

Staff Senate Recommendation to the VP of Administration & Finance

Originating Body:	Staff Senate	Originators:	Vanessa Collins, Immediate Past Chair (FY22) Tabitha Pilchard, Past Chair (FY20 & FY21)
Date Submitted:	September 13, 2022	Requested Effective Date:	January, 2022

Background: There are five (5) shared governance groups that serve various Salisbury University constituencies. Being an active member of shared governance demonstrates a high level of engagement and commitment to the university, especially as it is largely considered volunteer service. Each leader is elected within their respective groups and takes on many additional tasks to be an effective and engaged representative of their shared governance constituency. Certain incentives or schedule allowances are offered to some shared governance leaders while others do not receive incentives or the ability to reduce some level of work obligations.

The Staff Senate Chair serves for a 1-year term and takes on the responsibility of leading the group, facilitating the monthly meetings, and representing Staff Senate and the broader staff that includes exempt and non-exempt employees not subject to collective bargaining. This role requires many hours of attendance at meetings as well as preparation and action of many tasks. Throughout the year, juggling all that chairing Staff Senate entails while also maintaining a full workload results in long hours beyond our normal workday and work week. While we understand this service is voluntary and we agree to the extra work as a way of engaging and contributing to “service of the university,” service is not an expectation of employment for staff members. Further, serving as Chair can be a difficult position to fill due to the time commitment and output expected of a Chair. Nevertheless, the Chair of Staff Senate fulfills their obligation with dedication and enthusiasm that should be rewarded with receiving some type of equitable consideration. It should be noted that the other heads of shared governance receive some type of incentive to serve.

Faculty, Staff, and Students that run for an elected seat and serving on any shared governance committee are doing so with the hope of making a change for the better for those that they represent. For Staff Senate, serving as the Chair, or in any other position, is done so in addition to daily job assignments. Members serving on the Staff Senate are not released from any of their day-to-day job duties nor are they offered equitable consideration. Often times this can be quite taxing and run past normal business hours and into personal time in order to effectively accomplish both.

The members of the Staff Senate have been made aware that those presiding over the other shared governance committees on campus are either receiving an honorarium or a reduced course load for their service. We feel strongly that if all five shared governance bodies are to be considered equal, then each Chair/President should be provided equitable consideration in some manner.


Recommendation: While we recognize that additional monetary compensation would be problematic, in an effort to be fair and equitable to all shared governance bodies on campus, we recommend that each year the Chair of Staff Senate receive equitable consideration for the additional duties incurred while serving in this position. If monetary compensation is not available, some suggestions include an


annual parking pass, an administrative leave day to use during the fiscal year in which the chair presides, a meal plan, 1-year paid membership to UFC, and a SU Bookstore gift card.

For general Staff Senate membership, a token of appreciation at the end of fiscal year such as a SU Bookstore gift card, would go a long way in keeping morale up among a very dedicated group of Staff Senators and CUSS members that work tirelessly above and beyond their required job duties.

Attached: NA

Date Approved by the Staff Senate:

	9/12/2022
Chair, Staff Senate	Date

<small>DocuSigned by:</small> 	9/13/2022
<small>D8039BC7395D4A5...</small> 2nd Chair, Staff Senate	Date

Action Taken by VP of Administration & Finance

_____ **Recommendation Accepted** _____ **Recommendation Not Accepted**

_____ **Recommendation returned to the Originating Body for further review** (see attached)

Disposition for Approved Recommendation

_____ President	_____ VP Student Affairs
_____ Staff Senate Chair	_____ VP Admin & Finance
_____ Consortium Chair	_____ School Deans
_____ Webmaster	_____ AVP Institutional Equity