Salisbury University – Staff Senate

Thursday, May 14, 2020

Zoom

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

**Members Absent**: N/A

**Executive Staff**: President Wight, Marvin Pyles

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

April minutes were reviewed and approved

1. Reports
   1. President Wight
      1. Received results of the staff senate survey from the Chancellor – overall the results were positive
      2. Currently in the initial planning stages for moving staff and faculty back to work gradually
         1. Will respect requests to not return to campus – with fidelity – if they can work from home.
      3. Planning to open campus face to face in the fall
         1. There’s going to be strong messaging about paying attention to social distancing
         2. If an uptick in cases arises we’ll need to move back to more restrictions
      4. Budget – the state of MD has given USM a projected number for cuts and has asked for the information not to be shared but, cuts will be taken at system level and reserves before it hits campus.
      5. Enrollment – rough guess is a 5% decrease but it could easily be 10% - they’re just not sure yet.
      6. Tabitha asked the President and Marvin about a recent staff senate suggestion box submission made anonymously. The submitted request was whether the University was going to commit to a one-time stipend or some kind of reimbursement for expenses incurred while working from home.
         1. President responded that there are no plans for a one-time payment and that the individual should reach out to their department for costs associated with working from home. He also mentioned that IT can be contacted if there is an item needed to better work from home as they may have it stock. IT has been diligent about getting laptops out to all who need one.
         2. Steve Blankenship mentioned the IT department is working on a telework survey to solicit feedback.
   2. Marvin Pyles
      1. Was excited to help facilitate an employee of the month email where everyone was personally listed.
      2. FY20 is wrapping up and “limping across the line” after returning 10 million dollars to students when the switch to online learning occurred this spring.
      3. FY21- will be “really bad, worse, or draconian”
         1. Auxiliary revenue, accounting for 1/3 of the budget, will be the worst hit if fully online
         2. If SU is fully online for the fall there will be a deficit of 40 million
         3. State of Maryland has said that they don’t want layoffs
         4. As far as tools in the tool box furloughs are at the top of the list. When implemented during the last recession, and accounting for inflation, furloughs may saved 1.7 million dollars
         5. Permanent salary reductions are also being looked at as a possible option
         6. Won’t be able to finalize FY21 budget until June possibly July
      4. FY22 is also projected to be down.
   3. CUSS Updates
      1. Met virtually in April with a focus on COVID19
      2. Went over the schedule for future meetings – Salisbury will not be hosting the new orientation so it can be held in a more central location
      3. There were 9 nominations from SU for Board of Regents staff awards
2. Old Business:
   1. Standing Committees – Updates
      1. Human Resources
         1. Met April 30th with Kevin Veddar
         2. Moving forward with new staff orientation program
            1. Will be reviewing the new faculty orientation program for more guidance
      2. Communications/Snack & Chat Sessions
         1. Reached out to do a virtual Office 360 for June tentatively – everyone will have access to Office 360 by end of May
   2. Update on the Climate Study Work Group
      1. 22% response rate overall
      2. Waiting for data cleansing and aggregation to be complete
      3. There will be a fall presentation on the data
3. New Business :
   1. Staff Senate Suggestion Box – An anonymous question about costs incurred
   2. Staff Senate Elections
      1. 4 nominations for 2 exempt positions and 3 nominations for 1 contingent position
      2. Write-ins for standing committees have come in – will likely need to have a sub election
      3. As of the call, 108 responses – Vanessa will continue to send out reminders
   3. Employee Appreciation Day was discussed. Due to the inability to hold in person, large gatherings as typical of Employee Appreciation Day and the current budget situation, Staff Senate will not be spending the money allotted for this event. Suggestions were made for free or less costly ways to show employees appreciation.
   4. Humberto, Associate Vice President of Institutional Equity and Title IX Coordinator, will meet with Staff Senate in an upcoming meeting to discuss changes being made to Title IX
   5. Staff Senate is represented on a number of committees related to COVID19 and the moves being made to return to campus
4. Adjournment

Meeting adjourned: 11:50am

Next Meeting – June 11, Zoom

Respectfully submitted,

Sara Heim