

President's Advisory Team

Minutes

January 25, 2023

President's Advisory Team Members in attendance:

Carolyn Lepre, President

Lynn Adkins, Associate Vice President for Administration and Finance

Humberto Aristizabal, Associate Vice President of Institutional Equity and Title IX Coordinator

Vanice Antrum, Director, Multicultural Affairs

Joe Benyish, Chair, Staff Senate

Eric Berkheimer, Associate Vice President of Facilities and Capital Management

Jayne Block, Associate Vice President, Alumni Engagement & Development

Melissa Boog, Associate Vice President for Academic Affairs

Jessica Clark, Assistant Provost for Faculty Success

Jason Curtin, Vice President, Advancement & Alumni Relations/Executive Director, SU Foundation

Lawanda Dockins-Mills, Interim Assistant Vice President of Student Affairs

Gerard DiBartolo, Director, Athletics and Campus Recreation

Susan Eagle, Associate Vice President of Marketing and Communications

Kelly Fiala, Dean, College of Health and Human Services

Dane Foust, Vice President, Student Affairs and Auxiliary Services

Clifton Griffin, Dean, Graduate Studies and Research

Beatriz Hardy, Dean, Libraries and Instructional Resources

Tracy Hajir, Assistant to the President

Bea Hardy, Dean, Libraries and Instructional Resources

Laurie Henry, Dean, Seidel School of Education

Allen Koehler, Assistant Vice President for Enrollment Management

Ken Kundell, Chief Information Officer

Edwin Lashley, Chief, University Police

Colleen León, Deputy Chief of Staff for Engagement

Lisa Lepore, Associate Vice President for Human Resources

Jennifer Martin, President, Faculty Senate

Andrew Martino, Dean, Clarke Honors College

Eli Modlin, Chief of Staff and Vice President of Public Affairs and Strategic Initiatives

Karen Olmstead, Provost and Senior Vice President of Academic Affairs

Maarten Pereboom, Dean, Fulton School of Liberal Arts

Nicholas Plummer, President, Graduate Student Council

Valerie Randall-Lee, Assistant Vice President of Student Affairs/Dean of Students

Michael Scott, Dean, Henson School of Science and Technology

Eric Stewart, Deputy Chief of Staff for Communications

Karen Treber, General Counsel

Christy Weer, Dean, Perdue School of Business

Andrew Wilson, President, Student Government Association

Janet Wormack, Vice President for Administration and Finance

- 1. President's Remarks and Updates – President Carolyn Lepre**
 - Dr. Lepre welcomed everyone to the first President's Advisory Team (PAT) meeting of the semester.
 - Everyone is invited to attend the State of the University Address on Tuesday, February 7th at 3:30 p.m. in Holloway Hall Auditorium.

- 2. Salisbury University Police Department – Chief Ed Lashley**
 - Chief Lashley provided updates on the Salisbury University Police Department's (SUPD) scope and statistics.
 - Team members are encouraged to visit the SUPD webpage at <https://www.salisbury.edu/police/> for information on crime data and SUPD Safety toolkit information.
 - There was discussion on recent State of Maryland legislation that would legalize adult use of cannabis. It is important for campus community members to be aware of how this legislation affects them.
 - a. Concern that legalization will give the impression it is safe to use.
 - b. Waiting on clarification and guidance from the State's Attorney's Office.
 - c. Still illegal for student population under 21 years of age.
 - d. Valerie Randall-Lee, Dean of Students, indicated that the use and possession of cannabis remains illegal under the Federal Controlled Substances Act of 1970(SCA). As a result, possession is not permitted on campus for use or distribution. The University Code of Community Standards will not change with changes in Maryland law effective July 1, 2023.

- 3. Updates from Around the Room**
 - Academic Affairs is working on a better understanding of Artificial intelligence (AI) programs, and is paying close attention to developments related to the Chat GPT program. AI uses natural language processing and speech recognition to create papers and documents in the users writing style. It's a learning algorithm that makes adjustments the more often it is used. Positive points gained from these conversations are that faculty engaging with students more often creates a co-curricular development between students and faculty including more open, inclusive pedagogy. Faculty will get to know their students work well enough to know if this software is used.

