The regular meeting of the Staff Senate was called to order on Thursday, August 7, 2014 at 9:03 a.m. in the International Room, Morris University Center by Michelle Welter, president.

Present: Bartholomew, Becherer, Cobetto, Connoyer, Cooper, Dickey, Dusenbery, Fricke, Gilmore, Hunter, Kershaw, Lesicko, Mumphard, Ormesher, Welter; Ex Officio: Michael Pulley

Excused: Caupert, Hamil, Candela

Announcements: Michelle Welter passed around the sign-up sheet for the Fundraiser table and gave the announcements from the agenda and added the guest schedule for the fall semester as follows:

- September – Budget Director Bill Winter and UPBC Chair Morris Taylor
- October – Vice Chancellor for University Advancement, SIUE CEO, SIUE Foundation, Inc. Rachel Stack will be giving a presentation about University Advancement and the scholarship presentation for the 2014 Fall awardees; SIU President Government Liaison John Charles was invited to give legislative updates.
- November - Chancellor Julie Furst Bowe is invited, will confirm with the Chancellor’s Office calendar about location and time. Confirmed 8-13-2014 with Chancellor’s Office.

Michelle read a thank you sent by Gabrielle Geiger for receiving the 2014 Summer Staff Senate Scholarship. It is filed with the minutes.

A handout was provided for anyone interested in attending the 2014 Council of Councils meeting in Carbondale this year on October 17.

Consideration of Minutes: The June 5, 2014 minutes were approved as submitted (Bartholomew/Dusenbery).

Old Business

Michelle Welter reported that the Constitution and Bylaws have been revised over multiple Staff Senate Executive Committee meetings and will be submitted to the Staff Senate for approval, sent to Faculty Senate Rules and Procedures Council for more feedback and back to the Senate for approval of any suggested revisions, before going to the Chancellor for final approval.

Strategic Plan: Keith Becherer thanked everyone who gave feedback for his request for ideas for the upcoming year how the Senate can incorporate some of the plan into their goals. Keith will have more information under New Business.

Cougar Welcome: The sign-up sheet is available today people to volunteer a half hour for August 18, 19 from 10:00 am- 2:00 pm for the Resource Table.
New Business

Election Committee: Tami Kershaw, Chair read the Tellers Report and announced the results of the Negotiated & Prevailing constituency elections; Kirt Ormesher and Todd Bartholomew. The Tellers Report is filed with the minutes.

Tami gave other Election Results as follows:

1. Election Results Announced
   a. Civil Service Negotiated & Prevailing (elected)
      i. Kirt Ormesher - Senator
      ii. Todd Bartholomew – Senator

2. Elected by Acclamation
   a. East St. Louis –Senator (any constituency)
      i. Shrylene Clark Langston (Admin/Prof Staff –non-rep)
   b. Civil Service Negotiated & Prevailing
      i. Clyde A. Trucks II - Panel
      ii. Barbara Randle - Panel
   c. Civil Service Open Range
      i. Brian Lotz - Panel

3. Call for Nomination of Officers
   a. Open the nominations up for other President- Elect
      i. No other nominations (Cindy Cobetto was nominated at a prior meeting)
      ii. Nominations are now closed
   b. Open the nominations up for Secretary
      i. Todd Bartholomew nominated Bill Dusenbery
      ii. Nominations are now closed

4. Call for Nomination of Panel Chairs
   a. Open Nominations for Panel Chairs
      i. Civil Service Negotiated & Prevailing
         1. Bill Dusenbery nominated Todd Bartholomew
      ii. Civil Service Open Range
         1. Becky Cooper nominated Mike Hamil
      iii. Administrative/Professional
         1. Cindy Cobetto nominated Gretchen Fricke
   b. Nominations for the Panel Chairs are now closed

Goals Committee: Keith Becherer handed out a review of last year's goals and Proposed Goals for 2013-2014 and highlighted a few items such as AQIP workshop since this was the first year that the Staff Senate was represented at an event concerning accreditation. Keith also provided a handout for proposed goals for 2015 which included the Constitution and Bylaws proposed revisions to be brought to the Senate in September, then send to Faculty Senate for the Rules and Procedures Council to give feedback, then, move forward for the Chancellor’s approval. A request for staff to have training on
“searches”, and would like for the Staff Senate to have a special initiative project for fundraising. A Senator expressed enthusiasm about the involvement being outside of the university. Keith would like for someone to take the lead on this. The handouts are filed with the minutes.

