



Meeting Minutes

Thursday, September 17, 2026

Guerrieri Academic Commons 401

In Attendance: Steve, Mary Katherine, Gabby, Lindsey, Kelly, Chris, Dave, Shannon, Jennifer, Heather, Candace, Joe, Lisa, Frank, and Aurora

Special guest: Amy Johnson, Rebecca Ellis, President Lepre and Eli Modlin

Agenda

I. Call to Order

II. Approval of August Meeting Minutes - Motion by Shannon and Seconded by Kelly to approve the minutes. Approved unanimously.

III. Vice President of Student Affairs – Amy Johnson

- a. Introduction of the members of Staff Senate to Amy.
- b. Amy gave a brief bio on herself. She has been in higher education for 30+ years and here at SU for 2 months.
- c. She discussed achieving the following outcomes and investing time to do so:
 - a. Create robust student engagement across the community.
 - b. With enrollment growth, students want to live on campus. Continuing to secure additional housing and looking at 2–3-year outs.
 - c. 3–5-year plan to build or renovate housing.
 - d. An area of focus will be mental health and well-being with the goal of reducing the stigma and providing resources.

III. Staff Senate Reports

- a. Staff Senate Chair – Joe
 1. Sign up for Blackwell Tour on October 16th.
- b. Staff Senate Vice President – Candace
 1. No updates
- c. CUSS Update – Lisa/Shannon
 1. AFSME negotiated a 2.5% merit increase and a one-time \$500 bonus.
 - i. A Request was made to use fund balance for this. USM denied it because we don't have AFSME.

2. Ombuds services presentation for company contract through USM.
3. Telework policy
 - i. Questions to Aurora regarding where ours stands.
4. PMP Process – Collecting data
 - i. Could we make it easier?
 - ii. Some managers use the tool as the only time they communicate with employees.
 - iii. Can we recommend changes and what is the timing to do so? Aurora suggested the beginning of spring.
- d. Human Resources Committee
 1. Need to elect a new chair with senator resignation from.
- e. Membership & Elections Committee
 1. Need to hold a special election to elect two non-exempt NCBCB.
- f. Engagement Committee
 2. Oct. 14 – Snack-N-Chat will be on Benefits and Open Enrollment.
 3. Nov. 19 – 2pm Cookie Swap – Recipes – Can GW make some of the cookies?
 4. Oct. 21 – Clock Out & Connect at Hoppers before Volleyball game.
- g. Outreach Committee –
 1. Meetings are going well.
 2. Please upload notes in teams.

IV. Staff Senate Liaison – Aurora Edenhart-Pepe

V. Old Business

- a. Members at Large – no action taken
- b. Review Strategic Plan Workshop Notes - tabled

VI. New Business

- a. HR Committee Chair Election - tabled

VII. Special Guests

- a. 11:00am – President’s Office
 - a. Position Approval Process – We have been conservative in hiring. Within the process review, we considered how the job was being performed, whether it could be shared, do we need to do certain tasks, etc. The process has been the same, whereas the finance office will provide a dollar amount for the year. Divisions will make requests and their respective VP’s will prioritize the requests. Trying to look at it holistically. How many positions can we approve, are they full year or done mid-year? Some are replacements, some are redefined and some are conversions from CII to pin; very few are new positions.

- i. Perception of Position approval
 - ii. Staff are watching what gets posted
 - iii. President indicated that what is getting posted is what VP's advocated for.
 - iv. Question about the Position Justification Form – What is it used for and does it have to be used for all position requests? The answer was yes. It should be created and sent to the VP along with the PD and is needed for the HR ticketing system.
- b. Merit and Budget
 - i. 2.5% Merit and \$500 bonus was bargained for AFSME campuses.
 - ii. We proposed using fund balance to cover and was denied.
 - iii. SU, Towson and UMCES do not have AFSME.
 - iv. Still working with system to do something.
 - v. Other campuses have announced the increase for those covered by AFSME but nothing for any other classification of employee.

VIII. The Caring University Discussion – Chapter 2

- a. Discussed student success and employees so overly tasked that we can't take care of our students.
- b. Discussed the process of a desk audit through HR and how painful that process is.
- c. President asked if people are happier than they were 4 years ago. Mixed results around the table.
- d. Eli pointed out that since then, employees have received 29% increase in pay.
- e. There was a long discussion about how exempt employees are often treated like non-exempts in many departments.

IX. Staff Concerns & Staff Senate Suggestion Box

X. Other Topics

XI. Adjournment

Conclusion