



Salisbury University – Staff Senate
Thursday, November 11, 2021
GAC Boardroom – AC401
VIRTUAL OPTION: TEAMS MEETING

Members in attendance: Vanessa Collins, Joe Benyish, Candace Henry, Tabitha Pilchard, Isabella Chow, Steven Blankenship, Amy Waters, Lisa Gray, Jessica Scott, Paul Gasior

Absent: Jennifer Ellis, Matthew Hill, Sarah Heim

Executive Staff: Dr. Charles Wight, Eli Modlin, Dr. Janet Wormack

Chair, Vanessa Collins, opened the meeting at 10:01 am.

- I. Approval of the October Meeting Minutes
 - a. Motion to approve: Steven Blankenship
 - b. Motion to second: Joe Benyish

- II. Reports
 - a. Eli Modlin
 - i. COVID Update
 1. Still giving boosters on campus; just added 65 more new appointments yesterday. Please let Campus Health know if appointment times are needed, as availability of nurses can be amended based upon demand. Other off-campus facilities that are doing boosters might not recognize a community member's eligibility to get booster, but our records are updated so everyone eligible can.
 2. There are differences between a booster shot and a 3rd shot for the Moderna vaccine. Those at higher risk can get a 3rd shot (full dose) instead of a booster shot (half dose). If full dose is needed, information from doctor will need to be provided to Campus Health.
 3. Booster shots can still be administered if you don't have your vaccination card at the time of your appointment. Nursing staff will provide a new card for your 3rd shot.
 4. At this point, there is no requirement for the booster shot from SU or USM, and no indication there will be such a requirement in the future, as COVID rates continue to be low among faculty and staff.
 5. Individuals testing twice-weekly will be cleared through Thanksgiving week, as long as they attending their testing appointments on Tuesday, November 23rd, and Tuesday, November 30th. There will be no penalties for not testing on Thursday, November 25th. There will not be mass return-to-campus testing after Thanksgiving due to low rates of positive cases currently on campus.
 6. USM COVID workgroup is currently leaning towards keeping mask requirement through the end of the semester before revisiting the policy, since there will likely an uptick in positive cases during/after the holidays. SU will most likely continue to require masks in January; masks in classrooms may continue into spring semester.
 - ii. Office of Diversity & Inclusion
 1. Human Resources is currently conducting two searches for Program Managers in ODI. At this time, a search for the CDO position is currently on hold until more organizational structure is in place within the department.
 2. The Cultural Affairs department will be moving back to being overseen by Academic Affairs, due to the previous established relationship between the departments. Issues

for holding future events still currently exist due to the Great Hall and Social Room in Holloway being currently used for Campus Health; the departments are working with Eric Berkheimer for other space options.

3. Presently looking for volunteers from individuals across campus for a Diversity & Inclusion Council. While this would not be a shared governance body, there will be representation from those bodies within the council.
 4. Planning 2nd anti-racism summit with both in-person & virtual options. Any suggestions for speakers or topics can be sent to ODI@salisbury.edu.
- iii. All of the campus community are welcome to visit the ODI Café to have pumpkin muffins each week. The administration is looking for additional opportunities for smaller gatherings to allow people to get together and show staff appreciation; any suggestions can be forwarded to Dr. Wormack.
 - iv. Presidential Search
 1. The Presidential Search Town Hall will be held today at 3 pm in both live and virtual formats. Chancellor Perman will be meeting with President's Cabinet this afternoon; will be scheduling meetings with executive committees of shared governance bodies in the future.
 2. Since the committee selection will be handled through USM, nominations for search committee members should be submitted to SU-president-search@usmd.edu.
- b. Dr. Wormack
- i. Human Resources
 1. HR has recently hired Christine Benoit as Organizational Development Specialist. She is currently reviewing the Climate Study and working on Diversity & Inclusion areas. Will be working with CHRO and Dr. Wormack when the CHRO is hired, and meeting with Staff Senate to get focus on what prospective goals can be met this year.
 2. Compensation
 - a. Currently evaluating the impact of the minimum wage change; \$51 million is the current price tag for whole system to adjust. January 1st the minimum goes to \$12.50; discussions are being held as to timelines for raising wages to \$15/hr.
 - b. How to address salary information & communicating that information.
 - ii. Nine-year plan for replacement of all locks in all buildings. Eric Berkheimer will be providing more information about what buildings will be affected in what years to SUSS.
 - iii. Telework agreements are being reviewed to see what revisions may need to be made, and what agreements we will be going with in the future.
 1. USM already is reviewing remote work, to study liabilities involved for those that may not be working in our state, as states have different requirements for remote worker benefits. Any recommendations regarding changes can be sent to Dr. Wormack.
 - iv. Waiting for SUSS recommendation regarding staff emeritus status.
 - v. Looking to start a walking club for individuals in campus community in the spring, starting in February on Health Heart Day, as another way for people to engage on campus. Need to have at least 10 teams to have a viable program, so looking for input to make that possible. Candace Henry expressed interest in being involved in the program.
 - vi. Joe Benyish requested Eric Berkheimer join the next meeting to update SUSS on projects in the queue for the campus.
 - vii. Dr. Wormack suggested that the new HR OD meet with SUSS once she is acclimated to discuss priorities.
- c. Dr. Wight

