



Salisbury University – Staff Senate
Thursday, September 13, 2018
Founders Room, Guerrieri Student Union

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

Absent Members: Kim Meyer, Mark Costello, Justin Rummel

Executive Staff: Marvin Pyles, Humberto Aristizabal

Chair, Stefanie Hurst, opened the meeting by welcoming members and President Wight. The members provided a refresher with quick introductions.

Motion to approve: Lisa Gray

Second: Teri Herberger

I. Reports

a. President Wight:

- i. Moving forward with Provost search. A search committee has been established. Teri Herberger will represent staff on the committee.
- ii. The inauguration of Dr. Wight will be April 10, 2019. At the inauguration, he will lay out his vision for SU over the next 5-10 years. The ceremony will be student centered while also allowing him to put a “stake in the ground” as SU’s president.
- iii. The National Folk Festival was a qualified success. If it weren’t for weather issues, it perhaps would have been a complete success. He is very optimistic for the next two years.
- iv. Dr. Heidi Anderson began her tenure as President of UMES on 9/1/18. He has met her but will have their first official meeting next week. Anticipate a lot of new partnerships and less competition with UMES. Both new presidents feel that together we server the Higher Ed needs of the Eastern Shore.
- v. The library at UMES has had a roof collapse. The Provost and Bea Hardy invited all UMES faculty and students to use the Academic Commons.
- vi. Strategic Plan is moving ahead with meetings, focus groups, questionnaires to move our institution forward over the next five (5) years.
- vii. The launching of a public phase of fundraising campaign next April. Focus will be student scholarships, capital facilities, program support.
- viii. One way to help in this endeavor is if we can demonstrate we have strong support within the university.

ix. Questions for the President:

Q: How do you like things so far?

A: It's pretty wet but glad to be here.

Q: What is your impression of employees?

A: Common theme, "I like my job" "I love my job with students" "not paid enough"

Q: Have you looked at previous strategies?

A: Yes. We need a new approach.

Q: Would you be willing to make a short video to promote the BOR awards?

A: Yes Would love to win awards and demonstrate we deserve increased support from the system.

b. Marvin Pyles:

- i. \$5.2M surplus. BOR approved 2 ½ percent increase.
 1. 2% in Jan 1, 2019
 2. .5% in April
 3. \$500 bonus in April
- ii. FOP – Tuesday, Sep 11. One last counter proposal to submit. They are asking for 3%
- iii. Received many calls after CUSS meeting asking to share presentation.
- iv. MCEA – has become contentious. New president of union.
- v. There were a few grievances but HR won them.
- vi. Lynda – Connection with LinkedIn that supports professional development. Approved.
- vii. Administrative Task Force – Haven't met since last Semester.
- viii. Intersectionality Center: Admin & Finance handed over control to OIE and Student Affairs. Furniture going in. LBGTQ and Women's Group will be moving in. More proposals to be reviewed by D&I Consortium. October ribbon cutting.

c. Humberto Aristizabal:

- i. OIC professional development for staff
 1. Both voluntary and mandatory
 2. Refer to handout
 3. More programs being offered and are instructor led
 4. Supervisor series programs
 5. Target is 40 per program
 6. HB1423 passed – new law effective 10/1/18. Must provide sexual harassment training within first 6 months of a new hire or every 2 years
- ii. Crossroads Training – October 17, 2018
 1. Anti-Racism training by external organization
 2. President and Executive Staff will attend
 3. Targeting 75 people in higher level positions on campus
 4. 4 seats for Staff Senate
- iii. IT Training – Data Management 90 minutes. Waived if completed in 2017.
- iv. FERPA Basics – 45 minutes

- d. HR Committee: No report – Meet next week
 - e. Social Media Committee: New person will be assigned to Facebook Page
 - f. Sub Committees:
 - i. Diversity and Inclusion: Vanessa and Safaa. Safaa has agreed to chair.
 - ii. Admin Task Force – Kevin Vedder working on setting up meeting.
 - g. CUSS: August meeting hosted by SU.
 - i. Great meeting. Stefanie received two calls stating it was the “best CUSS meeting.”
 - ii. Completed Best Practices Survey as part of Shared Governance Survey
 - iii. CUSS / BOR: Dr. Wight will be doing a video next year. Might not offer incentives to submit.
- II. Old Business:
- i. Business Discount Cards: PNC not responding. In talks with Pohanka
 - ii. Daycare on campus – HR standing committee will add to survey.
 - iii. Everyone is encouraged to come to the next SS meeting with suggestions for new survey.
 - iv. Campus Business Hours Recommendation is still on the table. There was encouraging feedback from Marvin.
- III. New Business :
- i. New proposal for a staff meal plan. Charles will revise before submission.
 - ii. Suggestion for parking benefits – Tabitha will put it out as a questions, but doesn’t feel it will go through.
 - iii. Emergency Leave Policy – vetted through Faculty Senate.
 - iv. Provost Search
 - 1. Large committee
 - 2. Teri is on search committee
 - 3. Faculty from each school is represented as well as Faculty Senate
 - 4. Two adjunct
 - 5. Two students (SGA 7 GSC)
 - 6. Administration & Finance
 - 7. Deadline for applicants: Sep 28, 2018
- IV. Adjournment
- Meeting adjourned: 12:02 pm
- Next Meeting: Thursday, October 11, Founders Room, Guerrieri Student Union.

Respectfully submitted,
Vanessa Collins