

Name: Carrie Sauter

Official Title: Assistant Director

Department: Interdisciplinary Studies

How long have you worked at UMBC? 9 years



Please describe your service to the campus (e.g., committees, outreach, volunteer, etc.).

I believe that every job on campus is service to the university. As a UMBC graduate, it was important for me to return to campus as a way to give back to the community that gave me so much. I continue to pass the gift by actively participating in our community. I have been a member of the Professional Staff Senate for the past five years. During my time on the Senate, I have served as President, Vice President, and active on various committees: Staff Mentoring, Athletics Policy, Staff Development, and the Maryland Charity Campaign where I served as a cabinet member. In addition with my work on the senate and its committees, I have been secretary of the President's Commission for Women, volunteered at URCAD, participated in Relay for Life, helped to organize the Welcome to UMBC event, and assisted with Professional Development Day. I am also proud to be the first UMBC staff member to be inducted into the UM-UMBC Chapter of Phi Kappa Phi in 2012.

What strengths do you think you would bring to the Professional Staff Senate?

With my experience on the PSS, I have been aware of the key issues facing staff and communicated these issues directly to administration. As a result, I feel I can bring a fairly objective voice to discussions. As when I am working with my students, I listen carefully to others and respond with ways in which others can be served. I am open to new ideas and enjoy working with people to build stronger ties across campus.

What issues do you think the Professional Staff Senate should be addressing during its 2014-2015 session?

Over this recent academic year, I have grown more interested in re-establishing the campus daycare center. I am very interested in working with administration to address the needs of our campus community of parents and our young learners. I am also looking forward to seeing the staff mentoring program grow even further, continuing to build community and enhance communication among staff members. Additionally, I think the PSS should examine models of professional and leadership development, and consider the implementation of programs for staff at UMBC.

Name: Frank Caldwell

Official Title: Assistant Director

Department: Residential Life

How long have you worked at UMBC? 9.5 years

Please describe your service to the campus (e.g., committees, outreach, volunteer, etc.).

Student Affairs- Staff Development Committee

RESET- Retriever Sustainability Event Team

SARVRT – Sexual Assault and Relationship Violence Response Team

Assessment Day (Data Day) Conference Presenter

UMBC Student Affairs Diversity Committee

UMBC Billing Appeals Committee

UMBC Black History Month Chair

Various RFP Contract Committees

Residential Life Opening and Closing Committee

Emergency Preparedness Committee

The Staff Awards Committee (SAC)

Various Staff Selection and Professional Staff Selection Committees



What strengths do you think you would bring to the Professional Staff Senate?

I have been working at UMBC for almost 10 years. I have a wonderful sense of history and I love the community. I bring energy, diversity, creativity and effective teambuilding to the PSS. Those attributes in concert with open, honest lines of communication creates unity. Team unity and trust is the fuel that will move the University forward. The instinct to always be student centered is another strength I possess. We are here to serve the students and to maintain an environment that is always conducive to growth and development. That ideology is not only good for the students but it is great for the staff as well.

What issues do you think the Professional Staff Senate should be addressing during its 2014-2015 session?

Policy consistency

Staff moral

Minority hiring and promotion

Campus safety

Name: Jacki Stone

Official Title: Assistant Director of Conferences & Marketing

Department: Residential Life

How long have you worked at UMBC? 3 years

Please describe your service to the campus (e.g., committees, outreach, volunteer, etc.).

Green Dot Trainer

Relationship Violence Advocate

Women's Center Advisory Board

Catering RFP Committee

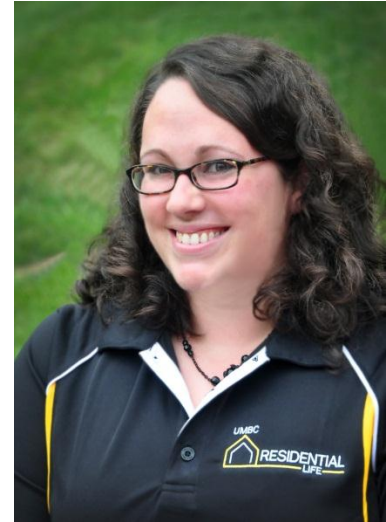
Safezone Facilitator

Homecoming Volunteer

Convocation Volunteer

Take Back the Night Volunteer

Resident Student Association Advisor



What strengths do you think you would bring to the Professional Staff Senate?