- On February 3, the Center for the Advancement of Faculty Excellence (CAFE) welcomes Dr. Kris Lee from Active Minds. She will present a virtual discussion titled, “Adopting a Healthy Mental Health Culture Cultivating Resilience Within Today’s Complex Educational Arenas: What Faculty, Staff, and Leaders Can Do.”
- Middles States review has begun and a request for working group volunteers has been sent out. The link to an updated website link should be up soon with a schedule of work group meeting dates and other important deadline dates.
- Samples of “Purple Folders” were distributed to the group. This is easily accessible material that will offer help to faculty and staff in assisting students who appear to be in distress.
- Marketing and Communications is asking that faculty and staff consider when they are at conferences or events to reach out to their team to share success stories.
- Enrollment numbers will be available soon and shared with this group.
- Teachers of the Year semi-finalists have been announced, 17 of the 25 Wicomico County finalists and 11 of the 16 Worcester County finalists have graduated from Salisbury University programs.
- Salisbury University Honors College’s long running newsletter, *The Saunterer*, has won Best Honors Newsletter in the nation for the third time. This publication is completely done by students.
- In the Perdue School, they are excited about the final Self-Study semester for AA review. Team will be on campus in September and everyone is working incredibly hard for a successful conclusion. There are also several competitions slated for this semester:
 - March 30th – April 1st – MASMI National Shore Sales Competition
 - May 4th – Student Entrepreneurship Competitions
 - May 5th – Shore Hatchery Competition
 - May 12th – MASMI Sales Championship
- A special mention was noted that Bill Burke, a major organizer for the Entrepreneurship Competition, will be returning to faculty at the end of the semester; his invaluable service and commitment is unparalleled.
- Over the next 18 months to 2 years, USMAI, a consortium of 17 libraries at the public universities and colleges in the State of Maryland, will be transitioning to a new integrated library system (ILS), which is the software that runs virtually all library functions.

- The College of Health and Human Services has been very active this January, with an Advisory Board meeting; a learning session on Work/Life balance; and preparing next steps for the interprofessional education compelling vision by drafting compelling vision and integrating strategic plan in professional education.
- Public Relations noted that the U.S. News and World Report rankings have been released and SU, for the sixth year in a row, scored in the top 150 programs for our on-line MBA program and also one of the top on-line nursing programs.
- International Education noted that this January there were over 100 students traveling abroad, an increased-up tick as the program slowly recovers from the pandemic.
- Last semester the Faculty Senate passed a motion that required workforce DEI be recognized for tenure and promotion, and this semester discussion will take place to determine if it is required for tenure and promotion. An ad hoc committee has been formed to work on updating and clarifying the student emergency absence policy.
- Henson School reported an update on diagnostic assessment for all beginning STEM students. This helps determine the level of introductory or first semester math classes those science students should be in. The assessments were accurate and showed SU science students are on a national average and getting students off to the right start is critical to their success. There are a record number of visits from students to the Chemistry Help center – this brings attention to any struggling student who may be significantly back sliding. The Henson school just completed a survey of belonging of both Henson majors and students taking classes in the Henson School. There were 270 respondents, with a very significant representation of both race and ethnicity and undergraduate and graduate students as the campus as a whole. 93% of the students who responded felt that they were “accepted, and belonged” in the STEM programs.
- The Office of Institutional Equity reported that Title IX Prevention of Sexual Harassment policies will have new recommendations and are expected to emphasize an increase in training. SU will continue with on-line trainings and the OIE staff will attend “Train the Trainer” seminars. There has been great collaboration with Human Resources on sharing their expertise and trainers.
- Appreciation was expressed from Academic Affairs Advising Center towards other departments on campus such as Housing, Center for Student Achievement, Coaches, faculty, Powerful Connections, and TRiO, and they expanded their outreach approach to students in academic distress. Students who are struggling are responding to the more personalized approach.

