



STAFF SENATE

Thursday, December 8, 2022

GAC 401 Boardroom

Agenda

Members in attendance: Joe Benyish, Steve Blankenship, Jen Ellis, Matt Hill, Isabella Chow, Tabitha Pilchard, Vanessa Collins, Candace Henry, Megan Raymond, Paul Gasior, Shannon Hardester, Lisa Gray

Absent: Sara Heim

Guests: Dr. Lepre, Eli Modlin

- I. Call to Order
- II. Approval of November Meeting Minutes
 - a. *Motion to approve: Matt Hill*
 - b. *Second: Candace Henry*
- III. President's Report – President Lepre
 - a. *Thank you for all the hard work during the semester. Loves the collegiality between people here and the desire to help on campus.*
 - b. *Holiday Social*
 - i. December 14, 2022 – Assembly Hall
 - ii. Will be recognizing BOR nominees for faculty for this year (since staff deadline is still outgoing). Staff will be recognized in spring employee recognition day.
 - c. *Provost Open Forums happening today and tomorrow.*
 - i. Academic program review, and metrics for underperforming programs, is one of the focuses, so seeking a Provost that has experience in these areas.
 - d. *Organizational Restructure*
 - i. Listening sessions highlighted needs to make some structural changes. Also worked with other USM presidents to help guide on how changes could be made to align our institution with others in the system. Some of the changes that have been made already existed in other schools (moving auxiliary services being one), with great success seen.
 - ii. Having Enrollment Management working closely with Academic Affairs is something that will help with “marketing” our academics to those that are looking for a school.
 - iii. None of changes required new PINs.
 - iv. Not currently planning on additional structural changes; wants to see the results of the current change and how they affect the campus. More focused on finding the VP for ODI and what alignments will need to be made once they are hired.
 - e. *February 7, 2023 – State of the University address. Will address her vision for where the University is headed and what she would like to see in the future.*
 - f. *Will be having listening sessions regarding Equity & Inclusion VP, as well as some smaller sessions with selected groups regarding what we should be looking for.*
 - g. *Will be sending out an update on what progress has been made on the Campus Climate survey, as well as what we are planning.*
- IV. President's Office Updates – Eli Modlin

- a. *Scheduling Shared Governance Town Halls in the spring semester for the President to have opportunity to talk directly to staff about questions re: restructure, searches, etc.*
- b. *Blackwell Hall Project*
 - i. In early conversations about where to move departments while construction starts. Also discussing what students are looking for in the departments that will reside in that building for planning the space.
- c. *ODI*
 - i. Will have a Powerful Connections program in the spring; currently also planning future programs with students.
- d. *Spirit Week*
 - i. Would like feedback on what type of programs we would like to see to re-engage campus.
- e. *SULead*
 - i. Made changes that were suggested by the committee to the program; encourages any other feedback that might be received regarding it.
- f. *Service/Volunteer Hours*
 - i. Currently checking with the state to see whether the service/volunteer hours can be continued. Previous recommendation was approved because the Governor already had an initiative in place, and so we didn't need to seek approval; however, his initiative was only for a certain time period, so we are making sure that we still have the authority to have it continue.
- g. *Since the new budget process gives more power to state legislators to influence the budget, we are looking to see how it will affect us.*
 - i. Pushing to have as many meetings as possible in person, including Posters on the Bay and Advocacy Day, but will have to consider that construction in Annapolis is limiting the spaces to hold meetings at, so will need to be more prepared and proactive in planning.

V. Reports

- a. *Staff Senate Chair - Joe*
 - i. Encourages everyone to attend the Provost listening sessions.
 - ii. Still looking for volunteers for Commencement
 - iii. Middle States
 - 1. Will be forming five working groups for reaccreditation; will looking for volunteers. Will be a one-year-plus commitment.
 - 2. SULead
 - a. Will no longer need to have supervisor/VP approval to apply; HR will contact them if you are approved.
 - b. Program will be for those director-level and below; does have a curriculum involved.
 - c. More geared towards learning and networking opportunities, internally & externally.
 - d. More professional development opportunities will be available in the future that will relate more towards developing working skills.
 - 3. Employee Appreciation Day
 - a. Have already put it on Colleen's radar in January to discuss plans for the next EAD.
- b. *CUSS Update – Paul/Vanessa/Lisa/Shannon*
 - i. Joint Council Meeting (virtual)
 - 1. Addressed by Chancellor and Regent Atman
 - 2. Breakout sessions for different committees

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3. Was not as effective due to being virtual.
4. Next meeting will be System Meeting (also virtual).

VI. Old Business

a. *BOR Awards Update – Lisa*

- i. Has seven nominees currently. Hoping to shuffle them around so we will be able to submit all seven.
- ii. Recommends readjusting timeline to have less time for nominations; more time to get packets together.
- iii. Would like to investigate aligning some of our internal recognition processes with the BOR processes so that we can get more nominees.

b. *Staff Senator Representation Conversation Discussion/Vote – Steve*

- i. Two motions:
 1. Adding additional seat on Staff Senate to represent Contingent staff members (C1 & C2)
 - a. Motion to approve: Steve Blankenship
 - b. Second: Megan Raymond
 - c. Passed unanimously
 - d. Steve, Lisa, Vanessa & Bella will work on editing bylaws and sending out voting to the body.
 2. Drawing from nominees in another category (Exempt, Non-Exempt) to fill the open seat position.
 - a. Will have the committee editing the bylaws get more information on the subject and bring recommendations to the body in January.

VII. New Business

a. *Initiative/Recommendation Brainstorm – Jen*

- i. Professional development grant (Steve)
- ii. Restoration Fridays (Candace & Jen)
- iii. UFC – free to faculty & staff (Joe)

VIII. Adjournment