



## Salisbury University – Staff Senate

Thursday, June 14, 2021

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, Dr. Janet Wormack, and Kevin Vedder

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

### I. Reports

#### a. President Wight

- i. Please find time for your own wellbeing; we're coming out of an incredibly difficult time.
- ii. Thanked staff senate for our leadership during the past year.
- iii. Currently refocusing efforts on the campus climate study and strategic plan.
  1. Some of these items have been included in the budget but it is a tight budget since enrollment is down.
  2. We will be sharing the climate action plan soon. It will act as a blueprint for moving forward to improving campus climate.
- iv. Indoor masking requirement will remain in place. Once the deadline for COVID vaccination has passed we'll review the data and decide.
- v. Executive team has come to an agreement and budgets will be sent out by the Vice President's very shortly. We're preparing for a tight budget but there has been help from the federal level.

#### b. Dr. Janet Wormack

- i. Originally planned for a 3% drop in admission but SU is currently around 6%. Primarily seeing a decline in returning students. Not sure why. More information is needed statewide on enrollment trends
- ii. SU has received 13.2 million dollars to help recover from lost revenue for 2020-21
- iii. SU will receive 14.5 million for next year, FY22, to also cover lost revenue
- iv. Looks like we'll be on an enrollment decline for the next 3 years. FY 2024 we're hoping for an increase in enrollment. We will need to work together to create a sustainability plan. We have support but it's one-time money so we have to figure out how to maintain once that money has passed.

#### c. Kevin Vedder

- i. Juneteenth – Friday 6/18 will be a holiday and ODI will have programming; PRIDE month has local activities that employees should be aware of; and they're currently offering a series of health webinars for the LatinX community.
- ii. Conducted a return to campus survey
  1. Pleased with the amount of participation in the survey
  2. From a supervisor standpoint, most preferred full-time in person environments with a close second preferring a hybrid telework model.
  3. Key takeaways from the survey:

## Takeaways

- A high degree of support and satisfaction with SUs response to COVID
- Flexibility in how work is performed and work life balance
- Availability of telework (Revised telework policy pending)
- Importance of a safe work environment (Supports getting vaccinated)
- Opportunities to reestablish a sense community and connectedness (Return to Campus Celebration)
- Agility and adaptability to changing conditions
- Readiness and a desire to get back to the Pre-COVID environment

- a.
    - iii. Currently working on new telework policies that will be released soon.
  - d. CUSS Updates
    - i. CUSS will meet next week. USM training conference currently under way.
- II. Old Business
- a. Standing Committees – Updates
    - i. Human Resources
      1. Updates were covered by Kevin Vedder.
    - ii. Communications/Snack & Chat Sessions
      1. A summer break is being observed
      2. Steve Blankenship will present on Identity Theft - Sept.
      3. HR will review benefits - Oct.
      4. Civic Reflection - Nov.
      5. A break will be observed in December
      6. Active shooter presentation is currently being worked on for the Spring
  - b. Revisions to By-Laws
    - i. Reviewed changes discussed at last session. Senators have been asked to review by the next session and provide feedback.
- III. New Business
- a. Staff Senate Suggestion Box – Had received an anonymous suggestion about PRIDE month and the lack of information or acknowledgement from SU. That same day the ODI sent out an email on PRIDE month. The matter was deemed resolved.
  - b. Employee meal plan – Dining services has asked for an increase to \$250 for 25 meals over the academic year.
  - c. Employee Appreciate Day
    - i. Subcommittee is meeting today to discuss more
    - ii. There is a need for someone to wear the Sammy costume, please ask around.
    - iii. August 4<sup>th</sup> 11:30 – 1:30 is the in-person luncheon, a to-go container will be provided to those who request it.
    - iv. 6:30pm will be the session for evening staff – Dr. Wormack will attend
    - v. Will recognize the employees of the month and of the year.
    - vi. Eli Modlin has agreed to be master of ceremony.
    - vii. Holding a 2pm raffle via zoom – Dr. Wight will attend the prize giveaways
  - d. Staff Senate Elections – Will welcome new officers at the July meeting
- IV. Approval of the May Meeting Minutes
- a. Motion to approve: Jessica Scott
  - b. Motion to Second: Steven Blankenship
- V. Adjournment
- Meeting adjourned: 11:40 pm

Next Meeting – July 8th, Zoom

Respectfully submitted,  
Sara Heim