

President's Advisory Team Minutes

April 26, 2021

President's Advisory Team Members in attendance via Zoom:

Humberto Aristizabal, Associate Vice President of Institutional Equity and Title IX Coordinator
Eric Berkheimer, Associate Vice President of Facilities and Capital Management
Melissa Boog, Associate Vice President of Academic Affairs
Anita Brown for Randall Cone, President, Faculty Senate
Jason Curtin, Vice President, Advancement and External Affairs
Gerard DiBartolo, Director, Athletics
Susan Eagle, Associate Vice President of Marketing and Communications
Debra Webster for Kelly Fiala, Transitional Dean, College of Health and Human Services
Dane Foust, Vice President, Student Affairs
Clifton Griffin, Dean, Graduate Studies and Research
Bea Hardy, Dean, Libraries and Instructional Resources
Laurie Henry, Dean, Seidel School of Education
Ken Kundell, Chief Information Officer
Edwin Lashley, Chief, University Police
Eli Modlin, Chief of Staff
Karen Olmstead, Provost and Senior Vice President of Academic Affairs
Kara Owens, Associate Vice President for Planning & Assessment
Janet Wormack, Vice President, Administration and Finance
Maarten Pereboom, Dean, Fulton School of Liberal Arts
Tabitha Pilchard, Chair, Staff Senate
Valerie Randall-Lee, Dean of Students
Jason Rhodes, Director, Public Relations and University Spokesperson
Mark Muller for Michael Scott, Dean, Henson School of Science and Technology
Beth Skoglund, Director of Admissions
Wallace Southerland, Associate VP, Student Affairs
Dawn Stoakley for Brian Stiegler, Assistant Provost for International Education
Karen Treber, University Counsel
Kevin Vedder, Associate Vice President for Human Resources
Christy Weer, Dean, Perdue School of Business
Charles Wight, President
Richard Wilkens, Associate Provost

1. Update on COVID-19 Vaccinations and Testing for the Fall 2021 Semester – President Charles Wight

- Dr. Wight dedicated this entire meeting to this topic and invited questions at the end of the discussion.
- On Friday, April 23, 2021, University System of Maryland (USM) Chancellor Jay Perman announced to the System's Board of Regents that students and employees at all USM institutions, including Salisbury University, will be required to be fully vaccinated against COVID-19 to live, learn or work on campus in fall 2021.
- The Chancellor's full statement is available on the USM website at this address: <https://www.usmd.edu/newsroom/news/2154>
- Details of this statement include: beginning in the fall semester, employees who have been vaccinated and filled out the SU COVID-19 Information Consent Form will be required to take an SU-administered COVID-19 test every 30 days to maintain access

to campus buildings, classrooms and offices. Those who have not been vaccinated, or who have been vaccinated but have not filled out the SU COVID-19 Information Consent Form granting the University permission to verify their vaccination, will be required to test twice weekly to maintain access. Exemptions to the vaccine mandate will be made based on appropriate documentation. Information on exemptions to the vaccination will be forthcoming.

- Dr. Wight stated it is important to find the correct balance between preserving individual rights with the mandate to carry out the institution's mission statement of providing a safe environment for the campus community.
- Salisbury University (SU) prides itself on how well the institution has been able to manage the pandemic so far. Dr. Wight is confident that opening the campus to full capacity in the fall will be successful based on how well SU has consistently stayed well below the number of cases in the local area. Several mandates will still remain in place, such as periodic testing and face masks requirements. Visitors to campus will still be screened, however the SU Health Team is reevaluating how to best determine the safest strategies. It was noted that plans for the fall could be amended if public health conditions mandate it, such as a resurgence in the virus or the number of active cases increases.
- There has been mostly positive feedback from campus community members, most people have questions on how to proceed going forward. A communication plan is being created and information will be disseminated as soon as possible.
- There was discussion about working remotely, and employees will be able to provide input by responding to a survey that will be sent within the week from Human Resources. The survey will address questions concerning well-being as well as feedback on how to safely return to campus, what support is needed to come back and other areas of concern. Dr. Wight noted that the ability for Salisbury University employees to work remotely covers a broad spectrum. He sees himself on one end of the spectrum where he needs to be on campus to do his job successfully. With him are many essential employees who provide services that cannot be carried out away from campus. On the other end of the spectrum are employees who may work in an office, such as IT personnel writing computer codes, who have very limited contact with others and therefore can work remotely. We need to keep in mind that Salisbury University thrives on valuable interactions that students have with faculty and staff. The mentoring of students, the in-person ability to ask questions face-to-face is what has made SU so successful.
- There was discussion concerning the unique situation of international students coming to campus – how to address students who have vaccinations not approved by the United States or coming from countries that don't provide vaccinations. These answers are currently under consideration.