

# Staff Council Minutes-APPROVED

## August 11, 2021

**Attendance:** Kevin Bruce, Claudia Cochrane, Heather Johnson, Molly Pickel, Ginger Steelman, Kurt Florez, Lisa Ross, Taryn Sudol, Samantha Mais, Julia Bliss

**Apologies:** Jennifer Clapper, Lori Stepp, Theresa Holloway

1. Approval of June Meeting Minutes
2. Committee Updates
  - a. Executive (Molly)
    - i. There are vacancies for the Chair, Vice Chair, and Secretary.
    - ii. With Michelle and Molly's departures, there are no IMET representatives. Molly will ask Nina Lamba if she is willing to serve.
    - iii. Kevin Bruce volunteered to be Vice Chair
    - iv. Ginger Steelman volunteered to be Secretary
    - v. Kurt Florez volunteered to be Chair, at least in the interim.
  - b. Staff Awards (Lisa) Staff - Discussion about the process of the nomination committee to vet the nominations for completeness and the whole council to review and select via the form created. For now SC, will need to review the nominations and email that to the selection committee to forward to the Exec Council.
  - c. Communications (Kurt) table new communication info until the next meeting. Staff appreciation communications to be sent out. Asking lab to issue
  - d. Staff Appreciation Day (Molly & Kurt)
    - i. We are planning an in-person event for Monday, September 27 from 11am-3pm. There will be boxed lunches. It will be at Centennial Park, as in the past. We may consider other locations in the future. We will ask lab directors to purchase gift cards for door prizes.
    - ii. Kurt and Molly are heading up the committee with Heather Johnson and Julia Bliss. All Staff Council members will be called upon.
    - iii. Can you bring any water bottles from your lab to the event? We're not handing out SWAG and we will not have single-use water bottles, but there is a sink for refilling bottles.
    - iv. We plan to have certificates for all UMCES staff and ask each lab director or a representative to say a few words.
    - v. Concern of comfort level with Delta V uprising. Committee to meet and discuss how to handle these concerns and alternate plans. Molly will follow up with the vendor to check cancellation policy.
  - e. DEIC- Amy Griffin requested that we identify a staff council representative to serve since Rona stepped off SC and now Kurt is on DEIC.

DEIC transition period is now approaching the 1 year mark. Getting more speakers and planning activities to get more ppl involved. Draft of DEIC policy in the works. Won't be meeting in August, due to transitioning members.

- f.
- 3. UMCES & USM Committee Updates
  - a. Admin Council (Molly) Goodwin to travel to different labs, teleworking policy in the works, Juli Brush BOR staff award.
  - b. CUSS (Molly & Lori)
    - i. CUSS Back to Work Survey results received. Summary and data for UMCES members, sent via email. Most preferred hybrid; working with supervisor for schedule.
  - c. Human Resources (Lisa) meeting scheduled to get a draft started of teleworking policy. There are different schedules to consider in the draft. At this point nobody will be strictly remote working. Dr. Miller has requested to be part of the process. PHR enhancement is coming to indicate teleworking for reporting to USM.
    - i. Right now HR functions will be impacted by the vacant position. Update on Elevate that UMCP is implementing will send an update on how this will look.
- 4. Lab Updates
  - a. Appalachian Laboratory testing telework policy. Dr. Nelson Director 2 years then Dr. Fitzpatrick 2 years then another faculty to take the role each 2 years.
  - b. Chesapeake Biological Laboratory (S.Mais)
    - I. NOAA is installing expanded weather station gear on the pier so there will be new weather monitoring such as salinity, temperature and various other details on their weather app.
    - II. We will welcome 5 new students to campus next week.
  - c. Horn Point Laboratory (J..Bliss and K. Florez)- few new students starting.
  - d. Institute of Marine and Environmental Technology (Molly)
    - i. Michelle Prentice left IMET for a position at UMCP. Molly is leaving for UMB August 27th
    - ii. IMET is planning a back-to-campus celebration picnic for September with attendees from UMBC-IMET and UMB-IMET as well.
    - iii. The REEF entrepreneurship program will begin in September. There will be 4 students and 1 fellow from HPL; 2 students from CBL; and 3 students and 1 fellow from IMET.
    - iv. We are not hosting an Open House in 2021. We are hoping to have small "Meet the Scientist" pop-up events in downtown Baltimore on a few Saturdays this year.
  - e. Maryland SeaGrant (Kevin and Taryn)
    - i. new Policy Fellow working with UMCES President and COS.
    - ii. Also working on telework policy, draft turning desk to hot desk. Desk reservation system. MDSG has grown from new space.

5. Old Business- none
6. New Business- none

**Next Meeting:** October 13, 2021 at 10:00 AM