I believe I bring a strong understanding of the power of shared governance from years of advising student governance groups and presence in my own neighborhood association. I believe that I can integrate community knowledge with UMBC experience, as well as those experiences from other institutions where I have worked and attended. Additionally, I have strong administrative and interpersonal skills, a knack for balancing multiple priorities, and sense of humor. I am committed to diversity and social justice as demonstrated by my campus involvement and service.

In my role as the Assistant Director of Marketing and Conferences, I have the opportunity to engage with staff and faculty from around UMBC, as well as several local, regional, and national agencies who utilize UMBC for centers of learning and activity for their respective organizations. I am keenly attuned to perceptions of our campus community. As a member of Professional Staff Senate, I can voice the concerns and ideas of staff and university partners, in efforts to help make positive change within our community.

What issues do you think the Professional Staff Senate should be addressing during its 2014-2015 session?

Marketing and Outreach: Involve and engage more constituents across campus, representing a variety of levels of staff, representing a myriad of professional and individual identities beyond one-time events.

Professional Development: Promote professional development opportunities across functional areas/divisions

Creating a more expansive community around health and wellness initiatives

Name: Logan Wern

Official Title: Phonathon Coordinator

Department: Annual Giving Program

How long have you worked at UMBC? One year.

Please describe your service to the campus (e.g., committees, outreach, volunteer, etc.).

Outside of my duties as the Phonathon Coordinator, I have served on the Homecoming Spirit Committee this past fall, coordinated the Maryland Charities Campaign for the Office of Institutional Advancement, been involved in the PSS Mentorship Program as a mentee, and been involved in the PSS Outreach Committee.



What strengths do you think you would bring to the Professional Staff Senate?

I am collaborative, creative, and enthusiastic. As Phonathon Coordinator, I have purposefully created open communication between the Phonathon office and the rest of our division. As a result, our processes have become more efficient and effective since my appointment. As the Maryland Charities Campaign Coordinator, I created a visual representation of our progress. This “giving tree” display helped garner enthusiasm and create awareness for the campaign. Finally, many of my co-workers and student supervisees would agree that I bring a lot of enthusiasm to any project or meeting. I love my job and I am very happy to be a part of the UMBC community. Serving on the Professional Staff Senate would be a wonderful way to help facilitate positive change on a larger scale.

What issues do you think the Professional Staff Senate should be addressing during its 2014-2015 session?

Creating the opportunity for staff to voice issues and affinities
Facilitating communication across divisions and departments
Promoting more staff participation in existing events

Name: R. Steven Bowers

Official Title: Senior Grant Accountant

Department: Financial Services

How long have you worked at UMBC?

14 Years

Please describe your service to the campus (e.g., committees, outreach, volunteer, etc.).

I have been on the Professional Staff Senate for the past 4 years and I have served as the Treasurer for the past two years. I also served as a PSS representative on the following committees, Research Council, Staff Development, and Athletics Policy.



What strengths do you think you would bring to the Professional Staff Senate?

The strengths that I would bring back to the Senate are work experiences that have been gained over the past 37 years in a variety of careers and career settings including 14 years as an employee of UMBC.

What issues do you think the Professional Staff Senate should be addressing during its 2014-2015 session?

The four issues that I think the Professional Staff Senate should address during its 2014-2015 session are leadership development, staff development, flexible work arrangements, and pay increases.

Name: Jessica El-Zeftawy '08 '12

Official Title: Alumni Programming Coordinator

Department: Institutional Advancement, Alumni Relations

How long have you worked at UMBC?

I have been in my current position with Alumni Relations since April 15, 2013. I also worked at UMBC in Residence Life from 2008-2010.

Please describe your service to the campus (e.g., committees, outreach, volunteer, etc.).

I have been a mentee in the PSS mentoring program. When I can, I've tried to attend various PSS events throughout the year. In addition, I've attended a Young Professional meet up event off campus.

Although attendance at some campus events falls within the parameters of my current job position, I've volunteered my time at convocation, commencement, and homecoming. This past fall I was lucky enough to chair the Homecoming Spirit Committee and coordinated the campus wide office decorating competition.

