I. **Call to Order:** The regular meeting was called to order at 8:58 a.m. by Fricke, president.

**Present:** Balai, Bartholomew, Dickey, Dusenbery, Ferrell, Fricke, Hunter, Milcic, Ormesher, Toberman, Van Meter, White, Woods, Candela; **Ex Officio:** Pulley

**Excused:** Hamil, Schoenborn, Jason

**Absent:** Caban

**Guests:** Randy Dunn, Brad Colwell; Becherer; Panel member: Cindy Cobetto

II. **Guests**
   A. SIU President Dr. Randy Dunn and Vice President Dr. Brad Colwell

Introductions went around the table.

President Dunn began the conversation on the topic of “Allocation of State Appropriations”. The Board of Trustees agenda for April 12 includes item GG-1 addressing “Authorization for Phase I Reallocation of Appropriation Budget, SIUC and SIUE. Questions were asked during the conversation and are attached to the minutes.

III. **Approval of Minutes**
   A. March 1, 2018 approved as submitted.

IV. **Reports:** Submitted reports are filed with minutes. Bartholomew reported as a Building Services Worker that there are safety issues that need resolved. There was a discussion.

   A. Staff Senate President - **attached**
      i. E. St. Louis (Jason) - **attached**

   B. Standing Committees
      i. Elections Committee (Hunter) - **attached**
      ii. Public Relations Committee (Dusenbery) - **attached**
      iii. Policy Review Committee (Milcic) - **attached**

   C. Other Reports
      i. President Elect - **attached**
         a) Associate Vice Chancellor for Student Affairs (Ferrell) - **attached**
         b) Human Resources Director (Milcic) - **attached**

V. **Unfinished Business**
   A. Diversity position discussion – no action

VI. **New Business**

It was decided not to do a resolution; instead, Dusenbery **moved** that the Staff Senate support the proposed Board action on the re-allocation of State funding and authorized the Staff Senate President to create a public statement of support for release to the campus community. Seconded by Balai. There was discussion. The **motion carried** with one oppose.
VII. Announcements – were read from the agenda and Van Meter added that everyone bring a bottle of alcohol for the banquet drawing.
   A. SIUE101 – April 27 (White), June 8
   B. Staff Senate Scholarship Fundraiser – April 10
   C. Board of Trustees Meeting – April 12, Carbondale
   D. Faculty and Staff Appreciation – April 25, 11am-1pm, MUC Ballroom
   E. Board of Trustees Meeting – July 12, Springfield
   F. Guest speakers are listed on the agenda

VIII. Public Comments
   SUCSAC Representative Pulley reported that H.R., DAC, EAC met and sent the EAP proposal to the Merit Board, but he has not seen the proposal from Jeff Brownfield.
   Dusenbery reported that the East St. Louis Campus cafeteria is temporarily closed.
   Guest Past President Becherer expressed appreciation to Fricke for inviting the past presidents for the conversation with the SIU president. He noted that it would be a good idea to follow up with President Dunn in writing.

IX. Future Agenda Items
   A. Revised Panel/Committee structure:
      i. Scholarship/Fundraising Committee operating papers, first read

X. Adjournment: The meeting adjourned at 11:12a.m. (Dusenbery/Milcic)

Approved as submitted May 3, 2018
Vicki Kruse/University Governance

The next University Staff Senate meeting is scheduled for Thursday, May 3, 2018, 9:00 am, International Room, Morris University Center

Discussion Notes and Q & A with President Dunn

Reallocation “Allocation of State appropriation”, Board of Trustees meeting April 12

Nowhere where it has been written, 60/40 split

Listed what SIUE is doing to justify more of the funds share
A retreat, Dunn would put on agenda
3rd party to do formula driven approach for reallocation
Research mission – quantify? What %
Board of Trustees agreed to hire 3rd party

FY20 have a formula for State Appropriations for Edwardsville and Carbondale
School of Medicine leave the % alone, it has been consistent
Carbondale, a slight adjustment for FY19
Gross estimate of cost study
Enrollment close in data
Amy Sholar, chair, data compelling
Agenda Board of Trustees early phase adjustment
July 1 put in effect, and get rolling for FY20
BND, Sunday
SIUE in no condition to take an $18 M hit now
Phase in, 4 year phase in?
Cannot do in one year, Board of Trustees talking about it
Recommending $5.125 M, doesn’t even get us back to the old 60/40, things are skewed
Past 15 years at allocation of 63/37
Great discussion, great support to pass at Board
Empty Board seat
Means to communicate to people of influence
Call on behalf of Staff Senate at SIUE, important and watching this vote and needs to happen
Trying to get back to 60/40 at first
Legislators are following it. Manar and Stuart interested
60/40 no longer equity
Think about what’s equitable, 4 votes
4 months have a different 4/3 split
Appointment of open seat today

Q about formula –
A dynamic enough to take in changes as they go.
Every year it would update with enrollment, etc.
“Proxy for performance funding”?

