

October 20, 2017

Robert L. Caret, Chancellor
Office of the Chancellor
University System of Maryland
3300 Metzgerott Road
Adelphi, MD 20783

Dear Chancellor Caret:

The Salisbury University Staff Senate (SUSS) would like to thank you for taking time to meet with us regarding the selection of the next president for Salisbury University. As an elected body recognizing the challenge of finding a successor to the outstanding accomplishments of President Dr. Janet Dudley-Eshbach, we are most grateful for the opportunity to have a voice in the feedback vital to the process.

SUSS would like to respectfully submit the following thoughts on the type of leader envisioned for the next era at Salisbury University:

- A president who will advocate for the needs of staff considering equal pay for equal work, prioritizing the evaluation of wage disparities for staff. In flat budget years, faculty continue to receive equity increases, whereas staff typically do not get considered for these. With SU consistently receiving one of the lowest appropriations of USM institutions, we need continued advocacy.
- A president with a background in Higher Education and possibly political connections and the ability to advocate for appropriations.
- A president who will continue to foster excellent community, student, staff and partner relations, with a focus on friend-raising while considering innovative collaborations.
- A president representing diversity with inclusion initiatives in the forefront of their goals.
- A president that recognizes SU's culture as a family, one with the community, and to sustain that culture we collaboratively and internally work together to serve the campus. To that end, we do not outsource this delivery of services to external corporate entities and would look for a president that recognizes, embraces, and is committed to the value of self-operation as part of this culture. This is an element that proudly defines us as a "University of National Distinction."
- A president that will comprehend areas/divisions in need of resources in addition to the liability areas/divisions.

- A president who will seek out new collaborations or create stronger collaborations with colleges (i.e. UMES) that are essential to move forward to create a thriving environment.

SUSS would strongly recommend that representatives from Staff Senate and CUSS be placed on the Search Committee Team as these governing bodies are selected by elections from the Salisbury University Staff members and not appointed positions.

We look forward to hearing more as the search firm is selected and will be grateful for any future opportunity to relay more feedback through the process.

Sincerely,

Salisbury University Staff Senators

Cc: Stefanie Hurst – Staff Senate Chair
Teri Herberger – Staff Senate 2nd Chair/ CUSS Representative
Tabitha Prichard – Staff Senate 3rd Chair
Melinda Taylor – Staff Senate Secretary
Matthew Hill
Wayne Shelton
Owen Rosten
Donna Carey
Mark Chimel
CJ Winger
Lisa Gray – CUSS Chair
Vanessa Collins – CUSS Representative
Charles Overholt – CUSS Representative