

Meeting Notes

Date: 12/11/2025

Call to Order: 832AM

Location: GAC Room 401

Approval of Previous Meeting Minutes:

November meeting minutes-Lisa motioned, Candance seconded, minutes approved

Welcome & Opening Items:

Chair remarks- Joe gave an update on outreach sessions, employee engagement, service projects, etc. Maroon Gold Fridays to start in spring.

Special Guests & Campus Updates:

Eli Modlin-

- Dr. Couch not returning to SU, Dr. Clark will continue as acting through the spring
- New machines in Brand Services can replace signs that usually cost \$7500 not including labor, now cost \$35. Machine can clean vinyl, saving over \$7400 per sign. The first one is at the National Fellowship. Machine does awards, door signs, plaques; Eli loves the machine.
- Government relations-new speaker –Joseline Pena-Melnyk. State facing difficult fiscal times, 1.4 billion deficits. Don't want to use new revenue (taxes to close gap, new speaker may have different opinions. New revenue usually means less cuts. Chancellor has made clear that institutions have made cuts, can't cut more. SU remains in a good spot.
- Athletics- teams are growing. New NCAA regulations may allow teams to carry additional athletes. 10% of the student body are student athletes.
- General council search-47 applicants, a lot from federal government, in-house search. 6 candidates coming to campus. May have one or two prior to break, most in January. No open sessions. Will have sessions with staff who are involved frequently with the council.
- Shoutout to Joe for MD Charities Campaign - system has not met their goal. SU did meet its goal
- SU Advocacy Day- nothing new yet. Trying to find dates, maybe with Posters on the Bay. Cost for Posters on the Bay is 10,000. Now \$250 for rooms that were not available during construction but now are. Will be back in the house or a senate building.

- Blueprint-Governor put a delay on blueprint last year. Chunk of blueprint on new teachers so existing teachers could focus more on PD. Governor wanted to delay new teacher part of blueprint, senate shot that down. MD has enough \$\$ for FY 26, but moving forward will be an issue.
 - Frank-5 years 7-billion-dollar deficit
 - Eli-house and senate not turning back on blueprint
 - More \$\$ in Baltimore City than any other district in the state and lowest performing, money is not always the answer

Strategic Plan-Christy Weer

- Kick off last February- 30 listening sessions, 3 meetings with steering committees
- Pillars created based on feedback
- Huge volunteer effort from staff
- Working groups created working group findings
- Met with president last week, will better define pillars. In January, the steering committee will meet with shared governance for feedback.
- Staff Senate possible February, will discuss further
- Survey was based on what received most votes, some on academic side do not like removing democratic from the language
- Very appreciative of staff involvement

Student Affairs/IAB-Zebadiah Hall

- 5 students applied for student regent, put one forward and did not get it
- Failed search for director of counseling, search will go back out
- Students with financial needs, pull groups together to evaluate a plan for students with financial needs. Hiring students over winter break to assist with financial needs
- Conduct-new hazing law in place, training to come. We receive 50-55 fake IDs per week, primarily from students going to Croco's. Looking into drinking concerns. Narcan is available in vending machines; no incidents have occurred on campus.
- 350 students participated in I Love Salisbury
- Market study for off campus housing, may investigate partnership
- Title XI-related to race, color and national origin focus from SU and focus from the state
- Title IX regs back to 2020 regs, may discourage folks from coming forward
- Religious accommodations-HR will accommodate employee accommodations, OAA will pick up on student side
- Pregnancy accommodations will filter through HR for employees, OAA for students.
- Know your rights campaign-February. Came out of LGBTQ task force. Will include title XI, immigration, etc. Anyone in SS can be in video, videos will be public. Videos will be facts only; no political agenda is involved. Example-287G (local police and assist immigration), WICO voted against. Recordings will begin in January
- Changes in ODI, no more workshops. Campus wide training instead. A new framework will be introduced in spring and will be called A, B,C's. No name changes for SU for DEI.

A-Access, B-belonging, C-community, D-Development. A continuous improvement effort for staff and faculty, most sports teams, SOWK, housing and resident life. The newsletter will come out beginning in February. Will base training on answers to questions asked for each letter. "Moving away from identity based and monthly celebrations because that does not change community.

- January search for director of IAB will launch

Jason Curtain-Centennial and Foundation

- Lull over winter, will be back in February, March and April
 - Decades day
 - Student gala-Great Gatsby themes
 - Men's lacrosse, April 4th flock party with egg hunt, already a youth day
 - April 17th- 3rd Friday will be centennial themed, speaker series will continue hoping to be more public, Jason Bishop from Sports Junkies
 - SU day of service-will have t-shirts, local SU will work with SGA
 - Kelly engagement committee-will work with HR to see how staff can participate SS event will be April 18th
 - Commencement-will mirror first graduation in 1926
 - April 24th Arbor Day-will have tree planting event with Frank-final bow on centennial
 - Commemorative book available in the spring
 - Silent phase of next fundraising campaign, Jason McNeal fundraising consultant, strategic plan will be a big player on fundraising initiative. The goal will be 100million, last year raised 14 million.
 - Audit, external went really well, internal audit-few findings- Aurora spoke on those at last meeting on requesting foundation funds. If there are any issues, contact Jason.
 - Foundation governance committee working on new chairs. If a person is known to be a good board member, send them forward. Board members can give lots of \$\$ or get lots of \$\$
 - VP of Student Affairs search-deadline for first review is tomorrow-71 candidates, next Tuesday will make decisions on who to interview, finalists to campus in February

