

Staff Council

Chair April Lewis

Theresa motioned to accept minutes

Kurt seconded

Exec Committee.

Two confirmed to accept nomination from each

AI – Heather Johnson and Claudia Cochrane

CA Ginger Stillman and April Lewis

MDSG – Kevin Bruce and Taryn Sudol

Kevin Bruce – Communications

Kevin Bruce is asking for info for newsletter.

Will gather events from web sites.

Working on Staff Appreciation Day

Awards

Staff Awards will be presented at commencement and now everyone can attend because it is virtual.

Molly will let everyone know they have been selected.

Michelle gave an update on the Board of Regents Staff Awards

They have all gone to the CUSS chair

We had three packets

Scores will really good

We will know more in June.

UMCES staff excellence award

We will invite nominations for this one.

We would like to get a little pipeline started for board of regents award.

Staff will be recognized at commencement – this is a new thing.

We made a memo for the change.

DEIC update

Amy and Kurt

We have an open meeting Friday. It was Friday, April 16

We have a planning session

We will have more open meetings

Do you have any feedback regarding DEIC? Amy will pass it on.

We are moving forward with Code of Conduct

That is moving to the exec council for their next meeting

To adapt for all UMCES. Grad student Claire Nemes worked on it and all on DEIC had a chance to weigh in.

DEIC is also working on a climate survey. One group is doing it for free, and the other will cost a bit. Thinking the groups will work together

Ombuds program – working with that. There are a lot of moving pieces.

Do we get enough feedback.

Staff appreciation day

Could we do it in person?

Will we have a Phase 3 reopening.

They're trying to decide what the next step would be.

We need to decide by June – Kurt

Or we will be tight for time.

Rona – we will need more time to plan it because we might need a different location and a different caterer.

Kurt – virtual idea where every lab is together outside.

We could do something short.

Peter Goodwin's address to the group:

Always welcome the chance to talk and always available to drop in.

Ombudsman – larger issue. Can we piggyback on College Park's program?

If info is given to ombudsman, how do we keep it private?

We would have no control over a lawsuit regarding an issue with the ombudsman.

You can funnel thoughts through April Lewis, and she can collate all the thoughts.

Having an ombudsman is a wonderful way of diffusing and anticipating a potential issue before it gets to a high level.

Lisa – there are things that are mandated to go down a road, and an ombudsman might be able to talk out a situation before it escalates.

Peter – confidentiality is key.

The last iteration was a panel.

Would you feel more comfortable if it's one person.?

Someone asked, Is there a memo?

Amy - There is a memo – not an official approved memo, but there is one on this ombudsman program.

Lori - The third track – internal peer-to-mentor program. This is also possible.

We need to be clear that it is more of a resource person.

Holding up six reps – two students, two staff, and two faculty for ombudsman panel

It would address the concern.

The people who self-nominate will have training

Development of some type of satisfaction survey

Regarding the telecommuting policy:

Telecommuting is helpful in reducing GG emissions, which UMCES is trying to do.

HR is looking at it.

We are not a residential campus but a lot of our work relies on human interaction

Being able to drop by someone's office to ask a question is important. We're here because of our people.

Level of trust – doing the parts that require human interaction

It's not just USM and the state that must consider this.

It will not be like it was pre covid, but it will not like it is now.

Kurt Florez– we are talking about this at the IT level. Some of it works and we should keep it.

CIO – there are people who don't have to come to campus. We should look at all the options

See what fits.

Rhonda – a mix of options based on the position one holds.

Amy – in favor of some sort of telework.

Peter reaches out to thank us. We are working with some of the very best researchers in the world. None of them could do it without our support staff.

On the work of staff council: We Taking a hard look at climate and culture.

If shared governance works, it means we are better together.

It brings a very important perspective that when we make these decisions, making it on basis of widest possible ramifications.

Our three pillars are Hindsight, Insight, Foresight

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We are spread over 6 geographic locations

This is a challenge for any institution

We look for support when we look at things like the ombuds function

It enhances our communication

A last committee update from Lisa Ross:

If you have Met Life, you should have gotten a letter.

UNUM and Metlife you will never see in workday

It comes out of your paycheck as a deduction.

It only shows up in paycheck.

Check your beneficiaries. Make sure they are correct.

Fraud claims

There has been some unemployment fraud claims HR is dealing with it.

On April 30 we will all get a \$1,000 bonus

It will be for any regular faculty and staff.

Also, Screenshot your vaccine shot and you will not need to do the monthly check. Send it to hr@umces.edu.

Meeting adjourned.