

UNIVERSITY STAFF SENATE REGULAR MEETING
MUC Mississippi/Illinois Room
Teams Meeting ID 247 556 119 904 57
May 7, 2026 – 9:00 am
Approved Minutes

The regular meeting of the University Staff Senate was called to order at 9:03 am on Thursday, May 7, 2026, by President Steven Green.

Present: Steven Green (President), Sarah Kirkpatrick (President-Elect), Doug James (Past President), Evan Lowis (Secretary), Rachel Garrett (ASR Constituency Rep), Christy McDougal (CSOR Constituency Rep), Linda Eilerman, Maria Ferrari, TiJauna Ingram, Cheryl Jordan, Shane Kessinger, Lisa Mosley, Josie Palitzsch, Dusty Rhodes, Amanda Russell, Jill Smucker, Michael Tadlock-Jackson (ex officio), Jessica Take, Angie White

Absent: Jory Chadwick (Treasurer), Benedict Kaminski (CSNP Constituency Rep), Amy Mitwally

Guests: Joe Lataille, Thomas Rosner, Steven Ward, Melissa Bagby, Angie Barclay, Keith Becherer, Kade Cole, Phyleccia Cole, Mindy Dilley, Kristen Durnan, Xanthe Emerick, John Evans, Teri Gullledge, Barbara Kane, Lety Lara-Cassen, Ora Lockett, Christine Mannhard, Matthew Miller, Misty Newman, Kayla Orban, Amanda Russell, James Schram, Teresa Shipton, Jessica Take, Jennifer Wagner, Connie Wyvell

LAND ACKNOWLEDGEMENT:

Steven Green read a land acknowledgement provided by Julie Zimmermann from the Anthropology department: Southern Illinois University Edwardsville exists in and serves a region that includes the lands of the Kiikaapoi (treaty in Edwardsville, 1819); The Illinois Confederacy, including the Peoria, Kaskaskia, Michigamea, Cahokia, and Tamaroa (treaty in Edwardsville, 1818); Dhegiha Siouan peoples; and others. We affirm their contemporary and ancestral ties to the land and their contributions to this place. In alignment with the academic mission of the institution, we are committed to building responsible relationships with indigenous communities through the development of educational pathways and opportunities for indigenous students and the advancement of research and knowledge about indigenous peoples, cultures, and histories.

FIRST GUEST SPEAKER:

Vice Chancellor for Finance & Administration Joe Lataille addressed Staff Senate about several challenges. The biggest challenge is the lack of modernization in processes, systems, and technology, including streamlining workflows, transitioning to online platforms, and improving data collection. An e-procurement system is needed to enhance efficiency and cost-effectiveness in purchasing. The university is addressing wage compression and structural deficits, which have hindered progress. Improving enrollment and financial stability allows the university to focus on modernization. Challenges include employee morale, staffing shortages, and a perceived lack of prioritization for staff needs. The new AVC for Human Resources will advocate for staff and optimize resource allocation by listening to concerns, identifying pressing needs, and potentially shifting resources between teams. The conversation revolves around financial challenges and strategic planning to address structural deficits. Improved communication and transparency regarding policy implementation and resource allocation are also needed. Joe Lataille acknowledges current morale issues and emphasizes building trust within the organization. They're addressing concerns about parking and the mechanic, analyzing solutions for efficiency and cost-effectiveness. Lataille prioritizes hiring qualified individuals, encourages open communication, and collaborates to improve the work environment. Three ideas were presented, with

one prioritized now, and the others addressed in the future. Lataille welcomes questions via email and provides updates every three to four months.

APPROVAL OF MINUTES:

Meeting minutes from April 2, 2026 were considered. Christy McDougal was marked present but was in fact absent at last month's meeting. The approved meeting minutes include this correction.

REPORTS:

President Steven Green – The Board of Trustees meeting in Carbondale was generally good, with the Faculty Union concerns about online course contractors and distinguished awards given to students. Chancellor Minor mentioned increased enrollment and its associated challenges. A constituency head meeting discussed the ongoing AI framework development and restructuring efforts, with a focus on improving the grounds and student advising processes.

Past President Doug James – Conversations are ongoing about leveraging the University Planning and Budget Council and the University Quality Council, program prioritization, and developing an AI policy. The AI policy discussion is currently at a high level, focusing on necessary guardrails for implementation.

President-Elect Sarah Kirkpatrick – The Chancellor's State of the University address at the East St. Louis campus covered housing and grounds maintenance, raising questions about funding sources and the feasibility of proposed changes. Concerns were also raised about the lack of communication with existing staff during the implementation of new plans and directors.

