



Salisbury University – Staff Senate
Thursday, December 9, 2021
GAC Boardroom – AC401
VIRTUAL OPTION: TEAMS MEETING

Members in attendance: Vanessa Collins, Joe Benyish, Candace Henry, Tabitha Pilchard, Steven Blankenship, Amy Waters, Lisa Gray, Jessica Scott, Paul Gasior, Matthew Hill, Sara Heim, Jennifer Ellis

Absent: Isabella Chow

Executive Staff: Dr. Charles Wight, Eli Modlin, Dr. Janet Wormack

Guest: Eric Berkheimer, AVP of Facilities & Capital Management

Chair, Vanessa Collins, opened meeting at 10:00 am

- I. Approval of the November Meeting Minutes
 - a. Motion to approve Jessica Scott
 - b. Second: Tabitha Pilchard

- II. Eli Modlin – COVID Update, President’s Search Update, and any other staff-related issues
 - a. Diversity and Inclusion: CDICC (Cultural Diversity and Inclusion Consortium Committee) will be focusing on recommendations as result of the Climate Study.
 - b. Organizational Development Professional has been hired will be seeking support from Staff Senate. One of the main areas of focus will be Diversity and Inclusion training for faculty, staff, and students.
 - c. D&I is sponsoring a Community Series on campus that will focus on topics such as community policing, financial literacy and media journalism.
 - d. Anti-racism Summit is scheduled for February 4.
 - e. Presidential Search: Letters have been sent out to those who have been selected to sit on the committee. The System will be sharing the list of representatives with campus.
 - f. Candance Henry and Tabitha Pilchard are working together to form a policy for disability parking. Designed to impact those who do not qualify for a standard MVA placard. A parallel process for faculty and staff is in the works.
 - g. It is important that Staff is represented on all shared governance groups, and Eli thanks us for filling those spots.

III. Eric Berkheimer – Update on future building projects

- a. Blackwell Hall will become the new Student Services Building
- b. This project will take up to 5 years to complete
- c. Design funds will be coming in the new fiscal year
- d. Design and bidding phase will take approximately 4 years to complete
- e. Additional ongoing project across campus; however, the pandemic may affect how spaces are allocated on campus.
- f. Renovation of Seagull Village: space will be allocated to both undergraduate and graduate students.

IV. Old Business

- a. Standing Committees - Updates
 - i. Human Resources – Jessica Scott
 1. No updates at this time
 - ii. Communications/Snack and Chat – Jennifer
 1. The last Snack-and-Chat (Civic Reflection) went really well. Will consider having another one in the spring.
 2. Looking forward to spring – considering Active Shooter Training.
 3. Working on making Snack-and-Chats in-person
- b. Consortium Committees
 - i. Cultural Diversity & Inclusion Consortium Committee - Joe and Jennifer
 1. The Committee is working on the recommendations from the Climate Survey.
 2. One of the recommendations is to have a process where staff are required to take D&I training every three years to sit on search committees.

V. New Business

- a. Recommendations
 1. 1-2 days Admin/Holiday Leave prior to Winter Break - denied
 2. Liberal Leave policy in effect for Mon, Tue, Wed prior to Winter Break
 3. Staff Senate expressed disappointment that Executive Staff were not willing to compromise on one day of Holiday leave. However, Staff Senate is grateful that our recommendation was considered.
 4. Dr. Wormack discussed how this recommendation will lay the groundwork for future recommendations.
 5. Staff Emeritus Recommendation: Vanessa is working on the recommendation, and it will be forthcoming.
- b. Compression issues associated with \$15/hr minimum wage increase
 1. From CUSS, the BOR will meet this week (12/10) to vote on the recommendation to increase the minimum wage for regular permanent full-time hourly employees. It will be up to each institution to increase Contingent and student employees as their authority is limited to PIN employees.

- 2. Compression is a huge concern with the increase in minimum wage.
- c. Brainstorm ways to increase morale following Winter Break
 - 1. Working on further recommendations:
 - i. Possible suggestions: (4) 10-hour workdays, “mini” spring break between January and May, Sabbatical (professional development) for staff.
- d. Staff Senate Suggestion Box
 - 1. NAACP requested a meeting with Staff Senate.
 - i. Vanessa will reach out and set up a meeting sometime between January and February.

VI. Reports

a. Chuck Wight

- 1. COVID protocols for spring: return to campus will require that all persons eligible for the booster receive one OR test twice weekly. In addition, all campus members will be required to test to gain access to campus in the spring. Staff in early January, Faculty mid-January, and Student late January.
- 2. If a person is not eligible for a booster, they will be held harmless.
- 3. Approximately 10% of the campus community has received the booster
- 4. SU positivity rate is up to 1% from .5%
- 5. Masking policy will stay in effect for spring.
- 6. Question: Will places on campus deemed “public” (e.g., The Bookstore) be given an exemption to the masking policy to align more with the community as a whole? *At this time administration is not considering an exemption policy as the masking policy comes from USM.*
- 7. ODI: Rebuilding the structure to include two assistant directors, one that will focus on training and the other students. In addition, hiring a new Multi-Cultural Services Director. Naming of the new Chief Diversity Officer will need to wait, but Dr. Wight hopes to have the position filled prior to his retirement.

b. Janet Wormack

- 1. AVP of HR starts in January. Will be working on onboarding, establishing new structure of work (i.e., work-life balance, teleworking).
- 2. January 1 the minimum wage for all employees will be \$12.50 an hour. The \$15 minimum wage will be for PIN employees only.
- 3. With the increase in minimum wage comes further compression issues. The greatest cost to address both issues will be 5 million.
- 4. The Board of Regents Finance Committee will be sending their recommendation to the Chancellor.
- 5. The full Board will review and vote on the recommendation on December 10, 2021.

c. CUSS Update - Paul

- 1. Discussion on the impact on minimum wage

2. B.O.R. has authority and control for exempt and non-exempt pay scale; however, it is up to individual campuses to address Contingent I, Contingent II, and students pay.
 3. Advocacy Day in Annapolis is February 16, 2022.
- d. Cultural Diversity and Inclusion Consortium Committee – Joe
- I. Same as above.

VII. Adjournment: 12:03pm

- a. Next Meeting – January 13, AC401 GAC Boardroom with virtual option