The regular Staff Senate meeting was called to order at 9:03 a.m. on October 5, 2017 in the University Club, Morris University Center by Fricke, president.

**Present:** Balai, Bartholomew, Dickey, Dusenbery, Ferrell, Fricke, Hunter, Milcic, Schoenborn, Toberman, White, Woods, Cobetto, Daggett, Kruse

**Excused:** Hamil, Ormesher, Van Meter, Candela, Jason, Cavanaugh (unable to attend)

**Absent:** Schilling

**Guests:** Jeffrey Waple, Lora Miles, Paula Birke, Mary Ettling, Cathy Foland

I. Guest Speakers from Student Affairs

   A. Jeffrey Waple, Lora Miles, Paula Birke from Academic Affairs answered questions about the new student fees set up. A handout of the rate structure was provided. If there are further questions, please contact Cathy Foland, ext. 3138, cfoland@siue.edu or Lora Miles, ext. 2899, lflamm@siue.edu

II. Approval of Minutes

   A. September 7, 2017 minutes were corrected and approved as amended.

III. Reports - A handout of submitted reports was provided at the meeting. It is filed with the minutes.

   Additions to reports follow:

   A. Staff Senate President – a report was provided and is filed with the minutes.

   B. Ex-Officio Reports

      1. SUCSAC (Pulley) – refer to Public Comment
      2. Personnel/VC Administration Designee (Senkfor) – No report
      3. SURS (Murphy) – No report

   C. Panel Reports

      1. Negotiated and Prevailing (Milcic) – no report but Todd Bartholomew reported that the Building Service Workers settled their contract
      2. Open Range (Schoenborn) – No report
      3. Administrative Staff (Toberman) – No report

   D. Satellite Campus Reports

      1. Alton (Candela) – As submitted
      2. E. St. Louis (Jason) – No report

   E. Standing Committees

      1. Elections Committee (Toberman) – No report
      2. UPBC (Manning, Holbert) – No report
      3. UCB (Milcic) – Milcic gave an update
      4. Public Relations Committee (Dusenbery) Dusenbery reported that a SharePoint site will be created for the committee to use and invited anyone who is interested to be included on the site.
5. Policy Review Committee (Milcic)
   a. Information: Policy Governing Alcoholic Beverages at Southern Illinois University Edwardsville - 6C1. There was a discussion about the policy including grammar, inconsistencies and typos within the policy. Schoenborn will send edits and corrections to Vanzo. The policy review committee chair will follow up with Vanzo.

   A Point of Order by Milcic was made about discussing committee work during meeting and pointed out it takes up too much meeting time.

6. Scholarship Committee /Fundraising Committee (Hunter)
   a. Recommendation for funds availability for Faculty for Collective Bargaining Scholarship (application process mid-October). Hunter made a recommendation of $1000.00 to be made available for the Faculty for Collective Bargaining Scholarship, to be awarded at the discretion of the selection committee for the Spring 2018 semester. Dusenbery moved to accept the recommendation. Bartholomew seconded. Approved unanimously.

7. Parking & Traffic Committee (Dusenbery, Ormesher)
   http://www.siue.edu/parking/Minutes.shtml

8. ICAC, Intercollegiate Athletic Committee (Welter, Schmoll, Schram, McIlhaggera)

9. UQC (University Quality Council) (Ormesher)

10. USS Constitution, Bylaws Committee (Schoenborn)

11. Goals Committee

12. Honorary Degrees and Distinguished Service Awards Committee (Wollbrink)

F. Other Reports
   1. Past President – no report
   2. President Elect – The president elect gave a report of what her goals for setting groundwork for her presidency next year.

IV. Unfinished Business
   A. New Employee Outreach (sent to Public Relations Committee at Sept. 6 Senate meeting)
      a. Terri Svehla – coordinating SIUE 101
      b. Letters – no updates

Constitution and Bylaws Committee Chair Schoenborn explained the second reading of the bylaws proposed revisions and that a quorum will be confirmed before a vote to approve:

   B. Action for proposed change to by laws – dates of academic year. Second Reading,

Constitution and Bylaws Committee Chair Schoenborn moves to revise the SIUE University Staff Senate by-laws, Article II, Section 38 by striking out “September
C. Action for proposed change to bylaws – dates for the president term. Second Reading,

Constitution and Bylaws Committee Chair Schoenborn moves to revise the SIUE University Staff Senate by-laws, Article II, Section 41 by striking out “September 1 through August 31” and insert “July 1 through June 30” after “The Staff Senate year will be from”

D. Action for proposed change to bylaws – committee reports, Second Reading

Constitution and Bylaws Committee Chair Schoenborn moves to revise the SIUE University Staff Senate by-laws, Article IV, Section 2 by striking out “reading” and inserting “submission of written reports” in front of “of all committee meetings…”

Constitution and Bylaws Chair Schoenborn explained how to mark and collect the secret ballot.