Scholarship Committee: Donna Lesicko announced the two candidates who are being awarded a Fall 2014 Staff Senate Scholarship: Jack Desse, grandson of retiree Gary Smith and Nicholas Caban, son of Jan (Facilities) and Susan (Registrar) Caban. There was a discussion about revisions to be made to the operating papers and questions about how the awardees are determined. The Scholarship Committee will be working on some revisions to bring to the Senate at a later date.

New Senator Orientation: Michelle Welter reported that beginning in September, October and November there will be New Senator Orientation and will include the current Senators. The agenda will be light for the September meeting in order to focus more on the orientation.

**Treasurer’s Report**

Cindy Cobetto provided the annual Endowment report. The year was a good year as the Scholarship endowment gained a 15% return for the year. There was discussion about transferring some from the spendable to the endowment. Bill Dusenbery made a motion to transfer $4000 from the spendable to the Endowment. Todd Bartholomew seconded. There was a discussion about leaving enough in the spendable account for upcoming scholarships and it was determined that the amount to be transferred would leave enough for future activity until the next fundraiser. The Employee Banquet will be the next fundraiser and it made $3000 for the scholarship last year. The motion was approved unanimously. The governance secretary will get the paperwork ready for Treasurer Cindy Cobetto.

**Ex Officio Reports**

**SUCSAC:** Michael Pulley reported that the committee is not anticipating any action on pension reform until December or January. The committee is working on changing their constitution and bylaws for electronic balloting for EAC elections. Michael is on the committee forming necessary restrictions for electronic balloting. Michael also reported that the pilot program with IT positions may expand to other departments. This program takes the top three scores instead of the top three people. There are conversations about credential based exams, also, but no action yet. Some of the roles in the System Office are becoming dual roles.

**Personnel:** No report

**SURS:** No report

**Break:** Michelle Welter called a break at 10:16 a.m.

The meeting resumed at 10:25 a.m.

**Panel Reports**
**Negotiated and Prevailing:** Anne Hunter reported that Head Start people were approved for a cost of living increase. Todd Bartholomew reported that the Building Services Local is still in negotiations.

**Open Range:** No report.

**Administrative/Prof.:** Cindy Cobetto reported that their Head Start employees received a cost of living increase, also. Ms. Holshauser has retired and Dana Dain will now be the IEA Professional Staff Vice President and Chief Negotiator for the Edwardsville Campus in her place.

**Satellite Campus Reports**

**Alton:** No report

**East St. Louis:** Bill Dusenbery reported that Head Start is reauthorized and new changes to come. The new director is Jesse Dixon.

**Standing Committees**

**UPBC:** Keith Becherer reported that the Council met on July 16 and approved a budget. The funding from the State is flat with 3.2% reduction. More reductions could be in order because the State passed an unbalanced budget without approval for the temporary tax to be permanent. The faculty and unrepresented staff will not receive raises.

**UCB:** Michelle reported that the Senate needs a new representative for a one year renewable for one additional term seat. This person does not have to be a Senator. The committee meets monthly in the fall and spring at 7:30 a.m. Cindy reported that students are heavily involved in this committee. There was a discussion. There was a nomination made, but amended; therefore Todd Bartholomew nominated Kirt Ormesher and James Gilmore seconded. Kirt Ormesher accepted the nomination and he was approved unanimously to serve on the UCB beginning in September.

**Public Relations:** Bill Dusenbery reported that the Banquet would be announced in the newsletter. It was suggested to put an announcement about the banquet on the electronic Board throughout the campus. Michelle Welter will take care of that.

**Policy Review Committee:** no report.

**Fundraising Committee:** Donna Lesicko reported that they need public relations for the banquet. The committee would like to see 100% participation from the Staff Senate. John Caupert will be the captain since the banquet will have a Caribbean Cruise theme. Among the items needed to be donated are some round life preservers, silent auction items for baskets. A two night stay at Branson was donated by Clyde and Nancy Trucks. Anne Hunter is working on a Facebook page for the group. Please, invite spouses. If anyone wants fundraiser tickets contact Donna or Tami.

The governance secretary will move on getting the table clothes ordered.
Presidents Report: Michelle Welter passed around a copy of her report to be sent to the Chancellor. The report is filed with the minutes. Michelle expressed appreciation to the Senate for allowing her to serve as president.

