



Salisbury University

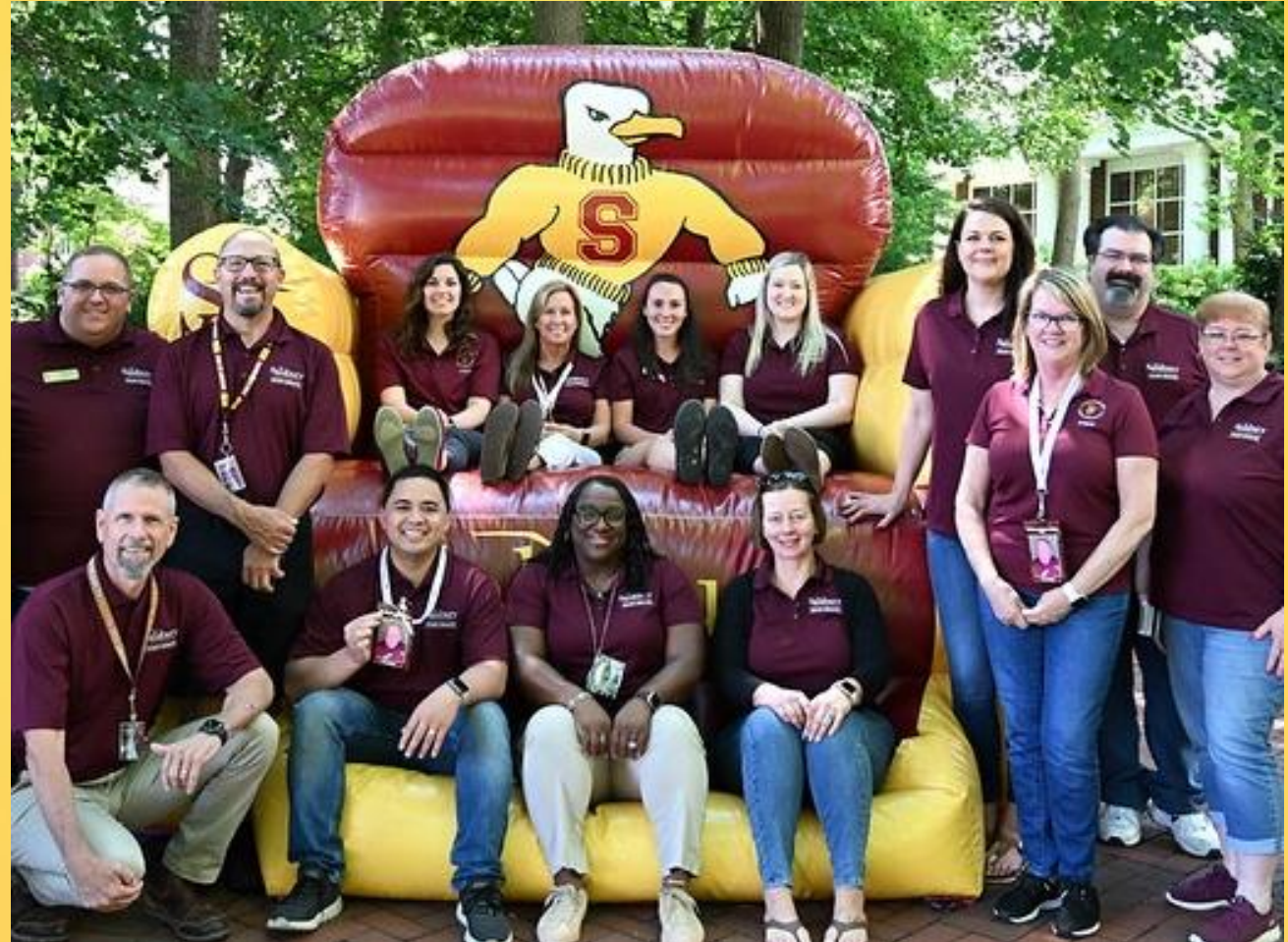
WELCOME TO THE NEST

Take Flight

SALISBURY UNIVERSITY

Welcome to a Dynamic Community

There's a powerful sense of community at SU that can only happen on a campus with a powerful sense of togetherness. Here, people remember your name and invest in the future you want to create.



