create a Staff Senate newsletter. Mary is working on this now.
- Working on posting all pictures from the snowman event on the Facebook web page
- Minutes are posted and up to date
- Please let us know if we should edit or add content to the website
- Working on the meet and greet and will invite past senators and encourage people
- 1807 Arts Journal has a lot of submissions. We will be judging to select art that will be in the journal. It will be distributed around campus sometime in the spring.
- The Community Fair will be sometime in April.

Community Outreach (Lois)

- Wants to find a way to do a volunteer week. Needs more time to figure out logistics.
- We have over \$2700 in the foundation account. Over \$600 is of matching donations to the foundations as UMB match \$1 for \$1 on donations.
- Wanted to use the money for the neighborhood school supplies, but will need to vote on how money can be spent.
 - Open Discussion
 - We should look to see when the money comes in then it may correlate with what initiative
 - There is no policy in the by-laws on how to spend money.
 - The intention of the fund is for community outreach
 - Possibly can use it to push academic initiatives for students in the community schools
 - There is a link on the Staff Senate website for donations to the fund

- Will need to discuss further. The committee will bring a proposal to senate for next meeting.
- Suggested to contact philanthropy to get guidance on how to move forward.

Policy and Legislation (Nicole)

- USM institutions have completed their budget presentations
- There is a proposed \$10M budget cut for USM
- There is a lot of collective bargaining talks for students, faculty, and, research graduate assistances.
- There is a bill about exempt employees and grievance processes. USM is opposing this bill.
- Retiree prescription drug coverage is still on the table. There are multiple bills.
- There is a bill for legal funds for Title IX grievances and being reimbursed for legal funds.

Executive Committee (Riham)

- Will meet with President Perman on Tuesday March 12th. Please send Hillary your concerns.
- Met with the Stephen Hollowell the new Director of Security. Is currently working with building managers to assess building safety.

New Business

Election committee forming (Riham)

- Colette will chair the committee
- Contact Colette if you want to be on the committee

Civility Campaign (Mary Beth)

- Wanting to make a pledge webpage to engage with staff to participate.
- Would like to purchase buttons as part of the campaign
- Campaign should start right before the Professional Development Day.
- Needs all senators to vote on which message should be used for marketing. Then will work with communications committee on university approval.

Shooting Incident (Susan)

- Some colleagues were not satisfied with the information from last month's meeting.
- Sent email to Chief Cary and had a great meeting.
- The next day a colleague was followed into HSF1 by a homeless woman. Once alerted another email was sent to Chief Cary. Because of the email multiple units contacted Susan in order to get more information.
- Due to the multiple incidents, Susan had a meeting with the Chief, Director of Security and building managers commenced with proper feedback and action items. Very pleased with the response.
- Advised to call dispatch at 66882 when non-emergency security issues occur on campus and they will be handled quickly.
- Question: Was security protocols discussed on guests and delivery services entering buildings?
 - o Not specifically. However, they are aware of security officers being on phones when employees arrive and not acknowledging people as they enter the building.

Shuttle Service (Christina)

- The shuttle service will be discontinued in June 2019 with the hope to find something to replace it.
- There is concern from staff about it being stopped and not being able to have transportation.
- The executive committee will discuss with President Perman
- There may be conversations in the Parking meeting.

Voting (Riham)

- Motion to vote for I heart UMB day funding
 - o Motion to table voting until more information is received from Kaya by Sherese Essien
 - All in favor (no Nays or Abstains)
- Motion to vote for Dr. Ward to present on consensual relationship policy
 - o All in favor (no Nays or Abstains)

Matt Lasecki

- Question: Is there anything campus wide that looks at equity and salary compression for staff?
This is based on the presentation that was given by Nancy Lowitt
 - o There is a plan for long term to be able look into equity. Currently it is done on a case by case basis.
 - o There was a compensation system purchased and it is projected to be available this fall. It will help to generate reports to give to managers about compensation in their area in hopes they will advocate for the funding during budget season.
- Question: When should the .5% increase and the \$500 bonus be paid?
 - o The second paycheck in April. More information will be sent out soon.
- Comments from Matt Lasecki
 - o Would want to change orientation to a two day orientation
 - o Climate survey has 1 more week. The number of respondents has matched last survey participation.

Adjournment

- A motion to adjourn the meeting by Susan Holt, seconded by Mary Beth Gallico

Minutes submitted by: Christina Fenwick (present) and Kaya Smith (transcriber), Secretary