- i. Appreciate the work that all of the SUSS members do on campus. Recognizes that everyone one on staff has been willing to step up during the pandemic and do work that needs to be done for the students, even with staffing limitations.
- ii. Individuals not represented in SUSS (under collective bargaining unit [CBU]).
 - 1. Many in CBU lost their jobs during the pandemic due to the campus closing and the early ending of the spring semester.
 - 2. Wanted to gauge interest in including one member of the CBU on Staff Senate, possibly in a non-voting role. Not aware of any federal law preventing this, but may be difficulties with state law or USM policy, so more research would need to be done, but would like to have SUSS consider the proposition in order to open up a channel of communication that is currently not available to those members.
 - a. Lisa Gray commented that we would be very willing to include CBU members, as they are very underrepresented on campus. Shared governance was put into place in 2001; collective bargaining shortly after. Many were not aware of how the voting worked at the time, thinking that not showing up to the vote meant that their vote was 'no'. Jessica Scott mentioned that, at the time, some were told that they had no choice, that this was a legislative issue and the voting was only to choose in between unions.
 - b. Dr. Wight said that he would proceed with making inquiries regarding this matter.

III. Old Business

- a. Standing Committees - Updates
 - i. Human Resources – Jessica Scott
 - 1. No updates at this time
 - ii. Communications/Snack and Chat – Jennifer
 - 1. Jennifer Ellis on vacation; Civic Reflection Snack & Chat has been scheduled for Wednesday, December 1st.
 - iii. Consortium Committees
 - 1. Cultural Diversity & Inclusion Consortium Committee
 - a. Jennifer sent email update; committee will be focusing on Climate Study and working with DRC in the future.

IV. New Business

- a. Recommendation for additional holiday leave
 - i. Vanessa Collins currently drafting letter of recommendation to administration for President to grant additional paid holiday time in December to staff.
 - ii. Tabitha Pilchard mentioned that, since grades must be delivered after final exams, may want to suggest only 2 days (12/21 & 12/22), since many departments will have no choice to but to work on 12/20.
 - iii. Lisa Gray mentioned that there are many departments that have contingent & student employees that might be negatively impacted, since they may not have holiday pay benefits, and departments that have required work that must be completed before the holidays, and will not be able to take advantage of this time at all; however, still supports the request.
 - iv. SUSS decision to move forward with submitting the letter to administration, with a request for a timely response.
- b. SU Town Hall with Chancellor Perman

- i. Since meetings with shared governance will only be with executive committees and have not yet been scheduled, discussion on determining SUSS priorities for this meeting will be held until a later date.
- c. Staff Senate Suggestion Box
 - i. No items received

V. Reports

- a. CUSS Update – Lisa
 - i. Several items discussed, including telemarketing policy, campuses working in hybrid models, and updates regarding logging into Workday for benefits.
 - ii. Advocacy Day scheduled for Wed., Feb. 16, 2022.
 - iii. Next joint council meeting will be on November 17th, with presentations from Chancellor Perman & Regent Gooden.

VI. Adjournment

- a. Next Meeting – December 9, AC 401 GAC Board Room with virtual option

Submitted by: Isabella Chow