



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

**Members In attendance:** Stefanie Hurst, Tabitha Pilchard, Vanessa Collins, Donna Carey, Matt Hill, Safaa Said, Kim Meyer

**Executive Staff:** Chuck Wight, Marvin Pyles

Chair, Stefanie Hurst, opened the meeting at 10:00 am by welcoming members and guests.

Minutes from February: Approved: Tabitha      Second: Donna

Dr. Wight was on hand to provide some updates.

**ESCIP – Eastern Shore Center for Interprofessional Education** – is a proposed partnership between SU, UMES, UMB, PRMC, and the City of Salisbury. The mission of this partnership would be to transform how we teach in the health professions to be more collaborative and interactive between a larger interdisciplinary medical team. This topic came up in accreditation. As there are not many models to replicated, the ESCIP would like to create a national model in a rural area. Funds are needed as the hope is to find space in the Salisbury Downtown area. There is enthusiastic support from the City of Salisbury.

**Budget Reboot** – as our departments are now more engaged in the budget process, budget decisions are now expected to be made at the department level and less by Administration and Finance. This provides departments with more flexibility, more autonomy, and more responsibility.

**National Rankings:** SU continues to make National Rankings in multiple lists. Most recently, *U.S. News & World Report* ranked SU in the top tier in three Graduate Programs: Doctor of Nurse Practice, Master of Science in Nursing, and Master of Social Work. SU's MBA program was also listed by not ranked. *The Chronicle of Higher Education* named SU as #1 among public universities for enrolling and graduating women in computer science. SU has the highest percentage of female recipients of bachelor's degrees in computer science.

**Inauguration** – Dr. Wight will be inaugurated as the ninth president of Salisbury University on April 10<sup>th</sup> in Holloway Hall at 2:00 pm. An email to RSVP will go out to Faculty, Staff, and Students.

Dr. Wight highlighted he felt the leadership in Faculty & Staff Senates seem to be very collegiate and collaborative. He also mentioned combining the monthly Birthday Celebrations has been going well.

Staff Senate Chair, Stefanie Hurst, shared the results of the Staff Survey with Dr. Wight and shared how we plan to address some of the items that Staff Senate can effect.

## I. Reports

### a. Marvin Pyles –

- i. Snack & Chat - Budget Presentation is ready.
- ii. Departments will have control over 01, 02, and 03 lines when developing budgets.
- iii. There is a 1% contingency fund
- iv. Notes from the 2019 General Assembly –
  1. July 1, 2019 COLA is on currently on hold in General Assembly. Decision not final yet.
  2. \$10M cut – equates to \$400k cut to SU
  3. Bill to increase minimum wage looks to pass legislation to \$15/hr. New rate will be incremental.
  4. Collective Bargaining for Faculty and Adjunct Faculty is on the table.
- v. Strategic Plan – focus groups are well attended. Draft will go out this summer for review. Plan is to implement by January 2020.
- vi. Staff and Faculty Dining Package Proposal was submitted to Executive Staff. They are supportive of this initiative by have concerns the parents and students may feel they are subsidizing the meal plan. The suggestion is to adjust the price a bit to \$9/meal. A package of 25 meals would cost \$225 and will be available for a year. This is an employee benefit and, if fully supported, will be implemented by Human Resources.
- vii. MCEA Union update: hoping to finish negotiations within the next month. Goal is for a finalized agreement to be in place during the summer.
- viii. Stefanie explained a new initiative from Staff Senate – Volunteer Days. (refer to February minutes)

Marvin reminded us to “toot our own horn” when it comes to being transparent with the level of activity of Staff Senate. He suggests using PowerPoint slides to highlight our recommendations and accomplishments at the annual Employee Appreciation Luncheon.

## II. Old Business:

### a. Sub Committees:

- i. Communication
  1. Staff Senate Facebook Page is up and ready. Send a friend request to Stefanie so she can “add you” to the group.
- ii. HR – Donna reported the group met at 9:00 am on March 14. Minutes will be shared when available.
  1. Issues discussed:
    - a. Work-life balance (schedule)
    - b. Customer Service
    - c. Onboarding all employees as they first begin working at SU
    - d. Social connections on campus
  2. Field in GullNet that designates membership in the union or not is now visible.

iii. Consortium Committee

1. Goal - get all policies standardized.
  - a. Develop process for creating new policy
  - b. Have vetted before submission
  - c. Institute a 10-day review period by shared governance
2. Employee Appreciation Day – June 14<sup>th</sup>
  - a. Meet with Owen
  - b. Ask Jason Curtain to MC
  - c. Develop posters
  - d. Swipe card to count employees and see percentage of faculty vs. staff
  - e. Stefanie will look into new Staff Senate shirt

III. New Business :

- a. Refer to Stefanie's email regarding Kickball
- b. Ask Mark C. to draft an email about survey results.

IV. Adjournment

Meeting adjourned: 11:34 am

Next Meeting: Thursday, April 11, Founders Room, Guerrieri Student Union.

Respectfully submitted,  
Vanessa Collins