Q How committee works 5125
A As long as matter is listed on agenda
Board of Trustees can do whatever they want

Q What is action item?
A Going on record contacting Governor’s office indicate, know there is matter
Allocation $...

Q Regarding Board of Trustees appointments
A Can be temporary appointee before approved by Senate.
Three trustees were appointed

Q Governor approved before Board of Trustees meeting. Is the Board more pro Carbondale or pro Edwardsville?
A depends on strongest ear.
Don’t rest on your laurels
Don’t assume a thing

Q Long term, Carbondale economic engine
Affects entire state not just university
Are they going to do it so it doesn’t affect area region?
A Can absorb hit for AY19
Huge transition period, open question

Carbondale strength is research category
Graduate education, etc
Focus on enrollment got lost and they need to get back to that
Move around the boxes, program change
With collective bargaining occurs
Discussion going on for 40 years
Models out there to follow
Move doctoral degrees at Edwardsville, build them

Q How do we contact legislators?
A Story is out there, 1. Data, info, 2. Ideology against and not vote for if for or against, 3. Special interest
Now we
Needs to get fixed or we aren’t going to –
Encourage, counter what Carbondale is saying
Their outcome can drastically affect our future
Buz Shaw first real system president
Decentralized campuses
Whole is greater than the individual parts
Social services – SIU is it not like Chicago or East St. Louis
Be like Wisconsin and do a whole, University of Illinois system

Q SIUE has done our job Looks on outside – dumpster fire, hard argument to counter
A Dunn, system guy, this do a test case as a system Loan discount and inequity exists
Let course of water run where it runs
Most expensive $5M SIUE has ever got
Find fine balance

Q sent in
1. SIUE growth projector where should it go
A Should be decided by SIUE, campus
Defined over time
Collaborative, making joint decisions
Pushing Graduate programs
Size, Randy Pembrook has size in mind, bigger than what it is
Listen
Right stuff being done on campus facilities
Dunn likes Edwardsville mojo puts it in lead with Truman States
SIUE, ‘Public Ivey’
He would like to see more push for regional growth; more aggressive push for regional growth in Omaha, Nebraska. Study at Edwardsville for niche areas; broaden recruiting to other areas. Truman State draws more than 20,000, not now but eventually.

**Q System Stuff?**

A Dunn would like to see back office business support, be system wide. System Function doesn’t mean it’s at one campus. Efficiency and streamlining. Purchase and procurement, H.R. Labor Relations, Institutional Equity Compliance, Title IX, IT.

**Q fewer staff in Edwardsville?**

A No, through attrition, stay where you are but attrition, long term. Will look at a department with an outside group. SIU too decentralized. University of Illinois is too centralized. Where the Board wants to go.

**Q times are tough, cuts in Morris University Center, students are unsupervised, and Building Services Workers needs to be addressed in areas, scary, shoot up drugs,**

Not centralize the building services workers. Not academics, but if it emerges organically then but has to come from faculty. Pick one ripest, not all at once, Time we think about this.

*Art is what you don’t do*

Safety, viral, germs

**Best to control our destiny, have data so be careful that we are into it together.**

Work together. #cost shift and pensions, need to talk about. May be dead right now. Will keep coming back. SUAA, have current info. Collin, president will plug Ear to ground and share with groups. Carbondale reorganization will Edwardsville follow? No, every campus define what it does. School of Dental Medicine, strong. Likes East St. Louis, too. Edwardsville stepchild and School of Dental Medicine stepchild of stepchild. Cannot give up presence in Alton and East St. Louis.

**Q Salary increase for grant funded program, COLA?**

A No political dynamic, maybe can keep pushing.

**Q Budget going forward?**

A How can they leave Springfield without a budget? Even a 6 month budget.

**Q from Harrisburg, why are caravans running past Carbondale to Edwardsville?**

**Q invitation to the Staff Senate Banquet Tuesday?**

Dunn Thanks to all, university don’t run without staff services. Loyalty and commitment with staff, doesn’t take for granted. Thanks for that. Collin, SS Scholarships. Socks at commencement and Waple. Thanks look forward to coming back.
SIUE Staff Senate
Reports — April 2018

Staff Senate President: Attached.

