



## Salisbury University – Staff Senate

Thursday, October 8, 2020

Zoom

**Members In attendance:** Joe Benyish, Steve Blankenship, Donna Carey, Vanessa Collins, Lisa Gray, Tabitha Pilchard, Belinda Poole, Safaa Said, Jessica Scott, Matt Hill, Amy Waters, Paul Gasior

**Members Absent:** Sara Heim

**Executive Staff:** President Wight

**Guest:** Sue Eagle, Assoc VP of Marketing and Communications / Advancement & External Affairs

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

September minutes were approved by Jessica Scott and second by Steve Blankenship, Paul Gasior

### I. Reports

#### a. President Wight

- i. Week 6 – timing going by quickly. The campus is settling into a rhythm.
- ii. We've overcome a lot since the Labor Day Week testing when there was a 6% positivity rate. Since then we are trending down as students are finally understanding what is at stake. They don't want to get sent home. Current positivity rate is about 1% which is lower than Wicomico County and the State of Maryland. People have worked hard to do the right things and it's working!
- iii. Dr. Wight will be encouraging more F2F classes encourage people to consider the possibility of spending more time on campus. The one-to-one interaction with students is important as so much is missed in a 2-dimensional format. SU takes a very high touch approach to education and personal interaction. Facial expressions, body language, and other cues of understanding are hard to determine in a zoom environment. Wear the masks and come back to see each other in person.
- iv. There is no significant evidence that transmission is occurring in the classroom or campus settings. Transmission is likely more social.
- v. Athletics. -still trying to figure out athletics. NCAA is still making decisions about championship timeframes, what competitions will be held, etc. Conferences are starting to make decisions about which sports will be scheduled and which cannot.
- vi. In the meantime, most sports are at least back in practice. Coaches and athletes are happy about it despite meaning extra responsibility. Athletes are required to be tested every 2-weeks.
- vii. Q&A
  1. Spring Break – change to AY calendar. Reasonably close to decision.
  2. Status of Budget – our budget looks pretty good at this point although there are uncertain aspects. Revenue streams comes form different sources, tuition/fees, auxiliary, state appropriation, and HEIF. HEIF is funding that comes from corporate tax dollars. Just recently were informed we are not going to be cut for last year but have no idea for next year.
  3. Year should finish as expected. For next year, it's very much up in the air as of right now. Depends on enrollments and auxiliary.
  4. Furloughs and pay cuts – Dr. Wight and Executive Staff are taking temporary salary reductions. No plans for anyone else right now and no additional personnel actions are to be taken right now.

5. DBM – FY22 is going to be worse than FY21. We are expecting cuts although the extent of the cuts has not been made public. Cuts to USM should be fairly minor in nature.
6. Revenue projections are better than expected so hopefully that will help FY22 funding.
7. CARES Act helped but has now expired which has a negative effect on state budgets because businesses will not be fully operational thus tax revenue will be down.
8. Thanksgiving Break – testing will start on the Monday after Thanksgiving Break. The hope is that the Labor Day experience will give people pause about activities they engage in over break. Will be emphasizing causation. In the past, all students had to go home. But this year, for some students, that may be inappropriate. Therefore, this year some may stay campus if warranted. Prior notification must be received to ensure appropriate staffing and resources.
9. Enrollment projections for Spring – looks tough. Enrollments were down 6% for Fall. Hopefully, as the fall semester has gone well, we will have an increase in enrollments. But there is still a lot of uncertainty. Confluence of both COVID-19 and Flu. Effort to encouraging students that took the fall semester off to come back for the spring. A lower positivity is a great encouraging factor to get enrollments up for spring.
10. How many existing SU student did not come back in the fall? Not exactly sure.
11. Testing partner is UMB. Unless they incorporate FLU A and FLU B into the same test, SU will not pursue.

