



Salisbury University – Staff Senate
Thursday, February 14, 2019
Founders Room, Guerrieri Student Union

Members In attendance: Stefanie Hurst, Teri Herberger, Tabitha Pilchard, Vanessa Collins, Lisa Gray, Donna Carey, Matt Hill, Safaa Said

Executive Staff: Marvin Pyles, Kevin Vedder

Chair, Stefanie Hurst, opened the meeting by welcoming members and guests.

I. Reports

- a. Marvin Pyles – Presented presentation that was shared with SPBC. Slides will be available for reference.
 - i. Schedule Snack & Chat for Budget Presentation.
 - ii. Trending over the last few years, expenses are exceeding revenue. Tuition is capped at 2% increase. Discussion regarding the right amount to increase fees.
 - iii. Going forward, departments will have control over 01, 02, and 03 lines when developing budgets.
 - iv. Staff and Faculty Dining Package Proposal was submitted to Marvin for review. Package is 25 meals at \$7.99/meal for a package price of \$199.75.
 - v. Proposal to close at 4:30 is still on the table. Staff Senate feels this is a great way to boost staff morale.
 - vi. Survey results - 75 responses were summarized. Report was given to Marvin.
 - vii. At a future meeting, Marvin will share with Staff Senate a summary of the capital projects that are planned over the next several years.

- b. Kevin Vedder – HR Update provided
 - i. Progress is being made with MCEA Union negotiations. Next meeting will be in March. Hoping to come to agreement. Current MOU expires mid-February. Will stay in place as-is until a new MOU agreement is finalized. A new agreement will be no longer than three (3) years in duration.
 1. Discussions have moved beyond wage increase because they are aware of the budget issues SU and the state of Maryland faces.
 2. They want more representation on campus but this is a difficult issue to address because they elected representation by a union. Therefore, they cannot be a part of shared governance on campus.
 3. Asked for parking reduction but parking fees will be the same for all employees.
 4. Progressive discipline was also a topic of concern and a point of contention.
 5. Kevin is cautiously optimistic that they can come to agreement very soon. Once that happens, the MOU will be sent to the USM Board of Regents for review and approval.
 - ii. Administrative Support Group – still in progress. No meetings have occurred but still an active group.
 - iii. Online benefits began on 1/1/2019.

1. New hires
2. Changes in family status, health care, etc.
3. Open enrollment in the fall
- iv. Would like to get metrics from DBM regarding SU employee's general health so wellness programs would better meet the needs of our employees. Right now, all state agencies are lumped together in overall metrics and stats.
- v. Lynda.com continues to be a popular option for professional development.
 1. As of Jan 2019, 2660 videos have been viewed and 164 hours.
- vi. Service Awards will be presented on March 29 at 2:00
 1. Changing format due to feedback and to keep it approximately 2 hours in length.
- vii. Would Staff Senate like to sponsor a retiree recognition?
- viii. Legislative Session
 1. Watching bills that could impact SU such as an increase in minimum wage and collective bargaining negotiated by the Chancellor at the USM level rather than institution level.
 2. Retiree Prescription Benefits – no change in 2019. There was a lawsuit brought against the state. Until that suit is settled, no changes to prescription drug benefits for retirees will be permitted.
- ix. Henson Dean Search is underway
- x. HR Administrator position is open due to Barbara Ratliff's departure.
- xi. Will follow-up with Charlotte Rayne regarding how \$500 bonus will be paid.

II. Old Business:

- a. Sub Committees:
 - i. Communication
 1. Facebook / Instagram
 - a. Group felt it should be public with comments being reviewed
 - ii. HR – Donna provide that no meetings have been held since last month. She will share the Staff Senate Survey with the committee.
 - iii. Snack and Chat
 1. MOU changes – highlights (more detailed training for supervisors should come from HR)
 2. Capital projects planned for future years

III. New Business :

- a. Justin Rummel leaving SU. Decision to wait to fill his vacancy until elections in April.
 - i. Tabitha will begin working on election process.
- b. Employee Appreciation Day – June 14th.
 - i. Reach out to Jason Curtin for MC.
- c. Explore Volunteer Day for Staff
 - i. Aligns with President Wight's initiative for community engagement
 - ii. Provide an opportunity for staff to be engaged in the community by using a "paid volunteer day"
 - iii. Stefanie would like each member of the senate to come up with some new ideas to move forward.

IV. Adjournment

Meeting adjourned: 11:58 am

Next Meeting: Thursday, March 14, Founders Room, Guerrieri Student Union.

Respectfully submitted,
Vanessa Collins