Welcome To Salisbury University Orientation Day!

Providing Our New Team Members
an Introduction to SU's Team,
Resources and Community



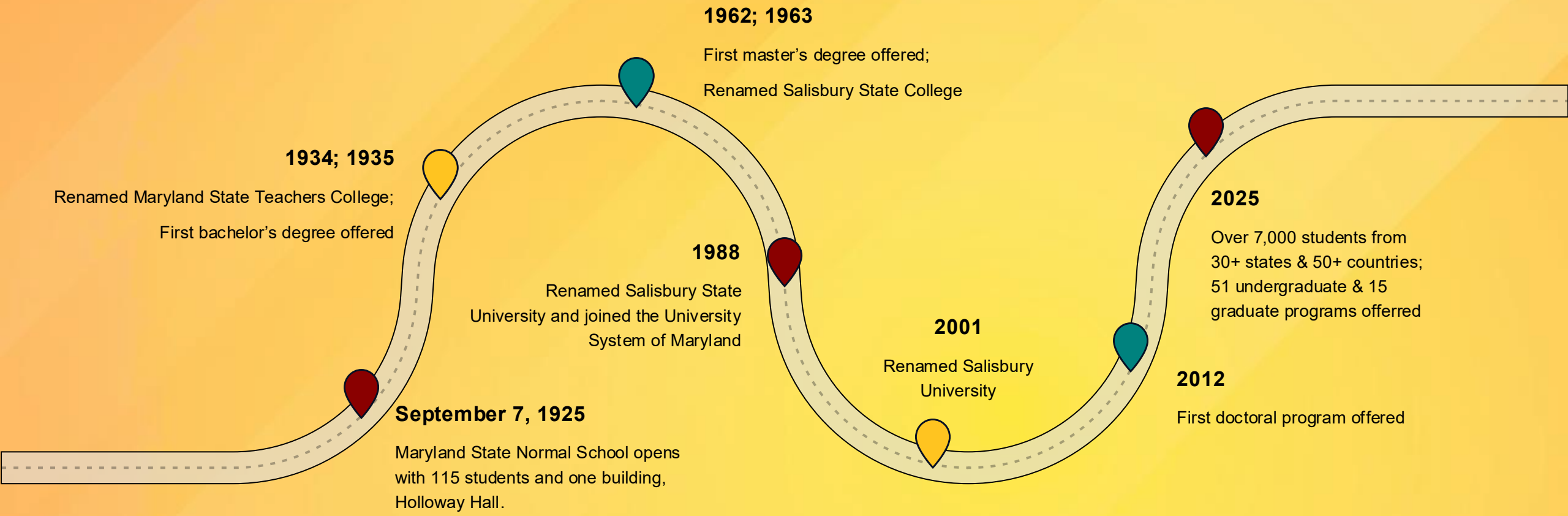
Welcome to the Nest: Good Morning

Your Introduction to Salisbury University

- Welcome & Introduction: Mission, Values, Community
- New Hire Icebreaker & Overview
- Salisbury University Story
- How SU Fits into the USM
- **Break**
- Academic & Organizational Overview
- Introduction to Senior Leadership Team
- Technology & Systems Overview
- **Lunch**



A Welcome Message from the President





12 Institutions:

- Bowie State University
- Coppin State University
- Frostburg State University
- **Salisbury University**
- Towson University
- University of Baltimore
- University of Maryland, Baltimore
- University of Maryland, Baltimore County (UMBC)
- University of Maryland College Park
- University of Maryland Eastern Shore (UMES)
- University of Maryland Global Campus (UMGC)
- University of Maryland Center for Environmental Science (UMCES)



