IV. Old Business
a. Introduce Christine Benoit (Human Resources)
i. Onboarding, employee training & development initiatives
1. Currently working on action items that came out of Campus Climate Survey to get
additional resources available to staff.
2. Will be meeting with Jessica to set up meetings to update Staff Senate on progress.
b. Standing Committees - Updates
i. Consortium Committees
1. Consortium Coordinating Committee – Vanessa
a. Not all committees have met, so no updates at present.
2. Cultural Diversity & Inclusion Consortium Committee – Joe/Jennifer
a. Met before break; items were mentioned regarding the climate survey that
could be worked on, but no progress at any items as of yet.
ii. Communications: Snack & Chat update – Jennifer
1. No updates at this time.

V. New Business
a. BOR Award nominations update – Lisa
i. Nominations have passed, with a record number of nominations received. Since only one name
can be selected per category, are currently in the process of narrowing down candidates for
submission. Potential of six nominations to be submitted.
b. Recommendations
i. Discuss new proposals
1. Staff Sabbactical for professional development, special projects, etc.
a. Would like to be able to submit proposals/prospectus regarding sabbatical
requests for consideration, as currently many employees do not have time
during the work day for professional development, projects, etc., which leads
these being done on personal time or not being done at all.
b. Issues stemming from lack of coverage in departments with no employee
redundancies would need to be addressed.
2. Spring Break Holiday
a. Did have days off during spring break in previous years; other USM institutions
currently have breaks around the same time period.
b. Recommend that we get SGA/GSC sign-off for proposal submission to show that
students would support the time off.
3. Staff Emeritus Recommendation
a. Has been submitted to Dr. Wormack for review.
ii. Compression issues
1. Information regarding COLA addressed by Dr. Wight; salary bonuses that have been
publicly reported have not currently been addressed by USM/administration and may
still be in the legislative process.
iii. Telework/Campus Closings
1. Need to have clarification regarding how telework impacts those that have jobs that
cannot be worked from home, and also who is required to work during campus closings
now that telework is available. Do not currently have consistency as to
policy/requirements now that alternative work options are available.
c. HR Support for Supervisors

i. Do not currently have clear communication to supervisors regarding how to explain HR
directives to employees.
ii. Recommended that this be an item that Jessica address in the HR committee.
d. Possible $15 minimum wage hike
i. Since this has not been officially announced by state government, will have to address once
more information is released.
e. Redesign of Staff Senate webpage
i. Staff Senate webpage is not as informative as it could be. Recommend that the site be reworked

d.