



STAFF SENATE

Thursday, October 10, 2023

GAC 401 - Boardroom

Agenda

Members in attendance: Dave Gutoskey, Rachel Faust, Joe Benyish, Steve Blankenship, Jennifer Ellis, Isabella Chow, Megan Raymond, Lisa Gray, Shannon Hardester, Tabitha Pilchard, Candace Henry, Shannon James, Frank Bowen,

JJ Remo

Absent: Tony Sampson

Guests: Michele Stokes, Eli Modlin, Lynn Adkins, Christine Benoit

I. Call to Order

II. Approval of July Meeting Minutes

a. Motion to approve: Shannon James

b. Second: Jenn Ellis

III. President's Office

a. An email is going out about "Spirit in the Square" for homecoming.

b. Safety- Shooting off campus- shooting at Morgan and at Bowie.

i. Students are recovering well, and they have had faculty and staff support.

ii. 5 additional police officers have been hired- 4 of those positions were already existing and just hadn't been filled during covid.

iii. Additional officers will increase patrol off campus, on campus during the nights and weekends.

iv. Expanding police coverage area. Surrounding campus, where we own property and where our students live.

v. It's important and beneficial to cover these areas.

vi. Salisbury University Police has operating agreements with Salisbury Police, Wicomico Sheriff, Fruitland Police and Maryland State Police.

vii. Looking at Homecoming activities and all the activities surrounding homecoming.

viii. "If you hear something, say something."

c. Innovation Fund Process was at council yesterday and they expect decision and news to be shared soon.

d. Summer Hours- 782 Staff and 143 replies.

i. Overall 77 percent Exempt 17 non-exempt 7 percent contingent.

ii. Would you like more flexibility- Yes, have more say and time to decide to how to use there hours.

iii. Would you like Admin to continue hours 94 percent said YES!

iv. Departments as a whole- 18 percent Said "yes" their offices had to remain open.

v. How clearly was it communicated to you. Yes, they were clearly communicated. But time sheets were a little confusing.

vi. Supervisors felt they had to choose what employees could take it and couldn't.

IV. Staff senate Liaison- Lynn Adkins and Aurora Pepe

a. Budget Update FY24

-The previous budget model allotted each dept with a % of funding. This funding was spent in that dept even if there was a greater need elsewhere.

-This model resulted in very little strategic spending, increased reactive spending, and gave some departments more than they needed and others, not enough.

This created an imbalance of fund.

b. Current Budget model

- Hybrid model allows models centralize vacancy spending.

- We generate savings because of labor vacancies

-Previously, budget managers used these savings for non-labor spending

-That was not a sustainable method of spending, and it's prevented us from understanding true need.
1025 PINS filled.

77 PINS Vacant

c. FY24 revenue forecast was based on a 3% decline in total FTE's.

-\$3Million supplemental budget allocation for fall.

V. Human Resources Updates – Christine Benoit

a. Open Enrollment Starting Monday Oct 16th thru Nov 9th

b. Snack and Chat next week Oct 18th on Benefits

c. SU is going to be the location benefits vendor. Expecting about 1000 local and regional guests to campus. On Oct 30th.

d. World Mental Health Day was Oct 10th – EAP Employee Assistance Program

e. State ethics training- for Director level and above. Has now been assigned to 130 employees.

f. Vector Email is not SPAM.

VI. New Business

VII. Old Business

Green Board- Rachael will be put on to the Green Board.

Motioned Steven

Seconded- Joe

Dave- Looking for a team to do an emergency build at the end of November.

VIII. Staff Senate Reports

a. *Staff Senate Chair – Joe*

-The provost would like to meet monthly. She recognizes that she has staff under her and wants to participate.

-President meeting with shared governance meeting. That the meetings will happen monthly. Provide agenda in advance. Staff moral and transparency with leadership decisions. She is focusing her energy on HR and making staff life easier.

b. *CUSS Update – Lisa/Shannon/Dave/Megan/Kim/Frank*

-Putting forth a formal proposal to reduce fees to staff who are taking courses. Salisbury's staff senate is sited in the proposal.

-Prescription plan deferral. A group of retirees is trying to get something thru legislation. They have been pushing a bill for 6 years.

c. Goals and Priorities-

IX. Adjournment

Extra-

Voting for adding more members to CUSS.

Motion- Dave Gutowski

Second- Lisa Gray

Jennifer Ellis makes a motion to add new staff senate/cuss members.

Motion to proceed Shannon.

Seconded- Bella

To ask next person to take over Frank Bowens position as he moves to CUSS

Motioned- Steve

Seconded- Lisa