

UMBC Professional Staff Senate 2019-2020 Action Plan

Staff Advocacy & Professional Development:

Continue to be a champion for the hiring and retaining of excellent and diverse professional staff at UMBC

- **(SOD)** Explore opportunities to create a job shadowing program at UMBC.
- **(SOD)** Develop opportunities and partnership with HR and other affinity groups.
- **(Communications)** Help raise awareness of personal and professional development opportunities that exist on campus currently, in partnership with HR and other affinity groups.
- **(WLB)** Engage with campus leadership to continue the conversation around the benefits of alternative work arrangements and other measures to support better work-life integration.
 - Continue the work started last year during the PMP cycle highlighting work life balance to help staff to be better positioned to have conversations about career-life integration with their colleagues and supervisors.
- **(PRC)** Advocate for the formalization of the exit interview process.
- **(PRC)** Advocate for the hiring and retention of diverse staff.
 - Work with HR to begin to analyze the information that has been gathered within PageUp to help determine the level of diversity of both candidates and committees being used during the hiring process.
 - Leverage existing best practices on inclusive hiring processes and disseminate the information

Campus Outreach and Visibility:

Strengthen the relationships between PSS and other organizations across campus.

- **(SOD, Mentoring)** Continue to conduct a large number of events throughout the year, focused on outreach and community building.
- **(SOD)** Create partnerships across campus to bring different constituencies together and raise familiarity between these key campus groups.
- **(SOD)** Explore opportunities for local community engagement.
- **(SOD)** Partner with volunteer groups on campus (ex. Retriever Essentials) to help strengthen our community.
- **(Communications)** Highlight work being done by the PSS in both internal and campus-wide committees to help raise awareness of the role of shared governance and the important role it plays for staff
- **(Communications)** Highlight staff that are leaders and active in their professional organizations, both internally, but especially, externally and nationally/internationally.
- **(Communications)** Revamp and maintain our web presence, in conjunction with myUMBC and the newsletter featuring campus resources and opportunities for staff.
- **(Communications)** Work with the Landscape & Stewardship Committee to better highlight and promote green business practices on campus.

Strategic Planning:

Continue to advocate for staff representation in implementation of the Strategic Plan

- **(Executive Committee)** Work with campus leadership to ensure that Phase II initiatives include consideration of staffing needs.

- **(Executive Committee)** Serve as a conduit to help staff understand where they fit into the process and the initiatives being worked on.