Other

Kirt Ormesher reported that the company doing the pay machines for the parking lots has reported to SIUE that there is a delay in getting the machines.

Michelle requested that anyone interested in going to the Council of Councils meeting to let her know so she could request funding.

Keith Becherer reported in regards to the Affordable Healthcare Act, an impact on hiring student employees to limit them to 20 hours a week. This would include seasonal student help during breaks and such.

Adjournment: The meeting was adjourned at 11:06 (Dusenbery/Ormesher).

Approved as submitted September 4, 2014 by the Staff Senate
Vicki Kruse/University Governance

University Governance
Negotiated & Prevailing Elections
Tami Kershaw, Chair

July 3, 2014

TELLERS’ REPORT

<table>
<thead>
<tr>
<th>Numbers of votes cast</th>
<th>315</th>
</tr>
</thead>
<tbody>
<tr>
<td>Necessary for election</td>
<td>142</td>
</tr>
<tr>
<td>Todd Bartholomew received</td>
<td>203</td>
</tr>
<tr>
<td>Clyde Trucks, II received</td>
<td>117</td>
</tr>
<tr>
<td>Kirt Ormesher received</td>
<td>212</td>
</tr>
<tr>
<td>Illegals</td>
<td>33</td>
</tr>
<tr>
<td>Ballots received after the deadline</td>
<td></td>
</tr>
<tr>
<td>7-3-14</td>
<td>7</td>
</tr>
<tr>
<td>7-8-14</td>
<td>2</td>
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<tr>
<td>Fund Description</td>
<td>Opening</td>
</tr>
<tr>
<td>-------------------------------------------------------</td>
<td>----------</td>
</tr>
<tr>
<td>4016, University Staff Senate Benefit</td>
<td>1,056.33</td>
</tr>
<tr>
<td></td>
<td>1,056.33</td>
</tr>
<tr>
<td>8102, SIUE Faculty for Coll. Barg. Organization Scholarship</td>
<td>2,155.37</td>
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<tr>
<td></td>
<td>14,837.43</td>
</tr>
<tr>
<td></td>
<td>588.95</td>
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<tr>
<td></td>
<td>17,581.75</td>
</tr>
<tr>
<td>8715, University Staff Senate Scholarship Endowment</td>
<td>6,355.31</td>
</tr>
<tr>
<td></td>
<td>54,536.97</td>
</tr>
<tr>
<td></td>
<td>2,389.82</td>
</tr>
<tr>
<td></td>
<td>63,282.10</td>
</tr>
<tr>
<td></td>
<td>81,920.18</td>
</tr>
</tbody>
</table>
SIUE Foundation Endowment Pool
FY14 Annual Report

The following questions are addressed in this document:

- How did my endowment fund(s) perform this year?
- How has my endowment fund(s) performed long term?
- How much will be available to be spent?
- What if I have an endowment fund just established in FY14 (after 7/1/2013)?
- How do I find the investment entries and the ending balances on my Fund Summary report?
- How are the endowment funds invested and monitored?
- How do I know if a fund is an endowment and what are the different categories of the endowment?
- What fees are incurred by an endowment fund?
- How much will be received next year from my endowment that I can spend?

How did my endowment fund(s) perform this year?

There was a healthy gain in the endowment portfolio of approximately 15.1% after all investment management fees for Fiscal Year 2014. Looking at the historical annual returns in the chart below illustrates the type of volatility that a portfolio invested for the long-term in growth investments can experience.

Due to the gain, all endowment funds received distributions into their Spendable Earnings accounts at the full distribution rate of 4.25%. And going forward, all endowment funds now have a positive reserve balance from which to draw next year should earnings not be sufficient. Remember, the reserve is simply the cumulative amount of earnings above and beyond the policy distribution rate (4.25%).

The SIUE Foundation (SIUEF) endowment pool is invested with a goal of achieving a 6.75% average annual return, after fees, over the long term. Please note that this goal is not an annual goal, it is a long term average annual goal. Year to year, we must expect a certain level of volatility from a portfolio invested in equities and other assets that fluctuate in value. Though we will continue to experience time periods with losses,
the portfolio is well-positioned for a long term time horizon and the objective of meeting the average annual target return. See the chart above and the next section for an updated history of returns for the SIUE Endowment Portfolio.

How has my endowment fund(s) performed long term?

The annualized return on the endowment portfolio net of investment management fees for the three years ended June 30, 2014, was approximately 15.1%. The annualized net return for the five year period ending June 30, 2014, was approximately 11.2%.