b. CUSS Updates

- i. Virtual meeting held September 22 hosted by Bowie State University
- ii. Guests included the chair of CUSF and the chair of USMSC. Each gave goals for the year.
- iii. Chancellor's Liaison Report
  1. University System of Maryland Prepares to Weather Dramatic Reductions in State Appropriations, Other Revenues
    - a. The USM projects COVID-related negative financial impacts of at least \$500 million when compared against the System's original FY 21 budget. That budget gap is in addition to the roughly \$230 million in COVID-induced losses the USM experienced in FY 20, when the System refunded a portion of students' room, board, and fees following the spring transition to remote instruction. The FY 21 deficit includes a \$130 million cut to the USM's state appropriation.
    - b. "A major challenge for our universities is balancing their budgets without harming their mission and without unduly hurting their employees," Perman said. "This is extraordinarily difficult, given that COVID has already taken a heavy toll on families' finances. Protecting faculty and staff to the extent we can is a guiding principle for us, and executive leadership Systemwide has committed to bearing a greater share of any pay cuts we have to make. As chancellor, I'll be taking a 10 percent temporary salary reduction. Even so, I acknowledge that the size of our deficit means that, to some degree, employees will likely have to share in the pain of budget cuts.
  2. USM Board of Regents Appointments
    - a. Bruce Jarrell, MD, FACS, as President of University of Maryland, Baltimore.
    - b. Anne Khademian, Executive Director of Universities at Shady Grove
    - c. Presidential Search Committee for University of Maryland Global Campus
  3. Temporary exception to annual leave carryover limit through calendar year 2022. Can carryover up to 480 hours.

II. Old Business:

- a. Standing Committees – Updates
  - i. Human Resources – Steve Blankenship
    - 1. Will meet next week. – send Steve an email with any agenda suggestions.
    - 2. Staff Senates COVID Townhall – major KUDOS to Joe.
      - a. Extremely informative!
      - b. Many watched the recorded session
      - c. Important to get Kevin Vedder in front of staff
  - ii. Communications/Snack & Chat Sessions
    - 1. Benefits 10/21 with Nadalyne Campbell
    - 2. Rescheduled 11/18 – Vickie and Lillian – Mental Health Emergency Situation (isolated incident)
  - iii. Employee Appreciation:
    - 1. Weekly specials for Faculty and Staff (i.e., 20% off Vera Bradley)
    - 2. 25% off at the SU Bookstore on 10/14 and 10/28

III. New Business:

- a. Branding Exercise – Survey went out. Take the survey! Tell your story.
  - i. See more details below.
- b. Staff Senate Suggestion Box – No submissions
- c. Questions from Staff Senate for the Open Session for AVP of Admin and Finance candidates
  - i. Would like to have at least one question to ask each candidate during Open Session. This position is a direct liaison between SS and Exec Staff.
  - ii. Encourage SS to attend Open Session
  - iii. Topic for Open Session: *“What fiscal opportunities and challenges present themselves in the “post-Covid-19” era of higher education, especially public regional comprehensive universities like SU?”*
  - iv. Question related to Shared Governance at SU and throughout USM.
    - 1. *“Shared Governance plays an important role on our campus and throughout the University System of Maryland. Can you describe your experience with shared governance and what you think their role should be in a campus community?”*
    - 2. Open Session can be attended both in person and virtually. Schedule is below about who will be on point to ask the candidate question.
      - a. Mon, 10/12 11:15 – Vanessa
      - b. Wed, 10/14 11:15 - Paul
      - c. Fri, 10/16 2:00 - Steve
      - d. Mon, 10/19 11:00 – Jessica
- d. Discussion of concerns related to appearance of inequity of staff teleworking vs. staff working on campus. Workload, downtime, etc. Lots of chatter about some employees taking advantage and not necessarily “working” during their normal work hours. However, it is to be noted that no one knows anyone’s circumstance and if they are using leave. Some staff are concerned about losing this privilege after the pandemic.

- e. Sue Eagle, REIMAGINE Branding Exercise presentation
  - i. PowerPoint Presentation: Refer to REIMIANGE pdf
  - ii. Steering Committee consists of many constituency groups on campus. Everyone is represented. Representing Staff Senate – Joe Benyish
  - iii. Aligns with Strategic Plan Objective 3.3
  - iv. Purpose of REIMAGINE: How to tell our story. Differentiate SU from other universities. Position SU in the marketplace. This rebranding is not about SU maroon and gold colors, our logos, or a mascot change. ***Sammy is beloved and will not change.***
  - v. Steering Committee consists of many constituency groups on campus. Everyone is represented.
  - vi. Asking Staff Senate to please promote this project. Take the survey, ask others to take the survey, encourage feedback from everyone. Survey ends on 10/18/20.

IV. Adjournment

Meeting adjourned: 11:54 am

Next Meeting – November 12, 10:00, Zoom

Included for reference: Branding Exercise Overview Staff Senate\_Oct2020

Respectfully submitted,  
Vanessa Collins