Jessica Clark-AA updates

- Provost Couch, on leave, will be returning to faculty in the spring
- Lot of curriculums, music therapy major, working on art therapy certificate
- Hoping for grants to assist on rural health
- Graduate-accelerated master's, trying to find ways to encourage UG to stay for grad
- Transfer intensive to grow transfer numbers, working with Aspen group to create pipeline from Worwic

- o Student Success Summit-January 22nd-open to all, housekeeping staff asked if they could attend
- o Kelly-commencement Grad-May 20-UG May 21. Most folks in the room are staff leads, but please volunteer if you are not. Trying to make adjustments to shifts to accommodate staff volunteers.
- o Jason gave kudos to Kelly for conversation with Civic Center, keep civic center in mind for larger events
- **Eric Berkheimer-Facilities master plan**
 - o Big shoutout to Frank and team for holiday display in front of HH
 - o Starting Commons project next week (kitchen and HVAC), will take up space in parking lot
 - o Electrical shutdown over the break, Delmarva Power will be out to evaluate, most work will occur over break, areas affected not on break have been notified
 - o Blackwell project, fencing off the square during spring break, will communicate to campus. Will be a small walkway in front of GAC, one year away from substantial completion, most departments will move during 2027. The presentation room can be used by campus when not in use by admissions. The square will be completed in August 2026
 - o Smaller renovation projects, moving people around to facilitate work. Master plan town hall will be posted on master plan site. Master plan will be used for capital requests. The Governor's capital improvement plan will be released in January, and a request will be made that the Performing Arts center be accelerated.
 - o New work order system will be released that will assist with flow of working with event management
 - o Working on golf cart policies, golf cart pool. Announcement to come in the spring

Sherri Reese HR

- HR audit plan-actively working on
- Restructuring on what HR looks like HR road show
- 5 pillars of HR-reporting lines changed, comp & class reports to Sherri
- Manager and leadership development to launch in February, start with HR 101 (start to finish on hiring). Will grow to skill based and scenario training, will include PM training and staff development
- 10 seats for staff to attend training (?), will reach out to AVP's for recommendations
- Orientation and onboarding training, want to be meaningful, leaders are also invited to attend
- Day one essentials, everything employees should know on their first day, looking to expand to students and contractual workers next year

- New hire orientation, 2nd happening today, once a month for day and evening employees. Happens after employed for 30 days
 - Relaunch of crisis team, employee assistance fund will launch next year, candy gram
 - If you believe a colleague is in distress, reach out to Sherri or HR to involve the crisis team. Team will be established, and situation will be evaluated
 - EAP is still available, info on HR website
 - PD will continue to move forward, 25 learning videos, workday information, workday roadshow
 - PPT presentation that has all updates regarding HR, presented during roadshow
 - Contract processing is going well with workday for winter and spring. The processing time is now 2 weeks. The goal is to get it to a week. Looking at instances on how to hire more quickly, but that is more of a workday issue, CBP is moving to workday, but there is an unknown delay
 - Launching new training for existing employees
 - Working on improving response time
 - Post investigation triage-will come back and help team, working with CADR on that
- **Allen K. EM update**
 - Spring enrollment up 1.7% year over year, new students 150-200 new. About 50 less, spring to fall initiative, students who would have been denied fall but were admitted with extra support (GENL 103, powerful connections). Still reviewing data to determine moving forward. Decision will be made in January
 - Graduate enrollment spring-usually small cohort
 - Fall 2026-first year numbers up 1200 in applications and 1600 students year over year. Moved away from the consulting group and took over marketing and all of the things. Projections will start in late January. Should prepare for larger class
 - Transfer numbers down, should increase in spring
 - EM summit, closed all departments and went to OC for professional development
 - Success 26 will be June 2-4
 - EM marketing Katie C. and Beth S. working to bring new AI to webpage, chatbot currently “manned” by person, will turn to AI chatbot.
 - FA-finalists for director positions will be on campus this week and next.
 - International enrolment finalists for coordinator position, will be on campus next week

