



Thursday, February 7, 2024
GAC 401 - Boardroom

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

Absent:- Tony Sampson

Guests: Eli Modlin, President Lepre, Aurora Edenhart Pepe, Lisa Lepore, Tina Boyd

I. Call to Order

II. Approval of July Meeting Minutes

- a. *Motion to approve: Isabella Chow*
- b. *Second: Kim Meyer*

III. President's Office

- a. Mental health support for staff and faculty- (Aurora) Resources to help people who are in crisis. Shannon met with Aurora to talk about this. There is a 24-hour Hot line for any type of emergency. Personally, out of concern. The team is in contact with chief. Behavioral team with multiple people across campus. This service is being used and chief will do a wellness check. Fitness for Duty- Employee assistant program- and assessment used for an institution. For example- Someone that may be struggling with alcohol issues. This is what is used to help the employee get the help that they need. We have a Fitness for Duty program that is already established. We need to figure out who to get this to work for us better. Crisis Hotline number is on the back of all our Gull Cards.
- b. Deloitte Audit HR Study- There are pieces of the Audit that won't be shared. As part of the agreement with Deloitte we agreed to a confidentially piece. They won't share anything that could identify an employee. What you will see in the initial announcements is the Deloitte themes that were pulled from the audit. They are the large areas that they felt was most talked about and what is most needed. Things that will help the community.
- c. Governor is showing his support for Salisbury University. We will get 19 million dollars for the Blackwell Hall renovations. This will be over a few years. He recognizes what we are trying to do on this campus. Renovations have already started. Advocacy efforts to continue to share why SU is special. We must continue to advocate for ourselves.
- d. Maryland has a budget deficit; cuts will stress our budget and we are working behind the scenes. If COLA raises are given. Typically, we are not given the money to cover it. So, it will stress other places in our budget.
- e. Current legislation- There are a couple of 100 bills that could affect us. Collective bargaining, policies for students. New policies to implement. Nothing seems extremely concerning. 5 million dollars was given to MHEC to divide between all the Maryland Higher Education, and they will decide how it's given out.
- f. Organizational shifts- Things are going well, but changes are good, and we are still working on things. Changes will happen. We are adding the new VP Of DEI. Changes will not take place though until this individual is on campus.
- g. Campus morale is low, what can happen to combat that.

- IV. Staff senate Liaison- Aurora Edenhart-Pepe
-Tina Boyd- She is a consultant-25 years of experience.
-Lisa Lepore- has submitted her two weeks' notice and is leaving for College Park. They have secured a contingent employee and will be here before Lisa's departure. They are working on hiring an HR Director of Employee experience.
- V. New Business
-Motion to put out the minutes quicker and be approved to post on SU Today- Megan
2nd Candace
- VI. Staff Senate Reports
a. *Staff Senate Chair – Joe*
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b. *CUSS Update – Lisa/Shannon/Dave/Megan-*
-*We are preparing for advocacy day. Looking at bills and how they could affect SU.*
c. *August Meeting*
d. *Snack & Chat*
e. *Employee Appreciation Day- we will meet separately about the ideas for the events we want to invite back and what we want to add for this year.*
- VII. Other Topics-
VIII. Adjournment