Roll call was requested to determine if quorum is met. Recording secretary called roll:
1. Balai
2. Bartholomew
3. Dickey
4. Dusenbery
5. Ferrell
6. Hamil (Proxy given to Ferrell, a copy sent to governance secretary)
7. Milic
   - Schilling
8. Schoenborn
9. Toberman
   - Van Meter
10. White
11. Woods
   - Candela
   - Jason

Quorum was met 11/15 present
It was confirmed that the motions regarding the three proposed revisions to the bylaws are considered as one motion and will be voted as a collective motion.
Ballots handed out by elections committee chair Toberman. President Fricke appointed Toberman to count ballots. Ballots counted while business continued.
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E. Ratify Treasurer/Scholarship Chair/Fundraising Committee Chair – Collin Van Meter –
Approved unanimously.

F. Announcement – Michelle Welter appointed to the Intercollegiate Athletic Committee for a
4 year term ending 6/30/21.
The ballot results submitted to President Fricke. The changes passed unanimously. Elections Committee
Chair Toberman will send the final teller’s report to the governance secretary.

V. New Business

A. Nominations for Negotiated & Prevailing Senate Seat vacated by President-elect Hunter –
one at this time. Fricke has requested another constituent list from Phil Brown and plans to send
an email for interest in the Senate. The staff will be listed by separate classifications and Fricke will
pass on to chairs. Fricke also plans to send a survey using the list.

B. Appointment of David Balai to Parking and Traffic Committee: The appointment was
approved unanimously.

C. Fricke will appoint a Special committee to address employee involvement communication.
A description of the ad hoc committee was presented.
   a. To be ratified at Oct Exec Board
   b. Appointments – if interested, let Fricke know ASAP
   c. Will address letter to supervisor upon election
   d. Time commitment standards for all positions to be shared with supervisors upon
   application

D. Resolution: introduced and moved by Toberman, seconded by Bartholomew. Discussion.
Dusenbery moved to amend the motion – It was seconded by Ferrell.
Toberman gave a preface for the resolution. Discussion followed.
Discussion included concerns about the language in #3 regarding collective bargaining. Fricke
shared her concern for staff unions getting involved with the faculty union. Other concerns are
that some are being asked to give up something to get the raise.

Dusenbery moved to amend the resolution by striking out and adding as listed below, seconded
by Ferrell. Discussion.

THEREFORE, LET IT BE KNOWN THAT THE OPINION OF THE UNIVERSITY STAFF SENATE IS:

1) That all parties are encouraged to continue meaningful negotiations in earnest;
2) That no category of employee should be expected to give up a current or future
benefit in order to receive the raise authorized by the Board of Trustees; unless all
categories of employees are expected to relinquish a similar benefit, and
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3) That unions with open contracts should agree to accept the salary offer presented by the Chancellor, and in exchange agree to no further salary demands in the 2016-2017 or 2017-2018 fiscal years.

4) That the parties develop a mutually agreed method to ensure that grant-funded employees are not included in this action.

The amendment vote passed.

Toberman explained further intentions for resolution. Additional discussions. Toberman moved to make the following revision, seconded by Ferrell:

Toberman moved:

1) That all parties are encouraged to continue meaningful negotiations in earnest; towards the immediate resolution of THIS issue;

Discussion.

President asked if the senate wanted a secret ballot or voice vote. A request was made for a reread. Toberman read the final changes in entirety. Toberman withdraws the original motion and moved the following:

1) That all parties are encouraged to continue meaningful negotiations in earnest; towards the immediate resolution of THIS issue;

Seconded by: Dusenbery

President called for a vote: the motion passed.

President asked if secret ballot should be administered for final approval of original motion with amendments. It was agreed to not have a secret ballot.

