

**UNIVERSITY STAFF SENATE REGULAR MEETING**  
**MUC Mississippi/Illinois Room**  
**Zoom Meeting ID 945 0315 5890**  
**April 3, 2025 – 9:00 am**  
**Approved Minutes**

The regular meeting of the University Staff Senate was called to order at 9:03 am on Thursday, April 3, 2025, by President Doug James.

**Present:** Doug James (President), Kelly Jo Hendricks (Past President), Steven Green (President-Elect), Cindy Cobetto (Treasurer), Angie White (Secretary), Ben Kaminski (CSNP Constituency Rep), Evan Lowis (ASR Constituency Rep), Christy McDougal (CSOR Constituency Rep), Maria Ferrari, Mike Hamil, Cheryl Jordan, Shane Kessinger, Sarah Kirkpatrick, Amy Miller, Tiana Montgomery, Angela Pritchett, Dusty Rhodes, Brittany Smith, Tim Staples, Michael Tadlock-Jackson (ex officio), Jessica Take

**Absent:** Julie Babington, Linda Eilerman

**Guests:** Miriam Roccia, Amy Bodensstab, Karyn Chambers, Katie Eilers, Rachel Garrett, Jill Hubbard-Jackson, Tiffany James, Heather Knapp, Ora Lockett, Matthew Miller, Misty Newman, Robert Newman, Theresa Rohrbach, Jesse Runnels, Amanda Russell, Mike Schultz, Matthew Smith, Jill Smucker, Jay Sullivan, Patty Take, Deb Talbot, Patricia Werner, Dylan Webb, Connie Wyvell

Doug started the meeting by announcing that Staff Senate meetings are being recorded yet again (as they were during COVID) as of this meeting.

**APPROVAL OF MINUTES:**

Meeting minutes from March 6, 2025 were approved as written.

**GUEST SPEAKERS:**

Vice Chancellor for Student Affairs Miriam Roccia spoke to Staff Senate. Miriam gave a presentation that focused on many aspects related to the Division of Student Affairs and the Moments That Matter. Miriam highlighted three focus areas: Basic Student Needs, Student Health & Well-Being, and Career-Readiness Competency. Miriam brought up the Mini Cougar Cupboards and their usage, which has been very popular. Miriam wrapped up her presentation giving details on career-readiness competency and a link for mental health first aid training: <https://www.siue.edu/student-affairs/faculty-staff/mental-health-trainings.shtml>

**REPORTS:**

**President Doug James** – Thank you Kelly Jo for stepping in during absence. Attended HLC meetings Marh 31 and April 1.

**Past President Kelly Jo Hendricks** – Attended some of the HLC meetings earlier this week. Helped coordinate the election details in Doug's absence. Rooted on the Cougars!!! 😊

**President-Elect Steven Green** – Working on the elections. We have one contested election—ASRP 1 (2025-2029).

**Secretary Angie White** – Attended two of the HLC Open Forums and then the one that Staff Senate was invited to.

**Civil Service Open Range Constituency Representative Christy McDougal** – Received complaints from constituents regarding the Parking Lot C reorganization, which went into effect today. The changes include new signage on the curb that read “NO PARKING, NO STANDING, NO DELIVERIES,” and dedicated Chancellor’s Council parking.

There were no other executive reports.

**Associate Provost & Dean of the Graduate School** – A press release went out last week that Dr. Chris Slaten was selected and will start on June 1.

**Vice Chancellor for Finance & Administration** – They did Zoom interviews with semi-finalists two weeks ago and offered on-campus finalist interviews to two candidates this past week.

**Executive Director of Marketing & Communications** – Met for the first time on March 30 via Teams to discuss applicants. There were five volunteers who went through and looked at minimum requirements and narrowed the initial list from 65 to 45 applicants. They are meeting again this afternoon, and the committee is to have their top ten ranked in advance of the meeting.

**Curator of University Events** – First meeting was this week to go over the search process and meet the equity advisors. April 11 is scheduled for the first round of virtual interviews. The Chair did mention that this is expected to be a quick search.

**SIU System VP for Financial and Administrative Affairs** – AGB search firm has completed the listening sessions and a position description has been developed. We are now in the review phase, and the search committee has been able to give input as we are finalizing the leadership profile for this role. The goal is to have the profile and announcement slotted for release by the end of this week.

There were no more executive searches.

#### **UNFINISHED BUSINESS:**

**Confidence in Administrative Leadership** – The concerns in Chancellor Minor’s leadership were addressed, namely those listed in the recent Alestle article titled “SIUE taking millions in salary money to pay off university deficit.” Additionally, the idea of “unchecked power” was of great concern, specifically in hiring employees above approved pay rates. The lack of pay increases in over four years was also brought up by multiple people. President Doug James spoke about the idea of a Vote of No Confidence for the Chancellor and said it has been brought up multiple times in the Staff Senate Executive Board meetings. The general consensus among SSEB is that we are not at a point of doing a formal Vote of No Confidence. One of the reasons is because it’s outside of the charge of Staff Senate as an organization. We are charged as a Senate to advise and assist the Chancellor and Director of HR; President James specifies that he would like us to be careful not to step out of our boundaries at this time. However, as we are aware that there are multiple topics people are unhappy with, it is appropriate to compile the factual data with our echoing concerns. President James also said that as a Staff Senate President, he wants to always speak to the collective 1,400 SIUE staff, not just the ones around the table.