How much will be available to be awarded or spent?

The SIUEF Earnings Allocation Policy is followed to determine what percentage of the earnings is distributed from the endowment reserve to whom it can be spent.

Please note two different types of endowments that affect where the distributed amount is transferred. Most endowment funds have a ‘spendable cash and investments’ account balance within the endowment fund that increases by the amount of the distribution, and the balance of such account is the amount that can be spent. Other endowment funds distribute earnings to a separate program fund that exists independently from the endowment (such as endowments that support the Lovejoy Library Development Fund or the Chancellor’s Scholarship Fund).

The current distribution rate is set at 4.25% of the average endowment balance if earnings are available. This rate is in line with the national average for other Universities. The earnings allocation policy for FY14 works like this:

1) The gain (15.1%) for the Fiscal Year is allocated to the endowment reserve account within the endowment fund (see below for detailed explanation).

2) The amount that is eligible to be distributed and spent is then calculated by multiplying 4.25% times the sum of the average monthly endowment balance and the new reserve account balance.

3) If the amount calculated in step 2 is available in the new reserve account balance then this amount is transferred to either the spendable cash account within the endowment, or the separate program fund (depending on the type of endowment as explained in the second paragraph in this section above). In FY14, all endowments made a distribution totaling approximately $867,000, up from $762,000 in FY13, and significantly up from $180,000 in FY12.

4) (Note: This step is not applicable for any endowment funds in FY14) If the 4.25% calculated in step 2 is not available in the reserve account, then only the amount available in the reserve account can be transferred to the spendable cash account or program fund. If there is no money available in the reserve fund from previous year’s earnings (the balance is zero or negative), then no distribution will be made.
5) For those endowment funds that still have a positive balance in the reserve account after this year's distribution was made, this reserve increases the amount of the total endowment value and therefore provides additional earnings in positive return years. The reserve should grow modestly over time and provides partial protection against a loss of purchasing power (due to inflation).

6) For funds that now have (or still have) a negative reserve account on the 6/30/13 reports, future earnings will be used first to offset the negative balance and then only when a positive balance is achieved, additional earnings will be eligible for spending according to the allocation policy. This is also NOT the case for any endowments as of 6/30/13.

What if I have an endowment fund just established in FY14 (after 7/1/2013)?

There were nine new endowments funded in FY14. Endowment accounts created in FY14 are not eligible for a distribution to spend until the end of FY15 per existing policy. This policy was established to allow the endowment time to build up earnings and provide for more significant distributions. However, the FY14 gain is added to the endowment’s reserve account so you will see the amount of gain in the activity of that account (see the next section). If there is a gain in FY15, or if there is a loss not larger than the amount earned in FY14, then up to 4.25% will definitely be distributed at 6/30/15 and will be available for spending in accordance with the SIUEF earnings allocation policy.

How do I find the investment entries and the ending balances on my Fund Summary report?

The amount of investment gain your endowment experienced in FY14:

See the detail section of the Fund Summary for your endowment and a sample gain of $250 will look like this:

<table>
<thead>
<tr>
<th>Date</th>
<th>Description</th>
<th>Account</th>
<th>Cash Amt</th>
</tr>
</thead>
<tbody>
<tr>
<td>06/30/2014</td>
<td>FY14 Endowment Gain Allocation to Reserve Funds</td>
<td>7980</td>
<td>250.60</td>
</tr>
</tbody>
</table>

The amount of income your endowment distributed to be spent:

Also in the detail section of the Fund Summary for your endowment, you will see the money coming out of the reserve in the top entry and into the spendable cash totals in the bottom entry. PLEASE NOTE that if you have a separate program fund, the bottom entry will show up in that fund’s report, not in the endowment fund report.

<table>
<thead>
<tr>
<th>Date</th>
<th>Description</th>
<th>Account</th>
<th>Cash Amt</th>
</tr>
</thead>
<tbody>
<tr>
<td>06/30/2014</td>
<td>FY14 Endowment Earnings Distribution to Spendable Earnings</td>
<td>8982</td>
<td>- 110.00</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Date</th>
<th>Description</th>
<th>Account</th>
<th>Cash Amt</th>
</tr>
</thead>
<tbody>
<tr>
<td>06/30/2014</td>
<td>FY14 Endowment Earnings Distribution to Spendable Earnings</td>
<td>7982</td>
<td>110.00</td>
</tr>
</tbody>
</table>
Your beginning and ending endowment and spendable balances:

See Page 1 of the Fund Summary for your endowment (and program fund if applicable) and you will see the following summary with your actual totals. The Fund 8999 illustration below shows the $250 total gain and the $110 distribution (from previous examples) on a $2500 endowment that had $75 in their reserve and $1000 in spendable earnings before the earnings this year.

