

President's Advisory Team Minutes

March 14, 2019

President's Advisory Team Members in attendance:

Humberto Aristizabal, Associate Vice President of Institutional Equity and Title IX Coordinator
Aaron Basko, Assistant Vice President for Enrollment Management
Eric Berkheimer, Associate Vice President of Facilities and Capital Management
Melissa Boog, Associate Vice President, Academic Affairs
Jason Curtin, Vice President, Advancement and External Affairs
Gerard DiBartolo, Director, Athletics
Chrys Egan, President, Faculty Senate
Kelly Fiala, Transitional Dean, College of Health and Human Services
Dane Foust, Vice President, Student Affairs
Teri Herberger for Clifton Griffin, Dean, Graduate Studies and Research
Martha Zimmerman for Bea Hardy, Dean, Libraries and Instructional Resources
Amy Hasson, Chief of Staff
Starlin Weaver for Laurie Henry, Dean, Seidel School of Education
Stefanie Hurst, Co-Chair, Staff Senate
Duke Darrigo for Ken Kundell, Chief Information Officer
Edwin Lashley, Chief, University Police
Andrew Martino, Dean, Honors College
Tram Ngyuen for Devin Neil, President, Student Government Association
Eli Modlin, Deputy Chief of Staff and Director of Government and Community Relations
Karen Olmstead, Provost and Senior Vice President of Academic Affairs
Kara Owens, Special Assistant to the President, Institutional Effectiveness & Assessment
Maarten Pereboom, Dean, Fulton School of Liberal Arts
Marvin Pyles, Vice President, Administration and Finance
Catherine Raley, President, Graduate Student Council
Jason Rhodes, Director of Public Relations and University Spokesperson
Tim Robinson, Adjunct Faculty Caucus
Michael Scott, Interim Dean, Henson School of Science and Technology
Wallace Southerland, Associate Vice President, Student Affairs
Brian Stiegler, Associate Provost for International Education
Karen Treber, University Counsel
Christy Weer, Dean, Perdue School of Business
Charles Wight, President
Richard Wilkens, Associate Provost

1. Welcoming and Opening Remarks – President Charles Wight

- Dr. Wight welcomed the group.
- Junior Achievement Inspire event:
 - Much appreciation to all who encouraged faculty, staff and students from your departments and divisions to participate in the Junior Achievement Inspire event held on Tuesday, March 12, 2019.
 - The day was extremely successful and Salisbury University was very well represented.
 - Dr. Wight noted the importance of universities engaging with the community and at this event, Salisbury University helped middle and high school students see potential career paths and did a bit of recruiting.

- ESCIPE

- Dr. Wight provided a brief update on the Eastern Shore Center for Inter-Professional Education (ESCIPE) Proposal. This is a potential partnership with Salisbury University, UMES, PRMC, the City of Salisbury and the University of Maryland, Baltimore (UMB). It should be noted that this is the provisional name and it should be emphasized that this project is still in the visionary phase.
- Two copies of the proposal made their way around the room. Select programs that would be offered are from SU's College of Health and Human Services. From the other institutions would be a clinic from UMES, doctors from PRMC (who would have the opportunity to teach and interact with our students) and UMB would bring residents to the Shore, and learn to operate in a team environment. It will be transformational and is being considered only in a few places in rural communities across the nation. It is an opportunity to create a national model.
- Although planning money for the Center was not included in this year's State budget, we look forward to developing a plan that will support the many programs (academic, continuing education, and outreach) that will be housed there. It was noted that the CHHS's mission to serve a broad array of health and human services' needs (ranging from health education and wellness to behavioral health to care of individuals with acute and chronic conditions).

- Rankings

- U.S. News & World Report has ranked several of Salisbury University's graduate programs among the nation's best.
- In its list of Best Graduate Schools for 2020, SU made the top tier in three categories:
 - Doctor of Nursing Practice (No. 133)
 - Master's in Nursing (No. 140)
 - and Master of Social Work (No. 168)
 - SU's Master of Business Administration (part-time) was also listed in a second tier.