Secretary Evan Lewis – The one-year anniversary padfolios for new hires is continuing, with a new, larger logo. Approximately 200 padfolios have been distributed this year.

There were no other executive reports.

Vice Chancellor for Antiracism, Diversity, Equity & Inclusion – Search is paused.

Vice Chancellor for Enrollment Management – Amy Mitwally not in attendance. From the last update, the expected timeline for interviews is April through June, with virtual interviews planned for this month and possibly on-campus interviews in May and June. Applications will be reviewed in batches.

Associate Vice Chancellor for Administration – Search is completed.

Associate Vice Chancellor for Human Resources – Amanda Duval Norwood selected and will start on June 1.

Dean of the School of Engineering – On campus interviews completed earlier this week.

NEW CANDIDATES:

There is a vacancy on Staff Senate representing the Belleville campus, and we have one person interested in filling the position. Thomas Rosner, IT Support Associate, introduced himself and expressed his interest in serving on the Staff Senate. His application was unanimously approved.

There is a vacancy in the Administrative Staff Non-Represented category, and we have one person interested in filling the position. Steven Ward, Associate Director, Project Management Engineer of National Corn-to-Ethanol Research Center (NCERC), gave a brief introduction which included his interest in serving on University Staff Senate. His application was unanimously approved.

UNFINISHED BUSINESS:

Still working on getting more information about current spending on repairs for transportation: Despite VC Lataille's assurance of investigation and mutual trust, unfinished business remains regarding the spending on repairs in Transportation Services.

SECOND GUEST SPEAKER:

John Evans, elected to the Employee Advisory Committee (EAC), is investigating salary range determination for positions on SIUEAcctsPay. The committee seeks clarification on whether universities report salary information or source it from third parties, and how the Merit Board establishes recommended pay rates. It also explores the impact of civil service rules on recruitment and retention, especially for non-unionized positions. The EAC, represented by a university representative, addresses concerns raised in a recent survey and clarifies its role, emphasizing it can represent concerns about statute application but not protect individual rights.

NEW BUSINESS:

July Planning Meeting/Retreat – Please be sure to fill out the two forms on our Teams page provided by Sarah Kirkpatrick.

Executive Board Nominations – Steven Green open the board for Executive Board nominations for the 2026/27 term. Evan Lewis, Academic Advisor II in the Office of First Year and Transitional Advising and current Staff Senate Secretary, was nominated for President-Elect, and accepted. Jory Chadwick, Business/Administrative Associate in Lovejoy Library and current Staff Senate Treasurer, was nominated for Treasurer. Lisa Mosley, IT Technical Associate in ITS, was nominated for Staff Senate Secretary, and accepted. No other nominations were made. Staff Senate will officially vote on President-Elect and other officers at the conclusion of our next meeting in June.

COMMITTEE UPDATES:

Public Relations – No update.

Scholarship – Ava Pulley and Kyle Lawrence have accepted scholarships for fall 2026 and spring 2027, respectively, and will each receive \$2,500. The scholarship funds will be released by the SIUE Foundation and applied to the students' accounts through Financial Aid.

Fundraising – No update.

Policy Review – Still need to figure out a new Chair.

Staff Development & Well-Being – No update.

Diversity Initiatives – TiJauna Ingram will be the new chairperson for the diversity committee. The committee will collaborate with the new Council for Belonging and Equity, an advisory body to the chancellor, to align their diversity initiatives and goals.

Elections & Operations – Very happy that we just elected two new people! We have one open seat in Alton, and one constituency representative for Administrative Staff Non-Represented.

ACTION ITEMS:

Need for a Mechanic at Transportation Services – The university's lack of a mechanic causes significant issues, including delayed repairs, increased costs, and wasted man-hours. The transportation department struggles with a single employee managing vehicle paperwork, leading to inefficiencies and safety hazards. To improve the vehicle maintenance system, the administration should consider hiring a mechanic, possibly through a cost analysis and educational approach. Data on past spending and vehicle conditions should be gathered to identify areas of waste. Establishing a contract with a single automotive maintenance company could streamline services and reduce costs.

CALL FOR ANNOUNCEMENTS:

Going forward, rather than read announcements from the E Today, Steven will ask those in attendance if they have any announcements. Here are the ones from today's meeting.

- a. May Commencement – May 8 & 9

FUTURE AGENDA ITEMS:

None.

PUBLIC COMMENT:

The combined Employee Appreciation Day/Years of Service Award Event received mixed reviews and felt poorly organized. The event was HR's first attempt at combining the awards ceremony with a celebration, and future events may be adjusted to better accommodate different preferences.

ADJOURNMENT:

The meeting adjourned at 10:56 am.

Submitted by Michael Tadlock Jackson, University Governance