<table>
<thead>
<tr>
<th>8999, SIUE Sample Endowment</th>
<th>Spendable Cash/Investments</th>
<th>Other Activity</th>
<th>Closing Balance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Opening</td>
<td>1,000.00</td>
<td>110.00</td>
<td>1,110.00</td>
</tr>
<tr>
<td>Endowment Principal</td>
<td>2,500.00</td>
<td>0.00</td>
<td>2,500.00</td>
</tr>
<tr>
<td>Endowment Earnings Reserve</td>
<td>75.00</td>
<td>140.00</td>
<td>215.00</td>
</tr>
<tr>
<td></td>
<td>3,575.00</td>
<td>250.00</td>
<td>3,825.00</td>
</tr>
</tbody>
</table>

How are the endowment funds invested and monitored?

All endowment funds are pooled together for investment purposes. The total endowment, at approximately $21.0 million, is allocated across 22 mutual funds, a money market fund, and a balanced asset investment pool. The approximate asset allocation at 6/30/14 is detailed below:

<table>
<thead>
<tr>
<th>Asset Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>US Equities</td>
<td>16%</td>
</tr>
<tr>
<td>Non-US Equities</td>
<td>23%</td>
</tr>
<tr>
<td>US Fixed Income</td>
<td>13%</td>
</tr>
<tr>
<td>Non-US Fixed Income</td>
<td>3%</td>
</tr>
<tr>
<td>Absolute Return Fund</td>
<td>10%</td>
</tr>
<tr>
<td>Real Assets</td>
<td>7%</td>
</tr>
<tr>
<td>Balanced</td>
<td>26%</td>
</tr>
<tr>
<td>Cash</td>
<td>2%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>100%</strong></td>
</tr>
</tbody>
</table>

Performance of the portfolio is monitored regularly by the SIUEF Financial Affairs Office and the Finance & Investment Committee of the SIUE Foundation Board. The Foundation Board contracts an independent registered investment advisor to assist the Finance & Investment Committee and staff in evaluating investment policies, monitoring investment performance, recommending asset allocation ranges and strategies, and addressing other investment related issues as needed. The firm is Mercer Hammond, located in St. Louis, and their client list includes approximately 70 institutions in higher education and over 40 public and private foundations. Mercer attends all committee meetings to review portfolio performance, recommend asset allocation adjustments, and respond to other concerns and questions.

How do I know if a fund is an endowment and what are the different categories of the endowment?

The SIUEF fund number is four digits and the first character indicates the type of fund. Any fund beginning with “8” indicates an endowment fund. Within each fund there are different categories known as “accounts” that track the type of money in that endowment fund. The three types of accounts are:

a) Spendable Cash/Investments – The amount that can be spent. The source of this money could be from gifts but is normally from earnings distributed from the endowment.
b) Endowment Principal – The account where the endowment gift was deposited; this amount cannot be spent as it is permanently restricted.

c) Endowment Earnings Reserve – This account receives the total earnings or losses and then pays out the amount to be distributed. Therefore the balance of this account equals the amount earned on the endowment over its lifetime less the amount distributed to the spendable cash account or program fund over its lifetime.

What fees are incurred by an endowment fund?

The investment management fees for FY14 total 1.25%. Of this 1.25% total, approximately .90% covers investment advisor expenses and all mutual fund management expenses. The remaining approximately .35% remains with the Foundation general fund to help offset costs associated with Foundation operations. Some of the services provided by the Foundation using those funds include the processing and acknowledging of gifts, administering the donor/prospect fundraising database, donor and prospect screening software and reporting, and the payment of all credit card and stock transaction costs.

How much will be received next year from my endowment that I can spend?

Remember that for endowments established in FY15, a distribution cannot be made until June 30, 2016. However, for all other endowments, the amount distributed at June 30, 2015 will depend on the amount of earnings available next year, which cannot be estimated at this time. Given the volatility in market values, a reliable estimate simply cannot be provided. Please be conservative in estimating any FY15 distributions from your endowment in donor correspondence or other planning.