- Fulbright Top Producer

- For the second consecutive year, SU was named among the nation's top producers of Fulbright Scholars for 2018-19 by the U.S. Department of State.
- Two one-minute videos were shown highlighting some of SU's students as well as one of the new tools being used to tell SU's story.
- This is a tremendous accomplishment and is a testament to our outstanding students and the hard work of Dr. Kristen Walton and the Office of Nationally Competitive Scholarships.

- Women in Computer Science
 - SU was recently lauded by *The Chronicle of Higher Education* as Number 1 in the country among public higher education institutions at enrolling and graduating women in computer science.

- Regents Faculty Awards
 - We have an outstanding faculty at SU and not one but two faculty have been recognized by the University System's Board of Regents.
 - Dr. Chrys Egan – Board of Regents Faculty Award for Excellence in Mentoring. Dr. Egan was also just named as one of Maryland's Top 100 Women by the Daily Record.
 - Dr. Randall Cone – Board of Regents Faculty Award for Excellence in Teaching.

- Honorary Degree to Alan Guerrieri
 - At Spring Commencement, we have been given permission to award an honorary degree to Alan Guerrieri for Public Service.
 - Mr. Guerrieri and his family have had a tremendous impact on this campus and in the lives of many students.

2. University Governance

- Faculty Senate – Chrys Egan
 - a. The Faculty Senate have reviewed chapter drafts of the Faculty Handbook, chapters 1, 3, 6 and 7. Next is looking at promotions and credit for service.
 - b. The Provost Recommendation on Department Chair work toward Promotion was passed on May 18, 2018 and was returned to the Promotions Committee on February 12, 2019.
 - c. The following actions were approved by the Faculty Senate:
 - Approved the 2018 General Education Student Learning Outcomes.
 - Charged University Academic Assessment Committee to work with department chairs and faculty to verify draft mapping of 2018 SLOs to 2000 model, through online survey.
 - Requested department chairs to select one Gen Ed IIIB Social Science faculty for ad hoc committee to review Education proposal for consideration as a program.
 - Charged the Academic Policies Committee, in consultation with the Registrar, to investigate how the final exam schedule is best established, displayed and disseminated.
 - Passed motion from Academic Policies Committee, in consultation with the Registrar, to change transcript language to “restricted status” to be consistent with USM.
 - Passed motion ensuring the Promotions Committee has adequate number of voting members.

- Charged Promotion Committee to work with Health and Human services ad hoc promotion committee to clarify clinical faculty promotion.
 - Clarified ad hoc All-Faculty Voting Committee expectation to bring solutions to all-faculty vote that may not be in-person.
 - Approved deletion of the outdated online/hybrid course checklist and approved updates to the SU Online Learning policy.
 - Charged Faculty Financial Affairs Committee with greater faculty involvement with Budgeting and Finance.
- d. Special Topic Meetings:
- Legislative Session and Budget 2/19/2019 and 4/19/2019
 - General Education 2/19/2019 and 3/5/2019
- e. Upcoming Events:
- Final *Leading Academic Change* discussion, 3/13, 5:30-7:00 p.m. in GAC Faculty Lounge with staff, faculty and administrators to consider SU student profile data.
 - Final Faculty and Friends Friday, December 7, 4:00-6:00 p.m. in GAC Faculty Lounge. All are welcome.
- o **Adjunct Faculty Caucus** – Tim Robinson
- a. Tim spoke on behalf of adjunct faculty, and it was noted that he has been their representative since its inception in 2011. Tim noted that he has had a great relationship with administration most notably with Provost Karen Olmsted and Marvin Pyles.
 - b. There has been an issue concerning evening parking on campus. Spaces saved for red parking passes are not held after 5:15 p.m. and students use these spaces. Discussion is continuing with administration.
 - c. Tim expressed appreciation for the pay raises from last year and making a commitment that they will receive the same percentage of pay raises offered to faculty.
 - d. There has also been discussion about potentially compensating members of Adjunct Faculty Caucus.
- o **Student Government Association** – Tram Ngyuen
- a. Tram updated the group on the continued good work and efforts of SGA Vice President Jordan McClung's involvement with the Diversity and Inclusion Consortium Committee focusing on sexual assault and sexual harassment.
 - b. Tram noted that students appreciate the Office of Instructional Design's willingness to listen and address student concerns and requests pertaining to MyClasses. Melissa Thomas has developed a webinar to help educate students on the software.