Ex Officio:

SURS, Murphy— No report.

Panels:

Negotiated and Prevailing Panel, Milcic – No report.

Satellite Campus Reports:

Alton Campus, Candela --

- The SDM hosted the Central Regional Dental Testing Services (CRDTS) patient-based clinical board exam for our Year IV students on March 12 & 13. There are two parts to this exam and our students had a 100% pass rate for the Periodontal portion, and a 98% pass rate for the Restorative portion of the exam. We’re very proud of the Class of 2018 for their excellent CRDTS results.
- The SDM is preparing for its annual Research Day in April, which includes research table competitions for the students and sponsoring faculty. The event will be held on Monday, April 9th, and a guest speaker and vendor fair for students, faculty and staff. The event will run from 12:30 PM to 4:00 PM.
- The State Universities Retirement System (SURS) Representatives will be on the Alton Campus on Wednesday, April 18, 2018 from 10:00 AM to 12:00 PM to meet with employees regarding retirement planning.
- We’re very pleased to announce that on April 2, 2018 at 6 a.m., the SIUE Police Department will start staffing the Alton School of Dental Medicine with one Patrol Officer on duty 24 hours per day on a daily basis. The SIUE Police Department will have a sub-post located in Building 271 at the School of Dental Medicine.

East St. Louis Center, Jason — Attached.

Standing Committees and Appointments:

Elections Committee, Hunter – We will be holding elections for three positions. All others were filled by acclamation. Ballots and the accompanying information have been prepared and sent for entry into Qualtrics and will be sent to the appropriate constituencies once ready. Voting ends at 4:30 pm on April 11, 2018.

- Senator, Negotiated and Prevailing (3-year term) – Thomas Dickey and Lyle Mills both submitted petitions for the three-year term and have been placed on the ballot.
- Senator, Negotiated and Prevailing (unfilled term through 2019) – Sherie Gottlob submitted a petition for the unfilled term and is elected by acclamation.
- Panel Seats, Negotiated and Prevailing (3 seats) – Mark Ferrell and Lyle Mills both submitted petitions for the panel and are elected by acclamation.
- Senator, Open Range – Melanie Schoenborn and Terri Svehla both submitted petitions for this seat and have been placed on the ballot.
- Panel Seats, Open Range (2 seats) – Melanie Schoenborn submitted a petition for the panel and is elected by acclamation. One seat remains vacant as there were no further petitions received.
- Senators, Represented Administrative Staff (2 seats) – William Dusenbery and Cynthia Cobetto submitted petitions for these seats and are elected by acclamation.
- Panel Seats, Represented Administrative Staff (3 seats) – Danie Schneider submitted a petition for the panel and is elected by acclamation. Two seats remain vacant as there were no further petitions received.
• Panel Seat, Non-Represented Administrative Staff – Angie White and Chad Verbais both submitted petitions for the panel and have been placed on the ballot as there is only one non-represented seat available at this time.

We will need to update the Petitions for Candidacy going forward to reflect our July 1 start dates. It is recommended that we review and formalize the process to allow for electronic voting and submission as the default over paper.

University Planning and Budget Committee (UPBC), Manning, Holbert, Ormesher – Manning – UPBC met 3/23/18. Minutes were reviewed and approved. They were not asked to vote on anything.

Rich Walker discussed his homework:
1. If you were to receive an increase of 500,000 in your budget, how would you invest it in your division?
2. If you were to receive a decrease of 150,000 in your budget, how would this impact your division?

The Chancellor made the following announcements
1. Thanked UPBC for reviewing the Innovation Grant applications
2. Discussed topics which may be presented at the Board of Trustees meeting on April 12. Stay tuned to this website for information: http://siusystem.edu/board-of-trustees/meetings/meetings2018.shtml
3. Indicated there is no information or movement on the FY 19 Budget from the Governor’s Office so things are up in the air.

University Center Board (UCB), Mil cic – Meeting was on April 4th. Nothing to report.

Public Relations, Dusenberg – Attached.

Policy Review, Mil cic – Meeting was on April 3rd. They are working on getting new absence request forms.

Parking and Traffic, Dusenberg, Balai – http://www.siue.edu/parking/Minutes.shtml

Video Surveillance Advisory Group, Ferrell – No report.

Other Reports:

President Elect, Hunter – I am starting to determine guest speakers for the upcoming fiscal year meetings. I have recommendations to invite the new Disability Support Services director, Kelly Jo Kanes to speak on the upcoming MUC renovations, and Interim Dean of Library & Information Services Lydia Jackson. If you have any other recommendations, please let me know.