What strengths do you think you would bring to the Professional Staff Senate?

If elected as a Professional Staff Senator I would be committed and dedicated to the responsibilities required by the position. I believe that one of my strengths as a potential senator is that I would represent a unique community as I'm both a staff member and an alumna. I was fortunate enough to have spent what I consider my formative years at UMBC and so, I feel very connected to not just the work I'm doing in Alumni Relations but also to betterment of the UMBC the community. If chosen to be a senator I hope to be able to represent and advocate for my fellow professional staff members who are also on-campus alumni.

If elected, I would attend as many events as possible and help in whatever way I can to create a vibrant on-campus community for my fellow colleagues. As a potential senator, I would bring to the position a jovial personality, enthusiasm for bringing people together, and a propensity for making the best out of any situation. As evidence, I currently sit on the party planning committee within my division and will on occasion start an impromptu Beyoncé dance party with my co-workers.

What issues do you think the Professional Staff Senate should be addressing during its 2014-2015 session?

I know the PSS reviews and discuss a diverse array of policies topics as they relate to professional staff and the campus community throughout the year.

Here are some topics I would look forward to discussing:

Campus communication efforts

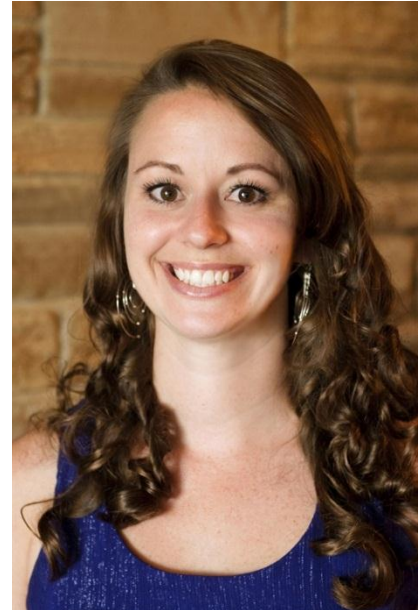
Sustainability

Professional development

The PSS mentor program

Host exciting and engaging PSS events

Work/ life balance



Name: David Clurman

Official Title: Assistant Director of Residential Education

Department: Residential Life

How long have you worked at UMBC? 8 years

Please describe your service to the campus (e.g., committees, outreach, volunteer, etc.).

During my time at UMBC, I have been involved as a member and co-chair of the Alcohol and Other Drug (AOD) committee. In addition, I have taught an IHU section for the past two semesters.



What strengths do you think you would bring to the Professional Staff Senate?

During the past 8 years at UMBC, I have been able to gain a solid understanding of UMBC's unique campus climate. Our students are unlike those that you find at most other universities and our staff provides a level of care often only found at schools much smaller than ours. Having this understanding is important as we look to support those who support our students.

In addition, the strengths that I will bring to the PSS are: great communication skills, attention to detail, dependability, professionalism, respect, and an amazing work ethic!

What issues do you think the Professional Staff Senate should be addressing during its 2014-2015 session?

During the next year, I would suggest that the Professional Staff Senate address the following topics:

- Partnering with current organizations (i.e. Student Affairs Staff Development, Office of Human Relations) on campus to co-sponsor events and broaden the reach of PSS
- Survey UMBC professionals to hear their concerns and suggestions for improving their employee experience here (this was last done in 2012)
- Actively participate in UMBC's strategic planning process so the final product contains initiatives important to PSS members
- Provide additional professional development activities on campus for low or no cost
- Continue to advocate for merit and COLA increases as well as equity in compensation and benefits
- Preparing for the future by studying the changing demographics of Maryland high school students and planning for the impact that those changes will have at UMBC

Name: Michelle Bulger

Official Title: Academic Advising Coordinator

Department: College of Natural and Mathematical Sciences

How long have you worked at UMBC? Nine years

Please describe your service to the campus (e.g., committees, outreach, volunteer, etc.).