**Over 42,000 Degrees
Awarded in 2024**



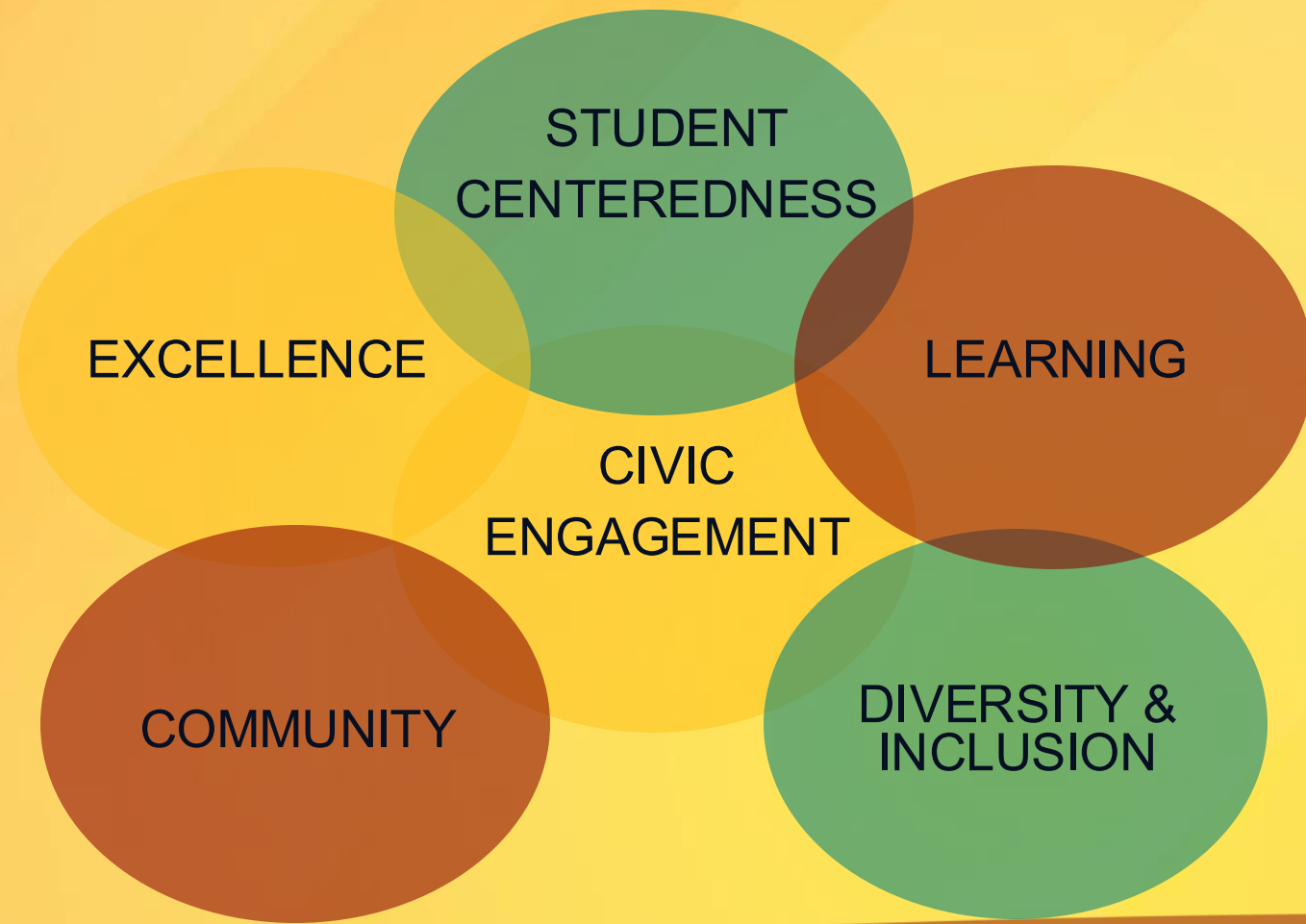
**Over 171,000 Students
enrolled in Fall 2024**



**40,000 Employees
Statewide**



**\$1.8 billion in external
funding for research,
education and service**



1

We will invest in the people who deliver on the promises we make to our students.

2

We will consistently deliver a rigorous, student-focused academic program taught by world-class educators on a world-class campus.

3

We will have a continual commitment to inclusion, diversity, opportunity and equity, and the cultivation of a sense of belonging.

