



Salisbury University – Staff Senate

Thursday, April 7, 2022

AC401 GAC Boardroom

MS TEAMS VIRTUAL OPTION

Minutes

Members in attendance: Vanessa Collins, Joe Benyish, Jennifer Ellis, Isabella Chow, Tabitha Pilchard, Matt Hill, Steve Blankenship, Lisa Gray, Paul Gasior, Jessica Scott, Sara Heim

Absent: Candace Henry, Amy Waters

Executive Staff: Dr. Charles Wight, Eli Modlin

Vanessa Collins, Chair, opened the meeting at 8:32 am.

I. Reports

a. *Dr. Charles Wight*

- i. A lot of national talk regarding student disengagement in their education due to COVID burnout. At SU, about 50% of students are having issues. Same burnout was found in staff & faculty.
- ii. Johns Hopkins had 100 students test positive for COVID; had to reinstate procedures to tamp down the latest spike. SU is continuing with masking policy in class for the rest of the semester; not anticipating changes in policy at this time.
- iii. Many more events happening on campus as we move into Commencement season.
- iv. Law in MD prevents double representation of the CBU, so can not have a voting member on Staff Senate. Believes that they would also be prevented from being on the committees due to their structure and bylaws.
- v. All USM schools are under similar requirements regarding the COVID vaccine and booster. Those with previous COVID infections may have a higher immunity but do not have the same level of protection as those that have their vaccine/booster shot.
- vi. The budgets for the upcoming year have been released so that divisions can begin working on them. Still waiting for confirmation on how much of our fund balance we can use.
- vii. SU is currently up 14% for student deposits from last year. Have over 2,000 individuals coming to Admitted Students Day, over 700 of those students.

b. *Eli Modlin*

- i. DNI training has been mostly completed, with almost all staff having completed it.
- ii. Vaughn White starts back at SU in ODI today.
- iii. President will be holding State of the University address on 4/20/22 that Staff Senate will be invited to; invites going out shortly.
- iv. Because of the concerns with what happened at Johns Hopkins, we will most likely continue to keep all of the current COVID protocols in place for the rest of the semester.
- v. Campus Health will be moving to the 2nd floor of Blackwell Hall but will be continuing to operate so that services related to COVID will be offered through next year.

c. *CUSS Update – Lisa*

- i. Doing a step-down approach with COVID at institutions
- ii. USM Administrative Professionals conference on 4/28 for all employees
- iii. Nominations for executive committee positions in May
- iv. BOR Award nominations have been received and are being considered.

- v. CUSS Staff Resource committee submitted two letters regarding salary compression and fee structure for tuition remission.
- vi. Prescription drug program review is still on hold because of a lawsuit brought regarding the requirement for retirees to move to Medicare/Medicaid once eligible.

II. Old Business

a. *Standing Committees - Updates*

i. Human Resources: Jessica Scott

- 1. Conversation with Christine regarding getting a small subcommittee together for staff emeritus and how that will work.
- 2. HR currently planning staff awards (scheduled for tomorrow). The event will be live-streamed.
- 3. Zoom session for supervisors and exempt employees on the PMP process. In-person sessions for non-exempt employees.

ii. Consortium Committees

1. Cultural Diversity & Inclusion Consortium Committee: Joe/Jennifer

- a. Committee has been given four climate study recommendations to work on. Group meeting today to put together recommendations for pronoun usage.

iii. Communications: Snack & Chat update – Jennifer

- 1. March Snack & Chat well attended
- 2. Hoping to reach out to Scott Garrison for a future meeting regarding facility reservations since more events on campus
- 3. Planning for active shooter training for later this year; will most likely need several sessions due to the interest in the subject and the length of the training.

b. *Current/Pending Recommendation Status*

i. SUSS representation on EOM/Y Selection Committee (Vanessa)

- 1. Dr. Wormack will be response pending

ii. Stipend for SUSS Chair (Tabitha)

- 1. Still working on this recommendation

III. New Business

a. *FY23 Elections*

- i. Steve will be handling the upcoming election; will create the mock-up to present for the nominations to everyone in Staff Senate.

b. *Employee Appreciation Day – June 8, 2022*

- i. Joe asked if we could recommend that events be held throughout the day (like massages in the Fireside Lounge, ice cream from Island Creamery, games in Red Square, etc.) that would be funded by the VPs.

- ii. Will have brainstorming session for a proposed schedule for the day that can be submitted during the President's Cabinet meeting.

- 1. Joe, Jen & Bella will work on this committee to set things up.

iii. Door Prize Subcommittee

- 1. Lisa & Paul

iv. Email / Invitation / RSVP Subcommittee

- 1. Tabitha & Steve

v. Tech Subcommittee

- 1. Matt

vi. Logistics & Set-up Subcommittee

- 1. Vanessa & Tabitha

- c. *Marketing Staff Senate*
 - i. Should announce the website changes on Employee Appreciation Day and ask people to submit recommendations.
 - ii. Give out flyers at EAD/have banner
 - iii. Give out info sheet for New Employee Orientation
- d. *New Recommendation Proposals/Ideas*
 - i. Prepare for the announcement regarding a fall break and having staff included in that break.
 - a. Need to ensure that Christmas break is not affected by any fall break that might fall on Columbus Day.
- e. *Staff Senate Suggestion Box (includes suggestions not discussed in Feb)*
 - i. Employee Meal Plan – update dates
 - 1. Tabitha has already completed this update.
 - ii. Covid Clearance and Exemptions
 - 1. Already addressed with Dr. Wight/Eli
 - iii. CI and CII timesheets – can they move to GullNet?
 - 1. Cannot be moved at this time; may be addressed with the move to Workday.

IV. Approval of the February & March Meeting Minutes

- a. *Motion to approve February minutes: Joe Benyish*
- b. *Second: Paul Gasior*
- c. *Motion to approve March minutes: Isabella Chow*
- d. *Second: Tabitha Pilchard*

V. Adjournment

- a. *Next Meeting – May 12, AC401 GAC Boardroom with virtual MS Teams option*
Note: Last official Monthly Staff Senate meeting for FY22.