



Salisbury University – Staff Senate  
Thursday, December 10, 2020  
Zoom

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

**Members Absent:** N/A

**Executive Staff:** President Wight, Tony Pasquariello, Joan Williams

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

October minutes were reviewed and approved

I. Reports

a. President Wight

- i. We're still at 1 percent while the rest of the country is higher. I'm very proud of our staff, faculty and students for doing what needed to be done. We have made it through the semester and we're the only USM institution to open our doors after Thanksgivings.
- ii. We're now turning our attention to spring semester – there will be mass testing the first week back. The system is having conversations about switching to rapid testing – I'm not eager to switch "if it ain't broke don't fix it."
- iii. So many hero's this semester – it's been great. I'm very proud.
- iv. For right now our budget is in good shape.

b. Tony Pasquariello

- i. We've been tracking enrollment for returning students, this snap shot is from Dec. 2<sup>nd</sup>
  1. Returning students – FTE down 513 students, 6103 enrolled compared to 6616 last year – 7.8% down. Credit hour perspective: 97922 credits this time last year, this year we're at 90230 credits – 7.8% decrease.
  2. Revenue, tuition, and fees are down 8.2% = 3.2 million dollars. We estimated to drop down to 6% so we're taking a harder hit than anticipated.
  3. Hoping things will get better with drop/add.
  4. Housing is budgeting at a 23% decline – right now we're at 24% down.
  5. Dining is budgeting at a 35% decline – right now we're at 36% down.
  6. We're holding steady on the budget.
- ii. New spring enrollment
  1. We're 84 students down. Last year 336 freshman and transfers, we're currently at 252 students, down 84 students for a 5% decline.
- iii. FY 22
  1. We don't have a lot of information from the state. Tomorrow there is a Board of Revenue estimates meeting and that meeting should provide an outlook regarding the general funds.
  2. There were 57.5 million in general funds for this year. SU took a 5.5 million dollar cut from the previous year and we're expecting a cut from this amount for FY22.
- iv. He also echoed the president in expressing deep gratitude.

c. Joan Williams

- i. She conducted a listening tour of SU for the first 30 days.
- ii. In June we entered into a collaboration to procure a web-based training and we're getting that ready to launch

1. Web based first – it's most efficient. It'll create a base of information and then will hold discussion and follow up from there
- iii. Goals:
  1. To implement an Inclusive Excellence Certificate Program to supplement the web-based training
  2. Increase F2F Training
  3. Diversity Badging for students in collaboration with Departments
    - a. A way to work with faculty to create immersive experiences so that students can gain this skill set with incentives around resume building and possible graduation cording
  4. Strategic Diversity Plan
  5. Inclusion Advisory Board with sub-committees for various identities
  6. Creating a minority alumni advisory board
  7. Refreshing Blackwell Hall
  8. Enhancing CEJL:
    - a. Women's Center, LGBTQ+ Resource Center, Disability Honors, African People's Campaign, and American Sign Language Club
- iv. Will be hosting an Anti-Racism Summit – February 5, 2021, 12:30 -5pm

d. CUSS Updates

- i. CUSS met on 12/8/20. The meeting was hosted by the USM Office. Committees met from 10-10:55 am with the full council meeting from 11-12:15.
- ii. Ellen Herbst, USM Vice Chancellor for Administration & Finance, was a guest speaker and spoke about the USM budget especially as it relates to the impact of the pandemic. The National economy impacts the state which then impacts USM. However, the budget retraction was blunted by the CARES Act.
- iii. Two members of the USM Women's Forum (Tanya Jones and Annie Foster-Ahmed) were also guests and gave a brief introduction. They are looking for ways to advance women in the system. CUSS would like them to work with the Benefits and Compensation committee as it relates to advocating for tuition fee reduction for staff. They will also be involved in helping with the USM Advocacy Day.

II. Old Business:

- a. Standing Committees – Updates
  - i. Human Resources – No new updates
  - ii. Communications/Snack & Chat Sessions – No new updates. Asking for ideas/suggestions for new topics.
- b. Branding Exercise- Senator Joe Benyish provided an update: The group is moving forward but is still in the creative phase and coming up with ideas related to SU's persona. The group will meet again in January and develop a Mood Board to help with formulating SU's story and persona.

III. New Business:

- a. Staff Senate Suggestion Box – N/A
  - i. Staff Emeritus - A recent retiree was given emeritus status but it is unclear what that entails. Currently, all retirees are given email access. Faculty are entitled to the use of the facilities but it is very vague as to what that means. The cost of access is actually considerable as there is a cost associated with email access per individual retiree. A suggestion was made to possibly grandfather-in some expectations of access. Steve will bring up this topic at his next HR Committee Meeting.
- b. CCSIC – is a newly formed group as an outcome of the Campus Climate Survey Workgroup. Vanessa will be serving on this committee representing staff senate and will report the group's progress.

- i. Using the reports generated from Rankin & Associates, the committee will identify and address immediate challenges and opportunities.
- ii. The first task is to come prepared with what we feel are the top 5 issues we can begin to work on.

II. Approval of the November Meeting Minutes

- a. Motion to approve: Joe Benyish
- b. Motion to Second: Jessica Scott

IV. Adjournment

Meeting adjourned: 11:55 pm

Next Meeting – January 14, Zoom

Respectfully submitted,  
Sara Heim