I am currently serving on the Academic Standards Advisory Committee, SA Academic Advisory Committee, Undergraduate Course Demand Committee, and am the coordinator of the CNMS Master Schedule Committee. I'm involved in two grant-funded student success projects/initiatives: the [iCubed study](#) (NSF), and the STEM Transfer Student Success Initiative (Bill & Melinda Gates Foundation). I have also been an instructor in the Introduction to an Honors University program, and have been a guest speaker for programs sponsored by Residence Hall Faculty Mentors.



What strengths do you think you would bring to the Professional Staff Senate? I am a troubleshooter by nature, and do my best to help any group that I am working with come to a consensus. I have a critical eye for data, and use it regularly in decision-making. I value feedback and constructive criticism, and am always on the lookout for innovative ways to improve efficiency and effectiveness.

What issues do you think the Professional Staff Senate should be addressing during its 2014-2015 session? I feel that we need to continue to improve upon the professional development opportunities available for staff, and support the development of career ladders for internal promotion and employee retention. I also believe that we are in need of more opportunities for community-building and the sharing of best practices across departments and colleges.

Name: Dr. Jessica Guzman-Rea

Official Title: Academic Advisor

Department: Honors College

How long have you worked at UMBC? Four years

Please describe your service to the campus (e.g., committees, outreach, volunteer, etc.).



Teaching - As an adjunct faculty member for the Baccalaureate Social Work Program, I have taught numerous Social Work classes. One of my classes, SOWK 200: Social Issues – Social Action received a BreakingGround Grant in 2012. This grant allowed my Teaching Assistant to present her findings at last year’s annual URCAD event, where I was her Faculty Mentor. This grant also led to two other presentations: “Working with Faculty on Service-Learning” at the Maryland-DC Campus Compact AmeriCorps Vista Workshop at UMBC and “Putting the Social Change Model to Work: Implementing Civic Engagement in Social Work Courses” at the Sixth Annual Service-Learning & Civic Engagement Conference at UMBC. This fall, my course will become one of the options available to students in the SUCCESS (Students United for Campus-Community Engagement for Post-Secondary Success) program. Young adults with intellectual disabilities will be able to choose my course from a list of classes available to them as part of a four-year college experience. This coming fall semester, I will also have the opportunity to teach a First Year Seminar (FYS 102-08: Exploring Mixed Identities).

Committee Work - Since 2012, I have been an active member of UMBC’s Women’s Center Advisory Board. One small project I assisted the Director with was locating the Family-Friendly and Gender-Neutral Friendly Restrooms around campus in order to provide our campus community with an additional resource from the Women’s Center.

Faculty Advisor - Currently, I oversee the Honors College Living-Learning Community and assist in ensuring that our students are engaged in their residential community and are able to interact with their peers outside of the classroom setting. From 2010 – 2012, I was also the Faculty Advisor for the Honors College Student Council.

Outreach - The Honors College hosted USHYEE’s (U.S. Hispanic Youth Entrepreneur Education) Latino & Black Student Leadership Summit at UMBC during the summer of 2012. This event was the first one held at UMBC and was deemed very successful by the University Leadership. It was seen as a small step towards creating a better pipeline of college access to promising young students of color.

What strengths do you think you would bring to the Professional Staff Senate?

I am a huge advocate for diversity and inclusion initiatives. At my previous institution, I assisted with the implementation of the first Campus Climate Survey and Focus Groups. I enjoyed the

committee work that was able to accomplish this large task. In my interactions with current and past members of the Professional Staff Senate, I have associated it with a group of peers who are able to get things done! Participation on the Professional Staff Senate would allow me the opportunity to utilize my unique skillsets to address the needs of my colleagues. I would bring my organizational skills, needs assessments, program planning, evaluation, and implementation abilities, as well as my positive attitude towards creating a welcoming environment for others. I would also like the opportunity to network with my colleagues from different departments in order to create a more cohesive working environment across disciplines.

What issues do you think the Professional Staff Senate should be addressing during its 2014-2015 session?

During my recent transition from maternity leave (for the second time), it became more evident that the on-campus daycare situation was at the forefront of my concerns. I have learned to be patient and to trust the shared governance process regarding this issue, but I would like to be more active in ensuring that prospective faculty, staff, and students are able to utilize and count on this resource beginning Fall 2015.