Toberman read the final revised section of the resolution:

1) That all parties are encouraged to continue meaningful negotiations in earnest; towards the immediate resolution of THIS issue;

2) That no category of employee should be expected to give up a current or future benefit in order to receive the raise authorized by the Board of Trustees; unless all categories of employees are expected to relinquish a similar benefit; and

3) That unions with open contracts should agree to accept the salary offer presented by the Chancellor, and in exchange agree to no further salary demands in the 2016-2017 or 2017-2018 fiscal years.

4) That the parties develop a mutually agreed method to ensure that grant-funded employees are not included in this action.
Discussion. It was decided that if approved and moved forward as indicated in the resolution, that the names of the mover and seconder will be omitted on the document. The President called for the vote, but after the voice vote was taken, Toberman called for a hand vote: The motion passed as follows: Yay: 8 Nay: 1 Abstain: 2

Fricke will send the resolution to the Chancellor and will communicate to governance secretary to send the resolution to the announce list three days after.

The final version of the resolution follows:

WHEREAS, the University Staff Senate is vested with the responsibility of representing the interests and concerns of the non-instructional civil service and administrative staff employed by Southern Illinois University Edwardsville; and

WHEREAS, the University Staff Senate is mandated by its Constitution in Article II, Section 1 “to advise and assist the Chancellor of the University in the solution of issues and the formulation of policies;” and

WHEREAS, the University Staff Senate is also mandated by its Constitution in Article II, Section 2 “to advise and assist the Director of Human Resources in developing and initiating more effective personnel policies, procedures, and programs;” and

WHEREAS, the recent decision to award salary increases to University employees for the 2016-2017 and 2017-2018 fiscal years has caused concern about how those raises will be applied to the different categories of represented and non-represented employees at SIUE;

AND WHEREAS, the University Staff Senate has members in all payment categories, as outlined by the Chancellor in his e-mail of September 28, 2017;

THEREFORE, BE IT RESOLVED THAT THE UNIVERSITY STAFF SENATE officially offers gratitude to Dr. Randy Pembrook, the Chancellor of SIUE, for his decision to propose a salary increase for employees, for his work with the Board of Trustees to pass an increase, and his public statements about the application of raises to the various categories of employees; and

BE IT FURTHER RESOLVED that the University Staff Senate recognizes the importance of collective bargaining on the SIUE campus, and understands that the nature of collective bargaining is based on open negotiation, and furthermore recognizes that the laws governing collective bargaining in fact demand that items concerning salary must be negotiated in good faith by both sides; and

BE IT FURTHER RESOLVED that the University Staff Senate believes that any prolonged process involving the negotiations on this particular matter undermine the goodwill indicated by the
Chancellor, the morale of employees of all categories, and the University’s standing in the community;

THEREFORE, LET IT BE KNOWN THAT THE OPINION OF THE UNIVERSITY STAFF SENATE IS:

1) That all parties are encouraged to continue meaningful negotiations towards the immediate resolution of THIS issue;
2) That no category of employee should be expected to give up a current or future benefit in order to receive the raise authorized by the Board of Trustees; and
3) That the parties develop a mutually agreed method to ensure that grant-funded employees are included in this action.

The President of the University Staff Senate is instructed to immediately share this resolution directly with the Chancellor, and subsequently with the Vice Chancellor for Academic Affairs, the Vice Chancellor for Administration, and the Vice Chancellor of Student Affairs, as well as the Director of Human Resources.

The Recording Secretary of the University Staff Senate is instructed to post this resolution to the University discussion list 3 days after the President has shared its contents with the Chancellor.

VI. Announcements
   A. Board of Trustees Meeting – December 14 – SIU Carbondale
   B. New Employee Orientation – Friday, October 27, 2017 - Svehla will contact will be contacting senate and panel members for volunteers that day.

VII. Public Comments: The governance secretary reported that SUCSAC representative Pulley would like to get on the agenda for the November meeting as guest speaker. He also is requesting to get an address list of civil service employees in order to send out a survey. Gretchen will follow up on the address list. If anyone sees anything on a public board that should not be there, please let Ferrell know about it.

VIII. Future Agenda Items: Fricke will contact Vice Chancellors for Administration and Academic Affairs and the Chancellor to invite them to speak at a future meeting. Next meeting is in East St. Louis. It was noted that Kenn Neher is struggling with cancer.

IX. Adjournment: The meeting was adjourned at 11:00 am (Dusenbery/Ferrell)
SIUE CONSOLIDATED FEE STRUCTURE PROPOSAL

A. SIUE would like to change to a consolidated fee structure effective Fall 2018. Proposed change is to assess all students the same per-credit hour rate for general student fees. This fee structure conforms to what other Illinois public universities are doing as well as other universities nationally.

