



Salisbury University – Staff Senate
Thursday, October 10, 2019
Founders Room, Guerrieri Student Union

Members In attendance: Joe Benyish, Steve Blankenship, Donna Carey, Vanessa Collins, Paul Gasior, Lisa Gray, Sara Heim, Teri Herberger, Matt Hill, Tabitha Pilchard, Belinda Poole, Safaa Said

Members Absent: N/A

Executive Staff: Eli Modlin, Marvin Pyles

Chair, Tabitha Pilchard, opened the meeting at 10:00 am

September minutes were reviewed and approved.

I. Reports

a. Eli Modlin

- i. Showed the Day of Service video created for SU's website
- ii. Teri asked about how new policies are created at SU. Eli suggested calling General Counsel. Eli also commented that new policies coming directly from USM will not come before shared governance because SU does not have a say.
- iii. Steve commented that the process for recording service hours is very cumbersome. Eli said that the form being used is from the state but the internal process might be able to be tweaked.

b. Marvin Pyles

- i. Strategic plan budget committee is meeting to finalize slides for presentations and will be sent out when finished.
- ii. SU is working on purchasing and developing Court Plaza. It's an 85 million dollar project that will result in 750 more beds.

c. Kara Owens

i. 2020 – 2025 Strategic Plan Update

1. There were 21 focus groups including the alumni board and SU foundation. 126 staff participated in the focus groups
 - a. Themes were selected from the focus groups – 5 broad goals with objectives
 - b. Website is live. SU community can still provide anonymous feedback
 - c. A PDF of the plan is being released shortly
2. They are currently reviewing the materials from the focus groups and creating subgroups of tactics and action items (not visible to campus community)
 - a. Will select 3-5 tactics/action items to prioritize. Cost will be a factor in the decision process.

d. Jayme Block

i. Campus Campaign to raise 75 million dollars has started

1. Over 51 million raised to date
2. The campaign also acts as a marketing strategy for the University
3. Campaign has a committee who has acted as a sounding board for strategies
4. Events: Campus Campaign Kickoff on Oct. 16th, Alumni Breakfast, Flock Party during Homecoming

e. CUSS Updates

i. Met on September 24, 2019 at UMBC

1. Committees met
2. Implementing the use of google docs

3. Learned about UMBC's mentoring program for new staff
4. Learned about UMBC's comfort dog training program
- ii. Next meeting is scheduled for October 22, 2019 at Frostburg

II. Old Business:

a. Standing Committees – Updates

i. Human Resources

1. Met with Kevin Vedder who is interested in changing onboarding process and was interested in a mentoring program. Laurie Stroud will be moving to benefits specialist position.
2. HR sent out a benefits snapshot letter detailing the cost of the individual's benefits.
 - a. Senate received a complaint in the suggestion box about the benefit letter stating that they felt it was offensive. Joe is going to call Kevin Vedder to get a better idea of the purpose of the benefits letter and respond to the complaint.
3. Tuition remission requests will now be an online form process
4. Open enrollment for benefits is currently in process – if you don't elect to make changes then it reverts to what you currently have in place.
5. Kevin Vedder is interested in conducting a needs based survey on professional development.
6. Telecommuting was discussed but there is currently no policy in place
7. Committee is working to establish space for a staff lounge

ii. Communications

1. The next Snack & Chat session is on Benefits with Kevin Vedder
2. The Nov. 20th session will be on Recognizing and Assisting Students in Distress with Nikki Dyer of Counseling Services

b. Climate Study Work Group – Staff Senate Representative is Vanessa Collins

- i. The work group has been formed to help select members of the campus community to participate in 15 focus groups to identify successful initiatives, uncover any challenges facing members of our community, and develop strategic initiatives to build on the successes and address the challenges.
- ii. The work group met the week of October 14th to select the focus group participants and will be sending out personal invitations. The focus groups will meet on November 25th
- iii. For more information on the climate study visit
<https://www.salisbury.edu/administration/president/climate-study/index.aspx>

III. New Business :

- a. Snack and Chat Sessions – see Communications above
- b. Staff Senate Suggestion Box – only one submitted - see Human Resources above

IV. Other News: Wallace Southerland has secured a 10% discount to Island Creamery for SU employees

V. Adjournment

Meeting adjourned: 11:55 am

Next Meeting: November 15, 2019, Founders Room, Guerrieri Student Union.

Respectfully submitted,
Sara Heim