



Salisbury University – Staff Senate  
Thursday, October 11, 2018  
Founders Room, Guerrieri Student Union

**Members In attendance:** Stefanie Hurst, Teri Herberger, Tabitha Pilchard, Vanessa Collins, Lisa Gray, Donna Carey, Matt Hill, Kim Meyer, Charles Overholt, Justin Rummel, Safaa Said

**Absent Members:** Mark Ewell

**Executive Staff:** Marvin Pyles, Humberto Aristizabal

Chair, Stefanie Hurst, opened the meeting by welcoming members and President Wight.

Motion to approve: Justin Rummel

Second: Donna Carey

I. Reports

a. President Wight:

- i. Homecoming – There was a lot going on and one of his busiest weeks at SU so far!
- ii. Attended the ceremony to rename the Center for International Education in honor of Dr. Janet Dudley-Eshbach. Dr. Wight stated he is fortunate to step into the position of President where everything is running smoothly. He is thankful to Dr. Janet and it was a nice honor for him to participate and recognize her dedication to bringing student and scholars to SU as well as sending students abroad.
- iii. Union discussion – Dr. Wight expressed thoughts on SU’s staff senate and how we only represent a portion of the staff as there is no shared governance for non-exempt staff.
  1. During talks with MCEA’s Union Representative Mike Keeney and SU staff Karen Penuel: How do we allow non-exempt staff to participate on staff senate? (as the union is more about negotiations and not shared governance).
  2. The union representative was taken aback by the question but agreed to consider it.
  3. Teri asked is there was an opportunity for involvement on consortium committees where SU staff senate has a seat. Their “voice” seems to fit well with serving on a consortium.
  4. Marvin responded that there has been previous responses from the AG and USM Office that basically says, “No. They are not to participate as they must through their collective bargaining unit.”
  5. Those that are covered by the MOU do not feel they have a voice and no where to go. They are generally unhappy. If the union played a more prominent role, maybe they would feel more

6. Issues: a covered employee may cause a hinderance on staff senate with certain discussions. Any type of working conditions, i.e., hours, must be cleared by the union.
7. Staff Senate does its best to represent all staff as best as possible.
8. Spirit of Inclusivity: Ideas such as including them with the preparations for Staff Appreciation Day were discussed.

iv. Q&A

v. Q - Any thoughts for partnerships internationally?

A – Dr. Wight: Brian Stigler is looking at China. We have 40 formal institutional partnerships around the world.

Q – Siloed culture on campus. How do you look to promote less siloed culture and enhance cross campus collaboration?

A – Dr. Wight:

Q – Plans to enhance workplace operations as we are behind on technology for workplace operations?

A – Bureaucratic obstacles as USM has very different intuitions operating differently. We are lean and mean and behind the times due to hand being tied to system & MD State Government. There is an amazing amount of paper processes with limited capacity to change. We are very tied to USM processes.

b. Marvin Pyles:

- i. \$5.2M surplus. BOR approved 2 ½ percent increase.
  1. 2% in Jan 1, 2019
  2. .5% in April
  3. \$500 bonus in April
- ii. Capping tuition increase at 2%
- iii. FTEs are dropping
- iv. Revenue is up .8%; Expenses are up 3.75%.
- v. Reminder to use Alertus App.
- vi. Catering Prices
  1. Added carryout options (boxes, patters)
- vii. Parking continues to be an issue.
  1. Freshman bringing cars, parking illegally. May institute “lottery” for freshman or limit number of spaces available.
  2. Plans to open Temple Hills for parking.
  3. Complaints from faculty that do not arrive early enough to get a spot.
- viii. Nov 3 Football game will honor Uniform Personnel (military, law enforcement, allied agencies in Salisbury, Fruitland, Wicomico County, including fire)
- ix. Last round of MCEA requests – contentious negotiations. Relationship has deteriorated over the years. Previous union management was more reasonable and willing to work together.
- x. Discussion to do a primer to Staff Senate of union vs. collective bargaining.
- xi. Will be submitting proposal for Staff Meal Plan to encourage faculty & staff to eat on campus and utilize Commons.

- c. Humberto Aristizabal:
    - i. Handout – Campus Climate Survey. In process since 2015.
    - ii. With new president, executive group approved “study” to quantitative and qualitative conversations; focus groups.
    - iii. Will take approximately 12-18 months. Results must be addressed but not every issue can be fixed. Must align to Strategic Plan.
    - iv. Campus Community will have access to full results. Transparency is crucial or study is worthless.
    - v. Looking for external vendor. Develop committee to work with vendor to develop survey instrument. RFP is ready to go out through Procurement.
  - d. HR Committee: Refer to Donna’s minutes
    - i. Discussion about difficulty in filing open positions. Combative tone with HR.
  - e. Social Media Committee: New person has been assigned to Facebook Page and social media for Staff Senate
  - f. Sub Committees:
    - i. Diversity and Inclusion: What was referred to as the “Intersectionality Center” is now SU’s Center for Equity, Justice, and Inclusion. Still working on framework to review proposal to be approved for space.
    - ii. Snack & Chat cancelled on 10/17 due to other training offered.
    - iii. Snack & Chat for Lynda Training to be held in November.
  - g. CUSS: August meeting hosted by SU.
    - i. Great meeting. Stefanie received two calls stating it was the “best CUSS meeting.”
    - ii. Completed Best Practices Survey as part of Shared Governance Survey
    - iii. CUSS / BOR: Dr. Wight will be doing a video next year. Might not offer incentives to submit.
- II. Old Business:
- i. Discount Cards – HR has agreed to pay. \$900 cost.
  - ii. Daycare on campus: Mary Angela Baker has done some research. This idea is supported by faculty senate.
- III. New Business :
- IV. Adjournment  
Meeting adjourned: 12:07 pm  
Next Meeting: Thursday, November 8, Founders Room, Guerrieri Student Union. – NOTE:  
Cancelled

Respectfully submitted,  
Vanessa Collins