- Academic Affairs and Enrollment Management have partnered to create a new scholarship program aimed at students who have been placed on probation and are able to make it on the Dean's List in the next semester.
- The deadline for new General Education submissions is March 1.
- There are two new directors in Facilities Planning – Director of Environmental Safety, Craig George, and Director of Campus Sustainability, Chris Homeister.
- There is new legislation in the Maryland General Assembly this session concerning carbon neutrality. It aims to boost the State's current goal of reducing greenhouse gas emissions from 40% of 2006 levels to 60% by 2031. It also sets a goal of achieving carbon neutrality by 2045 in the state. Salisbury University will be working on this initiative even before the Campus Climate Action Plan is instituted. There is an increased effort to recycle, and there is a contest between the different USM intuitions and SU is geared up to win.
- The new addition of *Panorama* has been released. It is also available on-line at <https://www.salisbury.edu/administration/marketing-and-communications/publications/files/Panorama-Magazine-Spring-2023.pdf?v=20230119112334>. The Cultural Laureate program is going through a revision and should look different next year. The Faculty effort in supporting General Education in the Fulton School has been incredible.
- The Spring version of the Powerful Connections program is well underway, and showing great success. There is a lot of appreciation to all the departments on campus who participated on opening sessions and supplied materials. There is a full line up of Black History month activities and events, look for an update of activities in your email.
- Human Resources is currently working on negotiations with MCEA, the union representing the non-exempt employees. HR is closely watching the budget submitted to the Governor, as well as possible COLA and merit increases.
- Athletic and Campus Recreation is proud to say that four teams will be heading into the spring season who are ranked in the top ten in the country – Men's Lacrosse, Women's Lacrosse, Softball and Baseball. They are in the midst of a search for an athletic trainer and the search is difficult across the country with few candidates available. Members are encouraged to visit the University Fitness gym, and consider becoming a member.
- Information Technology (IT) encouraged members to learn more about Chat GPT. IT is currently getting all equipment on campus ready for the upcoming semester. The Workday program "go live" date has been postponed to next year, it is better to work out any bugs and anomalies beforehand.

- Tim Robinson, Adjunct Faculty Caucus chair, noted that he appreciates all the support from departments across the campus in resolving any issues he brings to them.
- The Student Government Association (SGA) is currently in the recruitment process and members of this team are encouraged to recommend SGA participation to students. Most of the Executive Committee is graduating this year, and they need many new nominees.
- The Team welcomed Nicholas Plummer, the new Graduate Student Council (GSC) president, to his first meeting. Nicholas also encouraged faculty and staff to refer students to be a part of the GSC leadership team. In March and April, they are recruiting for their Executive Team.
- The Staff Senate noted that changes are forthcoming for the Consortium Committee. There has been significantly decreased participation and a bylaw change is being considered to replace the Committee with one advisory committee. A Staff Town Hall is scheduled for Wednesday, February 15 at 2 p.m. in the GAC Assembly Hall. Thursday, June 8 is scheduled for Employee Appreciation Day.
- Administration and Finance is waiting on what the structure will be for the Governor's budget which was released on Friday, January 20. A small increase is expected, but that will most likely be used to satisfy several mandates. Legislative auditors are on campus and should be wrapping up shortly, and the meetings so far have indicated that there are no new findings and everything has been cleared so far from the last findings. The annual budget document will be delivered to campus departments shortly.
- Alumni Relations is currently working on an upload form for current students to determine what students are doing while they are on campus and this information will be used for giving day.
- The SU Foundation will be celebrating their 50th Anniversary this year on February 16, 2023 from 11 a.m. to 2 p.m. There will be lite fare and give-a-ways. The Foundation is moving to a new software program that tracks donations called Blackbaud. Giving Day is Tuesday, April 4, 2023. There are several matches that will be available, including Wayne and Melissa Judkins, who have been very generous in the past. Dean Henry and Dean Hardy are also working on matches for their area.
- Career Services will host its first job and internship fair on February 23, 2023. The number of employers is up, and a large percentage of them are SU graduates. There is a new, exciting initiative in Career Services, a celebratory gong program. The first one is scheduled for March 28 and the next will be April 25.

- City of Salisbury Mayor Jake Day has accepted a position with the new Maryland Governor, and the new mayor, Jack Heath, will be sworn in to office on Friday, January 25, 2023 at 5 p.m. at the Fire Station on Cypress Street. Everyone is encouraged to attend.
- Posters on the Bay is returning to Annapolis, on Thursday, February 23, 2023. The department of Undergraduate Research has worked tremendously hard to make this possible.