I hope to see everyone at the Scholarship Banquet on Tuesday. This is a very important event for the Staff Senate Scholarship and needs participation from the entire Senate to be truly successful. It is always an entertaining evening that helps support the families of our constituents, so I hope you can make plans to be there.

Associate Vice-Chancellor for Student Affairs Search Committee, Ferrell – The search is down to 4 finalists who have all completed on campus interviews. The search committee anticipates giving its recommendation after a meeting on March 29.

Human Resources Director Search Committee, Mil cic – First meeting was April 3rd.
1. **Chancellor's Meeting**
   a. March 27
      i. Reallocation will be discussed at the April 12 BOT
      ii. Diversity Educational Tour
         1. Employees may take release time if approved by their supervisor
         2. New message to attendees will be sent out.
         3. Chancellor will address the issue of supervisor training with HR
      iii. Innovation grant
         1. 8 proposals are being funded
         2. 6 proposals are being sent back with a request to resubmit the next round
   b. Next meeting, April 24. Please send any questions you’d like me to ask.

2. **Board of Trustees**
   a. Board of Trustees Meeting – April 12, Carbondale
   b. Constituency Advisory Panel, lunch and discussion immediately following BOT meeting:
   c. Future meetings:
      i. Board of Trustee Meeting – July 12, Springfield (no CAP)

3. **Committees serving on as USS President:**
   a. Diversity Council
      i. Friday, March 23.
         1. Most of the conversation was around the issue of staff having to take vacation to attend educational tour and other diversity trainings. Conversation was all in support of staff. The council sent a letter to the chancellor in support of staff being allowed to use release time as per SIUE’s current policy.
      ii. On hold items:
         1. The University Staff Senate was asked to consider how do we create structures in place to provide professional development opportunities to increase diversity and inclusion for staff and increase more opportunities for advance for staff. I will follow up with both Chad Martinez and Tamika Johnson.
         2. 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)?
            a. Contacted Chancellor’s Office. They asked for some additional information and I’m trying to coordinate with Venessa Brown’s office.
b. Follow up with Venessa Brown:
   i. She is supportive and talked about targeting supervisors
      with tools for supervisors to share with those in their
      units. VB felt if supervisors weren’t on board, change
      would not occur.
   ii. There was discussion at a BOT meeting about
       employees not having to take vacation time for diversity
       training. I’m trying to track those minutes down.
   iii. Spring event, Venessa will develop something based on
        the How to Develop and Deepen Capacity document
        that was used in the recent Diversity training. Will focus
        on microaggressions specific to staff.
   iv. Stay tuned!

4. Other Items of Interest

   a. SIUE Faculty and Staff Appreciation Day – April 25, 2018
March 5-6—Head Start teachers conducted the second round of parent teacher conferences. During the scheduled conferences teachers provide outcomes regarding children's progress toward school readiness. Outcome information is shared in the areas of math, literacy, cognitive, physical, social emotional, and language development.

March 21-March 30—The Head Start program conducted phase II of its annual Self-assessment. The Self-assessment is a three phase process and consist of staff, parents, and governing body members conducting an assessment of Head Start facilities, family eligibility, as well as children's health and education file documentation. The final report of the Self-assessment is submitted to the Office of Head Start (OHS) with the Head Start grant application.

March 28—The ESLC Learning Resource Center's 'Movie Wednesday' will celebrate Women's History Month. ESLC staff and Community members are invited to bring their lunch and take in the movie, "Winnie Mandela".

March 29—As part of its 'Lunch and Learn Series, the Learning Resource Center will host 'Don't Sugarcoat It' a presentation on preventing and managing diabetes. The presentation is scheduled from 11:30-1:00 in the LRC.

March 29-April 1—Head Start Centers will be closed for Spring Break.

April 20—Head Start will celebrate and recognize parents during the Annual Parent Volunteer and Recognition Luncheon. During this celebration parents are recognized in categories such as volunteerism (center), perfect attendance (child) and male involvement of fathers or father figures. Also, at this time the Parent of the Year will be announced! Parent of the year honors is awarded to a parent who has demonstrated progress in beating the odds and overcoming obstacles for his or her family's success. The celebration will be held at Our Lady of Snows Shrine, Belleville, IL.

April 25—ESLC staff is looking forward to participating in the Annual SIUE Staff Appreciation Day. The Chancellor's Office will sponsor roundtrip bus transportation to the Edwardsville campus. During 2017 Staff Appreciation Day approximately 120 staff took advantage of the bus transportation!