4

We will strategically grow to serve the needs of the Eastern Shore, the State of Maryland and the nation while holding fast to our identity as a student-focused institution that doesn't just say it cares about its people; it shows it with every decision.

5

We will be known for our innovative, high-impact practices and our belief that we are educating the whole person for a lifetime of civic leadership and community service.

6

We will raise the resources needed to support SU's programs, its students and its culture.

7

We will strengthen our institutional identity and reputation.



Dr. Carolyn Ringer Lepre
President



Dr. Jessica Clark
Acting VP of
Academic Affairs



Aurora Edenhart-Pepe
VP of Administration
& Finance



Eli Modlin
Chief of Staff & VP of Public Affairs
& Strategic Initiatives



Jason Curtin
VP of Advancement



Karen Treber
General Counsel



Zebadiah Hall
VP of Inclusion, Access & Belonging &
Interim VP of Student Affairs



Salisbury University Leadership Team

6 Administrative Units

- Academic Affairs
- Administration & Finance
- Advancement
- Inclusion, Access & Belonging
- Public Affairs & Strategic Initiatives
- Student Affairs

Degree Programs

- 51 Undergraduate Degree Programs
- 93 Minors
- 15 Master's Degree Programs
- 2 Doctoral Degree Programs

7 Academic Schools/Colleges

- Clarke Honors College
- Graduate School
- College of Health & Human Services
- Fulton School of Liberal Arts
- Henson School of Science & Technology
- Perdue School of Business
- Seidel School of Education

Our Community

- 900 Staff
- 600 Faculty
- 7,000+ Students

Staff Senate

- Makes recommendations directly to the President on issues related to the administration of the University and on the functional support aspects of academic matters. Its responsibility is to consider and make recommendations on university issues affecting staff employees.

Adjunct Faculty Caucus

- Covers essential information pertinent to all adjunct faculty members and provides valuable insights tailored specifically for new adjunct faculty.

Graduate Student Council

- Is the official representative body for graduate students at SU. The GSC's goal is to provide avenues for intellectual, professional, personal, and social development through grants, advocacy, public presentation of research, graduate community events, and campus service support.

Faculty Senate

- Represents the faculty through the process of shared governance, seeking ways to improve communication and collaborative decision making. Also acts as a consultative body to the President on matters that may affect the attainment of the University's educational objectives and goals.

Student Government Association

- Is a body of student leaders committed to representing and advocating for the entire undergraduate population of our campus community.

Governance Consortium

- Facilitates communication among faculty, staff and students of Salisbury University for the purpose of ensuring timely information sharing and shared decision making among representative bodies when issues affect the broad campus community and collective interest.

Welcome To Salisbury University Orientation Day!

Providing Our New Team Members
an Introduction to SU's Team,
Resources and Community

Welcome to the Nest: Good Afternoon

Welcome Back

- Gull Patrol
- Sea Gull Quest
- DEIB at Salisbury
- Campus Safety & Police Services
- Orientation Q&A + Wrap-Up + Feedback
- Optional: Networking and Break Out Areas
Tech Help/Onboarding Support, 1:1 Consultation with Benefits; Union

Human Resources

Explore SU's comprehensive benefits package, including health care, retirement plans, employee wellness and more. We're committed to ensuring you thrive personally and professionally as a member of our community.

Salisbury
UNIVERSITY



Human Resources

HR Services & Support

- Recruiting/Onboarding
- Employment Contracts
- Benefits & Leave Administration
- Compensation/Classification
- Employee Relations
- Employee Experience
- Performance Management
- Training & Professional Development
- HRIS: Data Management & Reporting
- Employee Recognition & Wellness

Human Resources

HR Policies and Procedures

- Americans State and USM Policies
- Americans with Disabilities Act (ADA)
 - Workplace Accommodations Resources
- Employee Handbooks
 - Staff Handbook (non-collective bargaining)
 - FOP MOU
 - MCEA MOU
- Workday at SU
 - Cloud-based software specializing in applications for financial management, enterprise resource planning (ERP) and human capital management (HCM)
- Time & Absence Policies
 - Types of Leave
 - Holiday Calendar

Human Resources

University Offerings for Employees

SU Bookstore

- Employees receive a 10% discount at the bookstore with their ID.

