



## Salisbury University – Staff Senate

Thursday, March 11, 2021

Zoom

**Members In attendance:** Joe Benyish, Steve Blankenship, Donna Carey, Vanessa Collins, Lisa Gray, Sara Heim, Matt Hill, Tabitha Pilchard, Belinda Poole, Safaa Said, Jessica Scott, and Amy Waters

**Members Absent:** Paul Gasior

**Executive Staff:** President Wight & Dr. Janet Wormack

Chair, Tabitha Pilchard, opened the meeting at 10:00 am

### I. Reports

#### a. President Wight

- i. Testing is going very well. Positivity rate is hanging in around 1 percent. Over 50,000 test have been conducted, approximately 1,000 test a day. The rapid antigen test seems to be very reliable. Out of 5,000 rapid tests there have been 50 positives and they were all backed up by a PCR test. Very few if any false negatives. Student athletes receive both types of tests and we've been able to compare. I'm very grateful to staff of campus health system and Eli Modlin who has worked with them to create a system so everything runs smoothly.
  1. There will likely not be an opt out from COVID testing if you've been vaccinated. It's not 100% effective and research is saying you could still be a carrier.
- ii. Juneteenth – There was a meeting of the president's council to discuss. June 19<sup>th</sup> falls on a Saturday. SU will give faculty and staff Friday, June 18<sup>th</sup> off in honor of Juneteenth. All of the USM institutions are planning to do some sort of recognition for Juneteenth this year.
- iii. USM and institutions are working on revised telework policies. There are some cases where telework makes complete sense. That will continue to be beneficial and appropriate. Those who were interacting with students on daily basis pre-COVID will likely need to return.

#### b. Dr. Janet Wormack

##### i. Budget Update

1. Preparing FY22 budget. Each unit should start planning for a worst-case scenario reduction, a decrease in current funding.
  2. Planning for 187 million dollar budget
  3. The new American Rescue Act will grant each institution 16 million dollars but 50% has to be direct emergency assistance to students.
  4. We received 6.5 million dollars to put toward lost revenues in the last stimulus package.
  5. We experienced a 7.4% decline enrollment for the year.
  6. We may see some additional pins reopen and we may be able to rehire under public health and academics.
  7. Gov. Hogan did submit a supplemental request for all state employees for a one-time bonus of \$1,000.
- ii. Employee Appreciate Day was discussed with Dr. Wormack. No decision was made, waiting to see how COVID numbers play out for the semester to determine the type of event that could be held.
  - iii. SU is currently evaluating two vendors for a new Enterprise Resource Planning system (ERP) for HR and finance. Current timeline is for the transition to the new system to start in the fall. This will be the first time implementing a new system in 20 years. We will be looking to Staff Senate to help employees get through the transition process. What's important is that we can mentally and emotionally work with the new system.

### c. CUSS Updates

Joint Councils Advocacy Day was held on February 17<sup>th</sup>. Kick-off began at 8:30 am which included remarks from Chancellor Perman. He provided many excellent talking points to share during our meetings with legislators. Patrick Hogan, the Vice Chancellor for Government Relations, also address the group. There were nine (9) virtual meetings with state senators and delegates conducted in small groups consisting of USM staff, faculty, and students. The feedback was very positive and all legislatures hold USM in high esteem.

Please complete the shared governance survey sent out by Tabitha

Our next meeting will be March 23<sup>rd</sup>.

CCSIC Update:

- i. The group is working on submitting the first draft recommendations. Once recommendations finalized by the group, they will be sent by Eli for review. I imagine in much the same way our Staff Senate recommendations are reviewed. I think we have a long way to go to address the several issues in the Climate Survey. But we are at least making some headway.

## II. Old Business

### a. Standing Committees – Updates

#### i. Human Resources

1. Reviewing the staff handbook continues and the committee meets weekly.
2. An onboarding survey sent out about a month ago by HR
3. HR is also putting together a policy on telework that will be passed through shared governance
4. Please encourage others to attend the HR open office hours.

#### ii. Communications/Snack & Chat Sessions

1. Will start recording sessions and will share it on the staff senate web page.
2. Next week will be on the budget. 47 individuals have enrolled.
3. Robin Hoffman is scheduled on April 21<sup>st</sup> and will be speaking on Microsoft Teams.
4. May will be Disability Awareness with Candace from the DRC.

## III. New Business

### a. Staff Senate Suggestion Box – N/A

b. Employee Appreciate Day – Looking to do something in person around August as a “Welcome back” with boxed lunches.

c. Elections - Reviewed positions up for re-election. Joe will put a plan together to present at the next meeting.

## IV. Approval of the February Meeting Minutes

a. Motion to approve: Steven Blankenship

b. Motion to Second: Matt Hill

## V. Adjournment

Meeting adjourned: 11:49 pm

Next Meeting – April 8, Zoom

Respectfully submitted,  
Sara Heim