As always, if funds are available at 6/30/15, either from FY15 earnings, or from your accumulated reserve balance, a distribution will be made. The Finance & Investment Committee of the SIUE Foundation Board reviews the distribution rate annually by taking into account projected returns, the anticipated rate of inflation, and peer institution and national rates. Since one of the objectives of the SIUEF Investment Policy is to maintain the purchasing power of endowments, the spending rate should not exceed earnings less a specified rate of inflation. The current spending rate of 4.25% will be reviewed this year (and annually going forward) to determine if any change is warranted for FY15.
DATE: August 4, 2014
TO: Ms. Michelle Welter, Staff Senate President
FROM: Mr. Keith Becherer, Immediate Past President and Chair of the Goals Committee
SUBJECT: Update Staff Senate Goals for 2013-14
CC: Staff Senate
Dr. Susan Yager, Faculty Senate President
Dr. Tom Foster, Faculty Senate President-elect
Mr. Nasir Almasri, Student Senate President
Dr. Julie Furst-Bowe, Chancellor

President Welter:

Please find the following year-end report for the 2013-14 Goals to be formally submitted into the record for the Staff Senate:

1. Create a formal orientation session for all members of the Staff Senate to gain a better understanding of their role in the Shared Governance process.
   - President Welter has developed a training program that will be piloted in September of 2014 for all new and returning Senate members.
   - All new members of the Senate continue to receive a welcome packet upon joining that includes information such as our Constitution, By-Laws, meeting schedules, etc.

2. Utilize the Rules and Procedures Council of the SIUE Faculty Senate to review, update and edit as needed the Staff Senate Constitution and the By-laws and Operating papers.
   - Members of the Senate Executive Committee met routinely beginning in January 2014 to begin the process of updating the documents.
   - Due to the extensive amount of attention required for this project, the initial phase was completed in July 2014. The updates and suggested modifications will be shared with the Staff Senate for review and comment before being forwarded to the Faculty Senate for feedback.
   - This goal will be carried over into FY’15 for completion as multiple approval processes must be completed before final ratification.

3. Examine the process to implement a Rally Day in Springfield, IL in conjunction with the Faculty Senate, Student Senate and the Chancellor’s Office.
   - The Chancellor’s Office gave official approval to pursue a Rally Day in December of 2013.
   - In conjunction with the SIUE Student Senate and Mr. John Charles, Executive Director for Governmental & Public Affairs, a very successful Rally Day was held in Springfield, IL on Wednesday, April 2, 2014.
Members of the Executive Committee, Chancellor Furst-Bowe and numerous SIUE Students spoke with multiple elected officials on pressing issues within Higher Education. In addition, Representative Costello invited members of our group onto the House Floor for photos and a meeting which was also showcased on the SIUE Website.

4. Work with Human Resources to incorporate Staff Senate items into the informational packets for new hires at the university.
   - Human Resources agreed to include information on the Staff Senate into all new-hire packets.
   - The Staff Senate still needs to finalize a marketing piece for submittal to Human Resources.
   - This goal will be carried over into FY’15 for completion.

5. Establish a systematic approach for scheduling speakers and presentations at Staff Senate meetings to allow for maximum efficiency in the dissemination of information to our constituents.
   - The Staff Senate continues to have standing presentations each year from various individuals including but not limited to the Chancellor’s Office and the University Planning and Budget Council.
   - While a review was conducted to evaluate yearly speakers, it was decided that the dynamic nature of the University and emerging trends require the Staff Senate to be flexible when inviting guests, often times on short notice to receive essential information that must be shared with constituents.

6. Maintain the strong working relationship and collaborative climate with the Chancellor’s office, Faculty Senate and Student Senate.
   - The lines of communication between the Chancellor’s Office, Faculty Senate and Student Senate continue to remain strong.
   - Routine meetings continue to be held with all Governance members and the Chancellor’s Office.
   - The Staff Senate continues to be asked for nominations on various campus wide committees to ensure the staff perspective is included and considered.
   - President Welter attended the AQIP Strategy Planning Session in October 2013 with various members of the SIUE Administration. This was the first time the Staff Senate participated the planning session.
   - Members of the Staff Senate and Faculty Senate met with the AQIP Accreditation Team during their visit in March 2014.

