

## UNIVERSITY STAFF SENATE REGULAR MEETING

Zoom Meeting ID 924 7748 1076

February 10, 2022 – 9:00am

### Approved Minutes

The regular meeting of the University Staff Senate was called to order at 9:00am on Thursday, January 6, 2022 via Zoom by Acting President David Balai.

**Present:** David Balai, Keith Becherer, Angie White, Denyse Anderson, Darryl Cherry, Carolyn Jason, John Caupert, Anne Cavanaugh, Anthony Fearon, Kelly Jo Hendricks, Shane Kessinger, Jared Loyd, Dusty Rhodes, Emily Skowron (also proxy for Mike Hamil), Collin Van Meter, Anne Hunter (ex officio)

**Excused:** Cindy Cobetto, Jan Caban, Doug James, Nicole Robinson

**Guests:** Angie Barclay, Riane Greenwalt, Jackie Hayes, Howard Knapp, Deb Talbot, Bill Wiedler

#### APPROVAL OF MINUTES:

Minutes for the January 6, 2021 meeting were approved as written.

#### PUBLIC COMMENT:

There was no public comment.

#### REPORTS:

Mark Ferrell's service to the University and the Staff Senate was acknowledged. Thanks were offered to staff who kept the University running during inclement weather. Thanks and best wishes were expressed to Dr. Randy Pembroke and his wife on their retirement.

Becherer reported that the constituency heads met on January 18 looking for feedback on COVID protocols and operations. At the January 25 meeting there was discussion about the new constituency group and a larger conversation of what University Governance looks like and how constituency groups can support each other. There is no new information on a Lobby Day or the School of Business Dean Review Committee. The Board of Trustees meeting will have a discussion on tuition and fees as well as adopting a strategic plan for the system.

White reported that the Public Relations Committee meeting was delayed and has been rescheduled. The committee is looking for ideas on how to boost employee morale.

Cherry expressed hope that the University is reaching a place where there can be conversations and support for diversity, equity, and inclusion now that Dr. Jessica Harris has had time to settle into her role.

The Director of Human Resources Search Committee has had 14 applications submitted, but several did not complete the process. The committee has a mid-February deadline to evaluate applications. Dr. Taylor has set his expectations with the committee.

The School of Dental Medicine Dean Search interviewed 4 candidates, and are bringing 3 to campus. Presentations will be available via Zoom.

The Policy Review Committee report was posted to Teams and is attached.

There were no other reports.

**ACTION ITEMS:**

Per the Staff Senate Bylaws, the Staff Senate Presidency reverts to the immediate Past President unless action is taken by the Senate to fill the position. Caupert made a motion for Keith Becherer to fulfill the remainder of Mark Ferrell's term as Staff Senate President, and it was seconded by Hendricks. Becherer would assume his normal term as Staff Senate President for the 22-23 year. Caupert advocated for Becherer's ability to serve in the role. A new President-Elect can be appointed now or could wait for the normal elections in June, and Becherer expressed a preference to fill the role but to wait until March or April so Senators can consider nominations. The motion was approved unanimously, and Chair of the meeting was turned over to Becherer.

Jason nominated Jackie Hayes to fill the ASNR 1 vacancy, and Caupert seconded the nomination. Hayes provided a brief introduction. The nomination was approved unanimously.

There were no nominations for the Faculty and Staff Appreciation Event Committee or the School of Business Dean's Review Committee.

**UNFINISHED BUSINESS:**

The system working group survey addressed some of the questions that would be addressed in an employee satisfaction survey. Information from that survey will be available after their next meeting.

**NEW BUSINESS:**

The Governor announced that the mask mandate will be relaxed on February 28. SIUE has a core team that meets every Wednesday and Friday that will have a conversation about what that will mean for campus. There is a discussion at the state level about an agreement for emergency leave for COVID, and it is likely to be on the agenda for the current legislative session.

**ANNOUNCEMENTS:**

Announcements were reviewed as listed on the agenda.

**FUTURE AGENDA ITEMS:**

There were no future agenda items.

**ADJOURNMENT:**

The meeting adjourned at 9:50am.