- e. SU Graduate Programs will represent SU at the National Conference on Undergraduate Research (NCUR) in Savannah, Georgia in April.
- f. The Graduate Student Council's second annual gala will be held on Saturday, May 11, 2019 from 6 to 9 p.m.

3. Temple Hill Student Housing Project Overview – Jason Curtin

- o The SU Foundation has recently acquired 8-1/2 acres contiguous to campus, formerly known as the Temple Hill Motel property. As the St. Martin Hall, Chesapeake Hall and Dogwood Hall are reaching the end of their lifespan, this site is considered ideal for future student housing.
- o The RFP process was very strong with four proposals coming forward. Greystar was the developer ultimately selected. They currently manage University Park, and have indicated they will be using local contractors, including using Gillis Gilkerson and Becker Morgan, to work on the project.
- o This student housing will consist of a combination of apartments and suites, with a limited number of retail space. Special attention will be given to the building design to showcase the prominent location of entering Salisbury and Salisbury University. There are plans for lots of green space and working with the City of Salisbury and Wicomico County for improvements on Wesley drive and the improvement of area storm water management.
- o The first building is expected to be open in August 2021 with the remaining two buildings opening in August 2022.

4. Budget Process – Marvin Pyles

- o Marvin updated the group on the new model for the budget process. The ultimate goal has been to decentralize the budgeting process and allocate revenue directly to the campus to increase budget authority and local control for decision making within individual divisions and departments.
- o New procedures have been implemented to track, monitor and report data.
- o There was discussion concerning how the budget contingencies are accounted for in the overall budget process. Part of this contingency includes mandated facilities renewal funds that are required to be spent by the Board of Regents, as well as fund balance allocations. This is now a separate budget item identified before subsequent funds are allocated to the different divisions.
- o It was noted that in upcoming years the budget process and enhancement projects will be driven by priorities in the new strategic plan.

5. Legislative Update – Eli Modlin

- o COLA
 - a. The Maryland General Assembly House of Delegates considered but did not accept a recommendation to delay Cost of Living adjustments.

- b.** The Budget is now being discussed by the Senate.
- Minimum Wage
 - a.** Both the House and Senate are considering raising the minimum wage in Maryland to \$15 an hour in 2025 (the measure would raise the minimum wage from \$10.10 to \$15 over several years).
- Prescription Drug Benefits for Retirees
 - a.** Bill SB 946 passed the Senate unanimously. This bill sought restoration of the prior benefit program. A compromise bill was crafted to cap out-of-pocket costs while lowering the State's liability.
- There is discussion at the USM on collective bargaining concerning graduate assistants, student athletes, and at-will employees. More information will be available soon.
- The Kirwan Commission recommendation bill was passed, targeting broad changes to Maryland' support for K-12 education. This bill allocates over \$300 million towards funding these changes, and the final price tag could be in the millions. Changes to the Maryland Budget are expected in future years as a result of this commitment.

6. Document Storage and Personally-Identifiable Information (PII) – Duke Darrigo

- Information Security
 - a.** A University wide Data Loss Prevention initiative is underway. This will focus on ensuring Personally Identifiable Information (PII) is safe and secure across campus systems.
 - b.** A definition of PII is as follows:
 - An individual's first name or first initial and last name, personal mark, or unique biometric or genetic print or image, in combination with one or more of the following data elements:
 - A social security number; a driver's license number, state identification card number, or other individual identification number issued by a unit; a passport number or other identification number issued by the United States government; an individual taxpayer identification number; or a financial or other account number, a credit card number, or a debit card number that, in combination with any required security code, access code, or password, would permit access to an individual's account.
 - c.** Additional Email Phishing protection measures are being implemented to safeguard the campus community by removing identified malicious emails.

7. Inauguration Update – Amy Hasson

- The inauguration is set for Wednesday, April 10 at 2 p.m. in Holloway Hall Auditorium. The campus community is invited to attend. The event will also be live streamed in the Great Hall as well as through the SU website. An email invitation has been sent.
- As part of the ceremony a video is to be shown showcasing exceptional programs and individuals at SU.