University Fitness Center

- Use of exercise facilities, including group classes with employee discounted membership of \$50 per year.

Free Library Resources

- Check out books and other resources; use study facilities free of charge.

Free or Discounted Tickets to Campus Events

- Athletic events; music, theatre and dance performances; cultural events; and more!

Working Advantage

- Access to thousands of employee discounts nationwide!

Maggs Physical Activities Center

- Strength and fitness rooms, swimming pool, climbing wall available during open hours to employees.

Discounts at Blue Water Hospitality

- Specializes in RV resorts, campgrounds, hotels and attractions.

Tuition Remission

Human Resources

Training & Professional Development

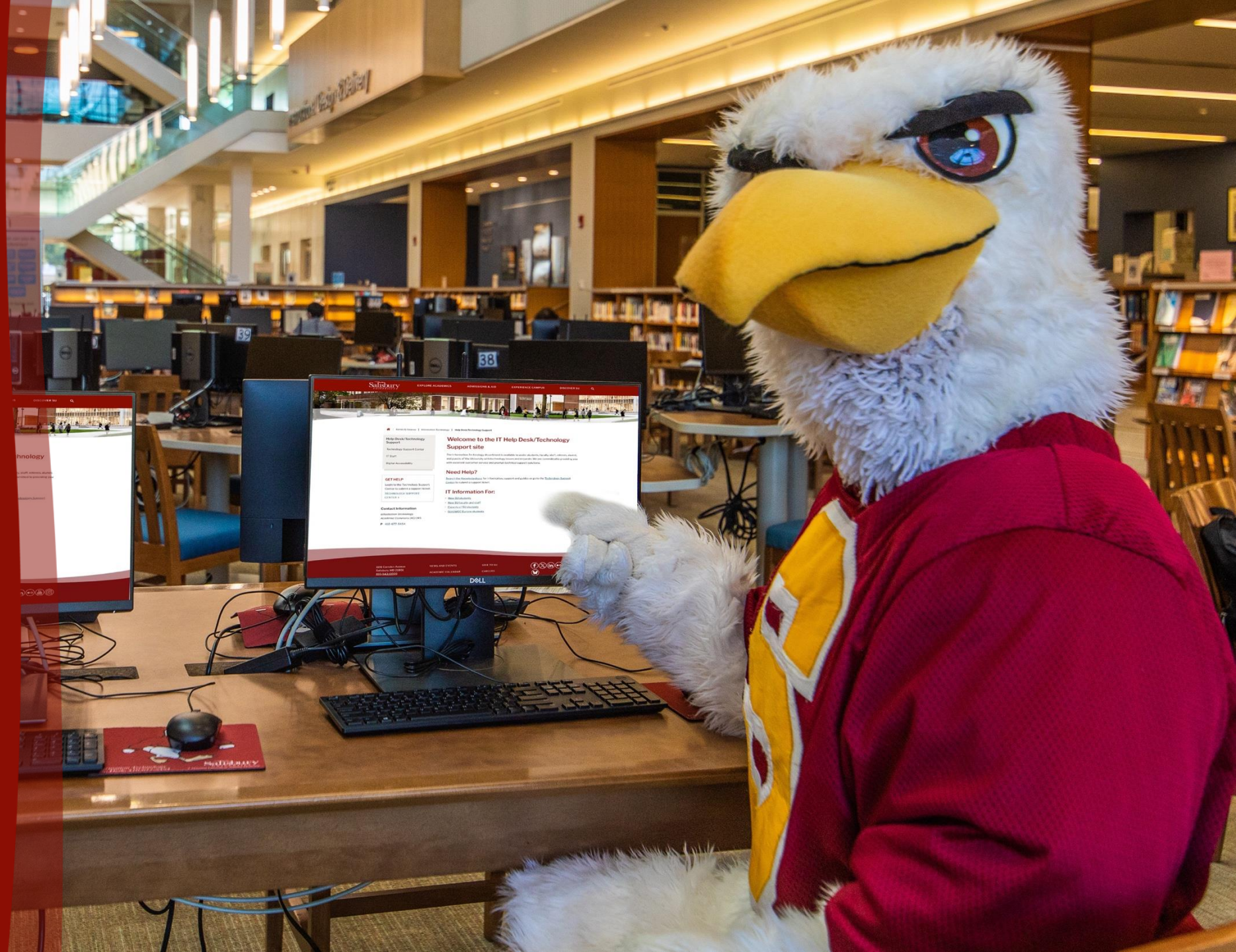
- Employee Required Training
- One-on-One Professional Coaching
- LinkedIn Learning On Demand
- SULead Emerging Leaders Program
- SU Supervisor Boot Camp