I also believe that it is important to understand the issues plaguing our colleagues around campus. Perhaps by creating an open forum or an online space where our colleagues could submit questions or concerns might be a good initial way to get a pulse on our campus climate. Lastly, I believe that it is very easy to get siloed in our individual departments, thus outreach and staff development is an important factor. Offering opportunities where we can network with our peers as well as collaborate on different projects, in order to defray the cost of our resources would be beneficial to everyone.

Name: Katie Murray

Official Title: Associate Director

Department: Office of Undergraduate
Admissions and Orientation

How long have you worked at UMBC? One
year.

**Please describe your service to the campus
(e.g., committees, outreach, volunteer, etc.).**
I volunteered for Commencement in Spring
2013. I am currently serving on a search
committee for Financial Aid and the Catering
RFP.



What strengths do you think you would bring to the Professional Staff Senate?

I will bring a strategic eye and innovative ideas to the Professional Staff Senate. I truly enjoy finding ways for people to connect and for projects to be done more efficiently and effectively.

What issues do you think the Professional Staff Senate should be addressing during its 2014-2015 session?

The Professional Staff Senate should continue to develop programming and network events for staff to connect across the various divisions of the University. I also think that PSS should look more in to a consistent definition of what constitutes a duty day and how that works on days when the University is closed (i.e. snow days, emergency closings, etc.).

Name: Crystal Diaz

Official Title: Assistant Director

Department: Center for Women in Technology (CWIT)

How long have you worked at UMBC? I have been at UMBC since September 2012.

Please describe your service to the campus (e.g., committees, outreach, volunteer, etc.).

I have been a Safe Zone Facilitator since my first semester at UMBC, served as a staff representative at Judicial Board hearings, and served on a hiring committee. I have been an IHU instructor for the past two Fall semesters and was a summer academic advisor for New Student Orientation. I was also lucky to serve as a Winter 2014 STRiVE coach. In addition to being certified in Mental Health First Aid, I have also completed certifications in both the CSS 100HE: Strengths Educator for Higher Education and the CSS 200HE: Mentoring and Advising Program (MAP), with plans to facilitate StrengthsQuest sessions for some departments this summer. Finally, I will represent UMBC this summer as a presenter at the National Conference for College Women Student Leaders.



What strengths do you think you would bring to the Professional Staff Senate?

Some strengths I feel I could bring to the Professional Staff Senate are flexibility, the desire to build meaningful relationships, striving to take what I am working on to the next level, and commitment. I love working on teams and hearing peoples' ideas. I am also an eternal optimist and try to have a good sense of humor. Both of these qualities have served me well when working with other people. Overall, I am excited about getting more involved with the UMBC community and working with more people across campus, and I think PSS could be a great fit.

What issues do you think the Professional Staff Senate should be addressing during its 2014-2015 session?

I definitely think PSS should continue to focus on growing the mentoring program. I have had such a positive experience as a mentee this year, and I feel like more staff should have this opportunity. Additionally, it is also important to think about more ways to formalize the assessment of staff members' experiences throughout the year. Whether this takes the form of surveys, interviews with various departments, etc., PSS can continue its efforts to hear more voices across campus. PSS could also focus on helping new professional staff on campus find ways to connect with others. Collaboration is such an important part of the UMBC culture, and we should be doing what we can to help new staff members know they are part of a larger community. Finally, PSS should remain focused on work-life balance initiatives, compensation issues, and overall staff engagement and health and wellness.

Name: Sandra Abbott

Official Title: Curator of Collections & Outreach

Department: Center for Art, Design & Visual Culture

How long have you worked at UMBC? 6 years

Please describe your service to the campus (e.g., committees, outreach, volunteer, etc.).

Committees

Chair, President's Commission for Women (2011-12)

Chair, Salary Equity Subcommittee (Term #1 2009-10 & 2010-11) (Term #2 2011-12 & 2012-13)

Commissioner, President's Commission for Women (Term #1 2009-10 & 2010-11) (Term #2 2011-12 & 2012-13)

2008-Present

Volunteer Service: I have volunteered for various Linehan Scholar events, Women's Center events, numerous committees and events under the President's Commission for Women, and I have occasionally worked as a URCAD volunteer and supported Shriver Center outreach initiatives, such as service learning recognition events at UMBC.

