



## Salisbury University – Staff Senate

Thursday, May 13, 2021

Zoom

**Members In attendance:** Joe Benyish, Steve Blankenship, Vanessa Collins, Paul Gasior, Lisa Gray, Sara Heim, Tabitha Pilchard, Belinda Poole, Safaa Said, and Jessica Scott

**Members Absent:** Matt Hill & Amy Waters

**Executive Staff:** Dr. Janet Wormack

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

### I. Reports

#### a. Dr. Janet Wormack

- i. Working hard to get the telework policy up to date.
- ii. Encouraged everyone to watch the town hall meeting on May 11th.
- iii. Appreciation/Welcome back day – We're in full support and hoping Staff Senate will be interested in coordinating efforts with HR. Staff Senate agreed.
- iv. Fiscal year 2022 – we're all over budget – each division lead is working to pull things back. Enrollment is flat to declining. What we're seeing in our data is that our returning students are not re-enrolling and we're not sure why. New student enrollment is flat. We've had to adjust to 6.5% down in enrollment.
- v. SU received 8.4 million dollars in institutional money from COVID relief, we're trying to hold on to this money until 2023 because we're concerned about enrollment. We might have to subsidize our revenue – trying to save for the rainy-day fund. It's likely that the budget will be very tight for the next 3-4 years.
- vi. A staff member submitted a question to the Staff Senate suggestion box asking why a return to campus date had been chosen before the telework survey was complete. Answer: We had to decide on the return to campus date, there was pressure from USM. The survey is to make decisions on what to put in the toolkit for the supervisors and on what telework will look like moving forward. Specifically, to see what's going on with our employees and help address those concerns as we return.
- vii. A Staff Senator brought up concerns of morale, and that current culture feels combative. How can we flip this to a coming together to make things better? Answer: I feel that we need to get people engaged again and have fun where we work. We're trying to be transparent in our communication and find ways to get together. I hear you and I agree with you – getting morale back up and being transparent are imperative for coming back to campus.

#### b. CUSS Updates

- i. CUSS met on Tuesday, May 11th. Enrollment was discussed as well as the vaccine mandate and exemptions.
- ii. USM professional development week is coming soon and more information will be forth coming.
- iii. Shared governance survey results will be returned soon.
- iv. University of Shady Grove is trying to for a staff representative group and are currently writing their bylaws.

### II. Old Business

#### a. Standing Committees – Updates

- i. Human Resources
  1. No update.

- ii. Communications/Snack & Chat Sessions
    - 1. Robin Hoffman presented on Teams in April and the session went very well.
    - 2. Candace Henry with the Disability Resource Center in May. 16 currently enrolled.
    - 3. A summer break will be observed
    - 4. Steve Blankenship will present on Identity Theft - Sept.
    - 5. HR will review benefits - Oct.
    - 6. All sessions are being recorded for future access
  - b. Revisions to By-Laws
    - i. A committee of 3 Senators met to review the by-laws and their recommendations were shared with Staff Senate at this session.
    - ii. It was decided that Senator Paul Gasior would compile the changes and send out to Staff Senate for further review.
- III. New Business
- a. Staff Senate Suggestion Box – Answered by Dr. Wormack above.
  - b. Employee Appreciate Day
    - i. Eli Modlin has agreed to be master of ceremony.
    - ii. Dr. Wight can attend the day session for August 4<sup>th</sup>. Dr. Wormack will be asked if she can attend the evening session.
    - iii. RSVP will be required with two seating times: 11:30 & 12:30 (tentative). Employees will have the option to take the meal with them if they're not comfortable staying.
    - iv. Holding a 2pm raffle via zoom is being discussed
  - c. Staff Senate Elections – Voting will open on Monday, May 17 at 8am. All staff that the Staff Senate represents will get an email with a personalized link to vote for the Staff Senator positions and the Governance Consortium Committee members. The ballot will be by position, with each area in alphabetical order (by last name) of those running for the position. Staff will receive two reminders throughout the week -- one on Wednesday at 3pm, and one on Friday at 3:00pm. The election will end on Friday, May 21 at 4:30pm.
  - d. Other Business
    - i. The employee meal plan will increase in price for next year.
- IV. Approval of the March Meeting Minutes & COVID Vaccination Meeting
- a. Motion to approve: Joe Benyish
  - b. Motion to Second: Safaa Said

V. Adjournment

Meeting adjourned: 12 pm

Next Meeting – June 10th, Zoom

Respectfully submitted,  
Sara Heim