



Salisbury University – Staff Senate
Thursday, September 9, 2021
AC401 GAC Boardroom
and Zoom

Members In attendance: Vanessa Collins, Joe Benyish, Steve Blankenship, Tabitha Pilchard, Jennifer Ellis, Lisa Gray, Candace Henry, Paul Gasior, Jessica Scott, Amy Waters, Matt Hill, Jennifer Ellis, Bella Chow

Executive Staff: President Wight, Janet Wormack

Chair, Vanessa Collins, opened the meeting at 10:00 am

- I. Approval of the July Meeting Minutes
 - a. Motion to approve: Tabitha Pilchard
 - b. Motion to second: Steve Blankenship

- II. Old Business
 - a. Approval of Staff Senate Bylaws
 - i. Send it through membership for 30 days with bulleted changes
 - ii. Publish after campus approval
 - b. Recap of Employee Appreciation Day
 - i. Tentative date of 6/8/2022
 - ii. Offer vegetarian and gluten-free options
 - iii. Use RSVP function again
 - iv. Overall a success
 - c. Standing Committees – Updates
 - i. Human Resources
 1. No updates
 - ii. Communications/Snack & Chat Sessions
 1. Jennifer Ellis was selected as new chair
 2. Continue remotely and keep remote option if they switch to in-person
 3. Steve Blankenship will present on Identity Theft - Sept.
 4. HR will review benefits - Oct.

- III. New Business
 - a. Staff Senate Suggestion Box – a staff member wanted to know what our position was on the vaccine mandate. The response from Staff Senate was we will adhere to Chancellor Perman’s mandate that was announced in April.
 - b. New Officers
 - i. Bella Chow was elected as new Secretary
 - c. COVID:
 - i. New test kits for vaccinated people are becoming available but limited supply. Will need to register/schedule in advance.
 - ii. New take-home test kits are currently available to SU students, faculty, and staff.
 1. Each kit has two tests that must be taken 36 hours apart.
 - d. Updates on PAT/SPBC/Cabinet Meetings
 - i. Majority of discussions at all meetings centers on safe return to campus and COVID related issues.
 1. Discussed hosting Town Halls similar to Faculty Senate so questions can be asked in real time instead of submitted prior.
 2. All information provided to faculty should also be provided to staff.

- a. Ask if Eli can attend Staff Senate meetings to discuss and disperse COVID information and issues.
- e. Review of Staff Senate Website
 - i. Updated all minutes. Going forward, after minutes are approved, the Staff Senate Secretary will have them uploaded to the SS webpage.
 - ii. Add new members
 - iii. It was mentioned that the Staff Senate Suggestion Box is not widely known.
 - 1. Recommend auto reply
 - 2. Recommend new hires are told about Staff Senate so we can welcome them and give an overview of our group.

IV. Reports

- a. President Wight
 - i. Regarding vaccine mandate: biggest change campus-wide was access to campus if not vaccinated or have an exemption. This is stricter than previous policy.
 - 1. 98% of employees are either vaccinated or have an exemption. Student numbers were a lot lower.
 - a. Several hundred people have an exemption
 - b. Some are partially vaccinated; still getting tested until fully vaccinated.
 - c. Some are 100% remote
 - d. A lot to keep track of and respect privacy
 - e. Asked for consent to look up vaccination records
 - f. For faculty to know student status, if a student's name is highlighted grayish blue indicates they have no access to campus. If highlighted yellow it indicates a student can't come to class for reasons beyond their control.
 - g. Campus Health Team will continue to look at our rates on campus; continue to evaluate mask restrictions; would like "as normal" as semester as possible.
 - h. Question concerning visitors to campus: Organized events = screenings for indoor events (proof of "cleared" status and taking temps.). No universal screening for outdoor events like football games.
 - i. Question regarding SU policy compared to other USM schools: All are doing it differently. Bowie gave campus until 9/30/21 to get their first dose; UMCP deregistered non-compliant students. USM allowed each institution to make decisions.
 - j. Question regarding budget: Budgets are tight. Enrollment is down 8%. Overall budget is down \$15M from enrollment decrease. Conservative on filling positions, travel, etc. Continue to build enrollment to get back to our numbers. Dorm occupancy is up, dining is up, tuition and state funding is down.
 - k. Question regarding clearance after 12/31/2021: Cautiously optimistic that we will be able to extend the clearance with one back-to-campus test. Public health will decide how we proceed. Closer to Thanksgiving, SU will announce decisions. Booster shots seem to be effective. Variants will determine a lot decisions.
 - l. Question regarding medical and religious exemptions: Will exemptions need to be renewed? No, they are in place and should not need to be renewed.
- b. Dr. Janet Wormack
 - i. Budget concerns- planned for a reduced budget of 6% decline in enrollment; it actually was an 8% decline; returning students were the ones who didn't come back; leadership team is evaluating and assessing how to move forward over the next 3 years; requests may get turned down due to budget constraints; some institutions are increasing their minimum wage to attract workers; hiring delays or expenditure reductions; employees and students may be struggling emotionally- HR emailed on resources to assist in coping- share with others; Workday project- in October will discuss the implementation and what needs to be done; HR and Finance by 7/2023.

c. CUSS Update

- i. new committee structure; consolidating the committees and make them work more meaningfully; Awards and Outreach/Legislature Affairs and Policy/ Staff Resources and Special Projects; new orientation for new members -53; actions plans are being put in place.

V. Adjournment

Meeting adjourned: 11:50 pm

Next Meeting – October 14th, AC401 GAC Boardroom with a Zoom option.

Respectfully submitted,
Tabitha Pilchard