B. No new fees are created and no additional fee revenue is generated by this fee structure change.

C. Advantages: simpler, more user-friendly, easier to communicate with students and parents, corrects inconsistencies.

D. Concerns: there will be winners and losers. For example:
   o Part-time students will pay less and full-time students will pay more.
   o Online students will pay more; however, our rates will remain competitive.

E. Every student uses a different mix of the services for which he/she pays fees. Trying to be precise about which fees at what levels to charge different groups of students adds complexity and results in inconsistencies. A clear and consistent approach is to assess each student the average cost per credit hour for having such services available to students.

F. The chart below compares current AY17-18 fees to the fees under the proposed fee structure.

<table>
<thead>
<tr>
<th>AY17-18 Fees Per Semester</th>
<th>Current</th>
<th>Proposed</th>
<th>Increase (Decrease)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Undergraduate</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• 6 hours on-campus</td>
<td>$ 916</td>
<td>$ 580</td>
<td>$ (336)</td>
</tr>
<tr>
<td>• 6 hours online</td>
<td>$ 444</td>
<td>$ 580</td>
<td>$ 136</td>
</tr>
<tr>
<td>• 12 hours on-campus + 3 hours online</td>
<td>$ 1,447</td>
<td>$ 1,451</td>
<td>$ 4</td>
</tr>
<tr>
<td>• 15 hours on-campus</td>
<td>$ 1,360</td>
<td>$ 1,451</td>
<td>$ 91</td>
</tr>
<tr>
<td>Graduate</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• 3 hours on-campus</td>
<td>$ 523</td>
<td>$ 290</td>
<td>$ (233)</td>
</tr>
<tr>
<td>• 3 hours online</td>
<td>$ 173</td>
<td>$ 290</td>
<td>$ 117</td>
</tr>
<tr>
<td>• 9 hours on-campus</td>
<td>$ 918</td>
<td>$ 871</td>
<td>$ (47)</td>
</tr>
</tbody>
</table>

G. Under the proposed fee structure, SIUE’s ranking would remain 11th among the 12 Illinois public universities.

H. To prepare fee board matters in early November for the December BOT meeting, we would need to know by October 31 if the Board will consider the new fee structure.
1. **Chancellor’s Meeting**
   a. September 19
      i. A great deal of conversation about 2 incidents of hate speech on campus last week. There is a feeling that the University did not adequately address those events or take them seriously. Chancellor Pembrook admitted there were holes in the communication process and response. The 2nd event took place late Wednesday evening and the majority of the top administration was at the BOT meeting on Thursday, delaying the campus response.
      
   ii. Shared Governance:
      1. Council of Councils – each person wishing to attend should check with their supervisor. Kim Durr is checking on past protocol.
      2. Faculty don’t feel the scheduling tension that staff often do.
      3. The Chancellor talked about determining a reasonable definition of time committee for each position and what is assigned vs. volunteer. For some departments, it may be difficult to have an employee out during a specific time period (employee is the only one with specific expertise, demands of department such as accreditation, etc.). This should be something we explore at the Council of Councils.
      
   iii. UPBC and UQC relationship going forward.
      1. In the past, UPBC would help spend down extra money each year.
      2. Going forward, UQC will focus on examining data. UPBC will decide where to invest based on the recommendations from UQC.
      
   iv. The Chancellor will discuss a new Innovation Fund in his State of the University address.
      
   v. Strategic Planning. The Chancellor has gone through the 2013-18 plan, New Reality working groups and the SIUE Congress to determine several “Big Questions.” He will be looking for feedback on those Big Questions. Feedback will be solicited via a website and open meetings. Watch for information.

2. **Board of Trustees**
   a. Sent updates from September meeting to USS listserv.
   b. Next meeting, December 14 at SIUC.

