



## Salisbury University – Staff Senate

Thursday, January 13, 2022

VIRTUAL OPTION:

### Minutes

**Members in attendance:** Jennifer Ellis, Matthew Hill, Sarah Heim, Isabella Chow, Joe Benyish, Amy Waters, Candace Henry, Lisa Gray, Steven Blankenship, Jessica Scott, Tabitha Pilchard, Vanessa Collins

**Absent:** Paul Gasior

**Executive Staff:** Eli Modlin, Janet Wormack, Charles Wight

Joe Benyish, 2<sup>nd</sup> Chair, opened the meeting at 10:00 am.

#### I. Reports

##### a. Chuck Wight

- i. Record levels of COVID cases & hospitalizations in MD. Expecting to have rise in COVID cases on campus once students return. Masking policy will remain in place during spring semester; KN95 masks required for classrooms, preferred for other areas. COVID boosters are required for all individuals living on campus. Encouraging telework for staff members.
- ii. Moving forward for budget process for next year. Renovation of Blackwell Hall in our capital projects, so hoping to receive funds for this incoming budget.
- iii. Governor Hogan has provided allocations to system for 1% COLA starting Jan. 1, 2022, as well as a 3% COLA on July 1, 2022. Funding for merit increases will also be available; will find out how much in the next two weeks.

##### b. Janet Wormack

- i. No updates at this time.

##### c. CUSS Update – Lisa

- i. Upcoming meeting with Legislative Affairs to talk about budget issues since the budget will be released later this week. Advocacy Day also upcoming; any items should be brought up to CUSS members for inclusion.

#### II. Eli Modlin – COVID Update

- i. University's quarantine & isolation protocols have not changed at this time.
- ii. Currently working on a rapid PCR machine with higher level of sensitivity for the new variant to be used when a positive rapid test is received.
- iii. Anti-racism summit will be virtual with a follow-up in April.
- iv. Blackwell Hall repairs should be opened before the spring semester starts.

#### III. Dorian Rogers, President SU NCAAP Chapter

- a. Deduction of resources in ODI/Multicultural Student Services has causes frustration within the student community. Wants to make sure that the NCAAP promotes the necessity and longevity of this department, as these are areas that are for many students "home away from home".
- b. Would like to see progress reports from shared governance regarding action items of of importance to the campus community.
- c. Recommended that NCAAP could meet with Staff Senate once a semester to bring items of concern to their attention and work on fostering better communication.

IV. Old Business

- a. Introduce Christine Benoit (Human Resources)
  - i. Onboarding, employee training & development initiatives
    - 1. Currently working on action items that came out of Campus Climate Survey to get additional resources available to staff.
    - 2. Will be meeting with Jessica to set up meetings to update Staff Senate on progress.
- b. Standing Committees - Updates
  - i. Consortium Committees
    - 1. Consortium Coordinating Committee – Vanessa
      - a. Not all committees have met, so no updates at present.
    - 2. Cultural Diversity & Inclusion Consortium Committee – Joe/Jennifer
      - a. Met before break; items were mentioned regarding the climate survey that could be worked on, but no progress at any items as of yet.
  - ii. Communications: Snack & Chat update – Jennifer
    - 1. No updates at this time.

V. New Business

- a. BOR Award nominations update – Lisa
  - i. Nominations have passed, with a record number of nominations received. Since only one name can be selected per category, are currently in the process of narrowing down candidates for submission. Potential of six nominations to be submitted.
- b. Recommendations
  - i. Discuss new proposals
    - 1. Staff Sabbatical for professional development, special projects, etc.
      - a. Would like to be able to submit proposals/prospectus regarding sabbatical requests for consideration, as currently many employees do not have time during the work day for professional development, projects, etc., which leads these being done on personal time or not being done at all.
      - b. Issues stemming from lack of coverage in departments with no employee redundancies would need to be addressed.
    - 2. Spring Break Holiday
      - a. Did have days off during spring break in previous years; other USM institutions currently have breaks around the same time period.
      - b. Recommend that we get SGA/GSC sign-off for proposal submission to show that students would support the time off.
    - 3. Staff Emeritus Recommendation
      - a. Has been submitted to Dr. Wormack for review.
  - ii. Compression issues
    - 1. Information regarding COLA addressed by Dr. Wight; salary bonuses that have been publicly reported have not currently been addressed by USM/administration and may still be in the legislative process.
  - iii. Telework/Campus Closings
    - 1. Need to have clarification regarding how telework impacts those that have jobs that cannot be worked from home, and also who is required to work during campus closings now that telework is available. Do not currently have consistency as to policy/requirements now that alternative work options are available.
- c. HR Support for Supervisors

- i. Do not currently have clear communication to supervisors regarding how to explain HR directives to employees.
    - ii. Recommended that this be an item that Jessica address in the HR committee.
  - d. Possible \$15 minimum wage hike
    - i. Since this has not been officially announced by state government, will have to address once more information is released.
  - e. Redesign of Staff Senate webpage
    - i. Staff Senate webpage is not as informative as it could be. Recommend that the site be reworked so that information regarding recommendations and initiatives is easier to find and that more interaction with staff members is encouraged.

VI. Approval of the December Meeting Minutes

- a. Motion to approve: Vanessa Collins
- b. Second: Joe Benyish

VII. Adjournment

- a. Next Meeting – February 10, AC401 GAC Boardroom with virtual option