



Thursday, November 10, 2022

GAC 401 Boardroom

Agenda

Members in attendance: Joe Benyish, Jennifer Ellis, Steve Blankenship, Tabitha Pilchard, Shannon Hardester, Vanessa Collins, Candace Henry, Matt Hill, Lisa Gray, Megan Raymond, Paul Gasior, Sara Heim

Absent:

Guests: Dr. Lepre, Eli Modlin, Dr. Janet Wormack, Christine Benoit

- I. Call to Order

- II. Approval of October Meeting Minutes
 - a. *Motion to approve: Matt Hill*
 - b. *Second: Tabitha Pilchard*

- III. Deniz Erman – CUSS, Chair of Awards and Outreach Committee
 - a. *Works at Towson University, on CUSS for 8 years.*
 - b. *Wants to educate individuals on knowing more about BOR Awards and the procedures in applying for the award. \$2K prize with five categories; very important award for staff.*
 - c. *Would like to have institutions promote the award more for their staff and get more nominations across the board.*
 - d. *Award types:*
 - i. *Exceptional Contribution*
 - ii. *Outstanding Service to Students in Academic or Residential Environment*
 - iii. *Extraordinary Public Service*



3. 2/3 of the student body using the in-person counseling resources; 1/3 using TimelyCare. The more we can normalize seeking mental health care, the more progress we can make in helping them get through and helping them succeed.
- ii. Student Success
 1. More students struggling academically than before in this semester. Likely a correlation between mental health struggles and decline in academic success.
 - iii. Provost Search
 1. Dr. Olmstead will be retiring next year; will be staying on until we find a new Provost. Officially retiring in December 2023.
 2. Wants to have a Staff Senate rep on the search committee. Very close to have hiring a company for the search and will have more details about the search forthcoming.
 3. Will be doing a series of listening sessions for what is wanted in the next Provost and how they can best be of service.

V.



1. The reclassification process requires a lot of information to establish evidence to prove the adjustment of the job is warranted.
 2. Working with HR to make the process less onerous and more enjoyable, but currently HR is focused on rolling out the Workday platform, which is delaying making changes.
 3. Staff Senate wants to make sure that staff members going through this don't end up feeling discouraged and devalued in a process that is supposed to be rewarding and something that is supported by departments and colleagues.
 4. Wants to get more information out to employees to be more transparent about the process and the steps that need to be taken, so that all understand what is happening and that it is equitable for all.
- iii. Holiday Calendar
1. Calendar policy set by USM; 12 holidays available (13 in election year), plus 3 days at the discretion of SU President.
 2. Proposing that we look at the 3 days at the President's discretion to see if adjustments can be made. This year, the 3 days were used on December 28-30.
 3. No other USM institution can add additional days



5. USM Learning & Talent Development committee does 2-3 conferences throughout the year that are free to employees. Found that most recent conference did not have high development from SU, so would love to be able to improve on that.
6. Want to do a 3-day conference next year that would be more focused and streamlined so that individual professionals would be able to have a targeted content. Also trying to present content at different times of the year so that more people can attend.
7. HR website now has a Professional Development landing page that has recordings of USM trainings, etc.

c. *Staff Senate Chair*

i. Consortium Committee Update

1. Currently working on revamping the consortium committees so that there would be one committee with representatives that would be able to speak on multiple issues instead of having a committee for each issue. Draft of the proposal is still being worked on.

ii. Snack & Chat

1. Was only attended by 3 people from HR. Suggested that maybe the Snacks & Chats be paused and reinvented/reinterpreted or change the frequency to once a semester.
2. Need to ask for registration/rsvp going forward so we know what committed attendance we have in advance.

d. *HR Committee Megan*

- i. Have not met yet.

VII. Old Business

a. *Meritorious Staff Award Representation Update Tabitha*

- i. Dr. Wormack will be checking on policies and procedures document so that nominations can go out in time for service awards in April.

b. *Mandatory Fees Tabitha*

- i. Found out that USM policy might be applicable, trying to find out more information

VIII. New Business

a. *Staff Senate Suggestion Box*

i. Maggs Staff Gym Hours

1. Will inquire with Maggs to gather information on what status of current gym hours and whether there are current staff hours. Lisa will be reaching out with Matt Nein to find out.

IX. Adjournment