



Salisbury University – Staff Senate  
Thursday, December 12, 2019  
Founders Room, Guerrieri Student Union

**Members In attendance:** Joe Benyish, Steve Blankenship, Donna Carey, Vanessa Collins, Paul Gasior, Lisa Gray, Matt Hill, Sara Heim, Teri Herberger, Tabitha Pilchard, Belinda Poole

**Members Absent:** Safaa Said

**Executive Staff:** Eli Modlin, Marvin Pyles

Chair, Tabitha Pilchard, opened the meeting at 10:00 am

November minutes were reviewed and approved.

I. Reports

a. Eli Modlin

- i. The University has sped up the process of hiring a Chief Diversity Officer (CDO) in light of recent events. Clifton Griffin and Candace Henry are co-chairs of the search committee. Tabitha Pilchard will be representing staff senate on the search committee.
- ii. OIE & Office of Diversity and Inclusion are now separate offices. The CDO will oversee the Office of Diversity and Inclusion. This office is now reporting directly to the President's office.
- iii. Formation of a President's Cabinet is currently in process. Tabitha Pilchard will represent Staff Senate on the cabinet.
- iv. Formation of a Task Force is a short term effort to research and work on diversity and inclusiveness issues and make recommendations for ways to move forward. The Diversity and Inclusiveness committee will help to carry on the Task Forces' initiatives.
- v. Investigation on the Fulton Hall vandalism is still active and ongoing.

b. Marvin Pyles

- i. Revenue & expenses are where they were projected to be by this time of year but the university won't truly know until February (after add/drop) if budget projections were accurate. Because of this there will likely not be a huge budget windfall.
- ii. Advised that department budgets should be at or below 50% of their yearly spending.
- iii. Towson and SU were the only schools to see an increase in FTE
- iv. Purchase of Court Plaza is moving forward but there will likely be a delay in starting the build process due to a nationwide increase in construction costs.
- v. Student Recreation Center is moving forward. The Recreation Center will be located where Dogwood Village sits currently.

c. CUSS Updates

- i. CUSS meeting was Tuesday, Dec. 10<sup>th</sup>
- ii. Speaker was Vice Chancellor for Administration & Finance who provided an update on the budget process.
- iii. The group planned for their yearly legislative/advocacy day and contingency plan in case of inclement weather.

II. Old Business:

a. Standing Committees – Updates

- i. Human Resources – No meeting this month. Kevin Vedder, Associate VP of HR, will be attending the January meeting
- ii. Communications/Snack & Chat Sessions
  1. Nov. session on Recognizing and Assisting Students in Distress was well attended but the presentation could have been more relevant for faculty who are seeing students on a

consistent basis. Senate agreed to have the session again under the new director of the Counseling Center and will be more specific about what we're looking for.

2. No session for the month of Dec.

- b. Update on the Climate Study Work Group
  - i. The 15 focus groups held on Nov. 25<sup>th</sup> were well attended.
  - ii. The information from the focus groups will guide the writing of the campus wide survey to be sent out in Spring 2020.

III. New Business :

- a. Staff Senate Suggestion Box – No Suggestions Submitted
- b. Update on the Diversity & Inclusion Task Force/CDO/President's Cabinet – Eli Modlin covered the updates (above) that Tabitha Pilchard was planning to share with the group.
- c. Proposal for an Ombudsperson – Senate agreed to submit the request for the hiring of an Ombudsperson to Marvin Pyles as draft by Staff Senate President Tabitha Pilchard.

IV. Adjournment

Meeting adjourned: 11:33 am

Next Meeting: January 9, 2020, Founders Room, Guerrieri Student Union.

Respectfully submitted,  
Sara Heim