3. **Committees serving on as USS President:**
   
   a. **Diversity Council (September 15, 2017)**
      i. Fall Open Forums, 1:30-3:00, topics TBD
         1. Friday, Oct 13 – What is Affirmative Action and What should I know?
         2. Friday, Nov 3 – Why is the Historical Monument Conversation Important?
3. Friday, Dec 1 – Movement Building through LGBTQIA Zine-making
   ii. Spent a good deal of time discussing the Stockley case and recent racist attacks at SIUE.
   iii. Would Staff Senate be interested in sponsoring a staff professional development event on Implicit Bias (attitudes and stereotypes that affect our understanding/actions/decisions in an unconscious manner)?
      1. Contacted Chancellor’s Office. They asked for some additional information and I’m trying to coordinate with Venessa Brown’s office.

b. **MLK Jr. Celebration Planning Committee**
   i. No information yet

4. **Council of Councils**
   a. Dekalb, October 19-20
      i. Melanie Schoenborn and Kirt Ormesher are the official SIUE Staff Senate representatives and will provide a written report at the November senate meeting. Mike Pulley will also be attending as a SUCSAC representative.

5. **Other Items of interest**
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SIUE Staff Senate
Reports – October 2017

Ex Officio:

SUCSAC, Pulley –
Personnel/VC Administration Designee, Senkfor –
SURS, Murphy –

Panels:

Negotiated and Prevailing Panel, Milcic – no report

Open Range, Schoenborn –

Administrative Staff, Toberman – no report

Satellite Campus Reports:

Alton Campus, Candela – The dental school is preparing for the October 9th’s Give Kids a Smile event; the first 2 parts of the Year IV dental students’ clinical board exam will be held at the SDM on Saturday, October 14th; admissions activities are being conducted for the next incoming dental school class for the fall of 2018 (which will be the class of 2022!).

East St. Louis Center, Jason – no report

Standing Committees:

Elections Committee, Fricke/Toberman –

University Policy and Budget Committee (UPBC), Manning, Holbert – no report

University Center Board (UCB), Milcic – no written report

Public Relations, Dusenbery –

Policy Review, Milcic –

Scholarship/Fundraising, Hunter – It is recommended that $1000 be made available for the Faculty for Collective Bargaining Scholarship, to be awarded at the discretion of the selection committee for the Spring 2018 semester. A letter will be sent to the Faculty Senate to request a replacement faculty representative on the selection committee.

Parking and Traffic, Dusenbery, Ormesher – [http://www.siue.edu/parking/Minutes.shtml](http://www.siue.edu/parking/Minutes.shtml)

I was only able to attend the first twenty minutes of the Parking and Traffic Committee. We acknowledged the long length of service of James McDermott and wished him well in his retirement. This was the last meeting he was attending prior to his retirement. We heard from a returning Student Rep that the other students (a total of four) had not been named yet but should be in place before the next meeting. I announced to the committee that this was also going to be my last meeting with Parking and Traffic Committee and mentioned my pleasure at having the opportunity to serve.

Kirt Ormesher
Parking and Traffic Committee
University Staff Senate
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ICAC, Intercollegiate Athletic Committee, Welter, Schmoll, Schram, McIlhagga – The ICAC did not meet in September, therefore there is nothing new to report.

University Quality Council, Ormesher –

USS Constitution, Bylaws Committee, Schoenborn – attached

Honorary Degrees and Distinguished Service Awards Committee, Wollbrink –

Video Surveillance Advisory Group, Ferrell –

University Staff Senate Report  
September 2017

Panel/Committee Chairperson: Melanie R. Schoenborn
Panel/Committee Membership: Melanie R. Schoenborn and Vicki Kruse

Panel/Committee Charge: Review the 1st reading and all amendments from September USS meeting and offer the wording for the second reading; then ask for a vote on these changes. A Reminder that if the vote is to approve, a letter from the USS President to the Chancellor for his approval is required with a copy of the Bylaws with these voted changes sent as track changes is necessary.

Person submitting report: Melanie R. Schoenborn  
Contact Information: campus ext. 2329

REPORT
For the IV. Unfinished Business sections B., C., D., of the agenda for the October USS meeting:

ITEM IV. B.
Proposed changes to the USS By-laws regarding dates of the academic year:
This is the SECOND READING:
Melanie moves to revise the SIUE University Staff Senate by-laws, Article II, Section 38 by striking out “September 1” and inserting “July 1”.

ITEM IV. C.
Proposed changes to the USS By-laws regarding dates for the president’s term:
This is the SECOND READING:
Melanie moves to revise the SIUE University Staff Senate by-laws, Article II, Section 41 by striking out “September 1 through August 31” and inserting “July 1 through June 30”.

ITEM IV.C.
Proposed changes to the USS By-laws regarding committee reports:
This is the SECOND READING:
Melanie moves to revise the SIUE University Staff Senate by-laws, Article IV, Section 2 by striking out “reading” and inserting “submission of written reports”.