- Orientation and family programs-Gull talk series will be moved to earlier dates, new department name, lost transition. January orientation will be on Saturday, not Friday
- Rolling out regional programs, new videos. Updating 60 videos for main campus and regional programs
- **Melissa Granger-Student Success**
 - Fall 2024 student success council was created, the way SU is looking at student success looks different. Comprised of 30 individuals from all departments across campus. The idea is that everyone who works on campus has a role in student success.
 - Mission of SSC, educating ourselves on how to work together to get a more wholistic view on how to improve student success moving forward.
 - 3 proposals put forth this year to change policy. Example, to increase number of credits students can take in winter from 7-8. Small change, but a big impact. Many courses are now 4 credit courses
 - Change the way academic standing is approached. Looking to change current practice of dismissing students on probation, students would remain degree seeking
 - Working to get additional information into Navigate to provide a true wholistic picture of the student to assist with student success, faculty or staff can use information to reach out to areas where students may be more involved. End of year/semester data can be pulled to assist in evaluation of student success.
 - Student success website launches over winter break. The idea was to centralize information to show support services on campus that assist with student success.
 - Student success summit January 22nd. Not the same as the EM Success summit. Only staff and faculty from SU look at our students, what is available, who are they, what do they look like, and what they will look like. History of student success at SU. It is for anyone who has any interaction with students on campus. The first person to reach out to ask if they could come was from custodial staff. Financial support is the number one barrier to student success (food insecurity, working full time, etc.). Academic Works-great tool to assist with financial insecurity. Different platforms will be used to share information. Two give aways \$750 awards toward further development in a student success space, one to faculty and one to staff.
 - Proposals due on Monday
 - Not inviting students, but grad assistants, orientation leaders, etc. welcome

Staff Senate Executive Reports

3.1 President's Report

- **Joe-**

- **MD Charities campaign**
 - Going till tomorrow
 - Must create account, can't sign in through SSO
- **Consortium ByLaw changes**
 - Two drafts sent out to review on Tuesday
 - Requires 4 of 5 governance boards to approve
 - All standing committees will be removed, process to create ad hoc committee created, ad hoc committees will be created on an as needed basis
 - Would take effect on July 1, 2026
 - Why is Emeriti faculty and staff still included in the bylaws?
 - Vote on bylaws-Dave G. made a motion, Candance 2nd, motion approved. For consideration of future changes, emeriti should be removed. Not equal representation for students.

3.2 Vice President's Report

- **Candace-**
 - Survey to determine how training will look like for website accessibility
 - Cleanup day in January for digital accessibility progress

3.3 CUSS Update (Representatives & Updates)

- **Lisa-CUSS**
 - Ellen H. was a speaker; deficit is going to grow. Stated she would not be surprised to see a COLA since it is election year. State mandated salary increases between 2024-2026 cost the state 130 million
 - Bylaw changes were voted on and approved voting changes

Committee Reports:

- **Lisa HR Committee**
 - No update
- **Kelly Engagement**
 - Spring snack chat
 - ♣ Tues Feb 10th IT Teams
 - ♣ Tues April SU Police-Campus Safety
 - ♣ April 18th- Service Day
 - ♣ Happy hour at Hoppers during spring break, Wednesday, March 18th
 - ♣ Viva Engage-separate announcement from Staff who Soar
 - Joe flipped out at meeting
 - Eric S. to come up with communication plan on how to communicate

- Engagement committee will work with Ernest and Eric to launch Viva Engage-Salisbury water cooler
- **JJ-Outreach**
 - Committee will meet in January
 - In person sessions had little attendance
 - Town hall suggested for spring, outreach for fall
- **Steve-Membership**
 - Need special election for CUSS seat
- **Heather-Website**
 - Should roll out for spring semester
- **Dave G.-Staff Who Soar/**
 - Gull Patrol, tumbler prize,
 - Maroon & Gold Friday's student involvement, prizes for staff who are decked out. "Trade in t-shirts", email campaign, Sammy available for monthly photos, additional ideas to follow.
 - Spirit squad-Every Friday, go to different divisions or around campus to cheer those who are sporting SU gear.

Old Business:

- New Website will be live soon

New Business

Staff Senate Liaison Updates

- **Aurora Edenhart-Pepe-SS Liaison update**
 - Budget-state closed at end of October, do not have an accurate snapshot of where state landed, SU closed 2 months prior to all other USM institutions
 - Currently at 40% spend for our budget, not substantially different than the last two years
 - Cushion for contingency by using flat enrollment numbers, using any overage to hold for any cuts in the spring. Does not believe the state will take funds from the operating budget but will look at other sources of revenues. Hopefully there are no cuts in the spring. Ellen says each campus should forecast an additional 5% cut. Possible 3 million reduction, will ask departments to budget flat. As a campus, SU has dealt with flat budgets in the past, especially on the staff side. Lynn, Logan, Barri and Aurora are working on financials dashboard in Workday for financial reporting. Looking to roll out per VP first, then campus wide, and then breaking down more. Budget reporting varies across departments.
 - Joe, how can we train people better to manage their budgets? How to run reports? Open office hours. Training sessions with AP, AR, procurement, etc.
 - Candace-Strategic Plan-What is the conversation around support and resources to accomplish strategic goals? Bring in 1000 additional students, but budgets,

how do we bring in students and continue to support them? President will have to pick the handful of things that are in the best interest of SU.

Staff Concerns & Suggestion Box:

- Parking concerns-shuttle available from court plaza, will be announced soon
- New temporary employee parking on College Ave.
- Staff do not want emails from Fulton every Friday-can opt out
- All suggestions were sent anonymously

Additional Topics

- **Adjournment: Motion to Adjourn-Heather and Candace**
 - 1158AM