7. Review the updated SIUE Strategic Plan and implement processes to best support the direction of the University.
   - The SIUE Strategic Plan was reviewed by the entire Staff Senate at the May 2014.
   - Staff Senate Goals will be established in FY’15 that continue to support the direction of the University.
DATE: August 5, 2014
TO: Ms. Michelle Welter, Staff Senate President
FROM: Mr. Keith Becherer, Staff Senate Past-President and Chair of the Goals Committee
SUBJECT: Recommendation of Staff Senate Goals for 2014-15
CC: Staff Senate
    Mr. V. John Caupert, Staff Senate President-elect
    Dr. Susan Yager, Faculty Senate President
    Dr. Tom Foster, Faculty Senate President
    Mr. Nasir Almasri, Student Senate President
    Dr. Julie Furst-Bowe, Chancellor

President Welter:

Please find the following recommendations regarding updated goals and objectives for the Staff Senate to consider for the 2014-15 Academic Year:

- Finalize a marketing piece (Public Relations Committee) on behalf of the Staff Senate that will be provided in the Human Resources informational packets for new hires at the University.
- Finish reviewing the recommended updates and changes submitted by the Executive Committee for eventual review and input from the Rules and Procedures Council of the SIUE Faculty Senate.
- Place a greater emphasis on continuing to educate the staff on the vital role the Staff Senate plays in the Shared Governance process at SIUE.
- Advocate for a standard training program that all staff members serving on search committees must complete before working on their respective committee.
- Participate in community outreach and/or service projects that achieve one-hundred (100) hours of service amongst members of the Senate.
- Continue to enhance and build upon the success of the initial Rally Day held in April 2014.
- Establish a special fundraising initiative to increase the value of the Staff Senate Endowment Fund by $2,500.00 during Fiscal Year 2015.

Let me know if you have any additional questions or comments.
DATE: August 7, 2014

TO: Dr. Julie A. Furst-Bowe, Chancellor

FROM: Michelle E. Welter, Staff Senate President

SUBJECT: Staff Senate Year End Report

CC: Staff Senators, Panel Chairs, Ex-officio Members of the Senate
    Dr. Susan Yager, Faculty Senate President
    Dr. Tom Foster, Faculty Senate President-elect
    Mr. Nasir Almasri, Student Body President

Chancellor Furst-Bowe:

Please find my year end report for the 2013-14 Academic Calendar Year. The Staff Senate had a tremendously successful year and achieved multiple accomplishments thanks in large part to the collaboration and cooperation from you, Dr. Yager and Ms. Alexa Hillery, 2013-14 Student Body President. Here are a few highlights:

- Clear and open lines of communication were maintained between constituency heads and the Chancellor’s Office by continuing regularly scheduled meetings with all members present.
- Chancellor Furst-Bowe, President Yager and President Hillery all addressed the Staff Senate to provide updates.
- Staff Senate President Welter formally addressed the Faculty Senate and Student Senate to provide updates on our actions and initiatives.
- Staff Senate representatives served on a number of committees including the Employee Excellence Program Task Force, SIU Presidential Search Committee, Provost Search Committee, and the Diversity Council.
- Guest speakers from multiple areas on campus provided updates to the Senate and solicited feedback including:
  - Dr. Morris Taylor, Chair of UPBC provided budget information
  - Sherrie Senkfor and Andrew Lenhardt provided multiple updates from Human Resources including the new candidate tracking program
  - Mike Schultz discussed the report of the campus-wide calendar committee
  - Denise Cobb presented information about the AQIP accreditation process.
  - Bill Misiak and Billy Johnson presented the report about the Employee Excellence Program
- Staff Senate executive committee members participated in a collaborative Lobby Day in Springfield in April.
- Staff Senate executive committee members participated in various aspects of the AQIP accreditation process.
• The Staff Senate embarked on an extensive review of our constitution and bylaws. The updated documents will be presented to the Senate in September and voted on in October.
• The Staff Senate continued to work with the Office of Human Resources through the policy review committee to provide feedback on new policies and changes to existing policies.
• The Staff Senate continued our tradition of providing scholarships to the children/grandchildren of SIUE staff members.

It has been my distinct honor and privilege to work with you this past year representing the staff at SIUE. The Senate is positioned well for continued success in the 2014-15 academic year under the guidance of President-elect Mr. John Caupert. Please feel free to contact me with any additional questions or comments.

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**Staff Senate**

**Thank you for choosing me for the Summer 2014 Scholarship Recipient! It will benefit me financially this summer for both my art and health class. I cannot thank you enough!**

*Gabrielle Geiger*