



Thursday, August 10, 2023

GAC 401 - Boardroom

Agenda

Members in attendance: Frank Bowen, Rachel Faust, Joe Benyish, Steve Blankenship, Jennifer Ellis, Isabella Chow, Megan Raymond, Lisa Gray, Shannon Hardester, Tabitha Pilchard, Tony Sampson, Candace Henry, JJ Remo, Dave Gutoskey

Absent: All present

Guests: Eric Stewart, Lynn Adkins, Christine Benoit

- I. Call to Order

- II. Approval of July Meeting Minutes
 - a. *Motion to approve: Lisa Gray*
 - b. *Second: Jennifer Ellis*

- III. President's Office Eric Stewart
 - a. *Campus Communications*
 - i. *Campus Communication Survey. President's Listening Sessions told us that communications on campus could be improved. Email surfaced as a Pinpointe, and we wanted to know more. -Too many emails, Desire for fewer emails, campus wants more relevant topics.*
 - ii. *Why changes, IT & Security, Accessibility, Brand Alignment, Effective Messaging.*
 - iii. *A lot of USM institutions do not allow employees to send "all emails."*
 - iv. *MARCOM offers 10 different ways for you to reach the campus community: Pinpointe, marquee, digital signage, publications website.*
 - v. *SU Today- serves as a new means of university communication. It is designed to decrease the number of all-campus email messages and provides an accessible archive of past news and announcements.*
 - vi. *SU Today- A website that will be published in a blog format on the SU Today website. Each week a system wide email will be sent with current announcements showing a small description and a link to full articles. Faculty, Staff and students are encouraged to check out the website Salisbury.edu/sutoday at any time for frequent updates.*

- IV. New Business
 - a. *Summer Hours-*
 - i. *Summer hours were good- most appreciated that we were given two options.*
 - ii. *Certain departments were not given the options to close for summer hours at 2:30. Physical plant, accounts receivable etc.*
 - b. *Goals and Priorities for the year-*
 - i. *Employee Retention*
 - ii. *Compression Issues*
 1. *USM Non-Exempt Pay Scale that was just released showing a \$2K increase in each level. This will increase compression issues among staff as well.*

- iii. HR Concerns
 - 1. Staff Senate needs to position itself as being an active participant in the process with Deloitte and the HR review/restructure. Since many staff issues (like retention & compression) are HR related, being involved is vital to progress on multiple levels.
- iv. Training/Professional Development
 - 1. While steps have been made in providing more opportunities for professional development with SULEad, Staff Senate would like to develop avenues where funds could be made available for those looking to do more for their staff/departments.
 - 2. HR staffing issues have slowed the progress of training for supervisors as well as onboarding training efforts; need to restart activity on this.
 - 3. More structured events should be available for staff campus-wide during company hours, as well as team-building events being encouraged and supported within departments.
- v. Staff Senate should take the month to think of more recommendations, as well as suggested solutions to make an active difference to some of the issues facing staff. We will schedule more discussion with senior leadership in a future meeting.

V. Adjournment