

UNIVERSITY STAFF SENATE EXECUTIVE BOARD MEETING
Magnolia Room, Morris University Center
October 17, 2024 – 9:00am
Approved Minutes

The regular meeting of the University Staff Senate Executive Board (SSEB) was called to order at 9:01 am on Thursday, September 19, 2024, by President Doug James.

Present: Doug James, Kelly Jo Hendricks, Steven Green, Cindy Cobetto, Ben Kaminski, Evan Lewis,

Absent: Angie White, Sara Colvin, Christy McDougal, Michael Tadlock-Jackson (ex officio)

Guests: None

APPROVAL OF MINUTES:

The minutes for the September 17, 2024, meeting was approved as written.

REPORTS AND UPDATES:

President Doug James – Sent sympathy note to family of Dennis Shaw (former Staff Senate member/Facilities Management staff member). Paula Garcia has been appointed to serve on the Vice Chancellor for Finance & Administration search. Appointed several members for Strategic Plan Pillar Committees.

- Pillar 2 – Student success & Inclusive Excellence
 - DFW Action Group Committee (2.4 Reduce DFW rates in critical courses with course design transformations, learning support and student engagement – **Josie DeGroot Brown**)
 - Anti-racism Taskforce Recommendations Action Group Committee (2.5 Execute critical elements of the Anti-Racism Task Force recommendations.) – **Stephanie Weiskopf**
- Pillar 3 – Excellent & Diverse Faculty & Staff
 - Employee Recruitment, Hiring and Retention Action Group Committee (3.1 Attract and recruit competitively paid diverse faculty, staff, and administrators; 3.2 Support and retain diverse, high quality, and accomplished faculty, staff, and administrators.) – **Amy Miller**
 - External Funding Action Group Committee (3.3 Facilitate faculty and staff efforts to seek external funding in support of the University’s core mission and strategic goals.) – **Sara Colvin**
 - Student Centered/Ready Culture and Campus Climate Action Group Committee (3.4 All faculty, staff and administrators shall demonstrate the University’s commitment to student centeredness; 3.5 Cultivate administrators, staff and faculty who practice openness, respect, equity, and justice for persons of different backgrounds, cultures, and perspectives.) – **Christy McDougal**

Past President Kelly Jo Hendricks – Attending UPBC later today. Sip & Shop event at The Cougar Store on November 19, 5 pm – 7 pm, open to all faculty and staff.

Civil Service Negotiated & Prevailing Constituency Representative Ben Kaminski – There are still employees who have not received their backpay. Kelly Jo asked that he send her a list of employees who have not received their backpay.

There were no other reports.

UNFINISHED BUSINESS:

Spring Scholarship – Sara revisiting parameters.

Policy Review Committee representation balance – Finalized.

NEW BUSINESS:

Christy McDougal – Grand Jury Commitment, will miss several meetings. Does not want to. Leave Staff Senate. According to bylaws, need Senate body ratification. Will bring up at next Staff Senate meeting.

Discussion for a Staff Senate initiated Vote of No Confidence – Puts a group of staff in crosshairs; it is dangerous and can look back for the collective governance group. It was discussed to bring the Chancellor in for a “conversation.” As he did not like the letter that was written when it came to negotiations and the Staff Senate recommendations regarding the clerical contract. Facilities Management currently under Chancellor; wants to change the “feel of the University – can’t be done...it is different for everyone.

Staff not receiving raises for the past three years – Cindy Cobetto discussed a job audit she has been dealing with since April. Job duties are being added but HR does not want to give her more money. Concerned regarding retention of staff. There should be appropriate staff and faculty to support students. There are currently 1,350 staff members.

ACTION ITEMS:

Share Wesley Peachtree budget consultant findings when available – will follow-up at this afternoon’s UPBC meeting.

Explore options for new ALT/CSOR Senator (to replace Steven) – Steven reached out to a few individuals on the Alton campus to take the vacant Senator spot. Talked about admissions officers vs. business officers. Kat Wright, Dental Clerk III, left SIUE. She was told by HR that they could not change her salary because she is part of a union, and the union would not let HR do so (this is untrue).

ANNOUNCEMENTS:

- a. Next Policy Review Meetings
 - i. Dates:
 - 1. Wednesday, November 20th at 1 PM
 - ii. Discussions:
 - 1. EEP – Employee Excellence Program
 - 2. PLP – Parental Leave Policy
 - 3. Vacation Carry-Over
- b. Walktober – WHYHEC Campus Wednesday, 10/23 at Noon

FUTURE AGENDA ITEMS:

- i. Upcoming guest speakers at full senate meetings
 - i. November Guest Speakers
 - 1. Pat Sears (Registrar)

2. Elza Ibroscheva (HLC Accreditation)
 - ii. December Guest Speaker – Lindy Wagner (Ast VC EDI)
 - iii. Possible SURS Rep as a guest presenter – Collin Van Meter

PUBLIC COMMENT:

None.

ADJOURNMENT:

The meeting adjourned at 10:45 am.

Submitted by Benedict Kaminski, Negotiated and Prevailing Constituency Representative