

Salisbury University Staff Senate  
Thursday, ~~September 12~~ August 1, 2019  
Founders Room, Guerrieri Student Union

Members In attendance Joe Benyish, Donna Carver, Vanessa Collins, Paul Gasior, Lisa Gray, Sara Hill, Matt Hill, Tabitha Pilchard, Belinda Poole

Members Absent Steve Blakenship, Teri Herberger, Safaa Said

Executive Staff Marvin Pyles

Chair, Tabitha Pilchard, opened the meeting at 10:03am

July & August minutes were reviewed and approved.

Senate welcomes newest committee member, Belinda Poole who filled the vacancy left by Kim Meyer.

I. Reports

a. President Wight - Not able to attend

b. Marvin Pyles

- i. Update to the compression study work is beginning in HR for the non-exempt salary compression issues.

History: the old budgeting model was centralized and division/departments were not responsible for managing their personnel lines (01 and 02). The new model requires division heads to manage this component of their budget.

01 lines: PIN positions

02 lines: Contingent positions

03 lines: All other exp(e)sexpenditures but also a very small pool of funds left to help offset budget

- ii. There have been no cuts but budgets may not have been fully funded. Departments may have seen cuts; but divisions were not cut.
- iii. Expenses continue to outpace revenue. Credit hours are down. There has been close to an 80% increase in institutional aid. A more complete assessment of our budget will come later in the budget year. Normally by February, after the spring semester starts, it provides a better forecast for the remainder of the year.
- iv. Staff Senate Comments with Pyles' answers italicized

x The messaging about the budget has not been consistent. Staff may not understand the complexities of the budgeting system.

This is frustrating for everyone but ultimately it is the responsibility of division and department heads to explain they are responsible for their own budget decisions.

x      What is the impact to the overall budget with the increase in institutional aid?  
Definitely has contributed to overall expenditures but also added more students; ultimately increasing revenue.

x      Are spending trends consistent among other USM schools?  
Difficult to determine because models vary among institutions. Doing some benchmarking and assessment to determine how we compare to other USM.

x

b.a. Staff Senate Suggestion Box

- i. SU staff member submitted the suggestion that SU employees should receive warnings during the period surrounding the yearly switch to new parking passes. Tabitha Pilchard checked with parking services and confirmed that employees are allowed one voided ticket a year. Staff Senate agreed that this was sufficient and that parking services has presented a clear timeline and ample opportunities for employees to purchase and pick up the new passes.

e.b. Facilities Management Advancement Committee Needs representation from Staff Senate. Joe Benyish & Tabitha Pilchard volunteered.

d.c. Diversity & Inclusion Committee Vanessa Collins is stepping down as the Staff Senate representative and was replaced by Sara Heim

e.d. Climate Study Work Group Staff Senate Representative is Vanessa Collins

- i. The goals of the SU Campus Climate Study (copied from SU's website):
  1. identify successful initiatives,
  2. uncover any challenges facing members of our community, and
  3. develop strategic initiatives to build on the successes and address the challenges.

The results will enable us to develop programs and policies that will increase inclusivity and belonging at SU.

- ii. The work group has been formed to help select members of the campus community to participate in 15 focus groups

IV. Adjournment

Meeting adjourned: 11:50 am

Next Meeting: October 1, 2019, Founders Room, Guerrieri Student Union.

Respectfully submitted,  
Sara Heim