Salisbury University – Staff Senate

Thursday, February 13, 2019

Founders Room, Guerrieri Student Union

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

**Members Absent**: Steve Blankenship, Sara Heim, & Paul Gasior

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

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

December minutes were reviewed and approved.

1. Reports
   1. President Wight
      1. Affordability: For the last 2 years SU has lowered cost for our students by increasing institutional aid. Lowest income families saw a 23% decrease; helping to make college more affordable.
      2. Sustainability: 73% of energy comes from sustainable resources, up 50% from 3 years prior.
      3. Diversity & Inclusiveness: In process of reviewing applications for new Chief Diversity Officer. It was a substantially large applicant pool w/ good applicants
      4. Board of Regents Awards: 5 nominations from SU. Thanked staff senate for our efforts. Recognition is important and says a lot about our institution.
      5. Open Office Hours: Has not been utilized much but also recognizes it hasn’t been well publicized. An email will be sent out listing the office hours of all administrators.
      6. Budget: (Topics prompted by questions from senators)
         1. SU’s share of the USM budget is 4.2%. We need to take advantage of any initiative to find other funding sources, i.e. workforce initiative.
         2. In favor of free college? No, we should remove barriers of affordability but students should have skin in the game.
         3. It’s unknown at this point if the Kirwan commission will have an effect on our budget.
      7. Final summary: enrollment, diversity, and applications are up.
   2. Marvin Pyles
      1. Revenue models look similar to last year with some tweaks
      2. Will be pulling tuition remission, leave and health benefits from individual department budgets and putting it into divisional budgets.
      3. Currently looking at budgeting for strategic plan initiatives and redistributing for priorities.
      4. Revenue projections are up 3%
      5. The compression issue have been taken under consideration and the outcome is TBD.
      6. Collective bargaining – proposal went to Board of Regents and the MOU is currently in the hands of the union.
      7. Frustrations still prevalent with inconsistent messaging regarding budget among divisions. Marvin’s office continues to be transparent.
      8. Ombudsman proposal is being considered. The solution may be to utilize the Center for Conflict Resolution and are looking to articulate and formalize an agreement. Marvin will inquire about a timeframe.
   3. CUSS Updates
      1. Advocacy Day – February 19th: 30 Legislative appointments, 57 RSVPs – 2 from SU.
      2. Board of Regents number of nominations per USM school: SU – 5, UMB – 7, UMCP – 5, UMBC – 1
2. Old Business:
   1. Standing Committees – Updates
      1. Human Resources
         1. Looking to revise current holiday calendar to look more like a calendar than a list.
         2. Only 19 employees used the volunteer hours opportunity – it needs more marketing.
      2. Communications/Snack & Chat Sessions
         1. January session had low attendance
         2. 33 registered for the February session on budgets
   2. Update on the Climate Study Work Group
      1. The survey is now available and staff senate will encourage others to participate
3. New Business :
   1. Staff Senate Suggestion Box – holiday calendar and daily newsletter ideas submitted
   2. Staff Senate Elections
      1. Emails will go out in April to seek new individuals for open positions
      2. Will have seats filled by Employee Appreciation Day
   3. Employee Appreciation Day will be June 10th
   4. SPB 2020-2025 Strategies – Staff senate will be submitting comments on areas to prioritize.
4. Adjournment

Meeting adjourned: 12pm

Next Meeting – March 14, Founders Room, Guerrieri Student Union

Respectfully submitted,

Sara Heim