



STAFF SENATE

Thursday, March 13, 2025

GAC 401

Agenda

Senators Attending: Heather Kidd, Isabella Chow, JJ Remo, Tabitha Pilchard, Steven Blankenship, Candace Henry, Lisa Gray, Shannon James, Keaton Burke, Frank Bowen, Tony Sampson, Dave Gutoskey, Kelly Cowger, Donna Knopf

Visitors: Eric Stewart,

- I. Call to Order - 10:00am
- II. Approval of February Meeting Minutes – Motion to approve Lisa Gray, Tony Sampson Second, Passed
- III. Staff Senate Reports
 - a. Staff Senate 2nd Chair – Candace
 - i. Thank you for doing Outreach; what groups still need to take place? These really need to be completed before our Staff Town Hall.
 1. Academic Schools mostly aren't interested in meeting with us.
 2. Not going to push any areas that don't want to meet.
 3. Will send out an email to cover the areas that we can't meet with to introduce ourselves, so they still have a contact.
 - ii. Staff Town Hall - March 31 - 10:30am-12noon
 1. 3 Parts
 - a. Themes from Outreach Sessions Led by SS Leadership
 - b. Updates from President's Cabinet
 - c. Q&A for Cabinet or SS from attendees (pre-submitted or live)
 2. Will have live captioning at town hall, will be able to show on a screen live in room
 3. 80+ people so far have RSVP'd, have until Friday to get advance questions in on survey
 4. Email will go out on Monday to encourage people to still attend even if not RSVP'd
 5. Senators should show up ~30 min early for setup
 - b. CUSS Update
 - i. Will the bargaining unit colas get extended to non-union folks? 1% and 700 went through for AFSME but hasn't gone through the union at SU yet.
 - ii. Senate engagement survey coming from CUSS, please respond
 - iii. Performance review conference was successful, recordings available online through CUSS if anyone missed it.
 - iv. College Park has an Excellence in Leadership program to help managers, will reach out to see if we can get materials/information.
 - v. BOR Awards Process Update – Lisa
 1. BOR award timing will be shifted earlier to align with the faculty BOR awards. Process will now begin in July 2025.

IV. Old Business

a. Staff Senate By-Laws – Steve

- i. CUSS Might be changing their voting methodology which might mean we need more changes next year to CUSS reps.
- ii. Candace will help with wording for splitting engagement and outreach section
- iii. Senators will respond to the proposal to update naming standards for chair positions by March 21st.
- iv. Final discussion of Bylaw changes to take place over teams between now and April meeting for final vote at April Session.

V. New Business

a. Staff Senate Website Discussion – Heather

- i. Minutes need to be added to the site (until redesign, minimally) - Done – Steve
- ii. Web office has been met with to make sure they're onboard
- iii. Web office will open-up access for us to be able to maintain our own minor edits like minutes/agendas/events

b. Employee Appreciation Day Discussion – Candace

- i. EAD Committee met Feb 10th sharing information and survey results
- ii. Cupcakes – Well received should do it again, Lane agreed to do it again, Heather taking lead w Tabitha. Need to ask if Brian is willing to do it – Heather reaching out
- iii. Paint – Kelly & JJ taking lead, very well received and enjoyed
- iv. Quilting – Candace reaching out to Colleen
- v. Food variety was well received
- vi. Photobooth a big hit
- vii. Need a new format for RSVPs/Event signups, Qualtrics was terrible
- viii. Lunch raffle prizes, discussion about students winning top 3 prizes that day
 1. Should students be entered in the raffle?
 2. Separate signing tables for Students/Staff with raffle tickets at the staff table
 3. Update wording on the lunch EAD email description, students get lunch & discount at BS
- ix. Lisa willing to organize prizes, good amount and value in the prizes
- x. Days off and Parking Pass giveaway needs to be coordinated with President's Office
- xi. Joe is coordinating Lunch selection/details with George Oakley
- xii. Need a high-level total/budget to spend across all events.
- xiii. Event Ideas
 1. Stuffed Sammy?
 2. Karaoke –
 3. Water bottles well liked
 4. No more hydro beds
 5. Grab and go ice cream
 6. New petting Zoo – Shannon hunting down leads
 7. Campus Scavenger hunt w prizes, team activity – Candace had great details
 8. Tarot/Palm reader – Soap did one recently. Kelly/Candace following up
- xiv. Dining Services appreciation – George Oakley feedback – They would appreciate designated seating for dining services and for President to Acknowledge them during the day.

VI. Staff Concerns & Staff Senate

VII. 11am - Special Guests

a. President's Office Report – Eric Stewart

- i. Executive Order impact, working with AG's office to determine impact. Information coming out so frequently, websites have updated materials for each executive order.
 - 1. Not as directly impacted by federal funding issues, College Park and Hopkins have a larger impact. 800m in grants cut from Hopkins on Tuesday.
- ii. Budget – Indirect impact from those cuts like at Hopkins affecting state overall which can have tax revenue impacts that trickle down. MD losing revenue puts USM under threat for additional cuts. The proposed budget that came out in January had a 5% cut to USM which translates to around 4m cut to SU.
- iii. USM discussing lifting the tuition cap to provide more flexibility for schools in current budget climate.
- iv. SU remains in a relatively good budget position, have a plan for the existing 5%/4.8mil budget cuts.
- v. Middle states – onsite visit went well and is completed. 3+ year process between the reports, visiting teams etc. Zero recommendations/findings from the team. Last cycle we had two recommendations regarding strategic planning alignment. Middle states have 3 tiers of results, requirements, recommendations and collegial advice.
 - 1. Highlighted our commitment to improve campus climate around DEI
 - 2. Praised us for being transparent in communications, especially with students.
 - 3. Two Collegial Advice Notes –
 - a. Need to align faculty staffing levels with enrollment, need to raise student to faculty ratio. To stay fiscally viable, need to get closer to 18:1
 - b. We should be more adventurous in exploring AI
- vi. Legislative Session – Has been good about not introducing unfunded mandates/requirements this session.
- vii. Strategic Planning Updates – Steering committee is hosting sessions with faculty/staff/students

VIII. Other Topics

IX. Adjournment – 11:50