Performance Management

- Probationary Period
- Performance Based Campus
- Annual Review Cycle
- Coaching, Counseling & Goal Setting

Information Technology for New Employees

Salisbury
UNIVERSITY



Information Technology for New Employees

Technology Support

First Day Success

Campus Technologies

Resources

Information Technology for New Employees

Technology Support



In-Person Support:

Guerrieri Academic Commons, 1st Floor



Phone Support:

410-677-5454



Submit a Ticket Online:

supportcenter.salisbury.edu

Information Technology for New Employees

First Day Success



Your SU Account
username@salisbury.edu



**Accessing
Productivity
Software**
(Microsoft365)



**Student
Information
System**
(GullNet)



**Human Resources
& Financials**
(Workday)



**Wi-Fi Smart
Devices**
(Apple/Android)



Printing
(Office & Local)



Phone
(Teams Messaging)



Security
(DUO & Training)

Information Technology for New Employees

Technology Resources



OIT Training Opportunities

Online Live and Pre-Recorded Training on Many Technologies Across Campus



LinkedIn Learning

Access to the Latest Videos and Podcasts for Professional Development



IT Knowledge Base

Access to a Massive Website of How-To Guides on All Things Technology
supportcenter.salisbury.edu

SU Police Department

Captain Chris Shockley



Salisbury
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SU Police Department



SU Police Department Services

- Full Functioning Police Department
- 24/7 Police Communications
- Security Service
- Training Programs
- Live Scan Services
- Door Access
- Parking Services

SU Police Department



SU Police Department Personnel

- 19 Full-Time Sworn Officers
- 2 Part-Time Sworn Officers
- 9 Security Guards
- 7 Police Communications Operators
- 1 Program Specialist
- 1 Live Scan Services Associate

SU Police Department



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SUPD Alert Program

Emergency Alert System (EAS)

Provides emergency personnel with a means to rapidly communicate critical lifesaving information to the campus community using various communication technologies, including:

- Siren
- Website
- Emergency SMS/Text Message Alerts
- Email
- Campus TVs
- Campus Computers
- Social Media
- Signage

SU Police Department



SUPD Safety Toolkit

- Safety Training Presentations
- SU Emergency Procedures
- SU Emergency Alert System
- Severe Weather

salisbury.edu/police/safety-toolkit.aspx

SU Police Department



Sign Up for Emergency Text Alerts



Scan the QR code on the Safety Toolkit
postcard provided or visit:

salisbury.edu/police

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**SU Police
Department**



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**Questions
or
Comments?**

Office of Diversity and Inclusion

Salisbury
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Diversity, Equity, Inclusion, Belonging and Accessibility Are A Core Part of SU's Mission

“We will have a continual commitment to inclusion, diversity, opportunity and equity, and cultivation of a sense of belonging.”

– President Carolyn Ringer Lepre

Office of Diversity and Inclusion

About ODI

The Office of Diversity and Inclusion (ODI) advances inclusive excellence through partnership and collaboration throughout our internal and external campus community. Salisbury University's core values include diversity and inclusion because we recognize and value the considerable educational benefits that can be gained from engaging with people and ideas from a wide range of backgrounds and experiences. We are committed to providing the campus with the tools and resources needed to ensure that SU is a welcoming and inclusive living and learning environment that prepares students to excel in a global workplace and in diverse communities.

What Is DEIB?