Outreach: Mostly I have collaborated with AOK Library Gallery staff and the Admissions Department—especially with regard to K-12 initiatives. For example, I have assisted with several “retention and yield” events and initiatives, including managing publication and tote bag premium distribution to new and prospective students at annual welcome events.

Participation: I often attend various PSS activities and programs such as the UMBC Annual Picnic, PSS Happy Hour at Flat Tuesdays, the PSS Mentorship Program, university events such as holiday and other social gatherings, new building groundbreakings, new employee welcome events, etc.

What strengths do you think you would bring to the Professional Staff Senate?

UMBC is a great workplace, but we can do better. I would like to advocate on behalf of professional staff here at UMBC and beyond to insure our voice is heard alongside those of the faculty, non-exempt staff, and the student body on issues, which either affect us all or professional staff, specifically. With my outreach experience and campus connections I can make a meaningful contribution as part of a governance team interested in making UMBC a fabulous place to work for *everyone*—especially professional staff, who can easily be overlooked on college campuses.

I value professional development opportunities, and so I am ready to step into a position of leadership to carry the PSS Mentorship Program forward for a third, successful year. Additionally, I would be pleased to serve as representative to the USM Council of University System Staff or on the Employee of the Quarter Selection Committee; since that is an award I have received.

What issues do you think the Professional Staff Senate should be addressing during its 2014-2015 session?

PSS should actively participate in the strategic planning process. We should support and advocate for more opportunities for cross-campus collaboration, communication, and transparency. Specifics might include 360 degree PMP reform, attention to salary equity issues, and increased childcare access on campus.



Name: Arnold Foelster

Official Title: Assistant Director, Business Systems Group

Department: DoIT

How long have you worked at UMBC? 7 Years

Please describe your service to the campus (e.g., committees, outreach, volunteer, etc.).

Committees

- 1 Campus Solutions Executive Committee
- 2 Human Resources and Campus Solutions Integration Committee
- 3 Class room Committee
- 4 PeopleSoft Post Production Advisory Committee

Other Service to the Campus

- 1 Provide software support and participate on various initiatives that involve new software systems
- 2 Actively give back to UMBC through the Maryland Charity Campaigns

What strengths do you think you would bring to the Professional Staff Senate?

Strengths of being able to listen and understand a problem then offer reasonable suggestions for a course of action.

What issues do you think the Professional Staff Senate should be addressing during its 2014-2015 session?

I would propose this question to my colleagues.

Staff Development and start thinking about career planning resources for staff.

Over the next few years UMBC will begin various construction projects and I think the PSS should ensure adequate communication to the Campus.



Name: Jodi Kelber-Kaye

Official Title: Associate Director

Department: Honors College

How long have you worked at UMBC? 11 years

Please describe your service to the campus (e.g., committees, outreach, volunteer, etc.).

I have served on several university-wide committees, including Faculty Senate (when I was a faculty member in GWST), URCAD Selection Committee, Women's Center Advisory Board, President's Diversity Council, and the newly formed LGBT Faculty Staff Association. I have also worked on ad hoc and informal committees, particularly in the area of helping to make UMBC a more LGBT-inclusive campus.



What strengths do you think you would bring to the Professional Staff Senate?

I care deeply about campus collaboration and have worked really well with people from all over campus to make our working environment one that we can all be proud of. I already have excellent relationships with people all over campus, and am always interested in developing more relationships. I am someone who believes strongly in working toward solutions rather than complaining, and feel that I have already had great success in this area and look forward to finding more ways to be of service to the Professional Staff community, which is still rather new to me. I am realistic about goal-setting, and am committed to a teamwork philosophy.

What issues do you think the Professional Staff Senate should be addressing during its 2014-2015 session?

As a new-ish member to the Professional Staff community (began this position in 2011), I have noticed that we have few opportunities for dedicated training in staff leadership development, and I think PSS is uniquely placed to make the establishment of these kinds of programs a priority. Leadership development enhances our abilities to become more effective communicators and managers.

Service is something that has also meant a great deal to me, and I would be interested in forming some one-time and ongoing service opportunities for UMBC staff members to give back to the communities that surround UMBC, including Baltimore.

Finally, although PSS is already linked into the Strategic Plan process, I would be interested in making sure things like professional development and other staff issues figure prominently in the resulting Strategic Plan.