Submitted by Anne Hunter, University Governance

**STAFF SENATE MEETING**  
**Zoom Meeting ID: 924-7748-1076, Password: chimega**  
**February 10, 2022 – 9:00am**  
**AGENDA**

- I. **CALL TO ORDER**
- II. **APPROVAL OF MINUTES**
- III. **PUBLIC COMMENT**
- IV. **MONTHLY REPORTS**
  - a. **Officers**
  - b. **Constituency Representatives**
  - c. **Staff Senate Committees**
  - d. **University Committees**
  - e. **Search Committees**
  - f. **Ex-Officio**
- V. **ACTION ITEMS**
  - a. **Staff Senate Presidency**
  - b. **ASNR 1 Vacancy – Jacqueline Hayes**
  - c. **Faculty & Staff Appreciation Event Committee Appointment**
  - d. **School of Business Quadrennial Review Committee Appointment**
- VI. **UNFINISHED BUSINESS**
  - a. **SIUE Employee Satisfaction Survey**
- VII. **NEW BUSINESS**
  - a. **COVID Policy Changes and Enforcement**
- VIII. **ANNOUNCEMENTS**
  - a. **Board of Trustees Meeting – February 10 in Edwardsville**
- IX. **FUTURE AGENDA ITEMS**
- X. **ADJOURNMENT**

Next meeting of the Staff Senate Executive Committee will be Thursday, February 17, 2022 at 9:00am  
Next regularly scheduled meeting will be Thursday, March 3, 2022 at 9:00am

Staff Senate Policy Review Committee Meeting with Bob Thumith  
November 23, 2021 at 1pm

Present: Denyse Anderson, Anne Hunter, John Milcic, Kelly Thompson-Hess, Bob Thumith

AGENDA:

- Conversions of Professional Staff to Civil Service
- Work from Home Update
- Vaccination and Mask Policy – Issues and Enforcement
- Human Resources Staff Communication and Availability
- Hiring Freeze Concerns/Questions
- Excessive Overtime in Dining Services
- Barriers to Civil Service Hiring

Bob announced his retirement at the end of the year.

Conversions of Professional Staff to Civil Service have been paused. The Civil Service system audits every 3 years, and they are waiting on audit returns. The process is about 70% complete. The changes have generally been for the better, increasing benefits and security.

There are no plans to end work-from-home, but there are plans at the system level to make it more consistent. Applications might be denied at the Vice Chancellor level, but anything coming into HR has been approved. They don't have a way to track it, so numbers on approvals and denials aren't available. The majority of employees who can work from home are.

There have been 2 resignations over the testing policy, but most are doing good with vaccinations; there have been no suspensions. The SDM clinic is adamant about vaccinations, and Dean Rotter has federal guidelines that require vaccination. Head Start will also need vaccinations, and the deadline has been extended to January 30. Most issues have been logistical. They are still looking at what compliance discipline would look like.

The HR website was updated with pictures, responsibilities, and direct phone numbers. The automated system can be a challenge to get through; Tony Martin is working on the IT side to make it easier. Problems with benefits staff not responding to staff questions and requests were discussed, and Bob will follow up to make sure they are being more attentive. It was recommended that HR communicate about the additions to the website. There is no longer an employee orientation for benefits, and it is a big challenge for new employees to get the information that they need. There is a video available, but there is no interactive component. HR is a service unit to everyone on campus, but not everyone is getting the service they need.

There are no plans for a hiring freeze. Many of the open positions do not have many applicants, and some accepted other positions shortly after coming to SIUE. Positions rated below semi-professional require Illinois residency to apply, creating an additional barrier.

Concerns about excessive overtime for Dining Services employees were brought forward. It was noted that too much overtime increases burnout for employees.

Problems with Civil Service testing were discussed, including outdated terminology and language in the tests and inconsistencies with scoring. The system was implemented in 1952, and not much has changed since then with the process. SIUE is not the only university struggling with this. Biggest obstacle to change is political support.

The Illinois House passed a COVID bill that is awaiting the Governor's signature. There is a retroactive element to it, and those who have had to use leave time for isolation could have time credited.