



Salisbury University – Staff Senate

Thursday, November 12, 2020

Zoom

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

Members Absent: N/A

Executive Staff: President Wight, Tony Pasquariello

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

October minutes were reviewed and approved

I. Reports

a. President Wight

- i. Expectation is that everyone would get a COVID test every 30 days – Thousands of students didn't act. We've been catching up and I think we are there. Started to auto schedule students for tests and that has been more effective. 1,200 tests were done yesterday.
- ii. A lot of concern about the Thanksgiving break. We've required that everyone be tested during the first week of December starting on Tuesday, Dec. 1st to allow time for the incubation period of the virus. Sunday and Monday tests have been cancelled and those signed up were notified.
- iii. Testing is also available on Nov. 23rd so folks can be tested before heading home to have a level of confidence that you're not carrying the virus home with you. You will still need to be tested upon returning.
- iv. We're doing away with 90 day exception. Safer campus because of it. If you've had the virus and tested positive there is a chance that you may test positive again. We'll be looking at the data more closely – particularly the viral load to confirm whether a return to campus is safe.
- v. The Governor released a statement on telework – HR is looking at this now – the Governor's mandate does not apply to USM employees but if it's not going to make a huge impact to an employee's work then we'd expect them to telework. Not sure what will happen once the semester ends but I strongly suspect that we'll ask every one to telework over winter break since the virus is on the up surge.
- vi. Everything remains as is after Thanksgiving break. As long as our positivity rates remain low we want to give students the in-person experience.
- vii. Executive staff and shared governance will be asked to participate in a pilot of a new campus wide diversity training to help iron it out. Then it will likely be rolled out to everyone in January.
- viii. Dr. Janet Wormack has been selected as the new VP of administration and finance. I'm very pleased she is going to be with us. Tremendous amount of energy and experience. Worked mostly at the community college level with the Houston community College System which operates on a very large scale. She starts Jan. 1st.

b. Tony Pasquariello

- i. Closed October's budget and looked at our revenue picture after October's actuals we're projecting \$177.2 million - \$5.5 million below where we thought we would be. We haven't changed any budget allocations at this point.
- ii. SU received \$2 million of COVID money to which \$300,000 went to academic affairs, \$200,000 to student affairs and \$1.5 million allocated to campus health for testing.
 1. We will continue to test. It's a good thing to need to spend this money the alternative being no one on campus and possible refunds.
- iii. VPs have about \$4 million budgeted that they haven't allocated.
- iv. Departments will not be reimbursed for department level COVID expenses.

- v. We're hoping there will be more CARES money in the next stimulus package – first item will be to fill campus health's bucket.
 - vi. UMB is doing all of the testing in the system. SU currently pays \$35 per test – UMB informed us 2-4 weeks ago that the costs will go up to \$55 per test.
 - vii. Pre-registration for spring has ended. Last year there were 90,088 credit hours, this year 80,396 – 9,700 difference. Approximately 645 full time students registered which is 11% down. This is alarming to us. Academic advising is contact 1280 students who did not enroll for spring. There are 8300 students total and currently 15% are not registered. 760 of those do not have holds on their account. Tabitha also added that the cashier's office has been making calls to students with holds on their account to see what can be done to help.
 - viii. Jessica Scott brought up student concerns about mandatory fees.
 - ix. There has been no discussion of salary reductions at this time.
- c. CUSS Updates
- i. Met virtually at Frostburg and had a Q&A with the Chancellor
 - ii. Open enrollment for benefits was emphasized
 - iii. Health and Mental Wellness webinars are being sent out via email to USM employees
 - iv. USM has become the first system wide member of the Institute for Academic Integrity
 - v. Next week joint counsels meet - faculty, staff and students
 - vi. Board of Regents award nomination packets will be sent out today. Preliminary applications will be due December 9th and the staff senate committee will review the following day. Full packets will be due Jan. 19th with the goal of getting it to Eli by Jan 22nd. We normally get about 8 submissions and we struggle to get nonexempt submissions.

II. Old Business:

a. Standing Committees – Updates

i. Human Resources –

1. Kevin Vedder asked that staff senate promote HR office hours, he wants people to know that they can come and ask questions and raise concerns.
2. Nadalyne is overseeing changes to onboarding. The HR committee is currently collecting examples of what other departments do to onboard new staff.
3. Will be updating the staff manual. Two grad students will work with the HR committee to find sections that need updating and will be revamping in the spring.
4. Inconsistent enforcement of policy and procedures by supervisors – will be sending out a Qualtrics survey to gather training ideas.

ii. Communications/Snack & Chat Sessions

1. Snack and chat for the month of Nov. 18th noticing signs of distress in students and how to get them help. Invitation will be sent this afternoon.

III. New Business:

a. Staff Senate Suggestion Box

- i. Diversity and Inclusion Training – Tabitha will reach out to CDO Joan Williams to provide an update. Staff Senate has been made aware that a mandatory diversity training will be released soon and staff senate will participate in the pilot training and provide feedback then encourage staff members to comply once fully released.
- ii. Technology question – to be handled by Steven Blankenship

b. Staff Emeritus – will revisit in the next staff senate meeting

IV. Adjournment

Meeting adjourned: 12:00pm

Next Meeting – December 10, Zoom

Respectfully submitted,
Sara Heim