Diversity

Asks who is in the room

Equity

Asks who is trying to
get in the room and can't.

Inclusion

Asks has everyone's
needs and ideas been
heard or considered.

Belonging

Asks how do you feel
about the environment
you are in.

Office of Diversity and Inclusion

ODI Events

Through our various events, we aim to provide opportunities for the campus and local community to learn, engage with, and celebrate the various facets of diversity on SU's Campus. These events include, but are not limited to:

- Multicultural Festival Week
- Multicultural Leadership Summit
- Anti-Racism Summit
- Guest Performers & Speakers
- Heritage Month Celebrations
- And More!

Guerrieri Student Union 125

410-548-4503

ODI@Salisbury.edu

salisbury.edu/diversity

Office of Institutional Equity

Salisbury
UNIVERSITY



Office of Institutional Equity

Introduction

Fair Practices
Officer

Equal Employment
Opportunity
Officer

Title IX
Coordinator

ADA
Coordinator

Office of Institutional Equity

Fair Practices Officer

Md. Code, State Pers. & Pens. §5-207

A Fair Practice Officer Shall:

- Implement the Equal Employment Opportunity Program within the unit
- Investigate and, as appropriate, resolve complaints of employment discrimination and retaliation
- Coordinate activities of Equal Employment Opportunity officers in the unit

Office of Institutional Equity

Equal Employment Opportunity Officer

Md. Code, State Pers. & Pens. §5-207

An Equal Employment Opportunity Officer Shall:

- Monitor all personnel actions adopted by the unit
- Attest that procedures consistent with this article, the Governor's Code on Fair Practices, and other state and federal Equal Employment Opportunity laws were followed by the unit in taking personnel action
- Perform the duties assigned by the fair practices officer and any other duty required by this article

Office of Institutional Equity

Title IX Coordinator

Title IX of the Education Amendments of 1972

A Title IX Coordinator Shall:

- Oversee all complaints of sex discrimination and identify and address any patterns or systemic problems that arise during the review of such complaints

Office of Institutional Equity

ADA Coordinator

Title II of the Americans with Disabilities Act (ADA) & Section 504 of the Rehabilitation Act of 1973 (29 U.S.C. § 794)

An ADA Coordinator Shall:

- Coordinate and implement ADA compliance activities
- Handle requests for auxiliary aides and services
- Provide information about accessible programs and services
- Serve as an ADA resource
- Receive and resolve complaints
- Work with officials and administrators to ensure new facilities or alterations are accessible

Office of Institutional Equity

SU Discrimination Policies & Procedures

Sexual Misconduct & Other Sex- & Gender-Based Discrimination

- Dating Violence
- Domestic Violence
- Sexual Assault
- Sexual Coercion
- Sexual Exploitation
- Sexual Harassment
- Sexual Intimidation
- Sexual Violence
- Stalking
- Sexual Orientation
- Gender
- Gender Identity or Expression
- Related Retaliation

Non-Sex-Based Discrimination

- Race/Color
- Marital Status
- Pregnancy
- Ethnicity/National Origin
- Age
- Disability
- Genetic Information
- Religion
- Veteran Status
- Other Legally Protected Characteristics
- Related Retaliation

Office of Institutional Equity

Where Do I Report?

Salisbury University
OFFICE OF INSTITUTIONAL EQUITY

1216 Camden Avenue
Salisbury, MD 21801

410-543-6426
equity@salisbury.edu

**Office of
Institutional
Equity**

Always Remember ...

**Keep Calm
and
Call The
OIE**

Welcome to the Eastern Shore

Top Attractions

- 30 Minutes To Local Beaches
- Assateague Island National Seashore
- NASA Wallops Flight Facility
- Delmarva Shorebirds Baseball
- Historic Downtown Berlin, MD
- Salisbury Zoo
- Eastern Shore Baseball Hall of Fame Museum
- Bordeleau Vineyards and Winery

Thank You!

Contact Us

Office of Human Resources



410-543-6035



humanresources@salisbury.edu



Holloway Hall, Suite 153



Salisbury University
**WELCOME
TO THE NEST**
New Hire Orientation