#### **NEW BUSINESS:**

**Sidewalk safety from Lot P1 to Lot C** – There were staff concerns about the walkway between Lot C and P1 not being wide enough for handicapped staff. Mike Hamil said he’d reach out to John Renken in Facilities.

**Alestle article from 3/31/25** – This was mentioned before, but for those who haven’t done so should, and particularly look at the graphs.

**Staff Role in Student Recruitment & Retention** – Doug encourages Staff Senate to keep students engaged. We don't exist here without students at SIUE.

**COMMITTEE UPDATES:**

**Public Relations** – Understanding Social Security webinar with Jack Myers will be on April 10, 2025, 11:30 am – 1 pm

**Scholarship** – Needs a new chair for this committee.

**Fundraising** – No report.

**Policy Review** – Met on March 24 with Carl. Briefly discussed the proposal that Staff Senate sent along; HR sent it to Dr. Bill and Harry Holmes for review. Once again asked for an updated listing of HR staffing, was told that was supposed to be out last week (still haven't received it). Asked about several staffing updates, as there are several HR employees doing multiple roles. Beverly Bevineau, Robin Ermer, and others—though it sounds like their time is coming to an end as they fill the full-time positions (Beverly ends in July). Asked if the merged BSW/ITS/AFSCME clerical union paperwork has been completed and was told he hasn't seen the official paperwork yet from the labor relations board. Inquired about the accrued leave donation policy; was told that it is currently with Policy Council. Asked about updates regarding early retirements; Carl is unsure when more details will come. Employee Appreciation Day has been set on the Edwardsville campus for April 15. We asked for Alton and East St. Louis campuses and Carl didn't have dates. (Update: East St. Louis is April 25). Service Awards is on May 6. Finally, asked about two recent hires without searches: Daniel Ready, Technical Advisor in Chancellor's Office; Harry Holmes, Interim Associate Vice Chancellor for Administration. There were waivers for both. Daniel's position is permanent, and Harry's is a six-month appointment until a search can be completed. The next meeting is on May 14 at 1 pm.

**Staff Wellness** – Last month we hosted an SUAA panel hosted by Keith Becherer, and he spoke about House Bill 1870 (electronic time sheets for faculty and employees not eligible for overtime), House Bill 2332 (amending Tier II retirement age for university police officers), and House Bill 3062 (changes to residency requirements for civil service employees). A recording of the presentation is on the Staff Senate website. In April, we are hosting another Drug Take-Back on all three campuses. Edwardsville is on Tuesday, April 22, 11 am – 12:30 pm, MUC Center Court. Alton is on Wednesday, April 23, 11 am – 12:30 pm, Building 273 Lobby. East St. Louis is Thursday, April 24, 11 am – 12:30 pm, Building B Learning Resource Center.

**Diversity Initiatives** – Committee met on March 26. Discussed March Staff Senate meeting, hosted at our East St. Louis campus. The committee also talked about staff shortages around campus as people resign or retire. The staff shortages and overworked staff contribute to the low morale on campus and SIUE's reputation. Shout out to Maria Ferrari—\$800 Meridian Grant to proceed with the Culture City Training for the SIUE PD. Kimmel Leadership Awards is going to be on April 22. Our next Diversity Initiatives meeting will be either April 29 or 30.

**Elections & Operations** – Website has been posted. Check The E Today.

**ACTION ITEMS:**

None.

**ANNOUNCEMENTS:**

- a. State of the University Address – April 8 @ 10 am in Meridian Ballroom
- b. Understanding Social Security – April 10 @ 11:30 on Zoom
- c. SIU BOT Meeting – April 17 @ Carbondale
- d. SIUE Spring Commencement – May 9 & 10

**FUTURE AGENDA ITEMS:**

- a. Upcoming Guest Speakers at Staff Senate
  - i. May – Dr. Eric Lichtenberger – Director of Institutional Research & Studies
  - ii. June – Penny Raburn – Director of Health Service (invited, not confirmed)

**PUBLIC COMMENT:**

Tiana Montgomery gave a shoutout to Brittany Smith who was recognized as a Phenomenal Wom\*n last month!

Dusty Rhodes asked why we as a Senate don't invite the leadership from other Senates and Chancellor Minor to a meeting so we can discuss our concerns. President James reiterated the conversation from earlier this morning and suggested the better course is to have us come up with factual concerns we as a Senate must present to the Chancellor and go from there. It's important that we speak from a basis of fact than through gossip.

**ADJOURNMENT:**

The meeting adjourned at 10:59 am.

Submitted by Michael Tadlock Jackson, University Governance